

# Unionized Non-Teaching Staff

DIVISION	BARGAINING UNIT	2020	2021	2022	2023	2024	2025	2026	TERM
<b>Brandon</b>	CUPE All	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 2.5%	Jul 1: 2.75%	Jul 1: 3.0%	Jul 1: 3.0%		Jul 1/22 - Jun 30/26
<b>DSFM</b>	CUPE All support staff	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/19 - Jun 30/22
<b>Evergreen</b>	CUPE All support staff	Jul 1 1.4%	Jul 1 0.5%						Jul 1/19 - Jun 30/22
<b>Flin Flon</b>	USWA Custodial	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 - Jun 30/22
	USWA Clerical	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 - Jun 30/22
	USWA Educational Asst.	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 - Jun 30/22
<b>Fort la Bosse</b>	UFCW Custodial, Bus Drivers, Admin Asts	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1 1.75%	Jul 1: 3% \$1 adj cleaners	Jul 1: 3%	Jul 1: 2.5%	Jul 1: 2%	Jul 1/23 - Jun 30/27
	UFCW Educational Asts	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1 1.75%	Jul 1: 3% \$0.5 adj EAs	Jul 1: 3%	Jul 1: 2.5%	Jul 1: 2%	Jul 1/23 - Jun 30/27
<b>Frontier - Area 4</b>	USW Area 4 All staff	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 2.5% + \$0.75/hr adj EA2, EA3 & bus drivers	Jul 1: 2.0%		Jul 1/22 - Jun 30/26
	- Norway House	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 2.5% + \$0.75/hr adj EA2, EA3 & bus drivers	Jul 1: 2.0%		Jul 1/22 Jun 30/26
	- Lynn Lake	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/17 - Jun 30/22
	- Leaf Rapids	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/17 - Jun 30/22
	- Churchill	SpecAdj	Jul 1 COLA 3.3%	Jul 1: 3%	Jul 1: 3%	Jul 1: 2.5% + \$0.75 adj EA2 & EA3			Jul 1/22 - Jun 30/25
<b>Garden Valley</b>	CLAC School Admin Asts	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 2.5% + Spec. Adj.	Jul 1: 2.0%		Jul 1/22 - Jun 30/26
	CLAC Library Tech.	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 2.5% + Spec Adj	Jul 1: 2.0%		Jul 1/22 - Jun 30/26
	CLAC Educational Asts.	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	3.0% EA 1&2 2.5% EA3	Spec adj on scale + 2.5%	Jul 1: 2.0%		Jul 1/22 - Jun 30/26
	CLAC Bus Drivers	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 2.5% + spec adj	Jul 1: 2.0%		Jul 1/22 - Jun 30/26
<b>Hanover</b>	CLAC Ed. Assistants	Sep 1 1.4%	Sep 1 0.5%	Sep 1: 3.3%	Sep 1: 3.0%	Sep 1: SpecAdj plus 2.5%	Sep 1: 1.5%		Sep 1/22 - Aug 31/26
	CLAC Custodial	Jul 1 1.6%	Jul 1 1.4%	Jul 1 0.5%	Jul 1: 3.3%	Jul 1: 2% + spec adj	Jul 1: 2.5%	Jul 1: 1.5%	Jul 1/23 - Jun 30/27
	CUPE Bus Drivers	Jul 1 0.5%	Jul 1 3.3%	Jul 1 2.5%	Jul 1 2.5%				Jul 1/20 - Jun 30/24
<b>Interlake</b>	Bus Drivers Assoc.	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1: 3.0%	Jul 1: 3.0%	Jul 1: 3.0%			Jul 1/22 - Jun 30/25
	CUPE Custodial	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 - Jun 30/23
	IANTE CI/TA/Library	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 - Jun 30/23
<b>Kelsey</b>	CUPE (All groups)	Jul 1: 1.4%	Jul 1: 0.5%	Jul 1: 3.3%					Jul 1/19 - Jun 30/23
<b>Lakeshore</b>	CUPE (All groups)	Jul 1 1.6%	Jul 1 1.4%						Jul 1/20 - Jun 30/22
<b>Lord Selkirk</b>	CUPE Custodial	Jul 1: 1.6%	Jul 1: 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%				Jan 1/19 - Dec 31/23
	CUPE Clerical/EAs/Library	Jul 1: 1.6%	Jul 1: 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%				Jan 1/19 - Dec 31/23
	UNIFOR Bus Drivers	Jan 1 0%	Jan 1 0.75%	Jan 1 1.0%	Jan 1 0.6% spec adj Jan 1 3.3%	Jan 1 2.25%	Jan 1 2.25%		Jan 1/23 - Dec 31/25
	Board Office Association	Jan 1 0.75%	Jan 1 1.0%	Jan 1 0.6% spec adj Jan 1 3.3% COLA	Jan 1 2.25%	Jan 1 2.0%			Jan 1/22 - Dec 31/24
<b>Louis Riel</b>	CUPE EAss	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 - Jun 30/23
	CUPE Cust/Maint/Bus	Jan 1 1.6%	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%				Jan 1/20 - Dec 31/23
	CUPE Clerical/Techs	Jan 1 1.6%	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%				Jan 1/20 - Dec 31/23
<b>Mountain View</b>	CUPE Cust/Cler/Bus Drivers	Jan 1 1.5% Jul 1 1.5%	Jan 1: 2.5%	Jan. 1: 2.75%	Jan 1: 2.9%	Jan. 1: 2.9% + spec adj.	Jan. 1: 3.0% + spec adj		Jan 1/21 - Dec 31/25
	CUPE EA/Library	Jan 1 1.5% Jul 1 1.5%	Jan 1: 2.5%	Jan. 1: 2.75%	Jan 1: 2.9%	Jan. 1: 2.9% + spec adj.	Jan. 1: 3.0% + spec adj		Jan 1/21 - Dec 31/25
<b>Mystery Lake</b>	USWA Custodial	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1 2.5%	Jul 1 2.5%	Jul 1 2.5%			May 1/22 - Apr 30/25
	USWA Clerical/TA's	Jul 1 0.5%	Jul 1 COLA 3.3%	Jul 1 2.5%	Jul 1 2.5%	Jul 1 2.5%			May 1/22 - Apr 30/25

Salary adjustments only reflect base rate adjustments and do not reflect other monetary changes to individual classifications.

**UNIONIZED NON TEACHING STAFF (continued)**

DIVISION	BARGAINING UNIT	2020	2021	2022	2023	2024	2025	2026	TERM
<b>Park West</b>	CUPE (all groups)	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Jun 30/22
<b>Pembina Trails</b>	CUPE Custodial	Jul 1: 2.0%	Jul 1: 3.3%	Jul 1: 2.75%	Jul 1: 2.9%	Jul 1: 2.9%			Jul 1/20 – Jun 30/25
	PTANTE	Jul 1 2% Jul 1: 2.5% spec adj	Jul 1 2.5% Jul 1: 2.5% spec adj	Jul 1 2.0% Jul 1: 1.3% spec adj	Jul 1 2.5%				Jul 1/20 – Jun 30/24
	CUPE Board Office, IT	Jul 1 2%	Jul 1: 3.3%	Jul 1: 2.75%	Jul 1: 2.9%	Jul 1: 2.9%	Jul 1: 3.0%		Jul 1/21 – June 30/26
	EAPT - EAs	Jul 1 2% Jul 1: 2.5% spec adj	Jul 1 2.5% Jul 1: 2.5% spec adj	Jul 1 2.0% Jul 1: 1.3% spec adj	Jul 1: 2.9%	Jul 1: 2.9%	Jul 1: 3.0%		Jul 1/23 – Jun 30/26
	CUPE Trades	Jul 1 2%	Jul 1: 3.3%	Jul 1: 2.75%	Jul 1: 2.9%	Jul 1: 2.9%			Jul 1/21 – Jun 30/25
<b>Pine Creek</b>	CUPE (all groups)	Jul 1 0.5%	Jul 1: COLA 3.3%						Jul 1/18 – Jun 30/22
<b>Portage la Prairie</b>	CUPE (all groups)	Jan 1 0.5%	Jan 1: COLA 3.3%						Jan 1/18 – Dec 31/21
<b>Prairie Rose</b>	CUPE (all except EAs)	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Jun 30/22
	CUPE EA's	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Jun 30/22
<b>River East Trans</b>	CUPE Clerical	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%					Jan 1/19 – Dec 31/22
	RETEA (EAs).	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%					Jan 1/19 – Dec 31/22
	CUPE Library Technicians	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%					Jan 1/19 – Dec 31/22
	CUPE Bus Drivers/ Mechanics.	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%					Jan 1/19 – Dec 31/22
	CUPE Custodial/Trades/ Food Services	Jan 1 1.4%	Jan 1 0.5%	Jan 1 COLA 3.3%					Jan 1/19 – Dec 31/22
<b>Rolling River</b>	CUPE Custodial/Cleaners	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Oct 27/22
<b>Seine River</b>	MGEU Custodial	Jul 1 1.0%	Class 1: \$1.32 + 3.3% Class 2: \$0.70 + 3.3%	Class 1: 2.0% Class 2: 2.0%	Class 1: \$0.75 +2.0% Class 2: 2.0%	Class 1: 2.5% Class 2: \$1.00 + 2.5%			Jul 1/21 – Jun 30/25
	MGEU School Sec/Lbry	Jul 1 1.0%	Jul 1: 3.3% + Spec Adj	Jul 1: 2.0%	July 1 2.0% + Spec Adj	Jul 1: 2.5%			Jul 1/21 – Jun 30/25
	MGEU EAs	Jul 1 1.0%	Jul 1 Spec Adj plus 3.3%	Jul 1 2.0%	Jul 1 2.0%	Jul 1 Spec Adj plus 2.5%			Jul 1/21 – Jun 30/25
	UFCW 832 Bus Drivers			first agreement with UFCW	Jul 5: \$22.55	Jul 1: 2% + 0.5%	Jul 1: 3.0%	Jul 1: 3.5%	Jul 1/23 – Jun 30/27
<b>Seven Oaks</b>	CUPE Clerical	Jan 1 0.5%	Jan 1 COLA 3.3%						Jan. 1/18 – Dec 31/21
	CUPE Cust/Bus Drivers	Jan 1 0.5%	Jan 1 COLA 3.3%	Jan 3 2.5%	Jan 2: 3.0%	Jan 1 3.0% + \$0.60 spec adj busdriver trainer	Dec 30 3.0% + Ju'25 0.5% spec adj to Sch"A"		Jan 1/22 – Dec 31/25
	EASO Educational Assts.	Jan 1 .75%	Jan 1 1.0%	Jan 3 3.3% COLA	Jan 1 2.0%				Jan 1/22 – Dec 31/23
	CUPE Library Techs.	Jan 1 0.5%	Jan 1 COLA 3.3%						Jan 1/18 – Dec 31/21
	CUPE Wayfinders	Jan 1 0.5%	Jan 1 COLA 3.3%						Jan 1/18 – Dec. 31/21
<b>St. James - Assiniboia</b>	MANTE Clerical	Jul 1 2.5%	Jul 1 2.5%	Jul 1 1.5%	Jul 1: 3% + 1% spec adj.	Jul 1: 3% + 3% spec adj.	Jul 1: 3% + 1.5% spec adj.		Jul 1/23 – Jun 30/26
	CUPE Custodial	Mar 1.4%	Mar 0.5%						Mar 1/19 – Feb 28/22
<b>Sunrise</b>	CUPE Clerical/Library	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – June 30/22
	CUPE Custodial	Jan 1 0.5%	Jan 1 COLA 3.3%						Jan 1/18 – Dec 31/21
	CUPE Bus Drivers	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – June 30/22
	CUPE Educational Assts, Work Counsellors	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – June 30/22
<b>Swan Valley</b>	CUPE Bus Drivers	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Jun 30/22
	CUPE Mechanics	Jul 1 0.5%	Jul 1 COLA 3.3%						Jul 1/18 – Jun 30/22
<b>Turtle Mtn.</b>	CUPE Clerical/Custodial	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 – Jun 30/23
	CUPE Educational Assts.	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 – Jun 30/23

**UNIONIZED NON TEACHING STAFF (continued)**

<b>DIVISION</b>	<b>BARGAINING UNIT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>TERM</b>
<b>Turtle River</b>	CUPE (all groups)	Jan 1 1.6%	Jan 1 1.4%	Jan 1 0.5%					Jan 1/20 – Dec 31/22
<b>Western</b>	CUPE EAs	Sep 1: 0.5%	Sep 1: COLA 3.3%	Sep 1: 2.75%	Sep 1: 2.9%	Spec adj \$1/hr + 2.9%	Sep 1: 3.0%		Jul 1/22 - Jun 30/26
<b>Winnipeg</b>	CUPE Custodial	Jul 1 1.4%	Jul 1 0.5%	Jul 1 COLA 3.3%					Jul 1/19 - Jun 30/23
	MGEU Clerical, TA's	Jul 2 1.5%	Jul 2 0.5%	Jul 2 COLA 3.3%	Jul 2 1.75%				Jul 1/17 – Jun 30/24
	UFCW Bus Drivers	Jul 1 0.75%	Jul 1 COLA 3.3%	Aug 1.25%	Aug 1.5%				Jul 1/21 Aug 21/24
	CUPE Community Liaison Workers	Jul 2 1.5%	Jul 2 0.5%	Jul 2 COLA 3.3%					Aug 28/16 – Aug 31/23
	IBEW Electrical Workers	May 1 1.4%	May 1 0.5%	May COLA 3.3%					Apr 22/19 – April 19/23
	Plumbing/Pipefitters	May 1 1.4%	May 1 0.5%	May COLA 3.3%					Apr 22/19 – April 19/23
	Carpenters & Joiners	May 1 1.4%	May 1 0.5%	May COLA 3.3%					Apr 22/19 – April 19/23