

## Article 62

### Article 62 - Wage Schedules

Related Articles: 11.04 (F), 12.03, 51.02 (A), 52, 60, 61

#### Interpretation Guidelines:

1. The 4 wage levels correspond to the classification levels listed in Article 61.
2. The increment steps were increased to 9 steps in the Legislated agreement of 2001.
3. Regular employees (full-time and part-time) move up the increment scale each year on their anniversary date as per Article 12.03.
4. Casual employees move up the increment scale for each 1879.2 hours of service.

#### Additional References:

#### Arbitration Awards:

*HEABC and NBA (IWAD), February 23, 2004 (Kinzie)* - the Arbitration Board dismissed the grievance asking the Board to direct Employers to re-open promotions that occurred before October 1, 2002 (when the 7<sup>th</sup> and 8<sup>th</sup> increment steps were added) and then again after April 1, 2002 (when the 9<sup>th</sup> increment step was added) to re-calculate their placement on the increment scale as though the promotion had occurred after October 1, 2002 and April 1, 2002 respectively. In dismissing the grievance the Board stated: "*We are of the view that both the re-opening of completed promotions and the ability to undo or override the collective agreement effective dates for these new increment steps would require the presence of express language in the agreement*".