

## ARTICLE 15 – SALARY, HOURLY RATES AND ALLOWANCES

### 15.1 Faculty Salary Scales

15.1.1 Effective March 31, 2013, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	48,279	4,023.25	1,850.53	26.44
2	50,640	4,220.00	1,941.03	27.73
3	52,979	4,414.92	2,030.68	29.01
4	55,363	4,613.58	2,122.06	30.32
5	57,751	4,812.58	2,213.59	31.62
6	60,088	5,007.33	2,303.17	32.90
7	62,500	5,208.33	2,395.62	34.22
8	64,962	5,413.50	2,489.99	35.57
9	67,374	5,614.50	2,582.44	36.89
10	69,865	5,822.08	2,677.92	38.26
11	72,450	6,037.50	2,777.00	39.67
12	74,840	6,236.67	2,868.61	40.98
13	77,122	6,426.83	2,956.08	42.23
14	79,222	6,601.83	3,036.57	43.38
15	84,567	7,047.25	3,241.45	46.31

15.1.2 Effective July 1, 2013, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	48,762	4,063.50	1,869.04	26.70
2	51,146	4,262.17	1,960.42	28.01
3	53,509	4,459.08	2,051.00	29.30
4	55,917	4,659.75	2,143.29	30.62
5	58,329	4,860.75	2,235.75	31.94
6	60,689	5,057.42	2,326.20	33.23
7	63,125	5,260.42	2,419.58	34.57
8	65,612	5,467.67	2,514.90	35.93
9	68,048	5,670.67	2,608.27	37.26
10	70,564	5,880.33	2,704.71	38.64
11	73,175	6,097.92	2,804.79	40.07
12	75,588	6,299.00	2,897.28	41.39
13	77,893	6,491.08	2,985.63	42.65
14	80,014	6,667.83	3,066.93	43.81
15	85,413	7,117.75	3,273.87	46.77

15.1.3 Effective December 1, 2013, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	49,250	4,104.17	1,887.75	26.97
2	51,657	4,304.75	1,980.01	28.29
3	54,044	4,503.67	2,071.50	29.59
4	56,476	4,706.33	2,164.72	30.92
5	58,912	4,909.33	2,258.09	32.26
6	61,296	5,108.00	2,349.47	33.56
7	63,756	5,313.00	2,443.76	34.91
8	66,268	5,522.33	2,540.05	36.29
9	68,728	5,727.33	2,634.34	37.63
10	71,270	5,939.17	2,731.77	39.03
11	73,907	6,158.92	2,832.85	40.47
12	76,344	6,362.00	2,926.26	41.80
13	78,672	6,556.00	3,015.49	43.08
14	80,814	6,734.50	3,097.59	44.25
15	86,267	7,188.92	3,306.61	47.24

15.1.4 Effective April 1, 2014, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	49,743	4,145.25	1,906.64	27.24
2	52,174	4,347.83	1,999.82	28.57
3	54,584	4,548.67	2,092.20	29.89
4	57,041	4,753.42	2,186.38	31.23
5	59,501	4,958.42	2,280.67	32.58
6	61,909	5,159.08	2,372.97	33.90
7	64,394	5,366.17	2,468.22	35.26
8	66,931	5,577.58	2,565.46	36.65
9	69,415	5,784.58	2,660.67	38.01
10	71,983	5,998.58	2,759.10	39.42
11	74,646	6,220.50	2,861.17	40.87
12	77,107	6,425.58	2,955.50	42.22
13	79,459	6,621.58	3,045.66	43.51
14	81,622	6,801.83	3,128.56	44.69
15	87,130	7,260.83	3,339.69	47.71

## 15.2 Assistant Instructor Salary Scales

15.2.1 Effective March 31, 2013 the following Salary Scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	50,627	4,218.92	1,940.53	27.72
2	52,228	4,352.33	2,001.89	28.60
3	53,802	4,483.50	2,062.23	29.46
4	55,352	4,612.67	2,121.64	30.31
5	56,743	4,728.58	2,174.95	31.07
6	58,135	4,844.58	2,228.31	31.83
7	59,526	4,960.50	2,281.63	32.59
8	61,235	5,102.92	2,347.13	33.53
9	62,856	5,238.00	2,409.26	34.42
10	64,937	5,411.42	2,489.03	35.56

15.2.2 Effective July 1, 2013 the following Salary Scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	51,133	4,261.08	1,959.92	28.00
2	52,750	4,395.83	2,021.90	28.88
3	54,340	4,528.33	2,082.85	29.75
4	55,906	4,658.83	2,142.87	30.61
5	57,310	4,775.83	2,196.69	31.38
6	58,716	4,893.00	2,250.58	32.15
7	60,121	5,010.08	2,304.43	32.92
8	61,847	5,153.92	2,370.59	33.87
9	63,485	5,290.42	2,433.37	34.76
10	65,586	5,465.50	2,513.91	35.91

15.2.3 Effective December 1, 2013 the following Salary Scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	51,644	4,303.67	1,979.51	28.28
2	53,278	4,439.83	2,042.14	29.17
3	54,883	4,573.58	2,103.66	30.05
4	56,465	4,705.42	2,164.30	30.92
5	57,883	4,823.58	2,218.65	31.70
6	59,303	4,941.92	2,273.08	32.47
7	60,722	5,060.17	2,327.47	33.25
8	62,465	5,205.42	2,394.28	34.20
9	64,120	5,343.33	2,457.71	35.11
10	66,242	5,520.17	2,539.05	36.27

15.2.4 Effective April 1, 2014 the following Salary Scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	52,160	4,346.67	1,999.29	28.56
2	53,811	4,484.25	2,062.57	29.47
3	55,432	4,619.33	2,124.70	30.35
4	57,030	4,752.50	2,185.95	31.23
5	58,462	4,871.83	2,240.84	32.01
6	59,896	4,991.33	2,295.81	32.80
7	61,329	5,110.75	2,350.74	33.58
8	63,090	5,257.50	2,418.23	34.55
9	64,761	5,396.75	2,482.28	35.46
10	66,904	5,575.33	2,564.42	36.63

### 15.3 Technical Staff Salary Scales

15.3.1 The salary scale for the category of Nurse in the **Student Health Services** Department shall be Technical Staff Step 7 -18.

15.3.2 Effective March 31, 2013 the following Salary Scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	35,876	2,989.67	1,375.12	19.64
2	37,038	3,086.50	1,419.66	20.28
3	38,262	3,188.50	1,466.58	20.95
4	39,404	3,283.67	1,510.35	21.58
5	40,711	3,392.58	1,560.45	22.29
6	42,024	3,502.00	1,610.78	23.01
7	43,352	3,612.67	1,661.68	23.74
8	44,642	3,720.17	1,711.12	24.44
9	45,953	3,829.42	1,761.37	25.16
10	47,482	3,956.83	1,819.98	26.00
11	49,054	4,087.83	1,880.24	26.86
12	50,627	4,218.92	1,940.53	27.72
13	52,228	4,352.33	2,001.89	28.60
14	53,802	4,483.50	2,062.23	29.46
15	55,352	4,612.67	2,121.64	30.31
16	56,939	4,744.92	2,182.47	31.18
17	58,443	4,870.25	2,240.11	32.00
18	60,373	5,031.08	2,314.09	33.06

15.3.3 Effective July 1, 2013 the following Salary Scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	36,235	3,019.58	1,388.88	19.84
2	37,408	3,117.33	1,433.85	20.48
3	38,645	3,220.42	1,481.26	21.16
4	39,798	3,316.50	1,525.45	21.79
5	41,118	3,426.50	1,576.05	22.51
6	42,444	3,537.00	1,626.87	23.24
7	43,786	3,648.83	1,678.31	23.98
8	45,088	3,757.33	1,728.22	24.69
9	46,413	3,867.75	1,779.01	25.41
10	47,957	3,996.42	1,838.19	26.26
11	49,545	4,128.75	1,899.06	27.13
12	51,133	4,261.08	1,959.92	28.00
13	52,750	4,395.83	2,021.90	28.88
14	54,340	4,528.33	2,082.85	29.75
15	55,906	4,658.83	2,142.87	30.61
16	57,508	4,792.33	2,204.28	31.49
17	59,027	4,918.92	2,262.50	32.32
18	60,977	5,081.42	2,337.24	33.39

15.3.4 Effective December 1, 2013 the following Salary Scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	36,597	3,049.75	1,402.76	20.04
2	37,782	3,148.50	1,448.18	20.69
3	39,031	3,252.58	1,496.05	21.37
4	40,196	3,349.67	1,540.71	22.01
5	41,529	3,460.75	1,591.80	22.74
6	42,868	3,572.33	1,643.13	23.47
7	44,224	3,685.33	1,695.10	24.22
8	45,539	3,794.92	1,745.51	24.94
9	46,877	3,906.42	1,796.79	25.67
10	48,437	4,036.42	1,856.59	26.52
11	50,040	4,170.00	1,918.03	27.40
12	51,644	4,303.67	1,979.51	28.28
13	53,278	4,439.83	2,042.14	29.17
14	54,883	4,573.58	2,103.66	30.05
15	56,465	4,705.42	2,164.30	30.92
16	58,083	4,840.25	2,226.32	31.80
17	59,617	4,968.08	2,285.11	32.64
18	61,587	5,132.25	2,360.62	33.72

15.3.5 Effective April 1, 2014 the following Salary Scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	36,963	3,080.25	1,416.79	20.24
2	38,160	3,180.00	1,462.67	20.90
3	39,421	3,285.08	1,511.00	21.59
4	40,598	3,383.17	1,556.12	22.23
5	41,944	3,495.33	1,607.71	22.97
6	43,297	3,608.08	1,659.57	23.71
7	44,666	3,722.17	1,712.04	24.46
8	45,994	3,832.83	1,762.95	25.18
9	47,346	3,945.50	1,814.77	25.93
10	48,921	4,076.75	1,875.14	26.79
11	50,540	4,211.67	1,937.19	27.67
12	52,160	4,346.67	1,999.29	28.56
13	53,811	4,484.25	2,062.57	29.47
14	55,432	4,619.33	2,124.70	30.35
15	57,030	4,752.50	2,185.95	31.23
16	58,664	4,888.67	2,248.59	32.12
17	60,213	5,017.75	2,307.96	32.97
18	62,203	5,183.58	2,384.24	34.06

15.4 Information Technology **and Research**

15.4.1 The Employees in the Information Technology Services Department and **Research and those holding the positions of Research Associate, Research Analyst, and Research Assistant** shall be considered to be Technical Staff except for the provisions of the wage scales which follow.

15.4.2 Effective March 31, 2013 the following salary scales shall apply to the Employees **within the following job classifications:**

**Senior Systems Analyst and Research Associate**

Step	Annual	Monthly	Biweekly	Hourly
1	59,338	4,944.83	2,274.42	32.49
2	61,850	5,154.17	2,370.70	33.87
3	64,438	5,369.83	2,469.90	35.28
4	67,031	5,585.92	2,569.29	36.70
5	69,564	5,797.00	2,666.38	38.09
6	72,154	6,012.83	2,765.66	39.51
7	74,236	6,186.33	2,845.46	40.65
8	76,208	6,350.67	2,921.05	41.73
9	78,742	6,561.83	3,018.17	43.12

**Intermediate Systems Analyst and Research Analyst**

Step	Annual	Monthly	Biweekly	Hourly
1	48,384	4,032.00	1,854.55	26.49
2	50,784	4,232.00	1,946.55	27.81
3	53,322	4,443.50	2,043.83	29.20
4	55,833	4,652.75	2,140.07	30.57
5	58,311	4,859.25	2,235.06	31.93
6	60,851	5,070.92	2,332.41	33.32
7	62,601	5,216.75	2,399.49	34.28
8	64,257	5,354.75	2,462.97	35.19
9	66,385	5,532.08	2,544.53	36.35

**Junior Systems Analyst and Research Assistant**

Step	Annual	Monthly	Biweekly	Hourly
1	43,513	3,626.08	1,667.85	23.83
2	44,929	3,744.08	1,722.12	24.60
3	46,295	3,857.92	1,774.48	25.35
4	47,690	3,974.17	1,827.95	26.11
5	49,137	4,094.75	1,883.42	26.91
6	50,784	4,232.00	1,946.55	27.81
7	52,236	4,353.00	2,002.20	28.60
8	53,612	4,467.67	2,054.94	29.36
9	55,381	4,615.08	2,122.75	30.32

15.4.3 Effective July 1, 2013 the following salary scales shall apply to the Employees in the Information Technology Services Department **and Research**:

**Senior Systems Analyst and Research Associate**

Step	Annual	Monthly	Biweekly	Hourly
1	59,931	4,994.25	2,297.15	32.82
2	62,469	5,205.75	2,394.43	34.21
3	65,082	5,423.50	2,494.59	35.64
4	67,701	5,641.75	2,594.97	37.07
5	70,260	5,855.00	2,693.06	38.47
6	72,876	6,073.00	2,793.33	39.90
7	74,978	6,248.17	2,873.90	41.06
8	76,970	6,414.17	2,950.25	42.15
9	79,529	6,627.42	3,048.34	43.55

**Intermediate Systems Analyst and Research Analyst**

Step	Annual	Monthly	Biweekly	Hourly
1	48,868	4,072.33	1,873.11	26.76
2	51,292	4,274.33	1,966.02	28.09
3	53,855	4,487.92	2,064.26	29.49
4	56,391	4,699.25	2,161.46	30.88
5	58,894	4,907.83	2,257.40	32.25
6	61,460	5,121.67	2,355.76	33.65
7	63,227	5,268.92	2,423.49	34.62
8	64,900	5,408.33	2,487.61	35.54
9	67,049	5,587.42	2,569.98	36.71

**Junior Systems Analyst and Research Assistant**

Step	Annual	Monthly	Biweekly	Hourly
1	43,948	3,662.33	1,684.52	24.06
2	45,378	3,781.50	1,739.33	24.85
3	46,758	3,896.50	1,792.23	25.60
4	48,167	4,013.92	1,846.24	26.37
5	49,628	4,135.67	1,902.24	27.17
6	51,292	4,274.33	1,966.02	28.09
7	52,758	4,396.50	2,022.21	28.89
8	54,148	4,512.33	2,075.49	29.65
9	55,935	4,661.25	2,143.98	30.63

15.4.4 Effective December 1, 2013 the following salary scales shall apply to the Employees in the Information Technology Services Department **and Research**:

**Senior Systems Analyst and Research Associate**

Step	Annual	Monthly	Biweekly	Hourly
1	60,530	5,044.17	2,320.11	33.14
2	63,094	5,257.83	2,418.39	34.55
3	65,733	5,477.75	2,519.54	35.99
4	68,378	5,698.17	2,620.92	37.44
5	70,963	5,913.58	2,720.01	38.86
6	73,605	6,133.75	2,821.27	40.30
7	75,728	6,310.67	2,902.65	41.47
8	77,740	6,478.33	2,979.77	42.57
9	80,324	6,693.67	3,078.81	43.98

**Intermediate Systems Analyst and Research Analyst**

Step	Annual	Monthly	Biweekly	Hourly
1	49,357	4,113.08	1,891.85	27.03
2	51,805	4,317.08	1,985.68	28.37
3	54,394	4,532.83	2,084.92	29.78
4	56,955	4,746.25	2,183.08	31.19
5	59,483	4,956.92	2,279.98	32.57
6	62,075	5,172.92	2,379.33	33.99
7	63,859	5,321.58	2,447.71	34.97
8	65,549	5,462.42	2,512.49	35.89
9	67,719	5,643.25	2,595.66	37.08

**Junior Systems Analyst and Research Assistant**

Step	Annual	Monthly	Biweekly	Hourly
1	44,387	3,698.92	1,701.35	24.30
2	45,832	3,819.33	1,756.74	25.10
3	47,226	3,935.50	1,810.17	25.86
4	48,649	4,054.08	1,864.71	26.64
5	50,124	4,177.00	1,921.25	27.45
6	51,805	4,317.08	1,985.68	28.37
7	53,286	4,440.50	2,042.45	29.18
8	54,689	4,557.42	2,096.22	29.95
9	56,494	4,707.83	2,165.41	30.93



15.4.5 Effective April 1, 2014 the following salary scales shall apply to the Employees in the Information Technology Services Department **and Research**:

**Senior Systems Analyst and Research Associate**

Step	Annual	Monthly	Biweekly	Hourly
1	61,135	5,094.58	2,343.30	33.48
2	63,725	5,310.42	2,442.57	34.89
3	66,390	5,532.50	2,544.72	36.35
4	69,062	5,755.17	2,647.14	37.82
5	71,673	5,972.75	2,747.22	39.25
6	74,341	6,195.08	2,849.48	40.71
7	76,485	6,373.75	2,931.66	41.88
8	78,517	6,543.08	3,009.55	42.99
9	81,127	6,760.58	3,109.59	44.42

**Intermediate Systems Analyst and Research Analyst**

Step	Annual	Monthly	Biweekly	Hourly
1	49,851	4,154.25	1,910.78	27.30
2	52,323	4,360.25	2,005.54	28.65
3	54,938	4,578.17	2,105.77	30.08
4	57,525	4,793.75	2,204.93	31.50
5	60,078	5,006.50	2,302.78	32.90
6	62,696	5,224.67	2,403.13	34.33
7	64,498	5,374.83	2,472.20	35.32
8	66,204	5,517.00	2,537.59	36.25
9	68,396	5,699.67	2,621.61	37.45

**Junior Systems Analyst and Research Assistant**

Step	Annual	Monthly	Biweekly	Hourly
1	44,831	3,735.92	1,718.37	24.55
2	46,290	3,857.50	1,774.29	25.35
3	47,698	3,974.83	1,828.26	26.12
4	49,135	4,094.58	1,883.34	26.90
5	50,625	4,218.75	1,940.45	27.72
6	52,323	4,360.25	2,005.54	28.65
7	53,819	4,484.92	2,062.88	29.47
8	55,236	4,603.00	2,117.19	30.25
9	57,059	4,754.92	2,187.07	31.24

## 15.5 Laboratory Helpers

15.5.1 Effective March 31, 2013 the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	32,753	2,729.42	1,255.42	17.93
2	33,513	2,792.75	1,284.55	18.35
3	34,377	2,864.75	1,317.67	18.82
4	35,877	2,989.75	1,375.16	19.65

15.5.2 Effective July 1, 2013 the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	33,081	2,756.75	1,267.99	18.11
2	33,848	2,820.67	1,297.39	18.53
3	34,721	2,893.42	1,330.85	19.01
4	36,236	3,019.67	1,388.92	19.84

15.5.3 Effective December 1, 2013 the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	33,412	2,784.33	1,280.68	18.30
2	34,186	2,848.83	1,310.35	18.72
3	35,068	2,922.33	1,344.15	19.20
4	36,598	3,049.83	1,402.80	20.04

15.5.4 Effective April 1, 2014 the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	33,746	2,812.17	1,293.48	18.48
2	34,528	2,877.33	1,323.46	18.91
3	35,419	2,951.58	1,357.61	19.39
4	36,964	3,080.33	1,416.83	20.24

## 15.6 Administrative Allowances (Level 1 & 2)

15.6.1 Effective March 31, 2013, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	3089.33	257.44	118.41	1.69
2	1523.13	126.93	58.38	0.83

15.6.2 Effective July 1, 2013, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	3120.22	260.02	119.6	1.71
2	1538.36	128.2	58.97	0.84

15.6.3 Effective December 1, 2013, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	3151.42	262.62	120.79	1.73
2	1553.74	129.48	59.55	0.85

15.6.4 Effective April 1, 2014, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	3182.93	265.24	122.00	1.74
2	1569.28	130.77	60.15	0.86

## 15.7 Student Employees and Markers

### 15.7.1 Student Employees, Work Study Students, and Challenge Program Students

The parties agree that the rates for Student Employees, Work Study Students and Challenge Program Students will be as follows:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
Hourly	13.48	13.61	13.75	13.89

These rates are inclusive of vacation pay and paid holiday pay.

### 15.7.2 Markers

The parties agree that the rates for Markers will be as follows:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
Hourly	29.36	29.65	29.95	30.25

These rates are inclusive of vacation pay and paid holiday pay.

## 15.8 Part-Time Studies Rates

### 15.8.1 Instructors/Lecturers

The parties agree that the hourly rates for Instructors/Lecturers in Part-Time Studies will be as follows:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
0 - 1 Years Teaching Experience	58.27	58.85	59.44	60.03
2 Years Teaching Experience	72.81	73.54	74.28	75.02
3 Years Teaching Experience	87.40	88.27	89.15	90.04

These rates are inclusive of vacation pay and paid holiday pay.

15.8.2 Lab Assistants/ Demonstrators

The parties agree that the rates for Lab Assistants/Demonstrators in Part-time Studies will be as follows:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
Hourly	43.72	44.16	44.60	45.05

These rates are inclusive of vacation pay and paid holiday pay.

15.16 Qualification Differential

15.16.1 Effective March 31, 2013, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
554.82	46.24	21.27	N/A

15.16.2 Effective July 1, 2013, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
560.37	46.70	21.48	N/A

15.16.3 Effective December 1, 2013, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
565.97	47.16	21.69	N/A

15.16.4 Effective April 1, 2014, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
571.63	47.64	21.91	N/A

15.16.6 Qualified part-time Employees will receive the differential on a pro-rata basis.

15.17 Allowance in lieu of LTD Coverage

Each non-LTD eligible Employee (Temporary, Part-Time Regular less than 50% FTE, Part-Time Studies Instructor, Student Employee, Guest Lecturer, etc.) shall be paid an allowance, on each paycheque, in the amount of one and one-quarter percent (1.25%) of gross wages in lieu of LTD benefits.

15.18 Curriculum Development

The parties agree (pursuant to Memorandum of Agreement 99FSA15) that the rates for Curriculum Development (CD), to be paid for each hour of assigned CD work, will be equal to one-half the PTS Instructor rate of pay, namely:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
Hourly	43.69	44.13	44.57	45.02

15.19 PTS Administration

The parties agree (pursuant to Memorandum of Agreement 99FSA15) that the rates for PTS

Administration will be equal to one-half the PTS Instructor rate of pay, namely:

	March 31, 2013	July 1, 2013	December 31, 2013	April 1, 2014
Hourly	43.69	44.13	44.57	45.02