

**Community Subsector Wage Schedule**  
**Effective first pay period after Apr 1, 2026**  
**3% General Wage Increase**

Grid	Step 1	Step 2	Step 3
1	\$23.89	\$24.72	\$25.54
2	\$24.39	\$25.21	\$26.04
3	\$24.84	\$25.69	\$26.52
4	\$25.79	\$26.62	\$27.51
5	\$26.27	\$27.10	\$27.99
6	\$26.63	\$27.54	\$28.48
7	\$26.72	\$27.59	\$28.48
8	\$27.10	\$27.95	\$28.88
9	\$27.17	\$28.05	\$28.97
10	\$27.24	\$28.15	\$28.97
11	\$27.18	\$28.00	\$28.84
12	\$27.68	\$28.61	\$29.44
13	\$28.21	\$29.06	\$29.94
14	\$28.51	\$29.44	\$30.31
15	\$28.56	\$29.48	\$30.45
16	\$28.71	\$29.54	\$30.45
17	\$28.93	\$29.90	\$30.79
18	\$29.14	\$30.00	\$30.92
19	\$29.26	\$30.14	\$30.92
20	\$29.61	\$30.53	\$31.40
21	\$29.62	\$30.54	\$31.40
22	\$30.07	\$30.91	\$31.40
23	\$30.03	\$30.97	\$31.89
24	\$30.15	\$31.04	\$31.89
25	\$30.55	\$31.49	\$32.39
26	\$30.61	\$31.52	\$32.39
27	\$30.70	\$31.57	\$32.39
28	\$31.17	\$32.02	\$32.85
29	\$31.63	\$32.53	\$33.38
30	\$31.98	\$32.94	\$33.84
31	\$32.04	\$32.97	\$33.84
32	\$32.55	\$33.46	\$34.32
33	\$33.46	\$34.39	\$35.31
34	\$33.49	\$34.39	\$35.31
35	\$34.46	\$35.38	\$36.27
36	\$35.76	\$36.79	\$37.75
37	\$35.96	\$36.85	\$37.75
38	\$36.06	\$36.87	\$37.75
39	\$36.09	\$36.93	\$37.79
40	\$38.55	\$39.38	\$40.28
41	\$39.28	\$40.21	\$41.14
42	\$43.40	\$44.63	\$45.82
43	\$46.82	\$47.93	\$49.04
44	\$47.06	\$48.06	\$49.04

Increment progression for all classifications under the agreement shall be as follows:

For employees hired on or after April 1, 2026:	
Step 1	Up to one year, or Up to 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours

Note: Above rates include 3.0% GWI and do not include low wage redress adjustments.