

COLLECTIVE AGREEMENTS

CUPE - F/T and P/T L1230

UoT External  
 Personnel Area: 0001 0004  
 Personnel Subarea: 0800 7300  
 Pay Scale Type: 09 74  
 Pay Scale Area: 03 03

Title	Job	Pay Scale Grp		01.07.2014			01.01.2015			01.07.2015			01.01.2016			01.07.2016		
				Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Access & Reference Services Associate	754	7U	A (*)	\$ 46,248	\$ 47,894	\$ 49,624	\$ 46,478	\$ 48,132	\$ 49,871	\$ 46,711	\$ 48,373	\$ 50,121	\$ 46,943	\$ 48,614	\$ 50,370	\$ 47,530	\$ 49,221	\$ 51,000
Access Services Associate	755		M	\$ 3,854.01	\$ 3,991.18	\$ 4,135.37	\$ 3,873.19	\$ 4,011.04	\$ 4,155.94	\$ 3,892.55	\$ 4,031.09	\$ 4,176.72	\$ 3,911.92	\$ 4,051.15	\$ 4,197.50	\$ 3,960.82	\$ 4,101.79	\$ 4,249.97
Access Services Generalist	756		D	\$ 177.88	\$ 184.21	\$ 190.86	\$ 178.76	\$ 185.12	\$ 191.81	\$ 179.66	\$ 186.05	\$ 192.77	\$ 180.55	\$ 186.98	\$ 193.73	\$ 182.81	\$ 189.31	\$ 196.15
Acquisitions Administrative Support Asst	757																	
Acquisitions Assistant	758																	
Business Office Associate	759																	
CAF Attendant	760																	
Cataloguing Assistant	761																	
Digital Scanner	762																	
Digital Scanning Associate	763																	
Driver	764																	
Photoduplication Associate	765																	
Resource Sharing Associate	766																	
Shipper/Receiver	767																	
Serials Associate	768																	
Shipper/Receiver/Photoduplication Attendant	885																	
High Density Access & Retrieval Associate	117	6U	A	\$ 49,985	\$ 51,828	\$ 53,765	\$ 50,234	\$ 52,086	\$ 54,032	\$ 50,485	\$ 52,346	\$ 54,303	\$ 50,736	\$ 52,607	\$ 54,573	\$ 51,371	\$ 53,264	\$ 55,255
Accounting & Procurement Associate	769		M	\$ 4,165.44	\$ 4,319.00	\$ 4,480.41	\$ 4,186.16	\$ 4,340.49	\$ 4,502.71	\$ 4,207.09	\$ 4,362.19	\$ 4,525.22	\$ 4,228.03	\$ 4,383.89	\$ 4,547.73	\$ 4,280.88	\$ 4,438.69	\$ 4,604.58
Administrative Support Associate	770		D	\$ 192.25	\$ 199.34	\$ 206.79	\$ 193.21	\$ 200.33	\$ 207.82	\$ 194.17	\$ 201.33	\$ 208.86	\$ 195.14	\$ 202.33	\$ 209.90	\$ 197.58	\$ 204.86	\$ 212.52
Digital Scanner (Rare Materials)	771																	
Sr. Access Services Associate	772																	
Sr. Access Services Generalist	773																	
Sr. Digital Scanning Associate	775																	
Sr. Preservation Associate	776																	
Sr. Resource Sharing Associate	778																	
Sr. Serials Associate	779																	
Sr. Resource Sharing and Access Services Assoc	886																	
Sr. Business Office Associate	889																	
Access and Information Services Associate	891																	
Sr. Media Associates	899																	
Sr Res Sharing & Access Serv Generalist	1819																	
Sr. Acquisitions Associate	774	5U	A	\$ 54,169	\$ 56,230	\$ 58,396	\$ 54,439	\$ 56,510	\$ 58,687	\$ 54,711	\$ 56,792	\$ 58,980	\$ 54,983	\$ 57,075	\$ 59,274	\$ 55,670	\$ 57,788	\$ 60,015
Business Office Project Specialist	783		M	\$ 4,514.09	\$ 4,685.85	\$ 4,866.35	\$ 4,536.55	\$ 4,709.16	\$ 4,890.56	\$ 4,559.23	\$ 4,732.70	\$ 4,915.02	\$ 4,581.91	\$ 4,756.25	\$ 4,939.47	\$ 4,639.19	\$ 4,815.70	\$ 5,001.21
Derived Cataloguer	786		D	\$ 208.34	\$ 216.27	\$ 224.60	\$ 209.38	\$ 217.35	\$ 225.72	\$ 210.43	\$ 218.43	\$ 226.85	\$ 211.47	\$ 219.52	\$ 227.98	\$ 214.12	\$ 222.26	\$ 230.83
Derived Cataloguer & Sr. Access Serv.Asc	787																	
Digital Collections Programmer/Analyst	788																	
Help Desk Advisor	789																	
Preservation Specialist	790																	
Resource Sharing Specialist	791																	
Serials Acquisitions Specialist	793																	
Web Designer	794																	
Procurement Specialist	862																	
Sr. Acquisitions/Administration Associate	890																	
Administrative/Technical Support Associate	892																	
Sr. Reference & Accessibility Services Associate	897																	
Sr. Access & Access Services Associate	1366																	

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				Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Access/Information Services Specialist	781	4U	A	\$ 58,352	\$ 60,635	\$ 63,028	\$ 58,642	\$ 60,937	\$ 63,341	\$ 58,935	\$ 61,242	\$ 63,658	\$ 59,228	\$ 61,546	\$ 63,975	\$ 59,969	\$ 62,316	\$ 64,774
Acquisitions Specialist	782		M	\$ 4,862.63	\$ 5,052.94	\$ 5,252.31	\$ 4,886.83	\$ 5,078.07	\$ 5,278.44	\$ 4,911.26	\$ 5,103.46	\$ 5,304.83	\$ 4,935.69	\$ 5,128.85	\$ 5,331.22	\$ 4,997.39	\$ 5,192.97	\$ 5,397.86
Serials Access Specialist	792		D	\$ 224.43	\$ 233.21	\$ 242.41	\$ 225.55	\$ 234.37	\$ 243.62	\$ 226.67	\$ 235.54	\$ 244.84	\$ 227.80	\$ 236.72	\$ 246.06	\$ 230.65	\$ 239.68	\$ 249.13
Computer Systems Specialist	795																	
Graphic Designer	798																	
Original Cataloguer	799																	
Orig. Cataloguer & Reference Specialist	800																	
Reference Specialist	801																	
Sr. Serials Acquisitions Specialist	802																	
Customer Support Associate	850																	
Media Specialist	896																	
Sr. Resource Sharing Specialist	900																	
EResources Specialist	1799																	
Scholarly Comm & Copyright Licensing Spc	1800																	
Reading Room Coordinator & Derived Catal	1808																	
Conservator	803	3U	A	\$ 64,042	\$ 66,881	\$ 69,857	\$ 64,361	\$ 67,213	\$ 70,205	\$ 64,683	\$ 67,549	\$ 70,556	\$ 65,004	\$ 67,885	\$ 70,907	\$ 65,817	\$ 68,734	\$ 71,793
Facilities, Shipping&Receiving Lead Hand	804		M	\$ 5,336.84	\$ 5,573.38	\$ 5,821.42	\$ 5,363.39	\$ 5,601.10	\$ 5,850.38	\$ 5,390.21	\$ 5,629.11	\$ 5,879.63	\$ 5,417.03	\$ 5,657.11	\$ 5,908.89	\$ 5,484.74	\$ 5,727.83	\$ 5,982.75
Executive Asst (Admin&Technical Support)	797		D	\$ 246.32	\$ 257.23	\$ 268.68	\$ 247.54	\$ 258.51	\$ 270.02	\$ 248.78	\$ 259.81	\$ 271.37	\$ 250.02	\$ 261.10	\$ 272.72	\$ 253.14	\$ 264.36	\$ 276.13
Sr. Media Specialist	895																	
Metadata Prod and Elec Access Specialist	1881																	
Help Desk Analyst	805	2U	A	\$ 70,483	\$ 75,201	\$ 80,089	\$ 70,834	\$ 75,576	\$ 80,488	\$ 71,188	\$ 75,953	\$ 80,890	\$ 71,542	\$ 76,331	\$ 81,293	\$ 72,437	\$ 77,285	\$ 82,309
			M	\$ 5,873.61	\$ 6,266.79	\$ 6,674.11	\$ 5,902.83	\$ 6,297.97	\$ 6,707.31	\$ 5,932.34	\$ 6,329.46	\$ 6,740.85	\$ 5,961.86	\$ 6,360.95	\$ 6,774.38	\$ 6,036.38	\$ 6,440.46	\$ 6,859.06
			D	\$ 271.09	\$ 289.24	\$ 308.04	\$ 272.44	\$ 290.68	\$ 309.57	\$ 273.80	\$ 292.13	\$ 311.12	\$ 275.16	\$ 293.58	\$ 312.66	\$ 278.60	\$ 297.25	\$ 316.57
Computer Systems Admin.(Libr. Info.Syst)	806	1U	A	\$ 77,532	\$ 81,013	\$ 84,679	\$ 77,918	\$ 81,416	\$ 85,100	\$ 78,307	\$ 81,824	\$ 85,525	\$ 78,697	\$ 82,231	\$ 85,951	\$ 79,681	\$ 83,259	\$ 87,025
Sr Technology Support Administration	1766		M	\$ 6,461.00	\$ 6,751.12	\$ 7,056.56	\$ 6,493.14	\$ 6,784.71	\$ 7,091.67	\$ 6,525.61	\$ 6,818.63	\$ 7,127.12	\$ 6,558.07	\$ 6,852.55	\$ 7,162.58	\$ 6,640.05	\$ 6,938.21	\$ 7,252.11
			D	\$ 298.20	\$ 311.59	\$ 325.69	\$ 299.68	\$ 313.14	\$ 327.31	\$ 301.18	\$ 314.71	\$ 328.94	\$ 302.68	\$ 316.27	\$ 330.58	\$ 306.46	\$ 320.23	\$ 334.71

(\*) where A - Annual Rate, M - Monthly Rate, D - Daily Rate