

**Schedule A**  
**Effective April 1, 2018**

	START		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		
	Years 1 & 2		Years 3 & 4		Years 5 & 6		Years 7 & 8		Year 9		Year 10		Years 11 & 12		Year 13		
Direct Care Worker	40,539.76	20.79	41,832.50	21.45	43,125.50	22.12	44,417.99	22.78	45,710.73	23.44	47,003.49	24.10	48,343.26	24.79	48,831.58	25.04	
Residential Care Worker	40,539.76	20.79	41,832.50	21.45	43,125.50	22.12	44,417.99	22.78	45,710.73	23.44	47,003.49	24.10	48,343.26	24.79	48,831.58	25.04	
Intensive Family Services & Day Treatment	44,413.70	24.40	45,757.60	25.14	47,102.31	25.88	48,447.00	26.62	49,791.74	27.36	51,136.42	28.10	52,481.13	28.84	53,011.35	29.13	
Residential Night Staff	38,002.05					18.27		38,193.97					18.36		38,385.90		18.45
Wintergreen Night Staff	39,539.86					19.01		39,739.55					19.11		39,939.26		19.20
Brief Therapy & School Intervention Team	52,053.00	28.60	53,067.80	29.16	53,582.67	29.44	54,102.60	29.73	54,627.61	30.02	55,157.77	30.31	55,693.13	30.60	56,255.69	30.91	
Family Therapist	52,053.00	28.60	53,067.80	29.16	53,582.67	29.44	54,102.60	29.73	54,627.61	30.02	55,157.77	30.31	55,693.13	30.60	56,255.69	30.91	
Clinical Response	53,788.39	29.55	55,133.15	30.29	56,477.84	31.03	57,798.30	31.76	59,167.25	32.51	60,511.97	33.25	61,856.68	33.99	62,481.50	34.33	

**Vacation Time**

Year 1 and Year 2	11 days
Year 3	16 days
Year 4, 5 and 6	21 days
Year 7, 8 and 9	23 days
Year 10	24 days
Year 11	25 days
Year 12 and on	26 days

Vacation pay of 4% will be added to all part-time employee pay cheques.

In Year 6, vacation pay of 6% will be added to all part-time employee pay cheques.