

**NEW APPENDIX 5 AND 6: BCUEA Food Service Helpers
10 month, 191 days, 7 hours per day, Grade C
Contract Period: July 1, 2018 through June 30, 2023**

NEW Appendix 5: Food Service Helpers: For Employees Hired Prior to January 23, 2014. Annual increases from step advancement.

	2018-19 Step = 2.75%		2019-20 Step = 3.00%		2020-21 Step = 3.25%		2021-22 Step = 3.50%		2022-23 Step = 3.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1										
2										
3										
4	First few steps are no longer applicable, since all new hires go to Appendix 6									
5										
6	15.25	20,387								
7	15.83	21,170	15.71	20,998						
8	16.43	21,967	16.31	21,805	16.22	21,681				
9	16.43	21,967	16.92	22,626	16.84	22,514	16.78	22,440		
10	16.43	21,967	16.92	22,626	17.47	23,361	17.43	23,301	17.37	23,225
11	16.43	21,967	16.92	22,626	17.47	23,361	18.08	24,178	18.04	24,117
12	17.02	22,750	16.92	22,626	17.47	23,361	18.08	24,178	18.72	25,025
13	17.02	22,750	17.53	23,432	17.47	23,361	18.08	24,178	18.72	25,025
14	17.02	22,750	17.53	23,432	18.10	24,194	18.08	24,178	18.72	25,025
15	17.02	22,750	17.53	23,432	18.10	24,194	18.73	25,040	18.72	25,025
16	17.02	22,750	17.53	23,432	18.10	24,194	18.73	25,040	19.38	25,917
17	17.61	23,546	17.53	23,432	18.10	24,194	18.73	25,040	19.38	25,917
18	17.61	23,546	18.14	24,253	18.10	24,194	18.73	25,040	19.38	25,917
19	17.61	23,546	18.14	24,253	18.73	25,041	18.73	25,040	19.38	25,917
20	17.61	23,546	18.14	24,253	18.73	25,041	19.38	25,917	19.38	25,917

Employees at or above step 20 will receive the percent increases noted above for each year.

NEW Appendix 6: Food Service Helpers: For Employees Hired on or after January 23, 2014. Annual scale increases, no step advancement during term of contract.

	Scale increased 2.50%		Scale increased 3.00%		Scale increased 3.50%		Scale increased 4.00%		Scale increased 4.00%	
1	11.93	15,950	12.29	16,429	12.72	17,004	13.23	17,684	13.76	18,391
2	12.20	16,309	12.56	16,798	13.00	17,386	13.52	18,082	14.06	18,805
3	12.47	16,676	12.85	17,176	13.30	17,777	13.83	18,488	14.38	19,228
4	12.75	17,051	13.14	17,563	13.60	18,177	14.14	18,904	14.71	19,661
5	13.04	17,435	13.43	17,958	13.90	18,586	14.46	19,330	15.04	20,103
6	13.33	17,827	13.73	18,362	14.21	19,005	14.78	19,765	15.37	20,555
7	13.63	18,228	14.04	18,775	14.53	19,432	15.12	20,209	15.72	21,018
8	13.94	18,638	14.36	19,197	14.86	19,869	15.46	20,664	16.07	21,491
9	14.25	19,058	14.68	19,629	15.20	20,316	15.80	21,129	16.44	21,974
10	14.57	19,486	15.01	20,071	15.54	20,774	16.16	21,604	16.81	22,469
11	14.90	19,925	15.35	20,523	15.89	21,241	16.52	22,091	17.18	22,974
12	15.24	20,373	15.70	20,984	16.24	21,719	16.89	22,588	17.57	23,491
13	15.58	20,832	16.05	21,457	16.61	22,208	17.27	23,096	17.97	24,020
14	15.93	21,300	16.41	21,939	16.98	22,707	17.66	23,615	18.37	24,560
15	16.29	21,780	16.78	22,433	17.37	23,218	18.06	24,147	18.78	25,113

Appendix 5 and 6 scales have been increased over the 5-year contract term to reflect market adjustments. The higher percentage increases applied to the Food Service Helper scale does not allow step movement over the five year term. An employee on step 1 will remain on step 1 for the 2018-2023 time period, but will receive the percent increase added to the scale.

**NEW APPENDIX 5 AND 6: BCUEA Food Service Technician
10 month, 191 days, 7 hours per day, Grade F
Contract Period: July 1, 2018 through June 30, 2023**

NEW Appendix 5: Food Service Technician: For Employees Hired Prior to January 23, 2014. Annual increases from step advancement.

	2018-19 Step = 2.75%		2019-20 Step = 3.00%		2020-21 Step = 3.25%		2021-22 Step = 3.50%		2022-23 Step = 3.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1										
2										
3										
4										
5										
6	23.39	31,271								
7	24.23	32,395	24.09	32,209						
8	25.07	33,519	24.96	33,367	24.87	33,256				
9	25.07	33,519	25.82	34,524	25.77	34,451	25.74	34,420		
10	25.07	33,519	25.82	34,524	26.66	35,646	26.67	35,657	26.65	35,625
11	25.07	33,519	25.82	34,524	26.66	35,646	27.59	36,894	27.60	36,905
12	25.91	34,642	25.82	34,524	26.66	35,646	27.59	36,894	28.56	38,185
13	25.91	34,642	26.69	35,682	26.66	35,646	27.59	36,894	28.56	38,185
14	25.91	34,642	26.69	35,682	27.56	36,841	27.59	36,894	28.56	38,185
15	25.91	34,642	26.69	35,682	27.56	36,841	28.52	38,131	28.56	38,185
16	25.91	34,642	26.69	35,682	27.56	36,841	28.52	38,131	29.52	39,465
17	26.75	35,766	26.69	35,682	27.56	36,841	28.52	38,131	29.52	39,465
18	26.75	35,766	27.55	36,839	27.56	36,841	28.52	38,131	29.52	39,465
19	26.75	35,766	27.55	36,839	28.45	38,036	28.52	38,131	29.52	39,465
20	26.75	35,766	27.55	36,839	28.45	38,036	29.44	39,368	30.48	40,745

Employees at or above step 20 will receive the percent increases noted above for each year.

NEW Appendix 6: Food Service Technician: For Employees Hired on or after January 23, 2014. Annual scale increases, no step advancement during term of contract.

	Scale increased 2.50%		Scale increased 3.00%		Scale increased 3.50%		Scale increased 4.00%		Scale increased 4.00%	
1	18.55	24,806	19.11	25,550	19.78	26,444	20.57	27,502	21.39	28,602
2	18.97	25,364	19.54	26,125	20.22	27,039	21.03	28,121	21.87	29,246
3	19.40	25,935	19.98	26,713	20.68	27,648	21.51	28,754	22.37	29,904
4	19.83	26,518	20.43	27,314	21.14	28,270	21.99	29,401	22.87	30,577
5	20.28	27,115	20.89	27,928	21.62	28,906	22.48	30,062	23.38	31,265
6	20.74	27,725	21.36	28,557	22.11	29,556	22.99	30,738	23.91	31,968
7	21.20	28,349	21.84	29,199	22.60	30,221	23.51	31,430	24.45	32,687
8	21.68	28,987	22.33	29,856	23.11	30,901	24.04	32,137	25.00	33,423
9	22.17	29,639	22.83	30,528	23.63	31,596	24.58	32,860	25.56	34,175
10	22.67	30,306	23.35	31,215	24.16	32,307	25.13	33,600	26.14	34,944
11	23.18	30,988	23.87	31,917	24.71	33,034	25.70	34,356	26.72	35,730
12	23.70	31,685	24.41	32,635	25.26	33,778	26.27	35,129	27.33	36,534
13	24.23	32,398	24.96	33,370	25.83	34,538	26.87	35,919	27.94	37,356
14	24.78	33,127	25.52	34,120	26.41	35,315	27.47	36,727	28.57	38,196
15	25.33	33,872	26.09	34,888	27.01	36,109	28.09	37,554	29.21	39,056

Appendix 5 and 6 scales have been increased over the 5-year contract term to reflect market adjustments. The higher percentage increases applied to the Food Service Technician scale does not allow step movement over the five year term. An employee on step 1 will remain on step 1 for the 2018-2023 time period, but will receive the percent increase added to the scale.

**NEW APPENDIX 5 AND 6: BCUEA Cook
10 month, 191 days, 7 hours per day, Grade B/1
Contract Period: July 1, 2018 through June 30, 2023**

NEW Appendix 5: Cook: For Employees Hired Prior to January 23, 2014. Annual increases from step advancement.

	2018-19 Step = 2.75%		2019-20 Step = 3.00%		2020-21 Step = 3.25%		2021-22 Step = 3.50%		2022-23 Step = 3.50%	
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
1										
2										
3										
4	Lower steps are no longer applicable, since all new hires go to Appendix 6									
5										
6	16.76	22,404								
7	17.37	23,228	17.26	23,076						
8	17.99	24,053	17.89	23,925	17.82	23,826				
9	17.99	24,053	18.53	24,775	18.48	24,703	18.44	24,660		
10	17.99	24,053	18.53	24,775	19.13	25,580	19.12	25,567	19.09	25,523
11	17.99	24,053	18.53	24,775	19.13	25,580	19.80	26,475	19.79	26,462
12	18.61	24,878	18.53	24,775	19.13	25,580	19.80	26,475	20.49	27,402
13	18.61	24,878	19.17	25,624	19.13	25,580	19.80	26,475	20.49	27,402
14	18.61	24,878	19.17	25,624	19.79	26,457	19.80	26,475	20.49	27,402
15	18.61	24,878	19.17	25,624	19.79	26,457	20.48	27,383	20.49	27,402
16	18.61	24,878	19.17	25,624	19.79	26,457	20.48	27,383	21.20	28,341
17	19.22	25,702	19.17	25,624	19.79	26,457	20.48	27,383	21.20	28,341
18	19.22	25,702	19.80	26,473	19.79	26,457	20.48	27,383	21.20	28,341
19	19.22	25,702	19.80	26,473	20.44	27,334	20.48	27,383	21.20	28,341
20	19.84	26,527	20.44	27,322	21.10	28,210	21.84	29,198	22.60	30,220

Employees at or above step 20 will receive the percent increases noted above for each year.

**NEW Appendix 6: Cook: For Employees Hired on or after January 23, 2014.
Annual scale increases, no step advancement during term of contract.**

	Scale increased 2.50%		Scale increased 3.00%		Scale increased 3.50%		Scale increased 4.00%		Scale increased 4.00%	
1	13.23	17,691	13.63	18,222	14.11	18,859	14.67	19,614	15.26	20,398
2	13.53	18,089	13.94	18,632	14.42	19,284	15.00	20,055	15.60	20,857
3	13.83	18,496	14.25	19,051	14.75	19,717	15.34	20,506	15.95	21,326
4	14.15	18,912	14.57	19,479	15.08	20,161	15.68	20,968	16.31	21,806
5	14.46	19,338	14.90	19,918	15.42	20,615	16.04	21,439	16.68	22,297
6	14.79	19,773	15.23	20,366	15.77	21,079	16.40	21,922	17.05	22,799
7	15.12	20,217	15.58	20,824	16.12	21,553	16.77	22,415	17.44	23,312
8	15.46	20,672	15.93	21,293	16.48	22,038	17.14	22,919	17.83	23,836
9	15.81	21,138	16.28	21,772	16.85	22,534	17.53	23,435	18.23	24,372
10	16.17	21,613	16.65	22,262	17.23	23,041	17.92	23,962	18.64	24,921
11	16.53	22,099	17.02	22,762	17.62	23,559	18.33	24,501	19.06	25,481
12	16.90	22,597	17.41	23,275	18.02	24,089	18.74	25,053	19.49	26,055
13	17.28	23,105	17.80	23,798	18.42	24,631	19.16	25,616	19.93	26,641
14	17.67	23,625	18.20	24,334	18.84	25,185	19.59	26,193	20.37	27,240
15	18.07	24,156	18.61	24,881	19.26	25,752	20.03	26,782	20.83	27,853

Appendix 5 and 6 scales have been increased over the 5-year contract term to reflect market adjustments. The higher percentage increases applied to the Cook's scale does not allow step movement over the five year term. An employee on step 1 will remain on step 1 for the 2018-2023 time period, but will receive the percent increase added to the scale.