

**** APPENDIX "A"**

**AO - AIRCRAFT OPERATIONS GROUP
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective January 26, 2004**
- B - Effective January 26, 2005**
- C - Effective January 26, 2006**
- D - Effective January 26, 2007**

CIVIL AVIATION INSPECTORS SUB-GROUP (CAI)

CAI-1

From:	\$	60693	62424	64203	66034	67917
To:	A	62210	63985	65808	67685	69615
	B	63610	65425	67289	69208	71181
	C	65137	66995	68904	70869	72889
	D	66765	68670	70627	72641	74711

CAI-2

From:	\$	65162	67018	68931	70895	72916	74994
To:	A	66791	68693	70654	72667	74739	76869
	B	68294	70239	72244	74302	76421	78599
	C	69933	71925	73978	76085	78255	80485
	D	71681	73723	75827	77987	80211	82497

CAI-3

From:	\$	69734	71721	73766	75869	78031	80255	82542
To:	A	71477	73514	75610	77766	79982	82261	84606
	B	73085	75168	77311	79516	81782	84112	86510
	C	74839	76972	79166	81424	83745	86131	88586
	D	76710	78896	81145	83460	85839	88284	90801

CAI-4

From:	\$	74198	76313	78487	80723	83023	85390	87823
To:	A	76053	78221	80449	82741	85099	87525	90019
	B	77764	79981	82259	84603	87014	89494	92044
	C	79630	81901	84233	86633	89102	91642	94253
	D	81621	83949	86339	88799	91330	93933	96609

CAI-5

From:	\$	80132	82415	84765	87183	89668	92223	94850
To:	A	82135	84475	86884	89363	91910	94529	97221
	B	83983	86376	88839	91374	93978	96656	99408
	C	85999	88449	90971	93567	96233	98976	101794
	D	88149	90660	93245	95906	98639	101450	104339

ENGINEERING TEST PILOTS SUB-GROUP (ETP)**ETP-1**

From:	\$	86888	89363	91910	94512	97208	99979
To:	A	89060	91597	94208	96875	99638	102478
	B	91064	93658	96328	99055	101880	104784
	C	93250	95906	98640	101432	104325	107299
	D	95581	98304	101106	103968	106933	109981

HELICOPTER PILOT AND SUPERVISORS SUB-GROUP (HPS)**HPS-1**

From:	\$	66943	68502	70506	72509	74575
To:	A	68617	70215	72269	74322	76439
	B	70161	71795	73895	75994	78159
	C	71845	73518	75668	77818	80035
	D	73641	75356	77560	79763	82036

HPS-2

From:	\$	70006	71876	74011	76144	78315
To:	A	71756	73673	75861	78048	80273
	B	73371	75331	77568	79804	82079
	C	75132	77139	79430	81719	84049
	D	77010	79067	81416	83762	86150

PAY NOTES

1. The pay increment period for employees in these scales of rates is one (1) year and a pay increment shall be the next rate in the scale of rates.
2. Subject to Pay Note 3, the pay increment date for an employee appointed to a position in the bargaining unit on promotion, demotion or from outside the Public Service after February 22, 1982, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to February 22, 1982 remains unchanged.
3. Part-time employees shall be eligible to receive a pay increment when the employee has worked a total of nineteen hundred and fifty (1950) hours at the hourly rate of pay during a period of employment provided that the maximum rate for the employee's level is not exceeded. The pay increment date shall be the first working day following completion of the hours specified in this paragraph.