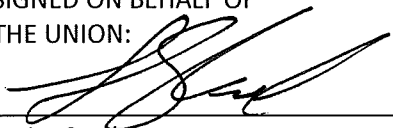


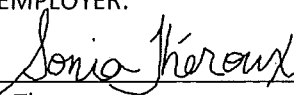
**APPENDIX A**  
**Revised Wage Grid**

<i>Monthly</i>					
<b>Position Title</b>	<b>Step</b>	<b>Date of Rat</b>	<b>Jan 1-18</b>	<b>Jan 1-19</b>	<b>Jan 1-20</b>
Senior campaigner	1	\$3,900.00	\$3,900.00	\$3,939.00	\$3,978.39
Senior campaigner	2	\$4,000.00	\$4,000.00	\$4,040.00	\$4,080.40
Senior campaigner	3	\$4,150.00	\$4,150.00	\$4,191.50	\$4,233.42
Senior organizer	1	\$3,900.00	\$3,900.00	\$3,939.00	\$3,978.39
Senior organizer	2	\$4,000.00	\$4,000.00	\$4,040.00	\$4,080.40
Senior organizer	3	\$4,150.00	\$4,150.00	\$4,191.50	\$4,233.42
Online campaigner	1	\$3,500.00	\$3,500.00	\$3,535.00	\$3,570.35
Online campaigner	2	\$3,600.00	\$3,600.00	\$3,636.00	\$3,672.36
Online campaigner	3	\$3,700.00	\$3,700.00	\$3,737.00	\$3,774.37
Organizer	1	\$3,500.00	\$3,500.00	\$3,535.00	\$3,570.35
Organizer	2	\$3,600.00	\$3,600.00	\$3,636.00	\$3,672.36
Organizer	3	\$3,700.00	\$3,700.00	\$3,737.00	\$3,774.37
Community Support Coordinator	1	\$3,500.00	\$3,500.00	\$3,535.00	\$3,570.35
Community Support Coordinator	2	\$3,600.00	\$3,600.00	\$3,636.00	\$3,672.36
Community Support Coordinator	3	\$3,700.00	\$3,700.00	\$3,737.00	\$3,774.31
Campaign Manager	1	NIA	\$4583.33	\$4629.17	\$4675.46
Campaign Manager	2	NIA	\$4683.33	\$4730.16	\$4777.46
Campaign Manager	3	NIA	\$4783.33	\$4831.17	\$4879.47
Organizing Manager	1	NIA	NIA	\$4629.17	\$4675.46
Organizing Manager	2	NIA	NIA	\$4730.16	\$4777.46
Organizing Manager	3	NIA	NIA	\$4831.17	\$4879.47
Junior Developer	1	NIA	\$4583.33	\$4629.17	\$4675.46
Junior Developer	2	NIA	\$4683.3	\$4730.16	\$4777.46
Junior Developer	3	NIA	\$4783.33	\$4831.17	\$4879.47

SIGNED ON BEHALF OF  
THE UNION:

  
Larisa Struk  
Staff Representative

SIGNED ON BEHALF OF  
THE EMPLOYER:

  
Sonia Theroux  
Executive Director

Dated this 21 day of August, 2020.