

Appendix "A"

SO - Ships' Officers Group Hourly Rates of Pay

The rates of pay shown below shall be effective on the dates indicated.

Table Legend

- \$) Effective April 1, 2013
- A) Effective April 1, 2014
- B) Effective April 1, 2015
- C) Effective April 1, 2016
- D) Effective April 1, 2017
- X) Effective April 1, 2017 - restructure
(Arbitral Award – September 2018)

Marine Operations Sub-Group

SO-MAO-TO - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5
\$) April 1, 2013	22.12	22.89	23.68	24.53	25.39
A) April 1, 2014	22.40	23.18	23.98	24.84	25.71
B) April 1, 2015	22.68	23.47	24.28	25.15	26.03
C) April 1, 2016	22.96	23.76	24.58	25.46	26.36
D) April 1, 2017	23.25	24.06	24.89	25.78	26.69
X) April 1, 2017	26.04	26.95	27.88	28.87	29.89

SO-MAO-1 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5

\$) April 1, 2013	23.76	24.61	25.47	26.36	27.29
A) April 1, 2014	24.06	24.92	25.79	26.69	27.63
B) April 1, 2015	24.36	25.23	26.11	27.02	27.98
C) April 1, 2016	24.66	25.55	26.44	27.36	28.33
D) April 1, 2017	24.97	25.87	26.77	27.70	28.68
X) April 1, 2017	27.97	28.97	29.98	31.02	32.12

SO-MAO-2 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	27.07	28.03	29.01	30.03
A) April 1, 2014	27.41	28.38	29.37	30.41
B) April 1, 2015	27.75	28.73	29.74	30.79
C) April 1, 2016	28.10	29.09	30.11	31.17
D) April 1, 2017	28.45	29.45	30.49	31.56
X) April 1, 2017	31.86	32.98	34.15	35.35

SO-MAO-3 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	28.05	29.33	30.36	31.43
A) April 1, 2014	28.40	29.70	30.74	31.82
B) April 1, 2015	28.76	30.07	31.12	32.22
C) April 1, 2016	29.12	30.45	31.51	32.62

D) April 1, 2017	29.48	30.83	31.90	33.03
X) April 1, 2017	33.02	34.53	35.73	36.99

SO-MAO-4 -Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	29.74	30.99	32.08	33.21
A) April 1, 2014	30.11	31.38	32.48	33.63
B) April 1, 2015	30.49	31.77	32.89	34.05
C) April 1, 2016	30.87	32.17	33.30	34.48
D) April 1, 2017	31.26	32.57	33.72	34.91
X) April 1, 2017	35.01	36.48	37.77	39.10

SO-MAO-5 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	31.67	32.99	34.14	35.33
A) April 1, 2014	32.07	33.40	34.57	35.77
B) April 1, 2015	32.47	33.82	35.00	36.22
C) April 1, 2016	32.88	34.24	35.44	36.67
D) April 1, 2017	33.29	34.67	35.88	37.13
X) April 1, 2017	37.28	38.83	40.19	41.59

SO-MAO-6 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	33.25	34.41	35.63	36.86
A) April 1, 2014	33.67	34.84	36.08	37.32
B) April 1, 2015	34.09	35.28	36.53	37.79
C) April 1, 2016	34.52	35.72	36.99	38.26
D) April 1, 2017	34.95	36.17	37.45	38.74
X) April 1, 2017	39.14	40.51	41.94	43.39

SO-MAO-7 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	34.51	35.72	36.98	38.27
A) April 1, 2014	34.94	36.17	37.44	38.75
B) April 1, 2015	35.38	36.62	37.91	39.23
C) April 1, 2016	35.82	37.08	38.38	39.72
D) April 1, 2017	36.27	37.54	38.86	40.22
X) April 1, 2017	40.62	42.04	43.52	45.05

SO-MAO-8 -Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	36.31	37.58	38.90	40.26
A) April 1, 2014	36.76	38.05	39.39	40.76

B) April 1, 2015	37.22	38.53	39.88	41.27
C) April 1, 2016	37.69	39.01	40.38	41.79
D) April 1, 2017	38.16	39.50	40.88	42.31
X) April 1, 2017	42.74	44.24	45.79	47.39

SO-MAO-9 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	39.09	40.46	41.88	43.34
A) April 1, 2014	39.58	40.97	42.40	43.88
B) April 1, 2015	40.07	41.48	42.93	44.43
C) April 1, 2016	40.57	42.00	43.47	44.99
D) April 1, 2017	41.08	42.53	44.01	45.55
X) April 1, 2017	46.01	47.63	49.29	51.02

SO-MAO-10 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	42.62	44.09	45.65	47.23
A) April 1, 2014	43.15	44.64	46.22	47.82
B) April 1, 2015	43.69	45.20	46.80	48.42
C) April 1, 2016	44.24	45.77	47.39	49.03
D) April 1, 2017	44.79	46.34	47.98	49.64
X) April 1, 2017	50.16	51.90	53.74	55.60

SO-MAO-11 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	46.92	48.56	50.28	52.02
A) April 1, 2014	47.51	49.17	50.91	52.67
B) April 1, 2015	48.10	49.78	51.55	53.33
C) April 1, 2016	48.70	50.40	52.19	54.00
D) April 1, 2017	49.31	51.03	52.84	54.68
X) April 1, 2017	55.23	57.15	59.18	61.24

SO-MAO-12 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	51.14	52.93	54.78	56.70
A) April 1, 2014	51.78	53.59	55.46	57.41
B) April 1, 2015	52.43	54.26	56.15	58.13
C) April 1, 2016	53.09	54.94	56.85	58.86
D) April 1, 2017	53.75	55.63	57.56	59.60
X) April 1, 2017	60.20	62.31	64.47	66.75

****Appendix "B"**

SO - Ships' Officers Group Hourly Rates of Pay

The rates of pay shown below shall be effective on the dates indicated.

Table Legend

- \$) Effective April 1, 2013
- A) Effective April 1, 2014
- B) Effective April 1, 2015
- C) Effective April 1, 2016
- D) Effective April 1, 2017
- X) Effective April 1, 2017 - Restructure
(Arbitral Award – DATE 2018)

Floating Plant Sub-Group

SO-FLP-1 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	25.79	26.69	27.63	28.58
A) April 1, 2014	26.11	27.02	27.98	28.94
B) April 1, 2015	26.44	27.36	28.33	29.30
C) April 1, 2016	26.77	27.70	28.68	29.67
D) April 1, 2017	27.10	28.05	29.04	30.04
X) April 1, 2017	30.35	31.42	32.52	33.64

SO-FLP-2 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	27.68	28.65	29.65	30.68

A) April 1, 2014	28.03	29.01	30.02	31.06
B) April 1, 2015	28.38	29.37	30.40	31.45
C) April 1, 2016	28.73	29.74	30.78	31.84
D) April 1, 2017	29.09	30.11	31.16	32.24
X) April 1, 2017	32.58	33.72	34.90	36.11

SO-FLP-3 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
) April 1, 2013	29.77	30.82	31.91	33.02
A) April 1, 2014	30.14	31.21	32.31	33.43
B) April 1, 2015	30.52	31.60	32.71	33.85
C) April 1, 2016	30.90	32.00	33.12	34.27
D) April 1, 2017	31.29	32.40	33.53	34.70
X) April 1, 2017	35.04	36.29	37.55	38.86

SO-FLP-4 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
) April 1, 2013	31.62	32.72	33.87	35.06
A) April 1, 2014	32.02	33.13	34.29	35.50
B) April 1, 2015	32.42	33.54	34.72	35.94
C) April 1, 2016	32.83	33.96	35.15	36.39
D) April 1, 2017	33.24	34.38	35.59	36.84

X) April 1, 2017	37.23	38.51	39.86	41.26
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SO-FLP-5 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	33.84	35.04	36.27	37.53
A) April 1, 2014	34.26	35.48	36.72	38.00
B) April 1, 2015	34.69	35.92	37.18	38.48
C) April 1, 2016	35.12	36.37	37.64	38.96
D) April 1, 2017	35.56	36.82	38.11	39.45
X) April 1, 2017	39.83	41.24	42.68	44.18

SO-FLP-6 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	36.02	37.27	38.58	39.92
A) April 1, 2014	36.47	37.74	39.06	40.42
B) April 1, 2015	36.93	38.21	39.55	40.93
C) April 1, 2016	37.39	38.69	40.04	41.44
D) April 1, 2017	37.86	39.17	40.54	41.96
X) April 1, 2017	42.40	43.87	45.40	47.00

SO-FLP-7 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	38.16	39.49	40.87	42.30
A) April 1, 2014	38.64	39.98	41.38	42.83
B) April 1, 2015	39.12	40.48	41.90	43.37
C) April 1, 2016	39.61	40.99	42.42	43.91
D) April 1, 2017	40.11	41.50	42.95	44.46
X) April 1, 2017	44.92	46.48	48.10	49.80

****Appendix "C"**

SO - Ships' Officers Group Hourly Rates of Pay

The rates of pay shown below shall be effective on the dates indicated.

Table Legend

- \$) Effective April 1, 2013
- A) Effective April 1, 2014
- B) Effective April 1, 2015
- C) Effective April 1, 2016
- D) Effective April 1, 2017
- X) Effective April 1, 2017 - Restructure
(Arbitral Award – DATE 2018)

Radio Sub-Group

SO-RAD-1 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	27.44	28.40	29.40	30.43
A) April 1, 2014	27.78	28.76	29.77	30.81
B) April 1, 2015	28.13	29.12	30.14	31.20
C) April 1, 2016	28.48	29.48	30.52	31.59
D) April 1, 2017	28.84	29.85	30.90	31.98
X) April 1, 2017	32.30	33.43	34.61	35.82

SO-RAD-2 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	29.00	30.01	31.07	32.15

A) April 1, 2014	29.36	30.39	31.46	32.55
B) April 1, 2015	29.73	30.77	31.85	32.96
C) April 1, 2016	30.10	31.15	32.25	33.37
D) April 1, 2017	30.48	31.54	32.65	33.79
X) April 1, 2017	34.14	35.32	36.57	37.84

SO-RAD-3 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4
\$) April 1, 2013	30.43	31.48	32.58	33.72
A) April 1, 2014	30.81	31.87	32.99	34.14
B) April 1, 2015	31.20	32.27	33.40	34.57
C) April 1, 2016	31.59	32.67	33.82	35.00
D) April 1, 2017	31.98	33.08	34.24	35.44
X) April 1, 2017	35.82	37.05	38.35	39.69

****Appendix "D"**

SO - Ships' Officers Group Rates of Pay

The rates of pay shown below shall be effective on the dates indicated.

Table Legend

- \$) Effective April 1, 2013
- A) Effective April 1, 2014
- B) Effective April 1, 2015
- C) Effective April 1, 2016
- D) Effective April 1, 2017
- X) Effective April 1, 2017 - Restructure
(Arbitral Award – DATE 2018)

Instruction Sub-Group

SO-INS-1 - Annual Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) April 1, 2013	75200	78209	81335	84588	87972	91494	95153	98958
A) April 1, 2014	76140	79187	82352	85645	89072	92638	96342	100195
B) April 1, 2015	77092	80177	83381	86716	90185	93796	97546	101447
C) April 1, 2016	78056	81179	84423	87800	91312	94968	98765	102715
D) April 1, 2017	79032	82194	85478	88898	92453	96155	100000	103999
X) April 1, 2017	88516	92057	95735	99566	103547	107694	112000	116479

SO-INS-1 - Weekly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) April 1, 2013	1441.28	1498.95	1558.86	1621.21	1686.06	1753.56	1823.69	1896.62

A) April 1, 2014	1459.29	1517.69	1578.35	1641.46	1707.15	1775.49	1846.48	1920.33
B) April 1, 2015	1477.54	1536.66	1598.07	1661.99	1728.48	1797.68	1869.56	1944.32
C) April 1, 2016	1496.01	1555.87	1618.04	1682.77	1750.08	1820.15	1892.92	1968.63
D) April 1, 2017	1514.72	1575.32	1638.26	1703.81	1771.94	1842.90	1916.59	1993.23
X) April 1, 2017	1696.49	1764.36	1834.85	1908.27	1984.57	2064.05	2146.58	2232.42

SO-INS-1 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
) April 1, 2013	36.03	37.47	38.97	40.53	42.15	43.84	45.59	47.42
A) April 1, 2014	36.48	37.94	39.46	41.04	42.68	44.39	46.16	48.01
B) April 1, 2015	36.94	38.42	39.95	41.55	43.21	44.94	46.74	48.61
C) April 1, 2016	37.40	38.90	40.45	42.07	43.75	45.50	47.32	49.22
D) April 1, 2017	37.87	39.38	40.96	42.60	44.30	46.07	47.91	49.83
X) April 1, 2017	42.41	44.11	45.87	47.71	49.61	51.60	53.66	55.81

SO-INS-2 - Annual Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
) April 1, 2013	81365	84618	88003	91524	95183	98988	102949	107066
A) April 1, 2014	82382	85676	89103	92668	96373	100225	104236	108404
B) April 1, 2015	83412	86747	90217	93826	97578	101478	105539	109759
C) April 1, 2016	84455	87831	91345	94999	98798	102746	106858	111131
D) April 1, 2017	85511	88929	92487	96186	100033	104030	108194	112520

X) April 1, 2017	95772	99600	103585	107728	112037	116514	121177	126022
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SO-INS-2 - Weekly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) April 1, 2013	1559.43	1621.78	1686.66	1754.14	1824.27	1897.19	1973.11	2052.02
A) April 1, 2014	1578.93	1642.06	1707.74	1776.07	1847.08	1920.90	1997.78	2077.66
B) April 1, 2015	1598.67	1662.58	1729.09	1798.26	1870.17	1944.92	2022.75	2103.63
C) April 1, 2016	1618.66	1683.36	1750.71	1820.74	1893.55	1969.22	2048.03	2129.93
D) April 1, 2017	1638.90	1704.40	1772.60	1843.49	1917.22	1993.83	2073.64	2156.55
X) April 1, 2017	1835.56	1908.92	1985.30	2064.70	2147.29	2233.10	2322.47	2415.33

SO-INS-2 - Hourly Rates of Pay

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) April 1, 2013	38.99	40.54	42.17	43.85	45.61	47.43	49.33	51.30
A) April 1, 2014	39.47	41.05	42.69	44.40	46.18	48.02	49.94	51.94
B) April 1, 2015	39.97	41.56	43.23	44.96	46.75	48.62	50.57	52.59
C) April 1, 2016	40.47	42.08	43.77	45.52	47.34	49.23	51.20	53.25
D) April 1, 2017	40.97	42.61	44.32	46.09	47.93	49.85	51.84	53.91
X) April 1, 2017	45.89	47.72	49.63	51.62	53.68	55.83	58.06	60.38

The weekly and hourly equivalent rates of pay shown above have been determined from the annual rates and may be subject to rounding in the payroll process.
