

**APPENDIX "B"**

**CO-OP/STUDENT SCHEDULE  
(BCOOP)**

**Effective: February 20, 2016**

<b>WORK TERM LEVELS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
Bi-Weekly	1,472.20	1,531.25	1,592.65	1,656.45	1,722.65	1,791.50
Annually	38,424.40	39,965.65	41,568.15	43,233.35	44,961.15	46,758.15

**ADMINISTRATIVE NOTES:**

1. Starting rates are subject to review by the Company each year. Progression rates may be adjusted to remain consistent with any revisions to starting rates.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
3. This pay guide applies to students of Colleges and Universities which grant diplomas or degrees on completion of two or more years after senior matriculation who are students in a co-operative education work placement program.

**APPENDIX "B"**

**STUDENT EMPLOYMENT  
(BUGTPSUM)**

**Effective: February 20, 2016**

<b>College or University Years Completed After Sr. Matriculation</b>			<b>0</b>	<b>1</b>	<b>2</b>
1	Bi-Weekly		1,225.65		
	Annually		31,989.45		
2	Bi-Weekly		1,282.90	1,347.40	
	Annually		33,483.70	35,167.15	
3 & 4	Bi-Weekly		1,414.55	1,485.35	1,559.75
	Annually		36,919.75	38,767.65	40,709.50

**ADMINISTRATIVE NOTES:**

1. Applies to students of Colleges and Universities which grant diplomas or degrees on completion of two or more years after senior matriculation.
2. These rates apply only to employment in the years indicated prior to graduation.