



October 1, 1956.

TO: EXECUTIVE AND SUPERVISORY STAFF

WEEKLY SALARY RATES AND RANGES

The range of Rates of Weekly Salaries and the Job Rates are as provided for in Appendix 'A' of the Supplemental Agreement of the Collective Agreement with Technical Associates Lodge 2030.

Article 30.03 states that Salary Rates above the Job Rate shall be at the Company's discretion.

Salaries above the Job Rate will be administered in accordance with Policy Directive #302 and any amendments thereto.

The following is the new salary schedule to which has been added the maximum salary rate for each job level.

Effective: September 22, 1956.

<u>Salary Group</u>	<u>Minimum Rate</u>	<u>Job Rate</u>	<u>Maximum Rate</u>
A or 1	36.30	44.30	46.30
B or 2	41.60	49.60	51.60
C or 3	46.80	54.80	58.80
D or 4	52.10	60.10	64.10
E or 5	57.30	65.30	71.30
F or 6	62.60	70.60	76.60
G or 7	68.60	76.60	84.60
H or 8	73.90	81.90	91.90
I or 9	79.20	87.20	97.20
J or 10	84.50	92.50	102.50
K or 11	89.80	97.80	111.80
L or 12	95.10	103.10	117.10

E. ALDERTON,  
Industrial Relations Manager.



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CHANGES TO  
WEEKLY ENGINEERING SALARY STRUCTURE.

Purpose of Change.

To achieve greater consistency of classification throughout the various technical departments and to bring the structure in line with salaries being paid within the Division. Below the level of technical supervisor, the changes will result in the following Engineer levels right across the organization:

<u>Paid.</u>	<u>Levels</u>	<u>New Salary Group.</u>	<u>Typical Titles using Stress Department as example.</u>
Monthly	Senior Engineer		Senior Stress Engineer.
	Engineer "A"		Stress Engineer "A".
Weekly	Engineer "B".	E.2.	Stress Engineer "B"
	Junior Engineer	E.1.	Junior Engineer.

Changes.

To accomplish the above pattern, the following changes have been made and are summarized in Table I.

Salary Groups: The existing weekly Engineer Salary Groups E.1. to E.5. are replaced by two new Salary Groups E.1. and E.2. as follows:-

Existing E.1. and E.2. are combined into new E.1.  
Existing E.3, E.4. and E.5. are combined into new E.2.

Salary Scale: The new Salary Scale is shown in Table I.  
Salary progression in the new E.2. Salary Group will be based upon individual performance and merit.



Engineer Classifications.

The following alterations have been made:-

- (a) Classifications - Stress Engineer "D"  
Stress Engineer "C"  
Systems Engineer  
Systems & Equipment Engineer -  
Flight Test.

are discontinued. Any personnel who were in these classifications are reclassified into one of the classifications shown in Table II.

- (b) The classification "Computing Specialist" now becomes Computing Specialist "B" due to the establishment of Computing Specialist "A" in the level corresponding to Engineer "A".

- (c) New classifications - Electronics Engineer "B"  
Analytical Chemist.

have been established.

- (d) The existing titles in the Aerodynamics Department are:

Senior Aerodynamicist	Monthly
→ Engineering Aerodynamicist )	
→ Theoretical Aerodynamicist )	Monthly
Aerodynamicist "A"	Weekly
Junior Engineer	Weekly.

At present, these titles will remain as shown above, although complete consistency would dictate that Aerodynamicist "A" should become Aerodynamicist "B".



TABLE I

WEEKLY ENGINEER SALARY SCALE

October 20th, 1956.

<u>New Salary Group.</u>	<u>Weekly Salary.</u>	<u>Notes.</u>
E.1.	\$83.00	Beginning rate for Engineering or Science graduates.
	\$87.00	<p>Salary available after six months of satisfactory performance in E.1. Each Engineer will have his performance reviewed just before he has completed six months in E.1. Any adjustment in salary will be upon Department Head recommendation.</p> <p>Promotion out of E.1. into E.2. is based upon Department Head recommendation. Normally promotion will take place after 12 to 18 months in E.1. The performance of all staff in E.1. will be reviewed at 12 months, and if necessary, at 15 months and 18 months.</p>
E.2	\$92.00	Minimum salary for weekly Engineering classifications in E.2. Salary progression above this minimum will be based upon performance and merit. No maximum salary has been fixed for salary group E.2.



TABLE II  
ENGINEERING CLASSIFICATIONS

October 20th, 1956.

Salary Group.

Classifications.

E.1.

Junior Engineer.  
Engineer - in - Training.  
Metallurgist "C"

E.2.

Aerodynamicist "A"  
Analytical Chemist  
Chemical Engineer "B"  
Computing Specialist "B"  
Design Engineer "B"  
Electronics Engineer "B"  
Flight Test Engineer "B"  
Mechanical Test Engineer "B"  
Metallurgist "B"  
Standards and Specifications  
Engineer "B"  
Stress Engineer "B".