

**COLLECTIVE AGREEMENT**

**BETWEEN**

***CUPE***

**CANADIAN UNION OF PUBLIC EMPLOYEES,  
LOCAL 1550**

**AND**

**WINNIPEG REGIONAL HEALTH AUTHORITY –  
HEALTH SCIENCES CENTRE SITE**

**TERM OF AGREEMENT:**

**April 1, 2008 to March 31, 2012**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
FACILITY AND SITE SUMMARY**

<u>SITE NAME</u>	<u>LOCAL #</u>
<u>ASSINIBOINE REGIONAL HEALTH AUTHORITY</u>	4593
Baldur Health District (includes Hospital and PCH)	
Birtle Health Services District (includes Hospital and PCH)	
Boissevain Health Centre (includes Hospital and PCH), Westview Lodge	
Carberry Plains District Health Centre (includes Hospital and PCH & Clinic)	
Davidson Memorial Health Centre (Cartwright)	
Deloraine Health Centre (includes Hospital, PCH, Medical Clinic and Bren-Del-Win Lodge)	
Elkwood Manor PCH	
Erickson Health Centre (includes Hospital and PCH)	
Glenboro Health District (includes Hospital and PCH)	
Hamiota District Health Centre (includes Hospital and PCH & Clinic)	
Hartney Medical Nursing Unit	
Melita District Health Centre (includes Hospital, PCH and Medical Clinic)	
Minnedosa District Hospital and Minnedosa PCH	
Neepawa District Memorial Hospital and East View Lodge PCH	
Reston District Health Centre (includes Hospital and PCH)	
Riverdale Health Services District (includes Hospital and PCH)	
Rosburn Health Centre (includes Hospital and PCH)	
Russell Health Centre (includes Russell District Hospital and Russell PCH)	
Sandy Lake Medical Nursing Home	
Shoal Lake/Strathclair Health Centre & Medical Clinic and Morley House PCH	
Souris District Health Centre (includes Hospital and PCH)	
Tiger Hills Health District (includes Hospital and PCH – <b>Treherne</b> )	
Tri-Lake Health Centre (includes Hospital and PCH – Killarney)	
Virten District Hospital, West-Man Nursing Home and The Sherwood Home	
Wawanesa & District Memorial Health Centre (includes Hospital and PCH)	
 <u>BRANDON REGIONAL HEALTH AUTHORITY</u>	 4242
Brandon Regional Health Centre & Westman Central Laundry	
Fairview Home	
Rideau Park PCH and Centre for Geriatric Psychiatry and Centre for Adult Psychiatry and Child & Adolescent Treatment Centre	

<u>SITE NAME</u>	<u>LOCAL #</u>
<u>CENTRAL MANITOBA INC. – REGIONAL HEALTH AUTHORITY</u>	4270
Altona Community Memorial Health Centre (includes Hospital & PCH)	
Boundary Trails Health Centre	
Carman Memorial Hospital and Boyne Valley Lodge	
Douglas Campbell Lodge	
Lions Prairie Manor	
Lorne Memorial Hospital	
MacGregor & District Health Centre (includes Hospital and PCH)	
Notre Dame Hospital, Foyer Notre Dame and Medical Clinic	
Pembina Manitou Health Centre	
Portage District General Hospital	
Red River Valley Health District (includes Morris General Hospital, Red River Valley Lodge, Emerson Hospital/PCH & Medical Clinic)	
Seven Regions Health Centre (includes Hospital and Third Crossing Manor)	
St. Claude Hospital, PCH & Medical Clinic	
<u>INTERLAKE REGIONAL HEALTH AUTHORITY</u>	4214
Arborg & Districts Health Centre (includes Hospital and PCH)	
E.M. Crowe Health Centre (includes Hospital and PCH)	
Fisher Personal Care Home	
Gimli Community Health Centre	
Lakeshore District Health Centre (includes Hospital and PCH)	
Lundar Personal Care Home	
Selkirk & District General Hospital	
Stonewall & District Health Centre (includes Hospital and Rosewood Lodge PCH)	
Teulon Hunter Memorial Health Centre (includes Hospital and PCH)	
<u>EMPLOYERS WITHIN THE WINNIPEG REGIONAL HEALTH AUTHORITY (WRHA)</u>	
Bethania Personal Care Home	1629
Concordia Hospital	1973
Golden West Centennial Lodge	3242
Luther Home	1859
Pembina Place Mennonite Personal Care Home	2874
Rehabilitation Centre for Children	2836-01
Riverview Health Centre	500
Seven Oaks General Hospital	2509
St. Joseph's Residence Inc.	4572
The Middlechurch Home of Winnipeg Inc.	3644
Winnipeg Regional Health Authority (WRHA)	500
<b>WRHA – Grace Hospital Site</b>	1599
WRHA – Health Sciences Centre Site	1550
WRHA – <b>Nutrition and Food Services</b> – Regional Distribution Facility	4641

**SITE NAME****LOCAL #****EMPLOYERS OUTSIDE ANY AUTHORITY**

CancerCare Manitoba

1550

**EMPLOYERS UNDER A SERVICE AGREEMENT**

Betel Home Foundation (non-devolved facility within Interlake RHA)

1912

Dinsdale Personal Care Home (non-devolved facility within Brandon RHA)

3050

McCreary Alonsa Health Centre (non-devolved facility within Parkland RHA)

2283

Menno Home for the Aged (non-devolved facility within South Eastman RHA)

2619

Rock Lake Health District (non-devolved facility within Central RHA – includes Rock

Lake Hospital, Prairie View Lodge, and Medical Clinic)

3117

**St. Paul's Home (non-devolved facility within Parkland RHA)****3028**

Tabor Home Inc. (non-devolved facility within Central Manitoba RHA)

4270

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**PREAMBLE**

WHEREAS it is the desire of both parties to this agreement to maintain harmonious relations between the Employer and its employees, to recognize the mutual value of joint discussion and negotiation in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this agreement, realizing that the first consideration is the welfare of the patients/residents/trainees of the facility,

AND WHEREAS it is the desire of both parties that these matters be drawn up in an agreement,

NOW THEREFORE, this Agreement witnesseth that the parties hereto in consideration of mutual covenants hereinafter contained, agree each with the other as follows:

**ARTICLE 1: SCOPE OF RECOGNITION**

101 The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as certified by the Manitoba Labour Board under certificate MLB-#5924, or as may be granted voluntary recognition by the Employer and identified in Schedule "A".

102 Work of Bargaining Unit

Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both parties or in the case of training or emergency.

103 The term "Employer" and/or "Facility" shall mean the Winnipeg Regional Health Authority – Health Sciences Centre Site.

104 The term "Union" shall mean the Canadian Union of Public Employees, Local 1550 (CUPE).

**ARTICLE 2: DURATION**

201 A) This Agreement shall be in full force and effect from the **first day of April 2008 until March 31, 2012**, and supersedes the Collective Agreement between the parties which was in effect on **July 1, 2004**.

B) Should the parties fail to conclude a new contract prior to the expiry date of this agreement, all provisions herein contained shall remain in full force until a new agreement has been reached or until the date on which the Union takes strike action or the Employer institutes a lockout whichever occurs first.

- C) The Union agrees to give the Employer at least one (1) week's (7 days) written notice as to the intended time and date of strike action.
- D) The Employer agrees to give the Union at least one (1) week's (7 days) written notice as to the intended time and date of lockout.
- 202 Should either party desire to propose changes to this Agreement, they shall give notice in writing, including proposed amendments, to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 203 This Agreement may be amended during its term by mutual agreement.
- 204 It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.
- 205 All retroactive wage and benefit adjustments shall be made payable within **one hundred and twenty (120) calendar days of ratification of this agreement.**
- 206 Changes in wages and benefits shall be adjusted retroactively, unless otherwise specified.

### **ARTICLE 3: MANAGEMENT RIGHTS**

- 301 The Union recognizes the sole right of the Employer, unless otherwise provided in this agreement, to exercise its function of management, under which it shall have, without limiting the generality of the foregoing:
- the right to maintain efficiency and quality patient care;
  - the right to direct the work of its employees;
  - the right to hire, classify, assign to positions and promote;
  - the right to determine job content and number of employees at any site;
  - the right to demote, discipline, suspend, lay-off, and discharge for just cause;
  - the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this agreement.

In administering the Collective Agreement, the Employer agrees to act fairly, in good faith and in a manner consistent with the terms of the Collective Agreement.

#### 302 Subcontracting

It shall not be considered as subcontracting should the Employer:



- (a) merge or amalgamate with another health care facility or health care related facility, or
- (b) transfer or combine any of its operations or functions with another health care facility or health care related facility, or
- (c) take over any of the operations or functions of another health care facility covered by the Memorandum of April 1, 1993.

303 In accordance with Article 302, an employee will be given ninety (90) days' notice and severance pay on the basis of two (2) weeks' pay at the regular basic rate, for the position last occupied, for each year of employment with the Employer if the Employer is unable to provide alternate employment for which the employee possesses qualifications and ability sufficient to perform the required duties within a fifty (50) kilometre radius of the employee's originating facility.

304 If the Employer intends to subcontract work which results in the displacement of a number of employees, the Employer will notify the Union at least ninety (90) days in advance of such changes and will make every reasonable effort to find suitable alternative employment with the facility for those employees so displaced and will guarantee to offer alternative employment with the site to those employees who have thirty-six (36) months or more continuous service with the Employer. Any employee with more than thirty-six (36) months service accepting a position in a lower paid classification will continue at the salary of her present classification and will receive an increase only when the rate in her new scale, corresponding to her years of service, provides for an increase over her current rate.

An employee with less than thirty-six (36) months service to whom the Employer cannot offer alternative employment will receive severance pay on the basis of two (2) weeks' pay for each completed year of service.

305 No employee shall be required to make a written or verbal agreement with the employer which may conflict with the terms of this agreement, in accordance with Section 72 (1) of the *Labour Relations Act* of Manitoba.

306 In an emergency which adversely affects the adequate delivery of patient care, declared by the Chief Operating Officer of the Health Sciences Centre or someone acting on his behalf, employees are required to perform duties as assigned, notwithstanding any contrary provision in this Agreement.

If the Union has reason to question the definition of the declared emergency, they may, not before thirty (30) days nor after sixty (60) days following the declaration, bring forth their concerns and management agrees to discuss the circumstances with a view to determine a precedent for the future.

The Employer agrees not to use this Article in a manner that is inconsistent with Section 13 (1) of the *Labour Relations Act* of Manitoba.

307 Compensation for unusual working conditions related to such emergency will be determined by later negotiation and/or means of the grievance procedure, if necessary.

#### **ARTICLE 4: UNION DUES – SECURITY**

401 Employees of the Employer who are members of the Union as of date of signing, shall remain members in good standing.

402 New employees shall, as a condition of employment, become and remain members in good standing in the Union within thirty days of employment.

403 The Union agrees that any disciplinary action taken by the Union against any of its members shall not affect in any way the status of that employee with the Employer.

404 The Employer agrees to deduct the amount of monthly dues as determined by the Union from the salaries of each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall normally be limited to one (1) per calendar year.

405 The deductions shall be made from the first payroll of each month or in the case of a percentage dues structure, every payday, and shall be forwarded to the Secretary-Treasurer of the Union within three (3) weeks, accompanied by one (1) list of names of those employees from whose salaries deductions have been made and the amount of such deductions.

406 The Union shall notify the Employer in writing of any changes in the amount of dues at least one month in advance of the end of the pay period in which the deductions are to be made.

407 In consideration of the foregoing clauses, the Union shall hold the Employer harmless with respect to all dues so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.

408 The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.

## **ARTICLE 5: UNION REPRESENTATION**

- 501 The Union agrees to exchange with the Employer a current list of officers and authorized representatives.
- 502 The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Canadian Union of Public Employees when negotiating or dealing with matters concerning the Agreement.
- 503 When meeting with the Employer to conduct central negotiations, the maximum number of employees who will be entitled to leave of absence without loss of regular pay or benefits to attend as representatives of the Union shall be fourteen (14) employees. **The Chair of the Provincial Health Care Council shall participate as an additional representative at the Union's expense. The Union shall provide the Employer with four (4) weeks or more written notice of those chosen to participate in central negotiations.**
- 504 Union representatives will be granted necessary time off with basic pay for the purpose of conducting local negotiations, subject to a maximum cost to the employer of maintaining salaries for three (3) employees so engaged.
- 505 Representatives of the Union who are not employees of the Employer shall, upon request to the Employer, be given access to the Employer's premises at a time mutually agreed upon for the purpose of investigation and to assist in the settlement of a grievance.
- 506 The President of the Local Union or designate shall be granted up to fifteen (15) minutes at the end of the orientation program in order to acquaint new employees falling within the scope of this agreement with the fact that a Union agreement is in effect and to indicate the general conditions and obligations as they relate to the employees. A member of management may be present during this period.
- 507 All correspondence arising out of this Agreement shall pass to and from the Chief Human Resources Officer or designate and the Secretary of the Local Union or designate.

## **ARTICLE 6: RESPECTFUL WORKPLACE**

- 601 The Employer and the Union jointly affirm that every employee is entitled to a respectful workplace which is free from discrimination and harassment.
- 602 The parties agree that there shall be no discrimination based on:
- ancestry, including colour and perceived race
  - ethnic background or origin
  - age
  - nationality or national origin
  - political belief, association or activity

- religion or creed
- sex, including pregnancy
- marital status or family status
- sexual orientation
- physical or mental disability
- place of residence
- membership or non-membership or activity in the union.

603 The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in a confidential manner by the Employer, the Union and the employee(s).

604 The definition of harassment shall consist of the definition contained in the *Human Rights Code* and shall further include the definition of harassment set out in the **Respectful Workplace Policy**.

Employees are encouraged to review the **Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.**

## **ARTICLE 7: DEFINITIONS**

701 An employee is a person employed by the Employer and covered by this Agreement.

702 Regular employment status shall be defined as:

- (a) A full-time" employee is one who regularly works the hours specified in Article 18.
- (b) A part-time" employee is one who regularly works less than full-time hours, but not less than seven and three-quarter ( $7\frac{3}{4}$ ) hours in a biweekly period.

703 (a) Term Positions

A "term position" shall be for a specific time period or until completion of a particular project within a specific department.

- The employer will determine whether positions of less than three months will be posted.
- Term positions of duration of three (3) months or more shall be posted.
- Term positions shall be of a maximum duration of one (1) year unless this period is extended with the agreement of the Union.

When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 14 and filled in accordance with Article 12.

- All employees may apply for the term position.
- Additional postings shall not be required for the position of the employee who may be awarded the term position.
- Any additional hours occurring as a result of the filling of a term position, shall be offered to part-time employees in accordance with Article 3109.
- An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.
- **A permanent employee awarded a term position shall be subject to the trial period as specified in Article 1403 (a).**

Where the Employer deems a term position to be of an indefinite length due to illness or injury, or for such other reason as indicated by the Employer and discussed with the Union, the term position shall be posted as “indefinite term”

- Employees returning from this leave will provide the Employer with as much notice as possible of the date of return.
- The employee occupying said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer.

Where the Employer determines that staff are to be replaced without posting during periods of less than three (3) months, Articles 3109 and 2104 shall apply, wherever possible.

Upon completion of the term position, the employee shall return to her former position.

- In the event that the employee’s former position is no longer current, an employee shall be entitled to exercise her seniority to displace an employee in any classification with the same or lower salary range within the site, provided she possess the qualifications and ability sufficient to perform the required work, or to accept layoff.
- An employee thus displaced shall have the same rights.

In case an employee on Maternity/Parental Leave wishes to exercise her right to return from such leave earlier than anticipated, having given appropriate notice as per 1709, the Employer shall state on the job posting that the said term position is a “MAT LOA term” which may expire sooner than the date indicated, subject to written notice of a minimum two (2) weeks, or one pay period, whichever is longer. Any term positions directly resulting from the filling of a MAT LOA will be posted in the same manner.

(b) Temporary Employees**Effective at the date of ratification with no retroactive application.**

A “temporary employee” is one who is newly hired for a specific time period or until completion of a particular project for a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

- No temporary employee shall be laid off or re-employed for the purpose of extending the period of temporary employment.
- **Should a temporary employee become permanent or be re-employed as a temporary employee in her former position or in the same department with a break in service of less than eight (8) weeks, her service will be connected for seniority purposes, providing the employee has not voluntarily resigned.**
- A temporary employee shall have seniority rights equivalent to permanent employees in matters of hiring, transfer and promotion, provided the employee has the physical ability and necessary qualifications and training to meet the requirements of the job and a good employment record in accordance with Article 1202. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the temporary employee’s hiring.
- **Temporary employees shall not be eligible to apply for transfer during their probationary period, except where the posted position represents a permanent position. A temporary employee on probation who transfers will be required to complete a full probationary period in the permanent position. This period may be extended if the Employer so requests and the Union agrees.**
- If a temporary employee is promoted or transferred to a permanent position, she will serve the usual probationary period in the permanent position.
- A temporary employee shall have no seniority rights in matters of demotion, layoff and recall.

704 A “probationary” employee is a newly-hired full-time or part-time employee who has not completed three (3) or four (4) months service respectively, from the date of hiring. This period may be extended if the Employer so requests and the Union agrees.

705 Where the context so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.

**ARTICLE 8: BULLETIN BOARDS**

801 Bulletin boards shall be provided and placed in the following locations:

- (a) in the immediate vicinity of all “time punch clocks”;
- (b) where punch clocks are not situated near the location of the employees’ dressing rooms, the boards shall be located in close proximity to the dressing rooms in

such a manner as to provide these employees the opportunity to read Union notices;

- (c) new bulletin boards shall be constructed where necessary and present open framed boards shall be glassed in.

802 The Employer reserves the right to request the removal of posted material if considered damaging to the Employer, and the Union agrees to comply with this request.

803 Bulletin boards shall be relocated if space is required for alterations or new construction.

### **ARTICLE 9: JOB EVALUATION**

901 Whereas the Employer and the Union mutually agree that the process of Job Evaluation is a fair and equitable method of assessing the relative worth of the positions covered in this Agreement, the parties to this Agreement have established a Joint Evaluation Program which will continue to be maintained in accordance with the agreed-to letter of understanding signed between the parties on May 3, 1991.

902 During the life of this Agreement, the Employer and the Union will continue to meet with a view to maintaining the best possible evaluation plan making whatever mutually agreed changes are necessary to ensure same.

903 Both the Employer and the Union shall, upon request, be supplied with all the documentation, new and existing evaluation results and job descriptions as this material relates to the Evaluation Program.

904 All classifications created after the establishment of the Joint Job Evaluation Program shall be subject to the Plan and the appropriate salary rate for the new classifications shall be determined through the evaluation program. If the classification begins before the position is evaluated, the Employer will establish a salary to be effective until the results of evaluation are known. The salary rate determined through evaluation will be made retroactive to the start of the position.

905 If any new wage classification or rate established by the Employer is changed through the process of Job Evaluation or by the decision of the arbitrator as outlined in the letter of understanding between the parties of May 3, 1991, the revised classification or rate and payment shall become retroactive to the time of the original establishment in the case of a new position or to the date an appeal was requested in the case of appeals.

906 At any time after an employee has been in a new classification for three (3) months, she shall have the right to request a review of her classification, if she feels that the duties of the job have substantially changed from those of the classification job description.

- 907 The Employer will examine the duties of the employee, create a new job description and will submit the new job description to the Joint Job Evaluation Committee for evaluation. The process of evaluation will determine the appropriate salary range.
- 908 If the decision given in 907 is not satisfactory, the Employer, the Union or the employee may initiate an appeal as outlined in the letter of understanding between the parties of May 3, 1991.
- 909 Any dispute as to whether a new or revised classification falls within the bargaining unit shall be referred to the Manitoba Labour Board for determination.
- 910 It is understood and agreed by the parties of this Agreement, that no incumbent covered by this Agreement, shall have her remuneration reduced by any job evaluation procedures during the term of this Agreement. Incumbent rates of pay covered in the above shall be referred to as out of schedule rates.

#### **ARTICLE 10: GRIEVANCE PROCEDURE**

- 1001 A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the agreement.
- 1002 An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however, nothing in this agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.
- 1003 Local Union representatives, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the employer of maintaining salaries of three (3) employees so engaged. Such permission shall not be unreasonably withheld.
- 1004 Step 1/Discussion Stage
- Within twenty-one (21) calendar days after the cause of a grievance occurs, the grievor shall attempt to resolve the dispute with her immediate supervisor, who is outside the bargaining unit. In the event of a grievance originating while the employee is on approved leave of absence from work such grievance must be lodged within fourteen (14) calendar days of return.
- 1005 Step 2
- If the grievance is submitted but not resolved within the foregoing time period, the grievor and shop steward may, within the ensuing fourteen (14) calendar days, submit the grievance in writing to the next appropriate level of management as determined by the



Employer who is outside the bargaining unit, stating all allegations and remedies sought. The Employer shall have fourteen (14) calendar days to respond to the grievance. **A copy of each grievance shall be submitted to Human Resources.**

1006 Step 3

Failing settlement of the grievance at **Step 2**, the Union may within fourteen (14) calendar days, submit the grievance in writing to the Chief Operating Officer or designate who shall, within fourteen (14) calendar days after receipt of the grievance, render a decision.

1007 An employee claiming to have been discharged or suspended without just cause may submit the grievance directly to the Chief Operating Officer or designate.

1008 If a dispute involving a question of general application or interpretation occurs and affects a group of employees, the Union or the employees may submit the grievance directly to the Chief Operating Officer or designate.

1009 An employee may choose to be accompanied by a local Union representative at any stage of the grievance procedure.

1010 The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.

**ARTICLE 11: ARBITRATION PROCEDURE**

1101 Within ten (10) calendar days after receiving the reply of the Chief Operating Officer or designate and failing a satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.

1102 Unless both parties agree to the selection of a sole arbitrator within seven (7) calendar days following the matter being referred to arbitration, each party shall in the next seven (7) calendar days give notice to the other party in writing naming its nominee to the Arbitration Board.

1103 The two (2) named members of the Board shall, within ten (10) calendar days name a third member of the Board who shall be Chairperson.

1104 In the event of a failure to agree upon a third person, the Minister of Labour for the Province of Manitoba shall be requested to appoint a third member.

1105 The Arbitration Board or the sole arbitrator shall not be empowered to make any decision inconsistent with the provisions of this agreement, or to modify or amend any portion of this agreement.

1106 The Board shall determine its own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The Board shall hear and determine the difference(s) or allegation(s) and render a decision within ten (10) calendar days from the time it holds its final meeting.

1107 The decision of the majority or the sole arbitrator shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration or the sole arbitrator shall be final and binding and enforceable on all parties, and may not be changed.

1108 Clarification on Decision

Within five (5) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the sole arbitrator either party may apply to the Chairperson of the Board of Arbitration or sole arbitrator, to reconvene. Within five (5) calendar days the Board of Arbitration or the sole arbitrator shall reconvene to clarify the decision.

1109 Expenses of the Board

Each party shall pay:

- (a) the fees and expenses of the arbitrator it appoints;
- (b) one-half (½) the fees and expenses of the Chairperson or sole arbitrator.

1110 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.

1111 Employees who are subpoenaed (subpoena ad testificandum or subpoena duces tecum) to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called her/him (either the employer or CUPE as the case may be) shall be responsible for compensating her/him for any salary which would otherwise be lost.

**ARTICLE 12: SENIORITY**

1201 Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer, subject to the following conditions:

1202 Seniority shall be the determining factor in matters of promotion, demotion, transfer, layoff, reduction of hours and recall, subject to the employee being able to meet the requirements of the job, having the necessary qualifications and a good employment record.

1203 **The actual accumulation of benefits such as vacation pay and income protection shall be based strictly on an employee's regular paid hours worked and shall include any period of:**

- (a) paid leave of absence;
- (b) paid income protection;
- (c) unpaid leave of absences up to four (4) weeks. (In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave);
- (d) Workers' Compensation up to one (1) year in that appropriate time period.

1204 Seniority will terminate if an employee:

- (a) resigns;
- (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c) is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
- (d) is laid off for more than thirty-six (36) months;
- (e) fails to report for work as scheduled at the end of a leave of absence or suspension, without an explanation satisfactory to the Employer;
- (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.

1205 Seniority will continue to accrue if an employee:

- (a) is on any period of paid leave of absence;
- (b) is on any period of paid income protection;
- (c) is on any period of paid vacation;
- (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks;
- (e) is on any period of full Workers' Compensation benefits;

- (f) is on any period of approved unpaid leave of absence for Union purposes of up to one (1) year.
  - (g) is on an approved Parental or Adoption Leave commencing after July 1, 1988.
- 1206 Seniority will be retained but will not accrue if an employee:
- (a) is on unpaid leave of absence in excess of four (4) consecutive weeks;
  - (b) is absent on Workers' Compensation and in receipt of the total and permanent disability benefit established by Workers' Compensation;
  - (c) is laid off for less than thirty-six (36) months;
  - (d) is on the trial period of an out-of-scope position.
- 1207 (a) The Employer agrees to maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Union Representative, when requested, in writing.
- (b) **Annually, upon written request, a comprehensive list including the name, address and telephone number of each employee shall be sent to the Union. The Union agrees to have in place reasonable safeguards for maintaining the security of the information provided.**
- 1208 A temporary employee shall have seniority rights in accordance with Article 703 (b) of this Agreement.
- 1209 Effective September 1, 2002, an employee, upon returning to work following an unpaid leave of absence due to Disability and Rehabilitation, will have her seniority credited with the appropriate number of hours she would have worked during the leave, based on her established EFT at the commencement of the leave. Such credit will not result in accrual of vacation, income protection or retirement bonus.

### **ARTICLE 13: INCOME PROTECTION**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1301 An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable by either the Workers Compensation Board or by the Manitoba Public Insurance Corporation (MPIC) shall **receive** her regular basic pay to the extent that she has accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to an injury for which lost earnings are compensated by the Manitoba Public Insurance Corporation.

- (a) In the case of medical, dental or chiropractic examinations or treatment, the employee shall be allowed time off with pay to attend such appointments to the extent that she has accumulated income protection credits.
- (b) It is understood that the elimination period for the Disability and Rehabilitation plan is one hundred and nineteen (119) days. The parties agree that income protection will be used to offset the elimination period. An employee may claim income protection for a period of time not to exceed the elimination period.

1302 (a) An employee who is unable to report for work due to illness shall inform her Supervisor or designate prior to the commencement of her next scheduled shift(s). An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question.

Prior to day shift	<b>1½ hours'</b> notice
Prior to evening shift	2 hours' notice
Prior to night shift	2 hours' notice

Reasonable notice for pre-scheduled medical, dental or chiropractic exam or treatment or elective surgery will be seven (7) days except in cases of emergency. Employees not meeting these requirements will be marked absent unless an explanation satisfactory to the Employer is given.

- (b) An employee returning to work following an absence of one (1) week or more shall provide a minimum of forty-eight (48) hours' notice prior to returning to work.
- (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

1303 (a) Income protection shall accumulate at the rate of one and one-quarter (1.25) days per month with no maximum.

(b) Subject to the provisions of 1303 (a) of each one and one-quarter (1.25) days of income protection accumulated, one (1) day shall be reserved exclusively for the employee's personal use as outlined in Article 1301. The remaining one-quarter (.25) of a day shall be reserved for either the employee's personal use or for use in the event of family illness as outlined in Article 1314 or to offset the waiting period for Employment Insurance (EI) benefits for Maternity/Parental Leave as outlined in 1705 (e). The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend one (1) day to read three-quarters (.75) of a day and amend one quarter (.25) of a day to read one-half (.5) of a day.

- 1304 The Union agrees that in cases of suspected abuse of income protection, disciplinary action may be taken by the Employer and the Union further agrees to work with management in the review of income protection utilization.
- 1305 Except as provided in 1209, Income protection credits will accumulate on the same basis as seniority is accrued under Article 12.
- 1306 An employee shall accumulate but will not be entitled to the paid income protection benefits for any sickness occurring during the probationary period.
- 1307 The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. The Employer will not require a certificate for absences of less than three (3) consecutive days except in cases where the pattern of absence would cause the Employer to suspect abuse. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.
- 1308 (a) If an employee is to be absent for illness for a period exceeding her income protection, including EI and Sick Bank credits, she must request, or cause someone on her behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of her last paid day of income protection. In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months.
- (b) An employee who is accepted for benefits under the HEBP Disability and Rehabilitation Plan, to commence immediately following the elimination period, will be entitled to unpaid leave of absence of up to two (2) years.
- 1309 Upon written request, the Employer shall provide the employee, in writing, of the amount of her accrued income protection within three (3) days of the request.
- 1310 Income Protection and Workers' Compensation

An employee who becomes injured or ill in the course of performing her duties must report such injury or illness as soon as possible to her immediate supervisor.

An employee unable to work because of a work-related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (WCB). Workers' Compensation payment will be paid directly to the employee by WCB.

By application from the employee, the Employer will supplement the award made by the Workers Compensation Board for loss of wages to the employee by an amount equal to ten percent (10%) of the WCB payment. Such supplementation shall continue for a maximum period of one hundred and nineteen (119) days from the first day of supplement.

Regular net salary will be based on the employee's basic salary (exclusive of overtime and premiums) less the employee's usual income tax deduction, Canada Pension Plan contributions and **Employment** Insurance contributions, and any benefit plan contributions which are waived under the terms of the plan.

Subject to the provision of each plan, the employee may request the Employer to deduct from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan and life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self-payments to the Employer for the first one hundred and nineteen (119) calendar days, to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.

If **at** any time it is decided by the Workers Compensation Board that a supplement paid by an Employer during a claim for Compensation Benefits must be offset against benefits otherwise payable by the Workers Compensation Board, such supplementation shall cease immediately and no further supplement shall be payable by the Employer.

Further to this, the Facility shall notify Workers Compensation of salary adjustments at the time they occur.

- 1311 (a) Where an employee has applied for WCB benefits and where a loss of normal salary would result while awaiting a WCB decision, the employee may elect to submit an application to the **Employer** requesting an advance subject to the following conditions:
- (b) Advance payment(s) shall not exceed the employee's basic salary, less the employee's usual income tax deductions, Canada Pension Plan contributions and EI contributions.
- (c) The advance(s) will cover the period of time from the date of injury until the date the final WCB decision is received, however, in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.
- (d) The employee shall reimburse the **Employer** by assigning sufficient WCB payments to be paid directly to the **Employer** to offset the total amount of the advance.

- (e) In the event that the WCB disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the **Employer** shall recover the total amount of the advance by payroll deduction.
- (f) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.

### 1312 Work Assessment

Where the Workers Compensation Board recommends a work assessment period or a modified return to work period, the Facility upon official written request, will make reasonable effort to arrange for such assessment/return, subject to WCB covering all related costs.

### 1313 MPIC Advance

- (a) Where an employee is unable to work because of injuries sustained in a motor vehicle accident she must advise her supervisor as soon as possible and she must submit a claim for benefits to the Manitoba Public Insurance Corporation. The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a “waiting period” by MPIC.
- (b) Subject to (a), where an employee has applied for MPIC benefits and where a loss of normal salary would result while awaiting the MPIC decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:
  - i) Advance payment(s) shall not exceed the employee’s basic salary as defined in Article 2107 (exclusive of overtime), less the employee’s usual income tax deductions, Canada Pension Plan contributions, and EI contributions.
  - ii) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPIC decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee’s accumulated income protection credits.
- (c) The employee shall reimburse the Employer by assigning sufficient MPIC payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by MPIC directly to the employee.



- (d) In the event that MPIC disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (e) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.

1314 Family Illness

Subject to the provisions of 1303 (b), an employee may apply to utilize income protection for the purpose of providing care in the event of an illness of a spouse, dependent child, parent or person who has the employee as the primary caregiver.

**A primary caregiver is defined as one who either temporarily or on a regular and reoccurring basis provides care and assistance to the person. Travel to and attendance at non-routine, emergent or critical medical appointments or treatments come within the meaning of providing care in the event of an illness.**

**ARTICLE 14: VACANCIES, PROMOTIONS, AND TRANSFERS**

- 1401 All vacant positions which fall within the scope of this agreement shall be posted for at least seven (7) calendar days. Such postings shall state required qualifications, current or anticipated shift, hours of work and wage rate.
- 1402 Each employee who applies for a posted vacancy during the seven (7) day posting period will be notified in writing of the disposition of her application. The name of the successful applicant for any position which falls within the scope of this Agreement will be sent to the Secretary of the Union where there are internal applicants.
- 1403 (a) All promotions and voluntary transfers are subject to a three (3) month trial period in the case of a full-time position and a four (4) month trial period in the case of a part-time position.
  - (b) Conditional upon satisfactory performance, she shall be declared permanent after the trial period.
  - (c) During the trial period, shall be returned to her former position without loss of seniority:
    - i) by the Employer when she proves to be unsatisfactory in the new position, or
    - ii) voluntarily by the employee upon providing a reasonable explanation to the Employer

Notwithstanding Article 1401, should an employee elect to return to her former position in accordance with i) or ii) above within twenty-eight (28) days after commencing the position, the next most senior qualified applicant will be awarded the position as per Article 1202.

- 1404 When an employee is promoted, her new and future salary will be determined as follows:
- (a) The new salary will be at the rate of her new classification which provides the equivalent of one increment step in relation to the wage rate in her new classification. For the purposes of calculation, this increment shall be at least equal in value to the difference between the Start rate and Step 1.
  - (b) Subject to **2103**, the subsequent increments, if any, shall be due on the anniversary date of the employee's date of employment.
- 1405 If an employee voluntarily transfers to a lower or equally paid classification, she shall be paid at the same increment step in the new classification as she was at the old classification.
- 1406 An employee, who through advancing years or disablement is unable to perform her regular duties, shall be given preference for transfer to any suitable job which is open and which requires the performance of lighter work for which she is capable. She would be paid at the same increment step in the new job as she was in her previous job.
- 1407 (a) Employees shall not be eligible to apply for transfer during their probationary period, **except where the posted position is permanent and represents a promotion, or an increase in EFT. A probationary employee who transfers will be required to complete a full probationary period in the new position. This period may be extended if the Employer so requests and the Union agrees.**
- (b) Employees shall not be eligible to apply for transfer during their trial period in a permanent position, except where the position applied for represents a promotion, increase in EFT or the opportunity to exclusively work on the day shift.
- 1408 Employees shall be encouraged to improve their abilities by participation in available training programs.

**ARTICLE 15: ANNUAL VACATION**

**Amendments (in bold) to this Article effective January 1, 2009.**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1501 Unless otherwise agreed by the Employer and the employee, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that seven (7) calendar days equals one (1) week of vacation. **The employee shall have the right to indicate which day of the week her/his vacation begins.**

The vacation year shall be from the 1<sup>st</sup> day of May in the one year to the 30<sup>th</sup> day of April the next year.

Employees will generally not be requested to work during a period of vacation. For those employees occupying more than one position refer to Article 3206.

- 1502 A full-time employee who has completed less than one (1) year's continuous employment as of cut off date indicated in 1501 will be granted vacation on a percentage of hours worked. Unless otherwise mutually agreed, the Employer is not obligated to permit earned vacation to be taken until an employee has completed six (6) months of employment. Such employee may, on request, also receive sufficient leave of absence to complete any partial week of vacation.

- 1503 Annual vacation shall be earned at the rate of:

- **three** (3) weeks per year commencing in the first year of employment
- **four** (4) weeks per year commencing in the fourth year of employment
- **five** (5) weeks per year commencing in the eleventh year of employment
- **six** (6) weeks per year commencing in the twenty-first year of employment

Casual employees will be paid six percent (6%) vacation pay.

- 1504 Employees may receive their vacation pay not later than the date preceding the day their vacation commences if application has been made to the Employer, in writing, two (2) weeks in advance.

- 1505 Upon termination of employment, an employee shall be entitled to pay in lieu of vacation earned but not taken, at the following percentage rates of basic pay earned during the period which the vacation was earned but not taken:

- **three** (3) weeks per year – 6% of basic pay
- **four** (4) weeks per year – 8% of basic pay
- **five** (5) weeks per year – 10% of basic pay
- **six** (6) weeks per year – 12% of basic pay

- 1506 The Employer will post vacation entitlement lists not later than February 1<sup>st</sup> of each year and allow employees to express their preference as to dates until March 1<sup>st</sup>.

An employee who fails to indicate her choice of vacation within the above thirty (30) calendar day period shall not have preference in the choice of vacation time, where other employees have indicated their preference.

- 1507 The Employer will post an approved vacation schedule a minimum of one (1) week prior to the commencement of the vacation year as set out in 1501. The Employer will give due consideration to employee preference and individual circumstances, including seniority, and such vacation shall not be changed unless mutually agreed upon by the employee and the Employer.

- 1508 Employees shall be given the opportunity to request remaining unscheduled vacation entitlement by November 15<sup>th</sup> of each year on a first come first serve basis. Any vacation entitlement not requested by November 15<sup>th</sup> may, at the discretion of the Employer, be scheduled by the Employer. The Employer shall post a notice, no later than November 1<sup>st</sup> of each year, in a prominent area(s) in each facility/worksites indicating the need for employees to request the scheduling of their remaining vacation.**

- 1509 An employee shall be entitled to receive her vacation in an unbroken period, unless otherwise mutually agreed upon between the employee and the Employer.

- 1510 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise mutually agreed between the employee and the Employer.

- 1511 Any trading of scheduled vacation periods must be approved by all other affected employees and submitted in writing to the Employer for approval.

- 1512 In the event that an employee is hospitalized during her vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided if requested.

Where an employee is subpoenaed for jury duty or is in receipt of WCB benefits during her period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during that vacation year.

- 1513 Upon request, an employee may be permitted to retain up to three (3) days of her regular vacation for the purpose of taking such time off for personal reasons, such as religious observance or special occasion, as long as adequate notice is given in order to accommodate scheduling. **Days retained for this purpose are part of the vacation**

**entitlement set forth in Article 1503. Should an employee elect to retain vacation days, one (1) week (seven (7) calendar days) of vacation shall be reduced by the number of days retained.**

**1514** An employee's accrued vacation **pay** shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in **1513**.

**1515** An employee requested to report to work on a scheduled day of vacation shall receive double time for all hours worked and the vacation day will be rescheduled.

**A part-time employee who requests to work and who works additional hours on a non-scheduled vacation day will be paid at the straight time rate. A part-time employee requested by the Employer to work, and who works additional hours on a non-scheduled vacation day, shall receive double time for all hours worked.**

**1516** **Long Service Recognition – Vacation**

**Effective April 1, 2009**

**In recognition of length of service, each full-time employee shall receive one additional week of vacation (5 days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (5<sup>th</sup>) (i.e. 25<sup>th</sup>, 30<sup>th</sup>, 35<sup>th</sup>, 40<sup>th</sup>, etc.) anniversary of employment. The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.**

**Part-time employees shall be entitled to a pro rata portion of this benefit.**

**Employees whose anniversary date falls in the period April 1, 2008 to March 31, 2009, will be entitled to receive this benefit in the 2009 calendar year.**

## **ARTICLE 16: GENERAL HOLIDAYS**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

**1601** The following are recognized as general holidays for purposes of this Agreement and either they or an alternate day off in lieu will be given at the basic rate. Failing this, an additional day's pay at the basic rate shall be granted in lieu:

New Year's Day (January 1<sup>st</sup>)

**Jour de Louis Riel Day**

Good Friday

Easter Monday

Victoria Day

Canada Day (**July 1<sup>st</sup>**)

August Civic Holiday

Labour Day

Thanksgiving Day

Remembrance Day

Christmas Day (December 25<sup>th</sup>)

Boxing Day

and any other day proclaimed as a holiday by Federal or Provincial authorities.

- 1602 An employee required to work on a general holiday will be paid at the rate of time and one-half (1½) her basic rate of pay.
- 1603 Subject to 1606 below, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday an additional day's pay at the basic rate shall be granted in lieu.
- 1604 If a general holiday falls on the regular day off of an employee or during her annual vacation, she shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional day's pay at the basic rate shall be granted in lieu.
- 1605 A day off given in lieu of recognized holiday shall be added to a weekend off or to scheduled days off, unless otherwise mutually agreed.
- 1606 If a general holiday falls on a day on which an employee is receiving income protection benefits, she shall be paid for the holiday and such pay shall not be deducted from income protection credits. However, when the employee has already received an alternate day off with basic pay for the general holiday, she shall be paid from income protection credits for that day at her basic rate of pay.
- 1607 Full-time employees shall be allowed to bank up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. If compensating time off is impractical to schedule by March 31<sup>st</sup> of any year, the employee shall receive her regular rate of pay for all days banked.
- 1608 The Employer will endeavour to provide all employees with at least two (2) other General Holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 1609 The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.

## **ARTICLE 17: LEAVE OF ABSENCE**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1701 An employee will be required to submit a written request to the Employer for any leave of absence. Such requests must specify the reason for the leave of absence and will be considered on an individual basis. An employee shall give four (4) weeks' notice except in an emergency. Such requests shall not be unreasonably denied.
- 1702 (a) An employee who is granted a leave of absence for ten (10) weeks or less, will be returned to her former position upon her return at her former increment step.
- (b) An employee who is granted leave of absence between ten (10) and twenty-six (26) weeks will be returned to her former classification at her former increment step.
- (c) An employee who is granted a leave of absence for a period of over twenty-six (26) weeks, and unless the Employer makes a specific commitment as to the conditions under which an employee who is granted such leave of absence will be employed on her return, is assured only of preferential consideration as to placement in a vacancy most similar to the position held prior to the leave of absence, and at the increment level received prior to the leave of absence, or the maximum for the classification of the position returned to, whichever is lesser. If the position returned to is a higher classification than the one she left, she would be put at the first step of the salary range for that classification.
- (d) An employee who is granted a leave of absence in accordance with 1308 (b), will be returned to her former classification at her former increment step provided that she returns to work within the two (2) year period.
- 1703 An employee not reinstated in her former classification on return from leave of absence under 1702 (c) will receive preferential consideration for the first suitable available vacancy within the site which is at the level of her former position.

### 1704 Parenting Leave

Parenting Leave consists of Maternity Leave and Parental Leave. Parental Leave includes Paternity and Adoption Leave.

### 1705 Parental Leave – Maternity

**An employee who qualifies for Maternity Leave may apply for such leave in accordance with Maternity Leave “Plan A” or Maternity Leave “Plan B” but not both.**

**A) Plan A**

An employee shall receive Maternity Leave of seventeen (17) weeks and Parental Leave of up to thirty-seven (37) weeks without pay, subject to the following conditions:

- (a) An employee must have completed six (6) months employment as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) A written request must be submitted not later than the end of the twenty-second (22<sup>nd</sup>) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (c) Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work unless otherwise approved by the Employer.
- (d) A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect her paid hours of work within the previous fifty-two weeks. Such days that may be utilized for this purpose will be as set out in 1303 (b).

- (e) During the seventeen (17) week duration of Maternity Leave an employee shall have the right, if she so chooses, to use accumulated income protection credits for that portion of the Maternity Leave during which she would have been unable to work due to health related reasons. An employee claiming income protection in such a circumstance must furnish a certificate from a qualified medical practitioner providing proof of, and expected duration of, the health related condition.

**B) Plan B**

**Effective April 1, 2010, the following (Plan B) provision, upon application, is applicable to employees commencing a Maternity Leave on or after April 1, 2010.**

- 1. In order to qualify for Plan B, a pregnant employee must:**
  - (a) have completed six (6) continuous months of employment with the Employer;**



- (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
- (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
- (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that the HRDC has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the *Employment Insurance Act*.

2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:

- (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
- (b) she will return to work on the date of the expiry of her Maternity Leave and where applicable, her Parental Leave, unless this date is modified by the Employer; and
- (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of Maternity Leave.

3. An employee who qualifies is entitled to a Maternity Leave consisting of:

- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 1705 A) (e);
- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 1705 A) (e);
- (c) the Employer shall vary the length of Maternity Leave upon proper certification by the attending physician or recommendation by the Department Head.

4. **During the period of Maternity Leave, an employee who qualifies is entitled to a Maternity Leave allowance with the SUB Plan as follows:**
  - (a) **for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;**
  - (b) **for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;**
  - (c) **all other time as may be provided under Article 17, shall be on a leave without pay basis.**
  
5. **An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the date she wishes to end the leave.**
  
6. **Plan B does not apply to temporary employees.**
  
7. **A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.**

**1706 Sections 52 through 57.1(2) inclusive and Section 60 of the *Employment Standards Code* respecting Maternity Leave shall apply.**

**1707 Parental Leave – Paternity**

An employee shall receive Parental Leave without pay of up to thirty-seven (37) weeks, subject to the following conditions:

- (a) He becomes the natural father of a child and assumes actual care and custody of his child;
- (b) He has completed six (6) months employment as of the date of the intended leave;
- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave;
- (d) Parental Leave must be completed not later than the anniversary date of the birth of the child or the date on which the child came into the actual care and custody of the employee.

**1708** Parental Leave – Adoption

An employee shall receive Parental Leave without pay of up to thirty-seven (37) weeks subject to the following conditions:

- (a) An employee must adopt a child under the laws of the province;
- (b) An employee may commence Adoption Leave upon (1) day's notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings;
- (c) An employee has completed six (6) months employment as of the date of the intended leave;
- (d) Parental Leave must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.

**1709** An employee may end her Parental Leave earlier than thirty-seven (37) weeks by giving the Employer written notice at least two (2) weeks, or one (1) pay period, whichever is longer before the day the employee wishes to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift schedule at the same increment step. In the case where the leave extends beyond fifty-four (54) weeks, the provisions outlined in 1702 (c) and 1703 above will apply.

**1710 Two (2) days of leave (scheduled daily hours to a maximum of 15, 15.5 or 16 hours as applicable) without loss of pay and benefits will be granted to an employee whose partner has given birth to a child or has adopted a child.**

**This leave shall be taken within the two (2) calendar weeks following the child's date of birth or arrival in the home.**

**1711** Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, step-parent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who **had recently** been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment or four (4) calendar days following the death, whichever is greater. Bereavement Leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. **One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.**

- 1712 Necessary time off up to one (1) day at basic pay will be granted an employee to attend a funeral as a pallbearer.

Necessary time off up to one (1) day at basic pay may be granted an employee to attend **either** a funeral **or initial memorial service** as a mourner.

- 1713 Probationary employees shall be entitled to unpaid Bereavement Leave for a duration stipulated in Article 1711.
- 1714 An employee required to serve as a juror or subpoenaed as a witness in any court of law shall receive leave of absence at her basic rate of pay, and remit to the Employer any payment received except reimbursement of expenses.
- 1715 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs.
- 1716 Employees shall be allowed the necessary time off with pay to attend citizenship court to become a Canadian citizen.
- 1717 Union Leave

Upon **two (2)** weeks prior written request to the Employer, an employee elected or appointed to represent the Union at a convention or other Union function, shall be granted necessary leave of absence without pay provided that leaves of absence for union business during July and August are compatible with the departmental vacation schedule and unless otherwise mutually agreed, not more than one (1) employee is absent at the same time from the same department, for this purpose, except in **Nutrition and Food Services, Retail Food Services**, Housekeeping and Materials Management, when two (2) employees may be absent at the same time. The Employer will continue to pay the employee subject to total recovery of payroll and related costs by the Employer from the Union. **The Union will provide the Employer with written confirmation of dates requested.**

- 1718 An employee who is elected or appointed to a full-time position with the Union shall be granted leave of absence without pay and without loss of seniority for a period of one year. Such leave **shall** be renewed each year, on request, during her term of office. Such employee may receive her pay and benefits as provided for in this agreement subject to total recovery of payroll and related costs by the Employer from the Union.
- 1719 The Employer recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that the employee may be a candidate in federal, provincial or municipal elections. An employee who is elected to public office shall be granted leave of absence without pay and without loss of seniority for a period of one (1) year. Such leave may be renewed each year, on request, during her term of office.

- 1720 An employee shall be entitled to leave of absence without pay and without loss of seniority and benefits to write examinations to upgrade her employment qualifications.
- 1721 Where the Employer requires an employee to attend educational events or staff meetings during non-working time, the Employer shall pay for the time of such attendance at straight time rates.
- 1722 If an employee takes a course outside of working hours, and if before the employee takes the course, the **Director of Human Resources Services** or designate stipulates in writing to the employee that the course is relevant to her employment, the Employer will reimburse the employee for fifty percent (50%) of the tuition fee to a limit of one hundred and twenty-five dollars (\$125) upon successful completion of the course. Proof of successful completion will be required.
- 1723 After written application from an employee to the **Director of Human Resources Services** and at the sole discretion of the Employer, necessary time off and/or subsidies may be granted to the employee to attend educational and training programs which are relevant to her employment at the facility.

1724 Compassionate Care Leave

An employee shall receive Compassionate Care Leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least (30) days of employment as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
  - 1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
    - i) the day the certificate is issued, or
    - ii) if the leave was begun before the certificate was issued, the day the leave began; and

- 2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
  - 1) a spouse or common-law partner of the employee;
  - 2) a child of the employee or a child of the employee's spouse or common-law partner;
  - 3) a parent of the employee or a spouse or common-law partner of the parent;
  - 4) or any other person described as family in the applicable regulations of the *Employment Standards Code*.
- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 1203 (c) & 1205 (d). (unpaid leaves)
- (h) Subject to the provisions of 1303 (b), an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Articles 1711, 1713 and 3107.

## **ARTICLE 18: HOURS OF WORK**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

1801 Regular hours of work for all full-time non-clerical employees will be:

- (a) seven and three-quarters ( $7\frac{3}{4}$ ) hours per day excluding meal periods and including rest periods; and
- (b) thirty-eight and three-quarters ( $38\frac{3}{4}$ ) hours per week;
- (c) seventy-seven and one-half ( $77\frac{1}{2}$ ) hours biweekly.

Regular hours of work for all full-time clerical employees will be:

- (a) seven and one-half (7½) hours per day excluding meal periods and including rest periods; and
- (b) thirty-seven and one-half (37½) hours per week, excluding meal periods and including rest periods;
- (c) seventy-five (75) hours biweekly.

1802 Regular hours of work shall be deemed to include a rest period of twenty (20) minutes away from the work station to be scheduled by the Employer, during each continuous three (3) hour period of duty.

1803 Regular hours of work shall be deemed to exclude a meal period of thirty (30) minutes duration (up to one [1] hour where necessary) to be scheduled by the Employer, during each regular working day.

1804 This article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer. Any such agreement shall take the form of an addendum attached to and forming part of this agreement.

1805 Shift schedules for each employee shall be posted in an appropriate place at least four (4) weeks in advance. Once posted, the shift schedule shall not be changed without the knowledge of the employee except as provided for in 1302 (c). Where seven (7) calendar days of such notice is not given the employee, she shall receive payment at the applicable overtime rate for all such work performed.

1806 Shift patterns, unless otherwise mutually agreed, shall provide for the following:

- (a) An employee shall not be required to change shifts without first receiving a minimum of two (2) consecutive shifts off duty (minimum 15 hours), unless otherwise agreed to between the employee and the Employer.
- (b) An employee shall be granted as great a number of weekends off as is reasonably possible with a minimum of every third weekend off.
- (c) No employee shall be scheduled to work more than seven (7) consecutive days (less if reasonably possible). An employee scheduled to work seven (7) consecutive days, will receive every second weekend off and/or consecutive days off.
- (d) Days off will be consecutive wherever possible.
- (e) Where possible and providing there is no additional cost to the Employer, employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of

day shifts assigned as there are night (evening) shifts with each standard rotation. This may be amended if the majority of employees affected are in agreement.

- (f) A full-time employee who is receiving the minimum of every third (3<sup>rd</sup>) weekend off and who works the third shift (commencing at or about 1600 hours) on the Friday before that weekend off, shall not be required to return to work until the second shift (commencing at or about 0800 hours) on the Monday following.
- 1807 Where the Employer plans to implement a split shift the Union will be notified in advance. There shall be no split shifts unless by mutual agreement between the Employer and the employee.
- 1808 (a) An employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at her basic rate of pay; however, when such employee works for any portion of her scheduled shift, she shall receive pay for that entire shift.
- (b) Except as provided in 3109 (c), when an employee is called in to work a full shift as provided in 1801 within one (1) hour of the start of the shift, and reports for duty within one (1) hour of the start of the shift, she shall be entitled to pay for the full shift. In such circumstances, the scheduled shift hours shall not be extended to equal a full shift.
- 1809 For identification purposes, shifts will be named as follows:
- (a) The shift commencing at or about 12 midnight shall be considered the first shift;
  - (b) The shift commencing at or about 0800 hours shall be considered the second shift;
  - (c) The shift commencing at or about 1600 hours shall be considered the third shift.
- 1810 In cases where a shift commences at a time other than one of those specified in Article 1809, the shift shall be considered to be the one in which the majority of hours falls.
- 1811 Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the Department Head or designate and shall not result in overtime costs to the facility.
- 1812 (a) An employee who is required to remain in the work site during the meal period, shall receive pay at overtime rates for the entire meal period.
- (b) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.



**ARTICLE 19: OVERTIME**

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1901 Overtime shall be the time worked in excess of the daily and biweekly hours of work as specified in Article 18, or in excess of the normal full-time hours in the shift pattern in effect in the department, such time to have been authorized in such manner and by such person as may be authorized by the Employer. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1902.
- 1902 (a) Employees shall receive one and one-half (1½) times their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.
- (b) Employees shall receive two (2) times their basic rate of pay for authorized overtime beyond the first three (3) hours in any one (1) day.
- (c) Overtime worked on any scheduled day off shall be paid at the rate of two (2) times the employee's basic salary.
- (d) All overtime worked on a General Holiday shall be paid at two and one-half (2½) times the employee's basic rate of pay.
- 1903 By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31<sup>st</sup> of any year or paid out.
- 1904 An employee who is absent on paid time off during her scheduled work week shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.
- 1905 Employees working two (2) consecutive full shifts as provided in 1801 will be paid at double time for the second shift.
- 1906 Overtime and on call shall be divided as equally as reasonably possible among employees who are qualified to perform the available work. No employee shall be required to work overtime against her wishes when other qualified employees within the same classification are available and willing to perform the required work.
- 1907 A full-time employee required to report back to work outside her regular working hours shall be paid at overtime rates for all hours worked with a minimum of three (3) hours at overtime rates. Where an employee is called back within two (2) hours prior to the commencement of her next scheduled shift she will be paid at overtime rates for all time worked prior to the starting time of the next scheduled shift.

- 1908 An employee required to work overtime for a period in excess of two (2) hours immediately following her hours of work shall be supplied with a meal and if this is not possible, a payment of five dollars (\$5.00) (**increasing to seven dollars (\$7.00) effective January 1, 2009**) will be made in lieu.
- 1909 An employee shall not be required to layoff during regular hours to equalize any overtime worked.
- 1910 Shifts worked when time switches from Central Standard to Daylight Saving Time and vice-versa shall be paid at straight time rates for actual hours worked.

### **ARTICLE 20: SHIFT AND WEEKEND PREMIUM**

- 2001 (a) An employee required to work the majority of her hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.
- The above allowance shall be applicable from 1600 hours to the termination of the day shift on a twelve (12) hour shift pattern during which at least two (2) hours are worked between 1600 hours and the termination of the shift.
- (b) An employee required to work the majority of her hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) per hour for that shift.
- (c) Shift premium will not apply to students unless they work in excess of three (3) hours on a shift and if so, the shift premium will apply only to those hours worked in excess of three (3) hours. A “student” shall mean a person who is attending a junior, senior high school or community college.
- 2002 (a) Shift premiums for employees on permanent evenings and or nights shall be payable in addition to basic rate, pay or salary during regular hours, paid vacation, paid income protection, paid leave of absence and the calculation of pre-retirement leave (both lump sum payment or salary continuance).
- (b) Shift premium and weekend premium will not be payable while an employee is receiving overtime rates.

### 2003 Weekend Premium

A weekend premium of one dollar and thirty-five (\$1.35) per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

## ARTICLE 21: SALARIES AND INCREMENTS

Also refer to Article 31 – Special Provisions re. Part-time Employees.

2101 Employees shall be paid in accordance with Schedule “A” attached to and forming part of this Agreement.

2102 (a) Employees shall be paid every two (2) weeks;

(b) If an employee covered by this agreement has not received wages in any one (1) pay period resulting in a shortfall of wages of at least the equivalent of one (1) normal day’s pay, such pay will be provided within three (3) business days, upon request from the employee.

2103 Increments for full-time and part-time employees shall be due on the anniversary date of the employee’s date of employment at the Employer. When an unpaid leave of absence in excess of four (4) weeks is granted, the anniversary increment for the employee shall move forward in direct relation to the length of the leave.

2104 Temporary Assignment of Duty

In the event that an employee is assigned temporarily to a higher paid position within the scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, she shall be paid the higher of sixty-five cents (\$0.65) per hour, or the minimum step for the higher classification from the first day of assuming such position with the proviso that at no time will the hourly rate exceed the hourly rate of the position to which she is assigned.

2105 On Call Premium

An employee who is designated by the Employer to be available on call, immediately available by telephone contact to report to work without undue delay, shall be entitled to payment of one (1) hour’s basic pay (**two (2) hours’ basic pay effective April 1, 2010**) for each eight (8) hour period or a pro rata payment for any portion thereof.

The employee will leave her employment immediately after she has completed the work for which she was called and resume her “on call” status.

The “on call” premium will not apply during any period when the employee is performing duties at the site.

2106 Basic rate, pay or salary shall mean the amount indicated in the schedules contained in Schedule “A”, plus academic allowance where applicable.

- 2107 Employees whose day off falls on the normal Thursday payday, will have their detailed cheque stubs made available after 3:30 p.m. on the Wednesday preceding payday or earlier if possible.
- 2108 Employees may receive their vacation pay not later than the date preceding the day their vacation commences, if application has been made to their Department Heads two (2) weeks in advance.
- 2109 When an employee reports to work and is requested to work in a lower paid classification the employee shall be paid her current rate of pay.**
- 2110 In the event that an employee is assigned temporarily to a higher paid position within the jurisdiction of the Employer but which is out of scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, she shall be paid a premium of forty-eight cents (\$0.48) per hour.
- 2111 No employee will be temporarily assigned to a vacant position for more than three months. If after three months the position is still to be filled on a temporary basis, a temporary appointment will be made.
- 2112 Where an employee is hired who does not possess certain required qualification(s) and where attainment of these qualification(s) is a condition of employment, the employee shall be eligible for increments provided that she/he furnishes proof of enrolment and satisfactory progress towards the completion of the course.

## **ARTICLE 22: RETIREMENT BONUS**

- 2201 Employees retiring in accordance with the following:
- (a) retire at age sixty-five (65) years; or
  - (b) retire after age sixty-five (65) years; or
  - (c) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
  - (d) employees who have completed at least ten (10) years continuous service with the employer, whose age plus years of service equal eighty (80);
- shall be granted retirement bonus on the basis of four (4) days per year of employment calculated in accordance with 2202.
- 2202 Except as provided in 1209 calculation of retirement bonus entitlement shall begin from the date of the employee's last commencing employment at the Facility and shall be based on the employee's total seniority on the date of retirement. Calculated as follows:

$$\frac{\text{Total Seniority on Date of Retirement}}{\text{Full-time Hours}} \times 4 \text{ days}$$

- 2203 Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.
- 2204 Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this collective agreement.

### **ARTICLE 23: LAYOFF AND RECALL**

- 2301 A layoff shall be any reduction in the work force or any permanent reduction of an employee's normal hours of work due to lack of work.
- 2302 In the event of a layoff, employees other than probationary or temporary employees shall receive notice or pay in lieu of such notice as follows:
- (a) two (2) weeks' notice for layoff up to eight (8) weeks;
  - (b) four (4) weeks' notice for layoff of more than eight (8) weeks.
- 2303 When reducing staff, senior employees shall be retained, providing their qualifications and ability are sufficient to perform the required duties.
- 2304 If the layoff is expected to be temporary (of not more than eight (8) weeks' duration), employees shall be laid off in reverse order of seniority within the department affected.

If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise her Facility-wide seniority to bump into any classification within the scope of this agreement with the same or lower salary range, provided she possesses the qualifications and ability sufficient to perform the required work, or accept layoff. Any employee thus displaced shall have the same rights.

For the purpose of interpreting the meaning of "same or lower salary range", it is agreed that classifications will be considered to be the same provided that the maximum of the salary range the employee is considering bumping into is within one percent (1%) of the maximum of the salary range for the position currently held by the employee.

Should the employee bump into a position with a salary range considered to be the same, she/he will be paid at the same increment level that she/he currently holds.

2305 Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.

An employee who is on layoff shall not be entitled to notice of layoff when she/he returns to work on an incidental basis.

2306 Notwithstanding Article 3109 (a) additional available shifts shall be offered to an employee on layoff, before part-time and casual employees, provided she possesses qualifications and ability sufficient to perform the required work. The employee on layoff will receive preferential consideration for the assignment of such shifts provided that this will not result in her/him working in excess of her/his regular EFT commitment. Notwithstanding Article 1808 (a), when an employee does not work part or all of said additional available shift(s), for any reason, payment shall be made only in respect of hours actually worked.

In the event the employee accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

(a) Vacation shall be calculated in accordance with Article 1503 and shall be paid at the prevailing rate for the employee on each paycheque, and shall be prorated on the basis of hours paid at regular rate of pay;

(b) Income protection accumulation shall be calculated as follows:

$$\frac{\text{Additional available hours worked by the laid off employee}}{\text{Full-time Hours}} \times \frac{\text{Entitlement of Full-time Employee}}$$

(c) Seniority shall be calculated in accordance with regular hours worked;

(d) The employee shall be paid **four point six two percent (4.62%)** of the basic rate of pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each paycheque;

(e) Participation in benefit plans is subject to the provisions of each plan.

Any period of time during a layoff when the employee works additional available shifts or works in a term position shall not extend the three (3) year period referenced in Article 12. However, an employee on layoff who is recalled into a term position shall retain her/his right to be recalled into a permanent position while working in the term position.

2307 No new employee shall be hired until those laid off have been given an opportunity for recall to positions for which they possess the qualifications and ability sufficient to perform the required duties.

Should a laid off employee be recalled to a term position, the provisions of the collective agreement shall apply as modified hereinafter:

- (a) an employee who is awarded a term position which is of a lesser EFT than what she occupied immediately prior to layoff, shall continue to be entitled to preferential consideration for the assignment of additional shifts in accordance with Article 3109 (a), providing that this will not result in her working in excess of her regular EFT commitment;
- (b) at the expiry of the term position, the employee will return to the recall list;
- (c) any vacation earned during a term position will be paid out at the end of the term position unless the employee secures another position prior to the end of it.

2308 Laid off employee shall be recalled in seniority order to vacancies in equal or lower EFT status and in equal or lower paid classifications provided they possess qualifications and ability sufficient to perform the required work. Such recall shall be made by registered mail or by personal service and shall provide for at least one (1) week's notice to report back to work.

To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with her current address, and further, must inform the Employer of any address changes.

2309 A recalled employee must communicate with the Employer by telephone within seven (7) calendar days of notice of recall being delivered.

2310 The right of an employee who has been laid off to be rehired under this Agreement will be forfeited in the following circumstances:

- (a) if the employee did not communicate with the Employer as specified in 2309, or;
- (b) if the employee did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer, or;
- (c) a thirty-six (36) month period has elapsed since the initial date of layoff.

2311 Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.

2312 Except for temporary layoffs of up to eight (8) weeks, accumulated vacation entitlement shall be paid out at time of layoff. An employee whose layoff is temporary (less than eight (8) weeks) may request pay-out of accumulated vacation entitlement.

2313 The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment in a lower classification or

lower EFT than she held prior to layoff, shall not terminate for failure to report for duty in that instance.

2314 Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

#### **ARTICLE 24: TRANSPORTATION ALLOWANCE**

2401 If the Employer requires an employee to:

- (a) Arrive at or leave the facility between 0001 and 0600 and if she does not have her own transportation and if public transportation is not readily available, the Employer will reimburse the employee for taxi fare.
- (b) Return to the facility on a callback and if public transportation is not readily available the Employer will reimburse the taxi fare or **shall be reimbursed in accordance with the prevailing Province of Manitoba mileage rates with, effective January 1, 2009, a minimum of \$3.50 per return trip.**
- (c) Use her own vehicle during the course of her duties, the Employer will reimburse the employee at the **prevailing Province of Manitoba mileage rates with a minimum of \$3.50 per return trip.**

#### **ARTICLE 25: TERMINATIONS**

2501 An employee may terminate her employment by giving two (2) weeks written notice, exclusive of vacation.

2502 Employment may be terminated with lesser notice or without notice:

- (a) by mutual agreement between the Employer and the employee, or
- (b) during the probationary period of a new employee without recourse to the grievance procedure, or
- (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.

2503 The Employer may give equivalent basic pay in lieu of notice.

2504 The Employer will make available, within seven (7) calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.



**ARTICLE 26: DISCIPLINE AND ACCESS TO PERSONNEL FILES**

- 2601 An employee may be disciplined, discharged, or suspended for just cause only upon the authority of the Chief Operating Officer or designate. Such employee shall be advised promptly in writing of the reason for dismissal or suspension, with a copy being sent to the Union Representative.
- 2602 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union representative if she so desires.
- 2603 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.
- 2604 Upon written request, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, including but not limited to, those documents which may be utilized to substantiate a disciplinary action against her, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file at her own expense.
- 2605 An employee accompanied by a Union representative if she so elects, may examine her personnel file on request **within seven (7) calendar days**. She shall have recourse to the grievance procedure to dispute any derogatory entry in her personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the employee has been made aware of its contents at the time of filing or a reasonable time thereafter.
- 2606 There shall be one (1) personnel file maintained by the Employer for each employee.

**ARTICLE 27: COMMITTEES**

2701 Labour/Management Committee

The parties agree to establish a joint Labour/Management committee to deal with matters of mutual concern as may arise from time to time, including unresolved workload concerns as specified and documented.

- 2702 The Committee shall be composed of equal representation from the Employer and the local union with the total committee representation not to exceed eight (8) members. The local union committee may at any time have a representative from the Canadian Union of Public Employees.

2703 The Committee shall meet as and when required at a mutually agreeable time within ten (10) calendar days of written notice being given by either party. An agenda will be prepared by the calling party with input from the other party and shall be distributed four (4) calendar days prior to the meeting taking place.

2704 The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

**The parties agree that it is within the jurisdiction of the Labour/Management Committee to review and make recommendations relative to those unresolved issues relating to workload and staffing including documented workload staffing reports.**

2705 Workplace Safety and Health Committee

- (a) A joint Workplace Safety and Health Committee shall exist within each site to examine all aspects of safety and health within the site. Union representation on the committee shall not exceed three (3) members who shall be appointed by the Union;
- (b) The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with the *Workplace Safety and Health Act* of Manitoba and will comply with the *Workplace Safety and Health Act* of Manitoba;
- (c) The joint Workplace Safety and Health Committee shall hold meetings at regular intervals for jointly considering, monitoring, inspecting, investigating and reviewing health and safety conditions and practices within the site. The duties of the committee include:
  - i) the receipt, consideration and disposition of concerns and complaints respecting the safety and health of the workers;
  - ii) participation in the identification of risks to the safety and health of workers or other persons, arising out of or in connection with activities in the workplace;
  - iii) the development and promotion of measures to protect the safety, health and welfare of the persons in the workplace, and checking the effectiveness of such measures;

- iv) cooperation with the occupational health service, if such a service has been established by the Employer;
  - v) cooperation with a safety and health officer who is exercising his duties under the *Workplace Safety and Health Act*;
  - vi) the development and promotion of programs for education and information concerning safety and health in the workplace;
  - vii) the maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
  - viii) such other duties as may be specified in the *Workplace Safety and Health Act* regulations.
- (d) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members and posted on appropriate bulletin boards.
- (e) Unresolved issues shall be referred to the COO or designate and a response shall be provided to the Workplace Safety and Health Committee within a reasonable period of time.

#### 2706 Violence in the Workplace

The Employer and the Union agree that no form of violence against employees will be condoned in the workplace. Both parties will work together to recognize and resolve such problems as they arise.

Any employee, who believes a situation may become abusive, shall report same to the immediate supervisor. Every reasonable effort will be made to rectify these situations to the mutual satisfaction of the parties.

Employees are encouraged to review the **Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.**

#### ARTICLE 28: TECHNOLOGICAL CHANGE

2801 Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a

change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.
- (b) The negotiation of the effects of technological change will take place not later than ninety (90) days prior to the intended date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this agreement.

#### 2802 Transfer Arrangements

An employee who is displaced from her job as a result of technological change shall be given an opportunity to fill any vacancy for which she has seniority and for which she has the qualifications and ability to perform. If there is no vacancy, she shall have the right to displace employees with less seniority, in accordance with layoff procedure specified in this agreement.

#### 2803 Training Benefits

Where new or greater skills are required than are already possessed by affected employees under the present methods of operations, such employees shall, at the expense of the Employer, be given a training period during which they may acquire the skills necessitated by the new method of operation. There shall be no reduction in wage or salary rates during the training period of any such employee.

### **ARTICLE 29: UNIFORM/CLOTHING ALLOWANCE**

2901 The Employer shall maintain all uniforms and protective or special work clothing provided by the Employer which are required to be worn on duty.

2902 All such items remain the property of the Employer and must not be removed from the facility. All such items must be accounted for upon request, and returned on termination or transfer to a classification where they are no longer required, or the cost of same will be deducted from the employee's regular or final paycheque.

- 2903 Employees working in an unsanitary or dangerous job will be supplied with all the necessary tools, safety equipment and protective clothing.
- 2904 In recognition of the fact that, as a direct result of performing their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation, following documentation of and receipt of the incident, conditional upon hospital procedures and policies having been followed. The validity of such compensation payment will be determined by the Employer.
- 2905 Where the Employer requires that safety shoes be worn, the employee shall be provided with a safety shoe allowance to a maximum of seventy-five dollars (\$75) (**one hundred dollars (\$100) effective January 1, 2009**) per year upon presentation of a receipt. New employees will receive the allowance upon completion of their probationary period. An employee must wear safety shoes at all times while at work.

### **ARTICLE 30: EMPLOYEE BENEFITS**

- 3001 Enrolment in the Healthcare Employees Benefit Plan Group Life Insurance is a condition of employment for all employees, providing the employee qualifies under the conditions of the plan.

3002 Dental Plan

The conditions of the current dental plan will be maintained until August 31, 2002. For work done on or after September 1, 2002 the plan will pay a percentage of basic and major dental expenses in accordance with the 2002 Manitoba Dental Association fee schedule. For work done after January 1, 2003 the current dental plan will pay a percentage of basic and major dental expenses in accordance with the Manitoba Dental Association fee schedule in place at the time the services are provided.

3003 Healthcare Employees Benefits Plan (HEBP) Disability and Rehabilitation Plan

The HEBP Disability and Rehabilitation Plan shall continue to be implemented for all eligible employees. Effective April 1, 2005, the Employer will contribute to a maximum of 2.3% of base salary to fund the HEBP Disability and Rehabilitation Plan.

The parties agree that income protection will be used to offset the elimination period. Once the elimination period has been exhausted, the employee will commence drawing disability benefits. An employee may claim income protection for a period of time not to exceed the elimination period.

It is understood that the elimination period for the HEBP Disability and Rehabilitation plan is one hundred and nineteen (119) calendar days.

- 3004 i) The parties agree to participate in the Healthcare Employees Pension Plan - Manitoba (HEPP) in accordance with its terms and conditions including established contribution rates as set out in the HEPP Trust Agreement, HEPP Pension Plan text and other applicable written policies and guidelines.

Employer and employee pension plan contribution rates to increase as follows:

July 1, 2005: 1.4% increase (resulting in the new rates of 6.4% up to YMPE and 8.0% for earnings in excess of YMPE).

July 1, 2006: 0.2% increase (resulting in the new rates of 6.6% up to YMPE and 8.2% for earnings in excess of YMPE).

July 1, 2007: 0.2% increase (resulting in the new rates of 6.8% up to YMPE and 8.4% for earnings in excess of YMPE).

- ii) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this agreement but shall be subject to adjudication in accordance with the terms of HEPP.
- iii) In the event that the contributions required by the HEPP Plan text are not sufficient to fund the necessary pension benefits, the parties to this agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.

**3005 Extended Health Care Plan / Health Spending Account (HSA)**

**The following benefit improvements will be applied through HEBP as specified:**

**1. Extended Health Care Plan:**

- **April 1, 2009: All employees who are enrolled or become enrolled in accordance with the options set out below will be in the HEBP “Enhanced” Extended Health Care Plan.**
- **Effective April 1, 2009, the “Enhanced” Plan premiums will be paid fifty percent (50%) by the Employer and fifty percent (50%) by the employee.**
- **There will be a three (3) month enrolment period of January 1, 2009 to March 31, 2009, to allow employees currently participating in the “Basic” Plan to either opt into the “Enhanced” Plan or to opt out of Plan coverage altogether.**

- **Employees not previously in the Plan may revisit their status and either opt into the “Enhanced” Plan provided they are eligible in accordance with their category of employment or remain out.**
- **Employees currently in the “Enhanced” Plan must remain in the “Enhanced” Plan.**
- **New employees hired on or after April 1, 2009, will, as a condition of employment, be required to participate in the “Enhanced” Plan subject to plan text enrolment requirements unless they are eligible to waive participation in accordance with the plan text.**
- **Any other enrolment changes will be as per the HEBP Plan text.**

**2. Health Spending Account (HSA):**

- **Effective April 1, 2010, a Health Spending Account (HSA) shall be made available for eligible employees. The HSA shall only apply and be made available to top up the existing benefits provided in the HEBP “Enhanced” Extended Health Benefit Plan.**
- **The annual HSA benefit amounts shall be:**

<b>April 1, 2010:</b>	<b>\$250 for full-time employees*</b>
	<b>\$125 for part-time employees</b>
<b>April 1, 2011:</b>	<b>\$500 for full-time employees*</b>
	<b>\$250 for part-time employees</b>
- **\*For the purpose of the HSA, an employee is deemed to qualify for the full-time benefit if she/he has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.**
- **A “year” or “the annual HSA benefit” is defined as the calendar year – January 1<sup>st</sup> to December 31<sup>st</sup>.**
- **In order to be eligible for the HSA an employee must be enrolled in the “Enhanced” Extended Health Care Plan.**
- **New employees hired on or after April 1, 2010, who become enrolled in the “Enhanced” Extended Health Care Plan will commence HSA coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.**
- **Unutilized HSA monies are not carried over to the subsequent year.**

**ARTICLE 31: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES**

3101 Income Protection in Case of Illness

Part-time employees shall accumulate income protection credits on a pro rata basis, in accordance with this formula.

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

3102 Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

3103 Annual Vacations

Part-time employees shall earn vacation on a pro rata basis in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern **the amount** of vacation pay for the current vacation year.

3104 (a) Unless otherwise mutually agreed between the employee and the Employer, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee. A part-time employee's accrued vacation **pay** shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in **1513**.

(b) **Part-time employees working additional shifts accrue additional vacation pay, not additional vacation time.**

3105 General Holidays

Part-time employees will be paid **four point six two percent (4.62%)** of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular paycheck.

General Holiday pay earned in accordance with 3105 shall be considered as paid hours for the purpose of accruing seniority.

3106 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or biweekly hours of work as specified in Article 18.



3107 Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, step-parent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who **had recently** been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment or four (4) calendar days following the death, whichever is greater. Bereavement Leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. **One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.**

3108 Assignment

A part-time employee shall be assigned and committed to work for the number of hours as agreed to in writing at the time of employment or as subsequently revised by mutual agreement.

- 3109 (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be divided as equitably as possible amongst those employees who have requested additional hours. It is further understood that such additional hours shall be offered only to the extent that they do not incur any overtime costs to the Employer.
- (b) Should the part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer.
- (c) i) Additional casual hours worked by a part-time employee shall be included in the determination of seniority.
- ii) Additional casual hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits, and general holiday pay.
- iii) No benefits other than those referenced in i) and ii) above shall be based on additional casual shifts.
- iv) When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 703 (a), she shall be entitled to income protection benefits and Bereavement Leave.

- (d) **A part-time employee who works additional available hours in a lower paid classification shall be remunerated in accordance with Article 1405. An employee who works additional available hours in a higher classification shall be remunerated in accordance with Article 1404 (a).**

3110 Compassionate Care Leave

An employee shall receive Compassionate Care Leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- 1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
    - i) the day the certificate is issued, or
    - ii) if the leave was begun before the certificate was issued, the day the leave began; and
  - 2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
- i) a spouse or common-law partner of the employee;
  - ii) a child of the employee or a child of the employee's spouse or common-law partner;
  - iii) a parent of the employee or a spouse or common-law partner of the parent;
  - iv) or any other person described as family in the applicable regulations of the *Employment Standards Code*.

- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 1203 (c) & 1205 (d). (unpaid leaves)
- (h) Subject to the provisions of 1303 (b), an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Articles 1711, 1713 and 3107.

**ARTICLE 32: SPECIAL PROVISIONS RE: PART-TIME EMPLOYEES OCCUPYING MORE THAN ONE POSITION**

Notwithstanding the provisions provided elsewhere in this Agreement, it is agreed that the following will apply to employees occupying more than one (1) part-time position. It is understood that the occupying of more than one (1) position may occur within the site(s) of the Employer.

- 3201 Part-time employees shall be eligible to apply for and be awarded more than one (1) part-time position. Where it is determined that it is not feasible for the successful applicant to work in more than one position, the successful applicant will have the option of assuming the position applied for and relinquishing her former position. If approved it is understood that at no time will the arrangement result in a violation of this Agreement or additional cost to the employer.
- 3202 At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT.
- 3203 Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time (i.e. the status will not be converted to full-time), and the provisions of Article 31 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 3204 All salary and benefit plans shall be applied on the basis of all regular hours worked.
- 3205 Seniority, vacation, income protection and retirement bonus shall be accrued on the basis of regular hours worked.

3206 Requests for scheduling of such absences as vacation, paid or unpaid leaves of absence shall be submitted to each department/site supervisor/manager and will be considered independently based on the operational requirements of each department/site.

An employee on an approved vacation in one position, and working in the second position shall be paid at straight time rates for regular hours worked in that position.

3207 Employees taking on an additional position will be subject to a four (4) month trial in accordance with Article 1403.

3208 Where an approved arrangement is subsequently found to be unworkable by the Employer, upon two (2) weeks' written notice, the affected employee will be required to relinquish one of the positions occupied. The employee shall have the option of being offered additional available shifts in the same occupational classification and at the same site where the position was relinquished and in the same manner as laid off employees are offered such shifts under Article 2306. Such preferential consideration shall apply for a period of one year or until such time as the employee secures an alternate position, whichever occurs first.

3209 Where an approved arrangement is later found to be unworkable by the employee, she shall be required to give two (2) weeks' written notice, exclusive of vacation, that she wishes to relinquish one of the positions held.

3210 The provisions of 1806 ii) may be waived by mutual agreement between the Employer and the employee.

### **ARTICLE 33: SPECIAL PROVISIONS RE: CASUAL EMPLOYEES**

3301 The words "casual employee" shall mean a person who replaces an absent employee or is called in to supplement staff coverage in emergency situations. The terms of this Agreement shall not apply to such casual employee, except:

- (a) Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly pay period.
- (b) Casual employees shall be paid not less than the start rate of the position to which they are assigned.
- (c) Casual employees shall be entitled to the shift premium(s) outlined in Article 20.
- (d) Casual employees required to work on a recognized holiday shall be paid at the rate specified in Article 1602.
- (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 1901, 1902 (a), (b) and (d).

- (f) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees as stated in Article 2.
- (g) The Employer agrees to deduct Union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.
- (h) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- (i) A casual employee reporting for work as requested by the Employer and finding no work available shall be guaranteed three (3) hours pay at her basic rate of pay.
- (j) Effective September 1, 1999, casual employees shall commence accruing seniority for the purpose of vacancy selection only. Where the casual employee does not achieve permanent status, accrual of seniority shall also include any hours worked in a term position or hours worked in the probationary period of a permanent position. Where a vacancy is not awarded to a permanent employee in accordance with Article 1202, the position shall be awarded to the most senior casual applicant within the site subject to the employee being able to meet the physical requirements of the job, having the necessary qualifications and a good employment record. The seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.
- (k) **Casual employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular paycheque.**
- (l) A full-time or part-time employee who resigns and who, **within thirty (30) calendar days**, is rehired as a casual employee shall be paid at the same increment step as she received in her former position.
- (m) Articles 10 and 11 herein apply only with respect to the terms of this article.

#### **ARTICLE 34: INSURANCE COVERAGE**

3401 The Employer shall provide liability insurance coverage under the terms and conditions of the insurance provider.

#### **ARTICLE 35: OVERPAYMENTS**

**3501 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made**

**in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:**

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;**
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,**
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and employee.**

**In the event the employee retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.**

**WAGE INCREASES**

- Effective April 1, 2008: Increase hourly rate by 2.90%**
- Effective April 1, 2009: Increase hourly rate by 2.90%**
- Effective April 1, 2010: Increase hourly rate by 2.90%**
- Effective April 1, 2011: Increase hourly rate by 2.90%**

**Retroactivity will be paid on all paid hours to all employees working during the retroactivity period. Staff who do not currently work for the Employer are required to request such retroactivity pay in writing within ninety (90) calendar days of ratification.**

.....  
This Agreement signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-01**

**RE: LOCAL ISSUES**

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All Local Letters of Understanding and Local issues agreed to in the Memorandum of Settlement document dated **February 12, 2009**, or otherwise agreed to, shall be deemed to be included in this Memorandum of Settlement and subsequent individual collective agreements.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-02****RE: STAFFING REVIEW**

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Whereas the parties recognize that there may be a proliferation of regular positions having a low EFT and a proliferation of utilization of casual work;

And whereas it is the intent of the parties to maximize the EFT of part-time positions and the creation of as many full-time positions as is reasonably possible;

And whereas by minimizing the use of casual work, the parties agree that there will be the potential to convert casual employment into regular employment status;

And whereas the parties wish to investigate and address these issues;

Now therefore the parties have agreed that these issues will be examined utilizing the following guidelines:

- (a) When it is determined by the Employer that a vacancy will be filled, the Employer and the Union will examine the potential of reallocating part, or all of the vacant EFT of part-time positions, in accordance with the collective agreement, to qualified part-time employees within the relevant classification, within the service department/patient care unit, within the site or within the facility. Only part-time vacancies of .4 EFT or less will be examined for reallocation.
- (b) Part-time employees who wish to increase their EFT under the provisions of this Letter of Understanding will be required to indicate in writing to the Employer within sixty (60) days of ratification of the Collective Agreement and no later than May 1 of each year thereafter.
- (c) The Employer and the Union will meet in order to identify the most appropriate method of reallocating such EFT. Unless otherwise mutually agreed, such reallocation will not require job posting under Article 14 or invoking of any provisions of Article 23.
- (d) In the event that mutual agreement cannot be reached regarding the reallocation of additional hours, a regular part-time position will then be posted.
- (e) The nature and the rate of utilization of additional hours (including casual hours) worked will be examined by the Employer and the Union on a semiannual basis, during the second and fourth quarter of each calendar year, to determine whether such hours may be incorporated into regular positions or, whether regular or term positions could be created based on operational need. If it is determined that regular or term positions will be created, the Union and the Employer will meet to discuss the process under which the newly created positions will be posted or allocated.



- (f) New letters of employment will be issued when an employee's EFT is increased or a casual employee is confirmed to regular employment.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-03**

**RE: GENERAL WAGE STANDARDIZATION FUND**

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The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a “General Wage Standardization Fund” will be provided and allocated as follows:

Phase I

- May 1, 2003 = \$2,590,000 (includes 0.60% standardization increase for all - compounded)
- May 1, 2004 = \$1,230,000
- May 1, 2005 = \$1,230,000

Phase II

- April 1, 2006 = \$5,840,000 (total amount for utilization on a sectoral basis)\*
- April 1, 2007 = \$5,840,000 (total amount for utilization on a sectoral basis)\*
- March 31, 2008 = \$3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 = \$3,000,000 (total amount for utilization on a sectoral basis)

\*Note: Standardization Funds identified in the previous collective agreement are included in sectoral value.

PRINCIPLES:

i) Distribution of General Wage Standardization Fund:

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

- May 1, 2003 = complete
- May 1, 2004 = 10.08%
- May 1, 2005 = 10.08%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

- April 1, 2006 = 36.87%
- April 1, 2007 = 36.87%
- March 31, 2008 = 18.94%
- March 31, 2009 = 7.32%. The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support collective agreements, is to complete Wage Standardization across the support sector by March 31, 2009.

Note: Wage Standardization adjustments to be applied prior to economic wage increases.

ii) Phase I – Method for calculation of retroactive payment:

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- 1) Apply percentage referenced above to total differential.
- 2) Multiply result of one (1) above times number of eligible paid regular hours in the 12-month period.

Example:      Percentage = 10.08%  
                   Total differential = \$1.50  
                   # Eligible Paid Regular Hours = 1000

Calculation = 10.08% x \$1.50 x 1000 = \$151.20

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable Employer pension plan. Retired employees must apply in writing for retroactivity.

iii) A six (6) step salary scale will be established effective April 1, 2006:

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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Exclusions:   Health Care Aide - Untrained  
                   Activity Aide - Uncertified  
                   Trades classifications  
                   Professional / Technical classifications  
                   Nursing classifications  
                   'No Match' classifications

- iv) A three percent (3%) differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);
- v) For the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
  - (a) Placement onto newly established scale at nearest step affording an increase.
  - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
  - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service

years to be determined with use of Article 2103. Illustration of step placement provided in Example 2.

- (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at Step 6 of the newly established scale. Illustration of step placement provided Example 3.

### Example 1

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5
	↓	↓	↓	↓	↓	↓
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

### Example 2

Incumbents may be placed onto 'New Scale' at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 2103 of collective agreement. i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	↘
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

### Example 3

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	↓	↓	↓	↓	↓		↙
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	

### vi) Present Incumbent Only (PIO):

- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an Employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries:

Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
- (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
- (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.

viii) Positions identified as unique (i.e. 'No Match' or no comparison to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.

ix) Future salary increments to be processed in accordance with collective agreement Article 2103.

x) Should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-04**

**RE: IMPACT OF HOURS OF WORK REDUCTION ON PENSION PLAN**

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Whereas a collective agreement called for a reduction in the paid hours of work from November 15, 1996 to April 29, 1999;

AND WHEREAS, the parties hereby agree that no employee’s pension benefit shall be negatively impacted as a result of these reduced hours of work.

THEREFORE, the parties further agree that every employee who receives a benefit at a time when her average earnings calculation includes part or all of the period of November 15, 1996 to April 29, 1999, shall have that benefit calculated by using notional earnings. Notional earnings are those earnings the employee would have received had there been no reduction in paid hours. Any additional costs for this adjustment shall be absorbed by the resources of the pension plans.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-05**

**RE: AMNESTY FROM PROVINCIAL WAGE/HOURS OF WORK  
REDUCTION LEGISLATION**

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The Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in Article 18 during the life of this Collective Agreement.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-06****RE: REASONABLE ACCOMMODATION/RETURN TO WORK**

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Reasonable Accommodation

The parties recognize that the Manitoba *Human Rights Code* establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any person or group where those needs are based on the protected characteristics as set out in the Manitoba *Human Rights Code*.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer and the Union.

Where a need has been identified, the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Union and the Employer, be waived.

When an accommodation is being implemented, the Employer and the Union agree to provide an orientation to affected employees concerning the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee being moved to a higher classification position, her new salary shall be determined in accordance with Article 1404.

In the event the accommodation results in the employee being moved to a lower classified position, her new salary shall be determined in accordance with Article 1405.

Return to Work

The Employer, the Union and employee(s) share a mutual concern for facilitating the return to work of ill, injured or disabled employees. The Union shall be notified of any return to work initiatives with respect to any employee. The applicable parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work designated is within her restrictions and limitations as documented by a qualified medical practitioner.

(cont. on page 67)



(cont. from page 68)

**LETTER OF UNDERSTANDING 09-06**

**RE: REASONABLE ACCOMMODATION/RETURN TO WORK**

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Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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NC:cbc/cope 491  
8-Apr-10

**LETTER OF UNDERSTANDING 09-07****RE: 9.69 (“10”) HOUR SHIFT SCHEDULE**

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- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer, however this will occur within three (3) months of the signing of the agreement.
  - Appropriate revision to be made for Memorandum covering Power Engineers.
  - Reference to 7.75 hours (2,015 annual hours) may be 7.5 hours (1,950 annual hours) in applicable classifications with appropriate adjustments.
  - A “10” hour shift for employees working 7.5 hours (1,950 annual hours) will be 9.38 hours per day.

The Employer and the Union mutually agree that the following conditions apply regarding the trial and implementation of a 9.69 (“10”) hour shift schedule.

**TRIAL AND IMPLEMENTATION**

- (a) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 9.69 (“10”) hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for a shorter period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 9.69 (“10”) hour shift schedule. To continue with the “10 hour” shift schedule there must be mutual agreement between the Employer and the affected employees.
- (e) The Employer shall advise the Union of any introduction of a “10” hour shift schedule on a trial basis and whether the “10” hour shift will be implemented.

**HOURS OF WORK**

- (a) Full-time hours of work shall provide twenty-four (24) shifts of 9.69 (“10”) hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 9.69 (“10”) hour duration and shifts of other lengths that equal 77.5 hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
  - A maximum of four (4) consecutive shifts of 9.69 (“10”) hours.
  - At least two (2) consecutive days off at one time.
  - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of two (2) **twenty-five (25)** minute rest periods and exclusive of one (1) meal period of thirty (30) minutes.

INCOME PROTECTION

Employees shall accumulate income protection at the rate of 9.69 hours per month for each full month of employment. Subject to the provisions of the collective agreement, income protection shall be paid for all hours scheduled.

GENERAL HOLIDAYS

Employees required to work on a general holiday shall be paid one and one-half (1.5) times her/his basic rate of pay for all regular hours worked, and, in addition shall receive seven and three-quarter (7.75) hours off at her/his basic pay.

VACATION

The amount of paid vacation that an employee receives under the 9.69 hour ("10") shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hour shift schedule.

SHIFT PREMIUM

Shift premium shall be paid in accordance with the Collective Agreement.

OVERTIME

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

BEREAVEMENT

Subject to the provisions of the collective agreement, Bereavement Leave shall be paid for all hours scheduled.

TERMINATION OF MEMORANDUM OF UNDERSTANDING

Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 9.69 ("10") hour shift schedule may terminate the modified shift schedule.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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## LETTER OF UNDERSTANDING 09-08

### RE: 11.625 (“12”) HOUR SHIFT SCHEDULE

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer; however, this will occur within three (3) months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2,015 annual hours) may be 7.5 hours (1,950 annual hours) in applicable classifications with appropriate adjustments.
- A “12” hour shift for employees working 7.5 hours (1,950 annual hours) will be 11.25 hours.

The Employer and the Union mutually agree that the following conditions apply regarding the trial and implementation of a 11.625 (“12”) hour shift schedule.

#### TRIAL AND IMPLEMENTATION

- (a) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 11.625 (“12”) hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for a shorter period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 11.625 (“12”) hour shift schedule. To continue with the “12 hour” shift schedule there must be mutual agreement between the Employer and the affected employees.
- (e) The Employer shall advise the Union of any introduction of a “12” hour shift schedule on a trial basis and whether the “12” hour shift will be implemented.

#### HOURS OF WORK

- (a) Full-time hours of work shall provide twenty (20) shifts of 11.625 (“12”) hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 11.625 (“12”) hour duration and shifts of other lengths that equal 77.5 hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
  - A maximum of four (4) consecutive shifts of 11.625 (“12”) hours
  - At least two (2) consecutive days off at one time
  - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of a total of **sixty (60)** minutes paid rest period(s) and exclusive of forty-five (45) minutes of meal period(s).

INCOME PROTECTION

Employees shall accumulate income protection at the rate of nine point six nine (9.69) hours per month for each full month of employment. Subject to the provisions of the collective agreement, income protection shall be paid for all hours scheduled.

GENERAL HOLIDAYS

Employees required to work on a general holiday shall be paid one and one-half (1.5) times her/his basic rate of pay for all regular hours worked, and, in addition shall receive seven and three-quarter (7.75) hours off at her/his basic pay.

VACATION

The amount of paid vacation that an employee receives under the eleven point six two five (11.625) ("12") hour shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hour shift schedule.

SHIFT PREMIUM

Shift premium shall be paid in accordance with the Collective Agreement.

OVERTIME

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

BEREAVEMENT

Subject to the provisions of the collective agreement, Bereavement Leave shall be paid for all hours scheduled.

TERMINATION OF MEMORANDUM OF UNDERSTANDING

Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 11.625 ("12") hour shift schedule may terminate the modified shift schedule.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-09**

**RE: MODIFIED SHIFTS OF LESS THAN REGULAR HOURS OF WORK**

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The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than seven and three-quarter (7.75) hours or seven and one-half (7.5) hours, as the case may be (hereinafter referred to as “regular hours of work”).

1. The terms and conditions of the Collective Agreement shall apply to part-time employees working shifts of less than regular hours of work except as provided thereafter.
2.
  - Shifts of three (3.0) to five (5.0) paid hours shall include one (1) twenty (20) minute rest period.
  - Shifts of greater than five (5.0) paid hours up to and including six (6) paid hours shall include one (1) twenty (20) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
  - Shifts of greater than six (6) hours up to the regular hours of work shall include two (2) twenty (20) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
3. In the event that an employee is required to work beyond the end of her scheduled shift, she shall be paid for all hours worked beyond the shift at her basic salary up to the regular hours of work. Overtime rates of pay shall be applicable for time worked in excess of regular hours work, in accordance with Article 1901.

Note: Paragraph 2 does not preclude the Employer from establishing a shift of less than three (3) hours.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-10****RE: REDEPLOYMENT PRINCIPLES**

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1. PURPOSE:

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid-off employees and/or the movement of positions between bargaining units of the above-mentioned unions and employers.
- 1.05 For the purposes of this Letter of Understanding “receiving agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the “sending agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the unions as they become known to the above-mentioned employers.
- 1.07 “Central Redeployment List” means a list of employees who have been laid-off from a participating employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.

Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

- 1.08 “Provincial Health Care Labour Adjustment Committee” (hereinafter referred to as the “Committee”) refers to the committee established by an agreement commencing January 20, 1993 between The Government of Canada, The Government of Manitoba, Manitoba Health Organizations Inc., and Manitoba Council of Health Care Unions.

2. SENIORITY:

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfer of Seniority – The affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. TRIAL PERIOD:

- 3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

4. NEW AND VACANT POSITIONS:

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority [as per “sending” Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);
- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;



- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-à-vis qualification requirements;
- (f) once an employee has been permanently redeployed and has completed the trial period with a receiving employer, she/he shall relinquish any recall rights to her/his former employer unless she/he is laid off from the receiving employer. Should an employee be laid off from the receiving employer, she/he will be placed back on the recall list with the sending employer for the balance of time she/he would have been on the recall list. She/he will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

5. TRANSFER OF SERVICE/MERGER/AMALGAMATION:

- 5.01 In the event of a transfer(s) of service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

6. PORTABILITY OF BENEFITS:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave. NOTE: Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.
- 6.04 Length of employment for the purposes of qualifying to join benefit plans, e.g., two (2) year pension requirement.
- 6.05 Benefits - An incoming employee is subject to the terms and conditions of the receiving facilities benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
- 6.06 Salary Treatments:
  - (a) If range is identical, then placed step-on-step;

- (b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.

NOTE: No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red-circling provisions were in place prior to the inception of this Letter of Understanding.

- 6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this Letter of Understanding.

7. OTHER CONDITIONS:

- 7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.

- 7.02 Salary and vacation earned to date to be paid out by sending employer.

- 7.03 Banked time including overtime bank, stat bank, to be paid out by sending employer.

8. TRAINING:

- 8.01 The parties agree that provisions for training will be dealt with by the Committee.

9. ADMISSION OF NEW MEMBERS:

- 9.01 The parties hereby authorize the Committee to admit new signatories as participating employers or participating unions in such manner and upon such terms as the Committee in its discretion deems appropriate without the necessary consultation or agreement with existing signatories. Upon admission to this agreement such new signatories will have the same rights and obligations as existing participating unions and participating employers, effective the date of such admission.

10. ACCEPTANCE OF LETTER OF UNDERSTANDING:

- 10.01 Signatories to this Letter of Understanding agree to accept this letter without amendment. Any subsequent amendment to the Letter of Understanding shall only be implemented if approved pursuant to Article 12.

11. DURATION:

- 11.01 This Letter of Understanding shall be in full force and effect for an indefinite period commencing the date of signing. In the event that any one of the parties signatory to this

Letter of Understanding wishes to terminate its participation in this Letter of Understanding it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or employer in respect of its collective agreement. Such termination shall not invalidate this Letter of Understanding as affects the other signatories except for the specific employer or bargaining agent that is party to the relevant and affected collective agreement.

12. AMENDMENTS:

- 12.01 Amendments to this Letter of Understanding shall be effective if passed by the Committee after consultation with the signatories to the Letter of Understanding as outlined herein. All signatories shall receive a copy of the proposed amendment(s). Each signatory shall have thirty (30) calendar days during which to express its concerns (if any) about the proposed amendment(s). Any unresolved concerns must be reconciled by the respective employer/labour caucus prior to a Committee vote being conducted. If there are no concerns raised by signatories to the proposed amendments the Committee shall be empowered to implement the amendment(s).

13. APPEAL PANEL:

- 13.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of Understanding, the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from Participating Employers who are not directly involved in the dispute;
- Two (2) persons from the Participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocate(s) shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned, within fourteen (14) calendar days.

Any dispute under the Letter of Understanding shall not be resolved by grievance or arbitration pursuant to the collective agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

This Letter of Agreement confirms that the above-named parties have ratified the Letter of Understanding on Redeployment Principles which is appended to and forms part of this Letter of Agreement.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-11**

**RE: WINNIPEG REGIONAL HEALTH AUTHORITY**

WHEREAS the Winnipeg Regional Health Authority (WRHA) may in the future provide services to the Employers as part of continuing health reform initiatives;

AND WHEREAS the above initiatives may impact upon the employment security of employees covered by this Agreement;

AND WHEREAS the Employer and the Union desire to assist employees who may be directly impacted by such initiatives;

IT IS THEREFORE AGREED THAT:

- i) The Employer will provide pertinent information to the Union in a timely manner as it becomes available;
- ii) The Employer and the Union will meet to discuss matters of mutual concern and agree to make every effort to examine all possible options, including, but not limited to, redeployment issues.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-12**

**RE: RELIEVING ALLOWANCE**

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This will confirm that the Canadian Union of Public Employees, Local 1550 and the Health Sciences Centre agree that employees will not receive the relieving allowance under clauses 2104 and 2110 in those cases where relieving a supervisor has been established as forming part of the normal job functions and where this requirement has been recognized by the job evaluation process.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-13**

**RE: WEEKEND WORK**

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This is to confirm that the Canadian Union of Public Employees Local 1550 and the Health Sciences Centre agree that part-time employees who, as a condition of employment accept positions designated as “weekend” work, shall waive the right to:

(a) have every third weekend off;

OR

(b) have the regular time worked on weekends paid for at overtime rates as stipulated in the clause relating to weekends off.

All other provisions of the Collective Agreement between the Canadian Union of Public Employees, Local 1550 and the Health Sciences Centre shall apply to these employees.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-14-A**

**BETWEEN**

**CUPE Local 500 and Riverview Health Centre**  
**CUPE Local 1550 and WRHA – Health Sciences Centre Site**  
**CUPE Local 1599 and WRHA – Grace Hospital Site**  
**CUPE Local 1973 and Concordia Hospital**  
**CUPE Local 2509 and Seven Oaks General Hospital**  
**CUPE Local 4641 and WRHA – Nutrition and Food Services**  
**– Regional Distribution Facility**

**RE: STAFF MOBILITY WITHIN WRHA**

WHEREAS it is the desire of, and in the best interest of, the parties to work toward the avoidance of job loss by providing for the mobility of employees within the WRHA system;

AND WHEREAS the parties recognize that it is in the best interest of patient care to retain the knowledge and expertise of healthcare providers within the programs;

AND WHEREAS the parties wish to promote career opportunities by removing systemic barriers;

NOW THEREFORE the parties agree as follows:

1. This memorandum is attached to and forms part of the collective agreement between the undersigned parties.
2. The parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the parties, (e.g. VSIPs, ERIPs, Training, EAP, etc.)
3. In the event that this memorandum of understanding conflicts with the terms of any existing collective agreement between the parties, the terms of this memorandum shall prevail over the terms of the collective agreement (unless otherwise specified).
4. (a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities, the Employer(s) will notify the unions, where possible\*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable collective agreement. The Employer(s) will determine the estimated number and types of positions available and update such data as the reconfiguration/implementation plans are defined.

\*lesser notice may be given only in exceptional circumstances



- (b) The Employer(s) and Union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.
- (c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union(s):
  - positions affected at the sending facility
  - number of vacancies and new positions created at the receiving facility
  - up to date seniority lists
  - pertinent classification information
  - relevant time frames

5. Staff Mobility

A. Transfers with Programs

- i) When programs are transferred, consolidated, or merged from one facility or facilities to another, the Employer(s) will determine the number of staff required by classification.

Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on mobility seniority. Where an insufficient number of staff by classification volunteer to move, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable collective agreement(s).

If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending facility to fill the vacancies commencing with the most junior qualified employee.

- ii) Employees who are transferred in accordance with this memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.
- iii) The receiving facility will provide an orientation period to employees transferring to a new program site. The orientation period shall be of sufficient duration to assist the employee in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.
- iv) No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary

period at the sending facility will complete the balance of the period required at the receiving facility.

Should the transferred employee decide not to remain at the receiving facility, such employee shall provide written notice to the receiving facility no later than sixty (60) days following the date of transfer. The employee shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility.

**B. Temporary Transfer of Employees**

- i) To facilitate temporary transfers to facilities experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another facility shall be offered the opportunity to work in the facility(s) experiencing the need for additional employees.
- ii) Temporary transfers shall not be implemented until the applicable provisions of the collective agreement of the receiving facility relating to the assigning of occasional additional shifts are fulfilled.
- iii) The temporarily transferred employees will continue to be covered by the terms of the sending facility's collective agreement.
- iv) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the facility(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending facility.
- v) Orientation as set out in (5) (a) (iii) above will be provided if reasonably possible.

**C. Voluntary Transfers to Vacancies**

As bargaining unit vacancies arise that any of the Facilities intend to fill, the following procedures will apply:

- i) Vacancies will be filled in accordance with the provisions of the applicable collective agreement.
- ii) An internal and city wide posting may occur simultaneously. Employees from other facilities will have the right to apply for said vacancy. If the selected employee is a current employee of one of the nine (9) facilities, that employee will be entitled to transfer all seniority, service and other benefits as set out in the Letter of Understanding on Redeployment Principles and will be treated in all respects as if they had always been an employee of the receiving facility.

- iii) Where there are no qualified internal applicants, positions will be awarded in the following order:
- Recall of laid off workers from the facility posting the vacancy (unless otherwise stipulated in the applicable collective agreement);
  - Applicants from the Redeployment List;
  - Applicants from one of the other nine (9) facilities;
  - Applicants external to the nine (9) facilities.

## 6. Seniority

- A) Seniority lists will be maintained in accordance with the collective agreements for internal purposes at each facility.
- B) Mobility seniority for the purposes of this memorandum will be calculated as follows:
- “Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer”.
- C) Transferring employees will be treated in all respects as though they had always been employed at the receiving facility.
- D) To ensure the accuracy of the calculation of the mobility seniority, the Employer(s) will provide sufficient information to verify an accurate calculation has been made.
- E) Any employee who:
- i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility, or
  - ii) has voluntarily transferred to another facility between 01 January 1998 and the effective date of this memorandum shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities. Processes contingent on seniority implemented prior to date of signing will not be adjusted retroactively (e.g., bumping, vacation preference).

## 7. Staff Mobility Dispute Resolution Mechanism

This dispute resolution mechanism shall not be utilized to resolve disputes which could be addressed through the grievance arbitration procedure(s) set out in the applicable collective agreement.

Should a dispute(s) arise between a signatory Union(s) and a signatory Employer(s) regarding the application, interpretation or alleged violation of this memorandum of

understanding, the parties concerned shall meet within twenty (20) calendar days and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved after such meetings, any party to the dispute may within a further ten (10) calendar days refer the matter(s) to arbitration.

The parties to the dispute shall select a mutually agreed arbitrator within ten (10) calendar days following such referral to arbitration. Should the parties fail to agree upon an arbitrator, either party may forward a request to the Manitoba Labour Board.

The above time limits may be extended by mutual agreement and shall be confirmed in writing.

The arbitrator shall set his/her own procedures for hearing the dispute and may accept any evidence he/she deems appropriate.

The decision of the arbitrator shall be final and binding upon the parties to the dispute.

Any costs incurred by either of the parties to the dispute, preceding or during arbitration proceedings, shall be borne by the parties incurring such costs, but cost of the arbitrator shall be borne by the parties in equal shares.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**MEMORANDUM OF INTERPRETATION 09-14-B**

**BETWEEN**

**CUPE Local 500 and Riverview Health Centre  
CUPE Local 1550 and WRHA – Health Sciences Centre Site  
CUPE Local 1599 and WRHA – Grace Hospital Site  
CUPE Local 1973 and Concordia Hospital  
CUPE Local 2509 and Seven Oaks General Hospital  
CUPE Local 4641 and WRHA – Nutrition and Food Services  
– Regional Distribution Facility**

**RE: STAFF MOBILITY APPLICABLE TO THE CUPE FACILITIES  
WITHIN WRHA**

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It is agreed that should it be necessary to transfer employees with programs from one facility to another in accordance with the provisions of Article 5A, the Employer shall endeavour to the greatest degree possible, to transfer such employee into a position which is within .2 of the EFT of the position occupied by the employee at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another due to extreme or emergency circumstances, in accordance with Article 5B as much notice as possible shall be provided to such employee. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility shall be considered time worked. If personal transportation is not available, transportation will be provided.

It is further agreed that periods of orientation in Article 5A (iii) and 5B (v) shall be considered time worked.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-14-C**

**BETWEEN**

**CUPE Local 500 and Riverview Health Centre**  
**CUPE Local 1550 and WRHA – Health Sciences Centre Site**  
**CUPE Local 1599 and WRHA – Grace Hospital Site**  
**CUPE Local 1973 and Concordia Hospital**  
**CUPE Local 2509 and Seven Oaks General Hospital**  
**CUPE Local 4641 and WRHA – Nutrition and Food Services**  
**– Regional Distribution Facility**

**RE: PURPOSE OF IMPLEMENTING STAFF MOBILITY**

The parties agree that for the purposes of implementing the Letter of Understanding Re: Staff Mobility and the Memorandum of Interpretation Re: Staff Mobility, the following shall apply:

1. The primary emphasis of the Mobility Agreement is to facilitate the voluntary transfer of employees with programs, to vacancies, or on a temporary basis.
2. The Employer agrees that the provisions of Section 5B (iv) of the Mobility Agreement shall be utilized only under extenuating and emergency circumstances, and further, shall be implemented only in accordance with the following:

Emergency:

- (a) In any emergency or disaster, employees are required to perform duties as assigned notwithstanding any contrary provision in the Agreement.

For purposes of this Memorandum, emergencies will be those situations which directly affect the safety or well-being of patients in the Facility.

In the event of the declaration of an emergency, written confirmation of same will be given to the President of the Local by the Administrator.

- (b) Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of overtime Articles shall apply to overtime hours worked.
- (c) This clause is subject to the *Labour Relations Act* of Manitoba.
3. (a) Issues related to orientation will be referred immediately to the joint committee under Article 27 - Joint Labour/Management, in order to ensure a standardized, effective orientation structure, duration and content.

- (b) Orientation for employees transferring with programs shall be provided in accordance with Section 5A (iii) of the Mobility Agreement and shall take into consideration the individual needs of the transferring employee.
  - (c) Orientation for employees temporarily transferring to another facility in accordance with the provisions of Section 5B of the Mobility Agreement and section #2 of this Memorandum, shall be provided in accordance with 5A (iii) of the Mobility Agreement, if reasonably possible.
4. (a) It is agreed that 5A (ii) of the Mobility Agreement shall include portability of hours of service since the last increment for purposes of calculating the next increment.
- (b) It is agreed that vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests.
5. The statement re: “personal transportation” in the Memorandum of Interpretation re: Staff Mobility will be expanded to include the following:

Return transportation will be provided by the Employer, if the employee requests transportation or if personal transportation is not available. If personal transportation is utilized, the following shall apply:

- (a) Parking in close proximity to the “receiving facility” will be made available.
- (b) Parking expenses shall be reimbursed to the employee by the Employer.
- (c) The employee shall be eligible for transportation reimbursement of thirty cents (\$0.30) per kilometre for travel in accordance with the following formula, subject to a minimum guarantee of three dollars (\$3.00).

Distance (in kms) from the employee’s home to the “receiving facility” minus the distance (in kms) from the employee’s home to the “sending facility”.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-14-D**

**RE: EXPANDED STAFF MOBILITY**

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It is agreed that it is in the best interest of the parties to expand the scope of the current Staff Mobility Agreement, in order to facilitate the movement of staff within and across the acute, long term and community health care sectors as required to address systemic needs.

To that end, the parties agree to participate in a multi-union, multi-employer committee to discuss work toward the development of a framework that will achieve this desired result.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-14-E**

**BETWEEN**

**CUPE Local 500 and Riverview Health Centre  
CUPE Local 500 and Winnipeg Regional Health Authority  
CUPE Local 1550 and WRHA – Health Sciences Centre Site  
CUPE Local 1599 and WRHA – Grace Hospital Site  
CUPE Local 1973 and Concordia Hospital  
CUPE Local 2509 and Seven Oaks General Hospital  
CUPE Local 4641 and WRHA – Nutrition and Food Services – Regional Distribution Facility**

**AND**

**WINNIPEG REGIONAL HEALTH AUTHORITY**

**RE: STAFF MOBILITY WITHIN THE WRHA SYSTEM (II)**

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**The implementation of this Memorandum will occur on the date the respective local Union ratifies it with its members. Any local that has not ratified, or votes to reject the Memorandum, will not be subject to the terms and conditions contained herein. In the interim period, the Parties agree to approach individual situations as they occur in keeping with the principles contained herein in an effort to reach voluntary agreements.**

**WHEREAS it is the desire of, and in the best interest of, the Parties to work toward the avoidance of job loss by providing for the mobility of employees within the WRHA system;**

**AND WHEREAS the Parties recognize that it is in the best interest of patient care to retain the knowledge and expertise of health care providers within the programs;**

**AND WHEREAS the Parties wish to promote career opportunities by removing systemic barriers;**

**NOW THEREFORE the Parties agree as follows:**

- 1. This Memorandum is attached to and forms part of the respective Collective Agreements between the undersigned Parties.**
- 2. The Parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the Parties, (e.g. VSIPs, ERIPs, Training, EAP, etc.).**
- 3. In the event that this Memorandum conflicts with the terms of any existing Collective Agreement between the Parties, the terms of this Memorandum shall prevail over the terms of the Collective Agreement (unless otherwise specified).**

4. (a) **In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities, the affected employer(s) will notify the affected union(s), where possible\*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The employer(s) will determine the estimated number and types of positions available, and update such data as the reconfiguration/implementation plans are defined.**

**\*lesser notice may be given only in exceptional circumstances.**

- (b) **The employer(s) and union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.**
- (c) **The employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the union(s):**
- **positions and incumbents affected at the sending facility;**
  - **number of vacancies and new positions created at the receiving facility;**
  - **up-to-date seniority lists;**
  - **pertinent classification information;**
  - **relevant time frames.**

## 5. **Staff Mobility**

### A. **Transfers with Programs**

- (i) **When programs are transferred, consolidated, or merged from one facility or facilities to another, the affected employer(s) will determine the number of staff required by classification.**

**Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on mobility seniority. Where an insufficient number of staff by classification volunteer to move, and if there are deletions or layoffs at the sending facility(s) associated with the transferred program, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable Collective Agreement(s) which shall only be available to staff of the sending facility(s) that hold a permanent position.**

**If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending facility to fill the vacancies commencing with the most junior qualified employee.**

- (ii) **Employees who are transferred in accordance with this Memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.**
- (iii) **The receiving facility will provide an orientation period to employees transferring to a new program site. The orientation period shall be of sufficient duration to assist the employee in becoming familiarized with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.**
- (iv) **No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary period at the sending facility will complete the balance of the period required at the receiving facility.**

**Should the transferred employee decide not to remain at the receiving facility, such employee shall provide written notice to the receiving facility no later than sixty (60) days following the date of transfer. The employee shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility.**

**Should a Program Transfer occur to an employer not party to this Memorandum, the affected employer and union Parties agree to encourage the receiving employer to incorporate the principles set out in this Memorandum into the transfer process.**

**B. Temporary Transfer of Employees**

- (i) **To facilitate temporary transfers to facilities experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another facility shall be offered the opportunity to work in the facility(s) experiencing the need for additional employees.**
- (ii) **Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility relating to the assigning of occasional additional shifts are fulfilled.**
- (iii) **The temporarily transferred employees will continue to be covered by the terms of the sending facility's Collective Agreement.**
- (iv) **Where an insufficient number of qualified employees volunteer to be temporarily transferred, the facility(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending facility.**

- (v) **Orientation as set out in (5)(a)(iii) above will be provided if reasonably possible.**

**C. Voluntary Transfers to Vacancies**

**As bargaining unit vacancies arise that any of the Facilities intend to fill, the following procedures will apply:**

- (i) **Vacancies will be filled in accordance with the provisions of the applicable Collective Agreement.**
- (ii) **An internal and city-wide posting may occur simultaneously. Employees from other facilities will have the right to apply for said vacancy.**

**If the selected employee is: a current employee of one of the employer Parties to this Memorandum; an employee within a different bargaining unit of the same employer; or, was an employee of one of the employer Parties to this Memorandum within the six (6) week period prior to commencement date at the receiving facility, that employee will be entitled to transfer all seniority, service and other benefits as set out in the Letter of Understanding on Redeployment Principles and will be treated in all respects as if they had always been an employee of the receiving facility. In addition, hours worked since the last increment shall be credited towards the next increment level.**

- (iii) **Where there are no qualified internal applicants, positions will be awarded in the following order:**
- **Recall of laid off workers from the facility posting the vacancy (unless otherwise stipulated in the applicable collective agreement);**
  - **Applicants from the Redeployment List;**
  - **Applicants from one of the other employer Parties to this Memorandum;**
  - **Applicants external to the employer Parties to this Memorandum.**

**6. Seniority**

- A. Seniority lists will be maintained in accordance with the Collective Agreements for internal purposes at each facility.**
- B. Mobility seniority for the purposes of this Memorandum will be calculated as follows:**

**“Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer”.**

- C. Transferring employees will be treated in all respects as though they had always been employed at the receiving facility.**
- D. To ensure the accuracy of the calculation of the mobility seniority, the employer(s) will provide sufficient information to verify an accurate calculation has been made. The Mobility Transfer Benefits Form shall be provided in its entirety to the receiving union effective the signing of this Memorandum.**
- E. Any employee who:**
- (i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility, or**
  - (ii) has voluntarily transferred to another facility between 01 January 1998 and the effective date of this Memorandum,**

**shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities. Processes contingent on seniority implemented prior to date of signing will not be adjusted retroactively, (e.g. bumping, vacation preference).**

### **Accommodation**

**If an employer has exhausted efforts to accommodate an employee into a position within the employee’s bargaining unit, the affected Parties to this Memorandum agree to work cooperatively to seek accommodation opportunities for that employee outside of the employee’s bargaining unit in the following order:**

- opportunities with the same employer, same operating division;**
- opportunities with the same employer, all operating divisions with the same union;**
- opportunities with the same employer, all operating divisions, all positions;**
- opportunities with other employer Parties to this Memorandum with the same union;**
- opportunities with other employer Parties to this Memorandum, all positions.**

**If an employee is ultimately accommodated into a position within another bargaining unit represented by a union party to this Memorandum, the provisions of Voluntary Transfer shall apply.**

**7. Staff Mobility Dispute Resolution Mechanism**

**This dispute resolution mechanism shall not be utilized to resolve disputes which could be addressed through the grievance arbitration procedure(s) set out in the applicable Collective Agreement.**

**Should a dispute(s) arise regarding the application, interpretation or alleged violation of this Memorandum, the Parties concerned shall meet within twenty (20) calendar days and attempt to resolve the dispute(s) through discussion.**

**Should the dispute remain unresolved after such meetings, any party to the dispute may within a further ten (10) calendar days refer the matter(s) to arbitration.**

**The Parties to the dispute shall select a mutually agreed Arbitrator within ten (10) calendar days following such referral to arbitration. Should the Parties fail to agree upon an Arbitrator, either party may forward a request to the Manitoba Labour Board.**

**The above time limits may be extended by mutual agreement and shall be confirmed in writing.**

**The Arbitrator shall set his/her own procedures for hearing the dispute and may accept any evidence he/she deems appropriate.**

**The decision of the Arbitrator shall be final and binding upon the Parties to the dispute.**

**Any costs incurred by either of the Parties to the dispute, preceding or during arbitration proceedings, shall be borne by the Parties incurring such costs, but cost of the Arbitrator shall be borne by the Parties in equal shares.**

**PARTICIPATING UNIONS**

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**Canadian Union of Public Employees (specify all locals ratified)**

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**International Union of Operating Engineers (specify all locals ratified)**

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**Public Service Alliance of Canada (specify all locals ratified)**

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**United Food & Commercial Workers, 1869 (specify all locals ratified)**

## **PARTICIPATING EMPLOYERS**

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**Concordia Hospital**

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**Misericordia Health Centre**

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**Riverview Health Centre**

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**Seven Oaks General Hospital**

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**St. Boniface General Hospital**

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**Victoria General Hospital**

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**Winnipeg Regional Health Authority**

(representing the Health Sciences Centre, Deer Lodge Centre, Grace Hospital, Community, Pan Am Clinic, Pharmacy, Laundry, Breast Health, and all other current and future operating divisions of the Winnipeg Regional Health Authority)

### **Interpretation Guidelines re. Staff Mobility within the WRHA System**

The Parties to the Memorandum of Understanding – Staff Mobility within the WRHA System (“Mobility Memo”), agree that interpretation of the Mobility Memo shall be as follows:

It is agreed that should it be necessary to transfer employees with programs from one facility to another in accordance with the provisions of Article 5 (A), the affected employer(s) shall endeavour to the greatest degree possible, to transfer employees into positions which are within .2 of the EFT of the position occupied at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another, in accordance with Article 5(B), as much notice as possible shall be provided to such employees. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility shall be considered time worked. If personal transportation is not available, transportation will be provided.

It is further agreed that periods of orientation in Article 5A (iii) and 5B (v) shall be considered time worked.

1. **Increments:** Employees having a permanent or term position in a sending facility, will be allowed to transfer their "hours worked" for purposes of determining when they are entitled to their next increment, when they secure a permanent or term position at a receiving facility.
2. **The Mobility Memo does not extend to or apply to casual employees.** Specifically, casual employees shall not have the right to apply for or be appointed to positions pursuant to any Mobility memo process.

**The Mobility Memo provisions dealing with Program Transfers do not extend to or apply to term employees unless they hold a permanent position with the sending employer. The Mobility Memo provisions dealing with Voluntary and Temporary Transfers may apply to all term employees.**

3. **Vacation:** Vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests. If a person elects to have vacation transferred, it does not mean that the previously approved vacation dates will be honoured at the receiving facility. Only the amount of time which has to be taken in accordance with the new facility's Collective Agreement will be honoured and operational requirements will be taken into account.
4. **Probationary Period:** As with any other voluntary transfer to a permanent position in a facility other than one in which an employee is currently working, she/he is subject to a probationary period. When an employee transfers with a program, as per Section 5A (iv) of the Mobility Memo, she/he is not subject to a probationary period unless she/he has not yet completed her/his probationary period at the sending facility.
5. **Trial Period:** Section 5A (iv) of the Mobility Memo specifically states there will be no new trial period or probationary period for employees who are transferring with programs. As stated above, only employees who have not completed their probationary period with a sending facility will be expected to complete it at the receiving facility. If an employee voluntarily transfers from a sending to a receiving facility, she/he is subject to a probationary period in accordance with the collective agreement. She/he is not subject to a trial period as a "new" employee.
6. **Pre-Retirement Credits:** To be calculated in days at the sending facility.
7. **Mobility to Term Positions:** Mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are ported at the time of employment. Should the employee not obtain a permanent position in accordance with the new employer's collective agreement, all seniority and benefits shall terminate, unless she/he in turn obtains employment with another employer where mobility or portability applies, and within the time lines specified.



8. **More than One Position at Same Facility:** As of January 1, 1998, employees moving from a sending facility shall have portability of seniority\* and benefits when transferring to a receiving facility, regardless of the bargaining unit(s) involved.

\* Full seniority as defined in 6B of the Mobility Memo

9. **Positions at More Than One Facility:** There can only be one sending and one receiving facility. Even if an employee has more than two (2) permanent positions, (at more than one facility) she/he will only be able to port the seniority and benefits from one of the facilities when she/he voluntarily transfers to a receiving facility.

Transfer of seniority and benefits shall be applicable to all employees, including those who are on lay off, currently employed in a permanent or term position, who resign their current position in order to occupy a permanent or term position in a different bargaining unit with an employer party to the Mobility Memo.

An employee employed in a permanent or term position in a receiving facility on the date that she/he resigns her/his permanent or term status at a sending facility shall not be permitted to transfer seniority and benefits from the sending facility to the receiving facility.

10. An employee who occupies a casual position at a receiving facility AND a permanent or term position at a sending facility, AND who subsequently obtains a permanent or term position at a receiving facility, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending facility, to the newly acquired permanent or term position in the receiving facility.

**NOTE:** Current contract provisions re placement on salary scale when employees resign a permanent or term position and remain on the casual roster continue to apply.

11. The Local President at a receiving facility will be provided with written notification regarding each employee's mobility seniority at the time of her/his transfer. In that regard, the following specific data shall be provided:

- Start date at sending facility;
- Seniority (hours);
- Seniority date at sending facility;
- Termination date at sending facility;
- Start date at receiving facility.

- 12. Bridging Time for the Purposes of Mobility: An employee who commences employment with the receiving facility within six (6) weeks of termination of employment with the sending facility will be entitled to mobility of seniority, service and benefits as above.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-15**

**RE: REPRESENTATIONAL ABORIGINAL WORK FORCE**

The parties understand that Aboriginal persons are significantly underrepresented in the health care labour force and that additional actions are needed to promote and facilitate employment of Aboriginal persons in health care occupations at all levels. It is therefore mutually agreed that the undersigned parties will work in cooperation to:

- (a) Identify provisions in the collective agreement that may be discouraging the recruitment and retention of Aboriginal workers in health care;
- (b) Develop strategic initiatives and programs that:
  - Foster mutual respect, trust, fairness, open communication and understanding;
  - Focus on recruiting, training and career development of Aboriginal workers;
  - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the work force;
  - Facilitate constructive race and cultural relations.
- (c) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative work force.
- (d) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.
- (e) The Union assumes no responsibility for costs associated with the initiative.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-16**

**RE: MAINTENANCE OF WAGE STANDARDIZATION**

**WHEREAS Health Care Employers represented by the Labour Relations Secretariat and Health Care Unions (hereinafter “the Parties”) have negotiated provisions to work toward the attainment of wage standardization in the facility support sector for classifications performing the same duties;**

**AND WHEREAS Phase II of the Wage Standardization initiative will be concluded on March 31, 2009;**

**AND WHEREAS the Parties agree that Wage Standardization must be maintained while at the same time recognizing that bona fide and significant changes to an employee’s or group of employees job content may result in a request for review of the wage scale;**

**THEREFORE the Parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support Collective Agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-17**

**RE: UTILIZATION OF EMPLOYEE PORTION OF EMPLOYMENT INSURANCE (EI)  
REBATE, TRAINING AND EDUCATION FUND**

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**The Parties agree that, three (3) pay periods following date of ratification, the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the CUPE Provincial Health Care Council (PHCC). It will be the responsibility of the PHCC to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-18**

**RE: ARTICLE 35 – OVERPAYMENTS**

**The Employer shall notify the employee of an overpayment error by letter within ten (10) business days of discovery.**

- **Where the value of overpayment is ten percent (10%) or less of the employee’s normal biweekly gross earnings and is less than one hundred and fifty dollars (\$150.00), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.**
- **For payments that exceed ten percent (10%) of the employee’s normal biweekly gross earnings and is more than one hundred and fifty dollars (\$150.00), a detailed breakdown of the error will be included with the letter and a meeting will be scheduled with the employee and the Union to discuss a proposed recovery schedule as soon as practicable.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-19**

**RE: PROVINCIAL FACILITY SUPPORT SECTOR ADVISORY COMMITTEE**

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**The Parties acknowledge that in order to support the delivery of effective patient/resident care, it is necessary to have an adequate supply of trained employees. The Parties acknowledge that availability of qualified employees may differ throughout the province and there may need to be consideration of unique regional challenges.**

**Therefore the Parties agree to establish a Provincial Facility Support Sector Advisory Committee with representation from the Employers and the Unions. Union representation shall be a maximum of six (6) Business Representatives or elected union officials. The Committee shall meet quarterly, the purpose of which will be:**

- To identify classifications that are experiencing current or anticipated shortages of trained staff including, but not limited to, Health Care Aide, Sterile Processing Technician and Coding Technologist;**
- To identify training requirements in order to address current or anticipated shortages;**
- To recommend strategies to facilitate the availability and accessibility of training programs;**
- To consider other systematic staffing issues that may be raised by Committee members;**
- To present its findings and recommendations to the Regional Health Authorities of Manitoba (RHAM) prior to the expiration date of the collective agreement.**

**The Provincial Facility Support Sector Advisory Committee will commence meeting within ninety (90) days of all Unions' ratification of the 2008 negotiated agreement.**

**The Committee will determine process issues including the circumstances in which individuals including employees may be invited to present or share information with the Committee for its consideration.**

**The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the Collective Agreement and will be extended if agreed to between the Parties.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-20**

**RE: PENSION OR BENEFIT PLAN IMPROVEMENTS**

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**During the term of the 2008 to 2012 Collective Agreement, should another health care union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-21**

**RE: MAINTENANCE SUPERVISORS**

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Whereas, the Maintenance Supervisors at the Health Sciences Centre Site were formerly represented by the Manitoba Government and General Employees' Union (MGEU) Trades (former MLB Certificate No. 5897) and were subsequently incorporated into the Canadian Union of Public Employees, Local 1550 through the process of bargaining unit restructuring, and;

Whereas the parties have agreed that they would endeavour to limit the adverse effects of the bargaining unit restructuring process on the terms and conditions of employment specific to the Maintenance Supervisors.

**IT IS THEREFORE AGREED THAT:**

1. Terms and conditions of employment contained in the CUPE 1550/HSC Collective Agreement will be in full force for the Maintenance Supervisor group as well as those provisions contained within a Memorandum of Agreement re. Maintenance Supervisors between the parties dated May 23, 2006.
2. In the event that any provision of the Memorandum of Agreement re. Maintenance Supervisors dated May 23, 2006, conflicts with a provision contained within the CUPE 1550/HSC Collective Agreement, the Memorandum of Agreement shall prevail.
3. Amendments to the Memorandum of Agreement re. Maintenance Supervisors dated May 23, 2006, will be made at the same time, and in the same manner, as amendments to the Collective Agreement (as per Article 2 - Duration). Only members listed in clause 2 of the Memorandum of Agreement shall be party to changes to the Memorandum of Agreement.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-22**

**RE: JOINT REVIEW OF THE PROVISIONS AND APPLICATION OF  
ARTICLE 9 – JOB EVALUATION**

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The parties agree to establish a joint committee, consisting of two members appointed by the Winnipeg Regional Health Authority - Health Sciences Centre site and two members appointed by the Canadian Union of Public Employees, Local 1550, that shall be responsible for reviewing the applicability and relevance of the existing wording of Article 9 - Job Evaluation with respect to the job evaluation processes and practices currently utilized by the parties.

This Committee will be responsible for the formulation of joint recommendation(s) for revision(s) of the text of Article 9 - Job Evaluation that, without adding to, diminishing from, or changing the application and/or intent of Article 9, will provide a clearer description of the application to the current job evaluation system processes and practices. This Committee shall be advisory in nature only and will have no authority to commit or bind either party to any of the recommendations that may be formulated and advanced in accordance with this Letter of Understanding.

Joint recommendations to amend the text of Article 9 shall be simultaneously submitted to the Director, Human Resource Services - HSC Site and the President, CUPE Local 1550, who may advance any or all of the joint recommendations in accordance with the provisions of Article 203 of the Collective Agreement.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**LETTER OF UNDERSTANDING 09-23****RE: SICK BENEFIT FUND**

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**Whereas the Parties hereby agree that the Employer will no longer credit the Sick Benefit Fund under Article 1315 as of the ratification date of this collective agreement from April 1, 2008 to March 31, 2012. Further that:**

**The Parties agree to meet during the term of this Collective Agreement to determine the most appropriate usage of the remaining funds that are presently within the Sick Benefit Fund at the time of ratification of the Collective Agreement.**

**Therefore the Parties further agree that until such time as the Union and Employer jointly agree otherwise, the existing Fund will continue to be administered and used as follows:**

- 1. The remaining amount in the Fund, as of the date of ratification, will be administered by a committee comprised of the Secretary-Treasurer, President or designate of the Union, the Director of Human Resources-HSC or designate of the Employer.**
- 2. The Fund will continue to be used to provide employees with supplementary sick pay benefits during long-term substantiated personal illness to a maximum of 700 hundred hours of insurable earnings. Once approved, payment will be made through the Payroll Office. The employee will be transferred to the CUPE Sick Benefit Fund cost centre for such period as such supplementary sick pay benefits are payable.**
- 3. Benefits are payable after eighty-five (85) working days of accumulated income protection credits and/or Employment Insurance Sick Benefits are exhausted, and the employee is still awaiting a decision regarding their disabilities benefits application.**
- 4. If disability benefits under this Letter of Understanding are subsequently approved, the employee must repay the benefits received from the Sick Benefit Fund and may be required to pay the EI Sick Benefits. Employees are required to sign a commitment in this regard.**
- 5. The employee will receive benefits until one of the following events occurs, whichever occurs first:**
  - (a) The employee returns to work;**
  - (b) The employee receives the allocated number of hours (700 hours) of benefits;**
  - (c) The employee's application for Long-Term Disability (LTD) is approved;**
  - (d) The fund has insufficient funds.**

- 6. **The Finance Department will issue monthly a statement of activity to the offices of the Director, Human Resources-HSC who will provide a copy to the offices of CUPE Local 1550 until such time as the Fund is exhausted.**
- 7. **The Fund will be closed upon the exhaustion of the remaining amount and this benefit will no longer be made available to employees.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2010.

**FOR WRHA – HEALTH SCIENCES  
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 1550**

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**CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE**

**SCHEDULE “A” – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
1	Occupational Therapy Assistant	Q22	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
1	Occupational Therapy Assistant - PIO	356	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
1	Physiotherapy Assistant I	Q26	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
1	Physiotherapy Assistant I - PIO	432	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
1	Recreation Assistant	Q34	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
1	Recreation Assistant - PIO	E96	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
2 B	Supervisor of Volunteers	Q10	1950	Hourly	16.821	17.326	17.845	18.381	18.932	19.500		
				Monthly	2,733.42	2,815.42	2,899.89	2,986.88	3,076.49	3,168.78		
				Annual	32,801.06	33,785.09	34,798.65	35,842.61	36,917.88	38,025.42		
2 B	Supervisor of Volunteers - PIO	A41	1950	Hourly	16.582	17.032	17.496	17.977	18.486	18.990	19.500	
				Monthly	2,694.61	2,767.76	2,843.18	2,921.23	3,004.00	3,085.83	3,168.78	
				Annual	32,335.29	33,213.14	34,118.13	35,054.79	36,048.02	37,029.93	38,025.42	
3	Medical Device Reprocessing Aide	Q01	2015	Hourly	14.272	14.700	15.141	15.595	16.063	16.545		
				Monthly	2,396.49	2,468.39	2,542.44	2,618.71	2,697.28	2,778.19		
				Annual	28,757.93	29,620.67	30,509.29	31,424.57	32,367.31	33,338.33		
3	Medical Device Reprocessing Aide - PIO	J42	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
3 A	Anaesthesia Assistant	Q30	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
3 A	Anaesthesia Assistant - PIO	B20	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
3 A	Medical Device Reprocessing Technician I	Q24	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
3 A	Medical Device Reprocessing Technician I - PIO	397	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
3 B	Medical Device Reprocessing Technician II	Q40	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
3 B	Medical Device Reprocessing Technician II - PIO	E55	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
3 C	Multi-Skilled Worker	Q05	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
3 C	Multi-Skilled Worker - PIO	386	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
4	Head Cashier	J03	2015	Hourly	15.029	15.480	15.944	16.423	16.915	17.423		
				Monthly	2,523.65	2,599.36	2,677.34	2,757.66	2,840.39	2,925.60		
				Annual	30,283.76	31,192.27	32,128.04	33,091.88	34,084.64	35,107.18		
4	Laundry Aide IV	Q23	2015	Hourly	15.038	15.489	15.953	16.432	16.925	17.433		
				Monthly	2,525.06	2,600.81	2,678.83	2,759.20	2,841.98	2,927.23		
				Annual	30,300.70	31,209.72	32,146.01	33,110.39	34,103.70	35,126.81		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
4	Laundry Aide IV - PIO	367	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
4	Lead Hand - Housekeeping	Q20	2015	Hourly	15.038	15.489	15.953	16.432	16.925	17.433		
				Monthly	2,525.06	2,600.81	2,678.83	2,759.20	2,841.98	2,927.23		
				Annual	30,300.70	31,209.72	32,146.01	33,110.39	34,103.70	35,126.81		
4	Lead Hand - Housekeeping - PIO	304	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
4 A	Lead Hand - Medical Device Reprocessing	Q48	2015	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,865.88	2,951.85	3,040.41	3,131.62	3,225.57	3,322.34		
				Annual	34,390.53	35,422.25	36,484.92	37,579.47	38,706.85	39,868.06		
4 A	Lead Hand - Medical Device Reprocessing - PIO	B03	2015	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	3,091.28	3,137.45	3,183.43	3,229.99	3,276.36	3,322.34		
				Annual	37,095.32	37,649.40	38,201.14	38,759.89	39,316.31	39,868.06		
4 B	Physiotherapy Assistant II	Q04	2015	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,865.88	2,951.85	3,040.41	3,131.62	3,225.57	3,322.34		
				Annual	34,390.53	35,422.25	36,484.92	37,579.47	38,706.85	39,868.06		
4 B	Physiotherapy Assistant II - PIO	433	2015	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	3,091.28	3,137.45	3,183.43	3,229.99	3,276.36	3,322.34		
				Annual	37,095.32	37,649.40	38,201.14	38,759.89	39,316.31	39,868.06		
4 E	Senior Messenger	306	2015	Hourly	15.375	15.836	16.311	16.801	17.305	17.824		
				Monthly	2,581.70	2,659.15	2,738.93	2,821.09	2,905.73	2,992.90		
				Annual	30,980.40	31,909.81	32,867.10	33,853.12	34,868.71	35,914.77		
4 G	Ingredient Controller II	420	2015	Hourly	16.366	16.857	17.362	17.883	18.420	18.972		
				Monthly	2,748.07	2,830.51	2,915.43	3,002.89	3,092.98	3,185.77		
				Annual	32,976.83	33,966.13	34,985.12	36,034.67	37,115.71	38,229.18		
4 H	Lead Hand - Linen Services	Q31	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
4 H	Lead Hand - Linen Services - PIO	B47	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
4 I	Laundry Aide V	Q37	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
4 I	Laundry Aide V - PIO	362	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
4 J	Centralized Slating Clerk	Q44	1950	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,773.43	2,856.63	2,942.33	3,030.60	3,121.52	3,215.17		
				Annual	33,281.16	34,279.60	35,307.99	36,367.22	37,458.24	38,581.99		
4 K	Lead Hand - Warehouse Operations	Q49	2015	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,865.88	2,951.85	3,040.41	3,131.62	3,225.57	3,322.34		
				Annual	34,390.53	35,422.25	36,484.92	37,579.47	38,706.85	39,868.06		
4 K	Lead Hand - Warehouse Operations - PIO	E22	2015	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	3,091.28	3,137.45	3,183.43	3,229.99	3,276.36	3,322.34		
				Annual	37,095.32	37,649.40	38,201.14	38,759.89	39,316.31	39,868.06		
6	Cook I	Q36	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
6	Cook I - PIO	331	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
7	Cashier - Cafeterias	Q13	2015	Hourly	13.289	13.688	14.098	14.521	14.957	15.406		
				Monthly	2,231.46	2,298.41	2,367.36	2,438.38	2,511.53	2,586.88		
				Annual	26,777.55	27,580.87	28,408.30	29,260.55	30,138.37	31,042.52		
7	Cashier - Cafeterias - PIO	337	2015	Hourly	15.110	15.386	15.659	15.934	16.209	16.485		
				Monthly	2,537.20	2,583.56	2,629.35	2,675.52	2,721.69	2,768.06		
				Annual	30,446.35	31,002.77	31,552.18	32,106.26	32,660.34	33,216.76		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
7	Cooks Helper	Q12	2015	Hourly	13.289	13.688	14.098	14.521	14.957	15.406		
				Monthly	2,231.46	2,298.41	2,367.36	2,438.38	2,511.53	2,586.88		
				Annual	26,777.55	27,580.87	28,408.30	29,260.55	30,138.37	31,042.52		
7	Cooks Helper - PIO	336	2015	Hourly	15.110	15.386	15.659	15.934	16.209	16.485		
				Monthly	2,537.20	2,583.56	2,629.35	2,675.52	2,721.69	2,768.06		
				Annual	30,446.35	31,002.77	31,552.18	32,106.26	32,660.34	33,216.76		
7	Diet Aide I	342	2015	Hourly	13.288	13.687	14.097	14.520	14.956	15.405		
				Monthly	2,231.29	2,298.23	2,367.17	2,438.19	2,511.33	2,586.68		
				Annual	26,775.46	27,578.73	28,406.09	29,258.27	30,136.02	31,040.10		
7	Diet Aide II - PIO	343	2015	Hourly	15.110	15.386	15.659	15.934	16.209	16.485		
				Monthly	2,537.20	2,583.56	2,629.35	2,675.52	2,721.69	2,768.06		
				Annual	30,446.35	31,002.77	31,552.18	32,106.26	32,660.34	33,216.76		
8	Housekeeping Aide I	348	2015	Hourly	13.288	13.687	14.097	14.520	14.956	15.405		
				Monthly	2,231.29	2,298.23	2,367.17	2,438.19	2,511.33	2,586.68		
				Annual	26,775.46	27,578.73	28,406.09	29,258.27	30,136.02	31,040.10		
8 B	Housekeeping Aide II	Q14	2015	Hourly	14.220	14.646	15.086	15.538	16.005	16.485		
				Monthly	2,387.76	2,459.39	2,533.17	2,609.16	2,687.44	2,768.06		
				Annual	28,653.06	29,512.66	30,398.04	31,309.98	32,249.28	33,216.76		
8 B	Housekeeping Aide II - PIO	349	2015	Hourly	15.110	15.386	15.659	15.934	16.209	16.485		
				Monthly	2,537.20	2,583.56	2,629.35	2,675.52	2,721.69	2,768.06		
				Annual	30,446.35	31,002.77	31,552.18	32,106.26	32,660.34	33,216.76		
9	Laundry Aide I	359	2015	Hourly	13.288	13.687	14.097	14.520	14.956	15.405		
				Monthly	2,231.29	2,298.23	2,367.17	2,438.19	2,511.33	2,586.68		
				Annual	26,775.46	27,578.73	28,406.09	29,258.27	30,136.02	31,040.10		
9 A	Laundry Aide II	360	2015	Hourly	14.267	14.695	15.136	15.590	16.057	16.539		
				Monthly	2,395.64	2,467.51	2,541.54	2,617.79	2,696.32	2,777.21		
				Annual	28,747.73	29,610.16	30,498.47	31,413.42	32,355.82	33,326.50		
9 A	Laundry Sorter	322	2015	Hourly	14.267	14.695	15.136	15.590	16.057	16.539		
				Monthly	2,395.64	2,467.51	2,541.54	2,617.79	2,696.32	2,777.21		
				Annual	28,747.73	29,610.16	30,498.47	31,413.42	32,355.82	33,326.50		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
9 A	Linen Service Aide	400	2015	Hourly	14.267	14.695	15.136	15.590	16.057	16.539		
				Monthly	2,395.64	2,467.51	2,541.54	2,617.79	2,696.32	2,777.21		
				Annual	28,747.73	29,610.16	30,498.47	31,413.42	32,355.82	33,326.50		
13	Community Support Worker	4C3	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.70	2,705.49	2,786.70	2,870.33	2,956.37	3,045.18		
				Annual	31,520.36	32,465.85	33,440.36	34,443.90	35,476.47	36,542.22		
13	Perioperative Aide	Q33	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
13	Perioperative Aide - PIO	B58	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
13	Unit Assistant	Q29	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
13	Unit Assistant - PIO	468	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
13 A	Rehabilitation Assistant	Q32	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
13 A	Rehabilitation Assistant - PIO	B49	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
13 B	Nursing Assistant	Q21	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
13 B	Nursing Assistant - PIO	330	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
13 D	Mental Health Rehabilitation Worker	A16	2015	Hourly	15.591	16.059	16.541	17.037	17.548	18.075		
				Monthly	2,618.06	2,696.60	2,777.50	2,860.82	2,946.65	3,035.05		
				Annual	31,416.72	32,359.22	33,330.00	34,329.90	35,359.79	36,420.59		
14 B	Lab Aide	427	2015	Hourly	13.288	13.687	14.097	14.520	14.956	15.405		
				Monthly	2,231.29	2,298.23	2,367.17	2,438.19	2,511.33	2,586.68		
				Annual	26,775.46	27,578.73	28,406.09	29,258.27	30,136.02	31,040.10		
15	Patient Transport Assistant	Q15	2015	Hourly	14.930	15.378	15.840	16.315	16.804	17.309		
				Monthly	2,507.08	2,582.29	2,659.76	2,739.55	2,821.74	2,906.39		
				Annual	30,084.91	30,987.46	31,917.08	32,874.59	33,860.83	34,876.66		
15	Patient Transport Assistant - PIO	403	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		
15 B	Confidential Waste Transporter	Q16	2015	Hourly	14.789	15.233	15.690	16.161	16.646	17.145		
				Monthly	2,483.38	2,557.88	2,634.62	2,713.66	2,795.07	2,878.92		
				Annual	29,800.56	30,694.58	31,615.41	32,563.88	33,540.79	34,547.02		
15 B	Confidential Waste Transporter - PIO	466	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		
15 B	Material Transporter	Q17	2015	Hourly	14.789	15.233	15.690	16.161	16.646	17.145		
				Monthly	2,483.38	2,557.88	2,634.62	2,713.66	2,795.07	2,878.92		
				Annual	29,800.56	30,694.58	31,615.41	32,563.88	33,540.79	34,547.02		
15 B	Material Transporter - PIO	477	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		
15 B	Material Transporter - Linen	Q18	2015	Hourly	14.789	15.233	15.690	16.161	16.646	17.145		
				Monthly	2,483.38	2,557.88	2,634.62	2,713.66	2,795.07	2,878.92		
				Annual	29,800.56	30,694.58	31,615.41	32,563.88	33,540.79	34,547.02		
15 B	Material Transporter - Linen - PIO	E21	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
15 C	Assistant Inventory Coordinator	440	2015	Hourly	15.588	16.056	16.538	17.034	17.545	18.071		
				Monthly	2,617.52	2,696.05	2,776.93	2,860.24	2,946.05	3,034.43		
				Annual	31,410.29	32,352.60	33,323.18	34,322.87	35,352.56	36,413.14		
15 C	Ingredient Controller I	419	2015	Hourly	15.588	16.056	16.538	17.034	17.545	18.071		
				Monthly	2,617.52	2,696.05	2,776.93	2,860.24	2,946.05	3,034.43		
				Annual	31,410.29	32,352.60	33,323.18	34,322.87	35,352.56	36,413.14		
15 C	Storeperson	863	2015	Hourly	15.631	16.100	16.583	17.081	17.593	18.121		
				Monthly	2,624.77	2,703.51	2,784.62	2,868.15	2,954.20	3,042.83		
				Annual	31,497.21	32,442.13	33,415.39	34,417.86	35,450.39	36,513.90		
15 C	Warehouse Person	Q25	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
15 C	Warehouse Person - PIO	405	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
15 D	Receiver	Q39	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
15 D	Receiver - PIO	393	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
15 D	Shipper / Receiver	Q38	2015	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,746.05	2,828.43	2,913.29	3,000.69	3,090.71	3,183.43		
				Annual	32,952.64	33,941.22	34,959.45	36,008.24	37,088.48	38,201.14		
15 D	Shipper / Receiver - PIO	384	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
15 G	Purchasing Agent	Q03	1950	Hourly	21.009	21.639	22.288	22.957	23.645	24.355		
				Monthly	3,413.89	3,516.31	3,621.80	3,730.45	3,842.36	3,957.63		
				Annual	40,966.69	42,195.69	43,461.56	44,765.40	46,108.37	47,491.62		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
15 G	Purchasing Agent - PIO	602	1950	Hourly	18.493	19.172	19.989	20.781	21.641	22.495	23.401	24.355
				Monthly	3,005.13	3,115.43	3,248.16	3,376.93	3,516.64	3,655.41	3,802.66	3,957.63
				Annual	36,061.59	37,385.14	38,977.92	40,523.19	42,199.69	43,864.87	45,631.86	47,491.62
16	Clerk I	447	1950	Hourly	14.197	14.623	15.061	15.513	15.979	16.458		
				Monthly	2,306.96	2,376.17	2,447.46	2,520.88	2,596.51	2,674.40		
				Annual	27,683.58	28,514.09	29,369.51	30,250.59	31,158.11	32,092.86		
16	Clerk Typist I	452	1950	Hourly	14.197	14.623	15.061	15.513	15.979	16.458		
				Monthly	2,306.96	2,376.17	2,447.46	2,520.88	2,596.51	2,674.40		
				Annual	27,683.58	28,514.09	29,369.51	30,250.59	31,158.11	32,092.86		
16 A	Clerk II	448	1950	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,401.58	2,473.63	2,547.84	2,624.27	2,703.00	2,784.09		
				Annual	28,818.97	29,683.53	30,574.04	31,491.26	32,436.00	33,409.08		
16 A	Clerk Typist II	453	1950	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,401.58	2,473.63	2,547.84	2,624.27	2,703.00	2,784.09		
				Annual	28,818.97	29,683.53	30,574.04	31,491.26	32,436.00	33,409.08		
16 A	Clerk Typist II - Casual	498	1950	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,401.58	2,473.63	2,547.84	2,624.27	2,703.00	2,784.09		
				Annual	28,818.97	29,683.53	30,574.04	31,491.26	32,436.00	33,409.08		
16 A	Lodge Clerk	363	2015	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,481.63	2,556.08	2,632.76	2,711.75	2,793.10	2,876.89		
				Annual	29,779.60	30,672.99	31,593.18	32,540.97	33,517.20	34,522.72		
16 A	Messenger	305	2015	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,481.63	2,556.08	2,632.76	2,711.75	2,793.10	2,876.89		
				Annual	29,779.60	30,672.99	31,593.18	32,540.97	33,517.20	34,522.72		
16 A	Office Assistant I - PIO	B38	1950	Hourly	14.802	15.248	15.708	16.181	16.669	17.164	17.687	
				Monthly	2,405.40	2,477.87	2,552.55	2,629.44	2,708.72	2,789.10	2,874.08	
				Annual	28,864.77	29,734.44	30,630.60	31,553.25	32,504.59	33,469.18	34,488.95	
16 A	Triage Aide	429	1950	Hourly	14.779	15.222	15.679	16.149	16.634	17.133		
				Monthly	2,401.58	2,473.63	2,547.84	2,624.27	2,703.00	2,784.09		
				Annual	28,818.97	29,683.53	30,574.04	31,491.26	32,436.00	33,409.08		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 B	Cashier / Information Clerk	475	1950	Hourly	15.352	15.813	16.287	16.776	17.279	17.798		
				Monthly	2,494.76	2,569.60	2,646.69	2,726.09	2,807.88	2,892.11		
				Annual	29,937.13	30,835.24	31,760.30	32,713.11	33,694.50	34,705.34		
16 B	Clerk - Steno - Casual	423	1950	Hourly	15.352	15.813	16.287	16.776	17.279	17.798		
				Monthly	2,494.76	2,569.60	2,646.69	2,726.09	2,807.88	2,892.11		
				Annual	29,937.13	30,835.24	31,760.30	32,713.11	33,694.50	34,705.34		
16 B	Clerk III	449	1950	Hourly	15.352	15.813	16.287	16.776	17.279	17.798		
				Monthly	2,494.76	2,569.60	2,646.69	2,726.09	2,807.88	2,892.11		
				Annual	29,937.13	30,835.24	31,760.30	32,713.11	33,694.50	34,705.34		
16 B	Clerk Typist III	454	1950	Hourly	15.352	15.813	16.287	16.776	17.279	17.798		
				Monthly	2,494.76	2,569.60	2,646.69	2,726.09	2,807.88	2,892.11		
				Annual	29,937.13	30,835.24	31,760.30	32,713.11	33,694.50	34,705.34		
16 B	Information Centre Clerk	B54	1950	Hourly	15.352	15.813	16.287	16.776	17.279	17.798		
				Monthly	2,494.76	2,569.60	2,646.69	2,726.09	2,807.88	2,892.11		
				Annual	29,937.13	30,835.24	31,760.30	32,713.11	33,694.50	34,705.34		
16 B	Office Assistant II - PIO	B39	1950	Hourly	15.805	16.280	16.766	17.276	17.791	18.327	18.877	
				Monthly	2,568.37	2,645.44	2,724.54	2,807.31	2,891.00	2,978.19	3,067.59	
				Annual	30,820.43	31,745.29	32,694.42	33,687.70	34,692.02	35,738.28	36,811.02	
16 C	Admissions Clerk IV	457	1950	Hourly	15.947	16.425	16.918	17.425	17.948	18.486		
				Monthly	2,591.31	2,669.05	2,749.12	2,831.60	2,916.55	3,004.04		
				Annual	31,095.76	32,028.63	32,989.49	33,979.18	34,998.55	36,048.51		
16 C	Clerk IV	450	1950	Hourly	15.947	16.425	16.918	17.425	17.948	18.486		
				Monthly	2,591.31	2,669.05	2,749.12	2,831.60	2,916.55	3,004.04		
				Annual	31,095.76	32,028.63	32,989.49	33,979.18	34,998.55	36,048.51		
16 C	Clerk Typist IV	422	1950	Hourly	15.947	16.425	16.918	17.425	17.948	18.486		
				Monthly	2,591.31	2,669.05	2,749.12	2,831.60	2,916.55	3,004.04		
				Annual	31,095.76	32,028.63	32,989.49	33,979.18	34,998.55	36,048.51		
16 C	Office Assistant III - PIO	B40	1950	Hourly	16.899	17.400	17.916	18.453	19.003	19.567	20.159	
				Monthly	2,746.06	2,827.54	2,911.42	2,998.61	3,088.00	3,179.61	3,275.81	
				Annual	32,952.67	33,930.51	34,937.03	35,983.29	37,056.03	38,155.26	39,309.68	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 C	Staff Scheduler - Main User	J13	1950	Hourly	15.947	16.425	16.918	17.425	17.948	18.486		
				Monthly	2,591.31	2,669.05	2,749.12	2,831.60	2,916.55	3,004.04		
				Annual	31,095.76	32,028.63	32,989.49	33,979.18	34,998.55	36,048.51		
16 C	Staff Scheduler - Short Call User	J14	1950	Hourly	15.947	16.425	16.918	17.425	17.948	18.486		
				Monthly	2,591.31	2,669.05	2,749.12	2,831.60	2,916.55	3,004.04		
				Annual	31,095.76	32,028.63	32,989.49	33,979.18	34,998.55	36,048.51		
16 D	Admissions Clerk V	458	1950	Hourly	16.562	17.059	17.571	18.098	18.641	19.200		
				Monthly	2,691.37	2,772.11	2,855.28	2,940.93	3,029.16	3,120.04		
				Annual	32,296.46	33,265.36	34,263.32	35,291.22	36,349.95	37,440.45		
16 D	Clerk V	451	1950	Hourly	16.562	17.059	17.571	18.098	18.641	19.200		
				Monthly	2,691.37	2,772.11	2,855.28	2,940.93	3,029.16	3,120.04		
				Annual	32,296.46	33,265.36	34,263.32	35,291.22	36,349.95	37,440.45		
16 D	Unit Supplies Coordinator	B80	2015	Hourly	16.562	17.059	17.571	18.098	18.641	19.200		
				Monthly	2,781.08	2,864.52	2,950.45	3,038.97	3,130.14	3,224.04		
				Annual	33,373.01	34,374.20	35,405.43	36,467.59	37,561.62	38,688.47		
16 E	Unit Clerk - Ambulatory Care	Q27	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		
16 E	Unit Clerk - Ambulatory Care - PIO	438	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
16 E	Unit Clerk - Children's Clinic	Q19	1950	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,542.00	2,618.26	2,696.81	2,777.71	2,861.04	2,946.87		
				Annual	30,503.99	31,419.11	32,361.68	33,332.54	34,332.51	35,362.49		
16 E	Unit Clerk - Children's Clinic - PIO	464	1950	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,723.27	2,768.14	2,812.63	2,857.51	2,902.38	2,946.87		
				Annual	32,679.19	33,217.66	33,751.60	34,290.07	34,828.54	35,362.49		
16 E	Unit Clerk - Inpatients	Q28	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.73	2,705.53	2,786.70	2,870.30	2,956.41	3,045.10		
				Annual	31,520.79	32,466.42	33,440.41	34,443.62	35,476.93	36,541.24		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 E	Unit Clerk - Inpatients - PIO	465	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
16 F	Coding Technologist	Q02	1950	Hourly	17.016	17.527	18.053	18.594	19.152	19.726		
				Monthly	2,765.14	2,848.09	2,933.53	3,021.54	3,112.18	3,205.55		
				Annual	33,181.63	34,177.08	35,202.39	36,258.46	37,346.22	38,466.60		
16 F	Coding Technologist - PIO	E33	1950	Hourly	18.196	18.566	18.946	19.331	19.726			
				Monthly	2,956.87	3,017.01	3,078.66	3,141.26	3,205.55			
				Annual	35,482.40	36,204.13	36,943.96	37,695.10	38,466.60			
16 F	Records Processing Technologist	Q06	1950	Hourly	17.016	17.527	18.053	18.594	19.152	19.726		
				Monthly	2,765.14	2,848.09	2,933.53	3,021.54	3,112.18	3,205.55		
				Annual	33,181.63	34,177.08	35,202.39	36,258.46	37,346.22	38,466.60		
16 F	Records Processing Technologist - PIO	E35	1950	Hourly	18.196	18.566	18.946	19.331	19.726			
				Monthly	2,956.87	3,017.01	3,078.66	3,141.26	3,205.55			
				Annual	35,482.40	36,204.13	36,943.96	37,695.10	38,466.60			
16 G	Library Technician I	381	1950	Hourly	16.400	16.892	17.399	17.921	18.458	19.012		
				Monthly	2,665.01	2,744.96	2,827.31	2,912.13	2,999.49	3,089.48		
				Annual	31,980.13	32,939.54	33,927.72	34,945.56	35,993.92	37,073.74		
16 H	Secretary I	372	1950	Hourly	15.326	15.786	16.259	16.747	17.249	17.767		
				Monthly	2,490.46	2,565.17	2,642.13	2,721.39	2,803.03	2,887.12		
				Annual	29,885.48	30,782.04	31,705.50	32,656.67	33,636.37	34,645.46		
16 I	Secretary II	373	1950	Hourly	15.949	16.428	16.920	17.428	17.951	18.489		
				Monthly	2,591.72	2,669.47	2,749.56	2,832.04	2,917.00	3,004.52		
				Annual	31,100.65	32,033.67	32,994.68	33,984.52	35,004.06	36,054.18		
16 J	Administrative Assistant II - PIO	B35	1950	Hourly	16.280	16.766	17.276	17.791	18.327	18.877	19.441	
				Monthly	2,645.44	2,724.54	2,807.31	2,891.00	2,978.19	3,067.59	3,159.19	
				Annual	31,745.29	32,694.42	33,687.70	34,692.02	35,738.28	36,811.02	37,910.25	
16 J	Secretary III	374	1950	Hourly	16.610	17.108	17.622	18.150	18.695	19.256		
				Monthly	2,699.13	2,780.10	2,863.50	2,949.41	3,037.89	3,129.03		
				Annual	32,389.53	33,361.22	34,362.06	35,392.92	36,454.70	37,548.35		



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<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 K	Medical Transcriptionist	323	1950	Hourly	15.892	16.369	16.860	17.366	17.887	18.423		
				Monthly	2,582.46	2,659.94	2,739.73	2,821.93	2,906.58	2,993.78		
				Annual	30,989.54	31,919.22	32,876.80	33,863.10	34,879.00	35,925.37		
16 L	Medico-Legal Correspondent	Q07	1950	Hourly	17.572	18.099	18.642	19.201	19.777	20.370		
				Monthly	2,855.40	2,941.06	3,029.29	3,120.17	3,213.78	3,310.19		
				Annual	34,264.78	35,292.73	36,351.51	37,442.06	38,565.32	39,722.28		
16 L	Medico-Legal Correspondent - PIO	307	1950	Hourly	18.789	19.172	19.564	19.963	20.370			
				Monthly	3,053.21	3,115.43	3,179.15	3,244.01	3,310.19			
				Annual	36,638.52	37,385.14	38,149.86	38,928.15	39,722.28			
16 L	Records Management Technologist	Q08	1950	Hourly	17.572	18.099	18.642	19.201	19.777	20.370		
				Monthly	2,855.40	2,941.06	3,029.29	3,120.17	3,213.78	3,310.19		
				Annual	34,264.78	35,292.73	36,351.51	37,442.06	38,565.32	39,722.28		
16 L	Records Management Technologist - PIO	E34	1950	Hourly	18.789	19.172	19.564	19.963	20.370			
				Monthly	3,053.21	3,115.43	3,179.15	3,244.01	3,310.19			
				Annual	36,638.52	37,385.14	38,149.86	38,928.15	39,722.28			
16 N	Administrative Assistant III - PIO	J16	1950	Hourly	17.916	18.453	19.003	19.567	20.159	20.772	21.385	
				Monthly	2,911.42	2,998.61	3,088.00	3,179.61	3,275.81	3,375.50	3,475.01	
				Annual	34,937.03	35,983.29	37,056.03	38,155.26	39,309.68	40,506.03	41,700.18	
16 N	Secretary IV	375	1950	Hourly	17.280	17.799	18.333	18.883	19.449	20.032		
				Monthly	2,808.03	2,892.27	2,979.04	3,068.41	3,160.46	3,255.27		
				Annual	33,696.32	34,707.21	35,748.43	36,820.88	37,925.51	39,063.27		
16 O	Health Information Analyst	Q11	1950	Hourly	18.340	18.891	19.457	20.041	20.642	21.261		
				Monthly	2,980.30	3,069.71	3,161.80	3,256.66	3,354.36	3,454.99		
				Annual	35,763.64	36,836.55	37,941.64	39,079.89	40,252.29	41,459.86		
16 O	Health Information Analyst - PIO	416	1950	Hourly	19.610	20.011	20.420	20.837	21.261			
				Monthly	3,186.70	3,251.74	3,318.30	3,385.98	3,454.99			
				Annual	38,240.36	39,020.91	39,819.56	40,631.79	41,459.86			
16 P	Slating Clerk	Q35	1950	Hourly	16.354	16.844	17.350	17.870	18.406	18.958		
				Monthly	2,657.47	2,737.19	2,819.31	2,903.89	2,991.01	3,080.74		
				Annual	31,889.65	32,846.34	33,831.73	34,846.68	35,892.08	36,968.84		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 P	Slating Clerk - PIO	303	1950	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,857.51	2,902.38	2,946.87	2,991.56	3,036.24	3,080.74		
				Annual	34,290.07	34,828.54	35,362.49	35,898.69	36,434.90	36,968.84		
18 B	Admissions Clerk VI	Q43	1950	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,773.43	2,856.63	2,942.33	3,030.60	3,121.52	3,215.17		
				Annual	33,281.16	34,279.60	35,307.99	36,367.22	37,458.24	38,581.99		
18 B	Admissions Clerk VI - PIO	369	1950	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	2,991.56	3,036.24	3,080.74	3,125.80	3,170.67	3,215.17		
				Annual	35,898.69	36,434.90	36,968.84	37,509.58	38,048.04	38,581.99		
18 B	Coordinator - Medical Transcription	Q42	1950	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,773.43	2,856.63	2,942.33	3,030.60	3,121.52	3,215.17		
				Annual	33,281.16	34,279.60	35,307.99	36,367.22	37,458.24	38,581.99		
18 B	Coordinator - Medical Transcription - PIO	368	1950	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	2,991.56	3,036.24	3,080.74	3,125.80	3,170.67	3,215.17		
				Annual	35,898.69	36,434.90	36,968.84	37,509.58	38,048.04	38,581.99		
18 B	Inventory Coordinator, Radiology - PIO	404	2015	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	3,091.28	3,137.45	3,183.43	3,229.99	3,276.36	3,322.34		
				Annual	37,095.32	37,649.40	38,201.14	38,759.89	39,316.31	39,868.06		
18 B	Workload & Schedule Coordinator	Q47	2015	Hourly	17.067	17.579	18.107	18.650	19.209	19.786		
				Monthly	2,865.88	2,951.85	3,040.41	3,131.62	3,225.57	3,322.34		
				Annual	34,390.53	35,422.25	36,484.92	37,579.47	38,706.85	39,868.06		
18 B	Workload & Schedule Coordinator - PIO	407	2015	Hourly	18.410	18.685	18.958	19.236	19.512	19.786		
				Monthly	3,091.28	3,137.45	3,183.43	3,229.99	3,276.36	3,322.34		
				Annual	37,095.32	37,649.40	38,201.14	38,759.89	39,316.31	39,868.06		
26	Graphic Designer I	Q50	1950	Hourly	18.885	19.452	20.036	20.637	21.256	21.893		
				Monthly	3,068.87	3,160.94	3,255.77	3,353.44	3,454.05	3,557.67		
				Annual	36,826.49	37,931.29	39,069.23	40,241.30	41,448.54	42,692.00		
26	Media Technician / Videographer	A12	1950	Hourly	18.885	19.452	20.036	20.637	21.256	21.893		
				Monthly	3,068.87	3,160.94	3,255.77	3,353.44	3,454.05	3,557.67		
				Annual	36,826.49	37,931.29	39,069.23	40,241.30	41,448.54	42,692.00		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
26	Video, Photo, Multimedia and Equipment Technician	854	1950	Hourly	18.885	19.452	20.036	20.637	21.256	21.893		
				Monthly	3,068.87	3,160.94	3,255.77	3,353.44	3,454.05	3,557.67		
				Annual	36,826.49	37,931.29	39,069.23	40,241.30	41,448.54	42,692.00		
26 A	Graphic Designer II	Q51	1950	Hourly	21.424	22.067	22.729	23.410	24.113	24.836		
				Monthly	3,481.38	3,585.83	3,693.40	3,804.20	3,918.33	4,035.88		
				Annual	41,776.61	43,029.91	44,320.81	45,650.43	47,019.94	48,430.54		
26 A	Graphic Designer II - PIO	851	1950	Hourly	19.520	20.203	20.911	21.642	22.401	23.185	23.995	24.836
				Monthly	3,171.99	3,283.04	3,398.05	3,516.83	3,640.13	3,767.59	3,899.19	4,035.88
				Annual	38,063.88	39,396.48	40,776.59	42,201.95	43,681.61	45,211.04	46,790.25	48,430.54
26 A	Multimedia and Photography Technician	855	1950	Hourly	21.424	22.067	22.729	23.410	24.113	24.836		
				Monthly	3,481.38	3,585.83	3,693.40	3,804.20	3,918.33	4,035.88		
				Annual	41,776.61	43,029.91	44,320.81	45,650.43	47,019.94	48,430.54		
26 A	Photographer	A76	1950	Hourly	21.414	22.057	22.718	23.400	24.102	24.825		
				Monthly	3,479.83	3,584.23	3,691.75	3,802.50	3,916.58	4,034.08		
				Annual	41,757.97	43,010.71	44,301.03	45,630.06	46,998.96	48,408.93		
26 B	Multimedia Producer & Developer	Q52	1950	Hourly	23.348	24.048	24.769	25.512	26.278	27.066		
				Monthly	3,793.97	3,907.79	4,025.02	4,145.77	4,270.15	4,398.25		
				Annual	45,527.65	46,893.48	48,300.28	49,749.29	51,241.77	52,779.02		
26 B	Multimedia Producer & Developer - PIO	A59	1950	Hourly	21.147	21.886	22.654	23.455	24.278	25.194	26.105	27.066
				Monthly	3,436.32	3,556.42	3,681.24	3,811.52	3,945.19	4,093.95	4,242.14	4,398.25
				Annual	41,235.87	42,677.07	44,174.83	45,738.20	47,342.29	49,127.39	50,905.69	52,779.02
26 B	Video Producer	Q53	1950	Hourly	23.348	24.048	24.769	25.512	26.278	27.066		
				Monthly	3,793.97	3,907.79	4,025.02	4,145.77	4,270.15	4,398.25		
				Annual	45,527.65	46,893.48	48,300.28	49,749.29	51,241.77	52,779.02		
26 B	Video Producer - PIO	605	1950	Hourly	21.147	21.886	22.654	23.455	24.278	25.194	26.105	27.066
				Monthly	3,436.32	3,556.42	3,681.24	3,811.52	3,945.19	4,093.95	4,242.14	4,398.25
				Annual	41,235.87	42,677.07	44,174.83	45,738.20	47,342.29	49,127.39	50,905.69	52,779.02
NO MATCH	Administrative Assistant IV - PIO	J18	1950	Hourly	19.922	20.521	21.135	21.768	22.423	23.105	23.788	
				Monthly	3,237.36	3,334.67	3,434.36	3,537.37	3,643.69	3,754.61	3,865.52	
				Annual	38,848.35	40,016.01	41,212.36	42,448.45	43,724.26	45,055.26	46,386.26	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Architectural and Project Supervisor	B87	2080	Hourly	32.535	33.511	34.517	35.552	36.619	37.718		
				Monthly	5,639.46	5,808.66	5,982.90	6,162.36	6,347.25	6,537.73		
				Annual	67,673.58	69,703.92	71,794.77	73,948.36	76,166.95	78,452.76		
NO MATCH	Assistant Project Officer	849	1950	Hourly	23.683	24.568	25.489	26.447	27.439	28.467	29.524	30.630
				Monthly	3,848.47	3,992.33	4,142.03	4,297.57	4,458.77	4,625.82	4,797.58	4,977.45
				Annual	46,181.64	47,907.91	49,704.32	51,570.86	53,505.27	55,509.83	57,570.94	59,729.34
NO MATCH	Assistive Technology Assistant	B32	2015	Hourly	15.923							
				Monthly	2,673.77							
				Annual	32,085.22							
NO MATCH	Barbeque Attendant	326	2015	Hourly	13.071							
				Monthly	2,194.89							
				Annual	26,338.68							
NO MATCH	Building Technologist	B83	1950	Hourly	29.442	30.325	31.234	32.172	33.137	34.131		
				Monthly	4,784.28	4,927.75	5,075.57	5,227.90	5,384.74	5,546.27		
				Annual	57,411.41	59,133.03	60,906.82	62,734.79	64,616.93	66,555.26		
NO MATCH	C.A.D.D. Systems Specialist	38	1950	Hourly	23.749	24.584	25.440	26.348	27.264	28.212	29.200	
				Monthly	3,859.24	3,994.92	4,133.94	4,281.53	4,430.34	4,584.41	4,744.96	
				Annual	46,310.87	47,939.09	49,607.23	51,378.32	53,164.11	55,012.93	56,939.49	
NO MATCH	CAD Operator	847	1950	Hourly	20.606	21.319	22.070	22.841	23.640	24.468	25.319	
				Monthly	3,348.46	3,464.42	3,586.40	3,711.59	3,841.49	3,976.11	4,114.31	
				Annual	40,181.56	41,572.98	43,036.80	44,539.09	46,097.93	47,713.34	49,371.73	
NO MATCH	CCMS Coordinator	765	2080	Hourly	29.432	30.316	31.225	32.163	33.128	34.121		
				Monthly	5,101.63	5,254.76	5,412.38	5,574.85	5,742.18	5,914.36		
				Annual	61,219.51	63,057.13	64,948.53	66,898.19	68,906.12	70,972.32		
NO MATCH	Chemical Tank Transporter	459	2015	Hourly	16.759	17.035	17.309	17.585	17.861	18.135		
				Monthly	2,814.04	2,860.41	2,906.39	2,952.76	2,999.12	3,045.10		
				Annual	33,768.50	34,324.92	34,876.66	35,433.08	35,989.49	36,541.24		
NO MATCH	Child Life Assistant	555	2015	Hourly	15.560	16.093	16.644	17.182	17.793	18.369	19.057	19.720
				Monthly	2,612.79	2,702.21	2,794.75	2,885.15	2,987.82	3,084.46	3,199.99	3,311.23
				Annual	31,353.46	32,426.55	33,537.05	34,621.83	35,853.90	37,013.49	38,399.86	39,734.80

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<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Children's Pre-Admit Clinic Liaison	4D2	1950	Hourly	21.022	21.653	22.304	22.972	23.662	24.372		
				Monthly	3,416.15	3,518.65	3,624.33	3,733.02	3,845.05	3,960.43		
				Annual	40,993.82	42,223.83	43,491.97	44,796.23	46,140.62	47,525.14		
NO MATCH	Clinical Research Assistant	J62	1950	Hourly	18.690	19.251	19.829	20.424	21.036	21.668		
				Monthly	3,037.18	3,128.25	3,222.14	3,318.86	3,418.41	3,520.98		
				Annual	36,446.21	37,538.99	38,665.70	39,826.35	41,020.94	42,251.72		
NO MATCH	Communication Coordinator, O.D.O.	A01	2015	Hourly	23.023	24.996	26.971	28.944	30.917	32.891		
				Monthly	3,865.94	4,197.20	4,528.81	4,860.25	5,191.50	5,522.93		
				Annual	46,391.33	50,366.37	54,345.75	58,322.95	62,297.99	66,275.20		
NO MATCH	Communication Disorders Assistant	T32	2015	Hourly	15.643	16.112	16.596	17.094	17.606	18.135		
				Monthly	2,626.70	2,705.49	2,786.70	2,870.33	2,956.37	3,045.18		
				Annual	31,520.36	32,465.85	33,440.36	34,443.90	35,476.47	36,542.22		
NO MATCH	Communications & Special Events Officer	B85	1950	Hourly	19.172	19.989	20.781	21.648	22.495	23.401	24.355	25.284
				Monthly	3,115.43	3,248.16	3,376.93	3,517.77	3,655.41	3,802.66	3,957.63	4,108.65
				Annual	37,385.14	38,977.92	40,523.19	42,213.26	43,864.87	45,631.86	47,491.62	49,303.86
NO MATCH	Communications Coordinator	A90	1950	Hourly	20.855	21.648	22.335	23.219	24.027	24.880	25.810	26.746
				Monthly	3,389.00	3,517.77	3,629.39	3,773.05	3,904.47	4,043.04	4,194.06	4,346.21
				Annual	40,667.99	42,213.26	43,552.65	45,276.65	46,853.60	48,516.52	50,328.76	52,154.58
NO MATCH	Community Health Worker	324	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
NO MATCH	Community Relations Officer	4B1	2015	Hourly	21.022	21.653	22.304	22.972	23.662	24.372		
				Monthly	3,530.02	3,635.94	3,745.14	3,857.45	3,973.22	4,092.44		
				Annual	42,360.28	43,631.29	44,941.70	46,289.44	47,678.64	49,109.31		
NO MATCH	Construction Officer	763	1950	Hourly	25.647	26.675	27.667	28.702	29.788	31.144	32.315	
				Monthly	4,167.67	4,334.71	4,495.92	4,664.09	4,840.57	5,060.97	5,251.20	
				Annual	50,012.01	52,016.57	53,950.98	55,969.11	58,086.79	60,731.62	63,014.46	
NO MATCH	Coordinator - Neonatal Support Program	J30	1950	Hourly	23.205							
				Monthly	3,770.79							
				Annual	45,249.50							

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<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Coordinator Community Support & Special Events	197	1950	Hourly	20.124	21.002	21.832	22.747	23.661	24.605	25.590	26.610
				Monthly	3,270.22	3,412.76	3,547.75	3,696.32	3,844.89	3,998.36	4,158.43	4,324.16
				Annual	39,242.63	40,953.06	42,572.99	44,355.83	46,138.66	47,980.31	49,901.15	51,889.87
NO MATCH	CPAP Technician	T02	1950	Hourly	17.094	17.607	18.135	18.679	19.239	19.817		
				Monthly	2,777.78	2,861.12	2,946.91	3,035.32	3,126.36	3,220.21		
				Annual	33,333.40	34,333.45	35,362.91	36,423.88	37,516.36	38,642.46		
NO MATCH	Dialysis Patient Care Technician	B62	2015	Hourly	19.236	19.512	19.786	20.062	20.337	20.611		
				Monthly	3,229.99	3,276.36	3,322.34	3,368.71	3,414.88	3,460.86		
				Annual	38,759.89	39,316.31	39,868.06	40,424.47	40,978.55	41,530.30		
NO MATCH	Electrical Supervisor	767	2080	Hourly	33.601	34.608	35.647	36.716	37.818	38.952		
				Monthly	5,824.16	5,998.77	6,178.80	6,364.05	6,555.10	6,751.75		
				Annual	69,889.92	71,985.25	74,145.57	76,368.64	78,661.18	81,020.94		
NO MATCH	Electronics Supervisor	781	2080	Hourly	32.535	33.511	34.517	35.552	36.619	37.718		
				Monthly	5,639.46	5,808.66	5,982.90	6,162.36	6,347.25	6,537.73		
				Annual	67,673.58	69,703.92	71,794.77	73,948.36	76,166.95	78,452.76		
NO MATCH	Energy Management Project Coordinator	J91	2080	Hourly	30.501	31.417	32.360	33.330	34.329	35.359		
				Monthly	5,286.88	5,445.62	5,609.02	5,777.29	5,950.40	6,128.94		
				Annual	63,442.58	65,347.42	67,308.29	69,327.43	71,404.83	73,547.22		
NO MATCH	Energy Management Project Coordinator - PIO	J91	2080	Hourly	32.535	33.511	34.517	35.552	36.619	37.718		
				Monthly	5,639.46	5,808.66	5,982.90	6,162.36	6,347.25	6,537.73		
				Annual	67,673.58	69,703.92	71,794.77	73,948.36	76,166.95	78,452.76		
NO MATCH	Engineering Technologist	813	1950	Hourly	25.326	26.218	27.124	28.074	29.059	30.074	31.130	
				Monthly	4,115.44	4,260.43	4,407.68	4,562.09	4,722.16	4,886.95	5,058.71	
				Annual	49,385.31	51,125.15	52,892.14	54,745.11	56,665.95	58,643.36	60,704.47	
NO MATCH	Environmental Specialist	860	1950	Hourly	20.781	21.648	22.495	23.401	24.355	25.284	26.199	27.166
				Monthly	3,376.93	3,517.77	3,655.41	3,802.66	3,957.63	4,108.65	4,257.41	4,414.47
				Annual	40,523.19	42,213.26	43,864.87	45,631.86	47,491.62	49,303.86	51,088.95	52,973.59
NO MATCH	Environmental Supervisor	769	2080	Hourly	32.535	33.511	34.517	35.552	36.619	37.718		
				Monthly	5,639.46	5,808.66	5,982.90	6,162.36	6,347.25	6,537.73		
				Annual	67,673.58	69,703.92	71,794.77	73,948.36	76,166.95	78,452.76		
NO MATCH	Facilities / Shift Supervisor	787	2080	Hourly	32.535	33.511	34.517	35.552	36.619	37.718		
				Monthly	5,639.46	5,808.66	5,982.90	6,162.36	6,347.25	6,537.73		
				Annual	67,673.58	69,703.92	71,794.77	73,948.36	76,166.95	78,452.76		

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<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Facilities Supervisor	T05	2080	Hourly	28.407	29.259	30.137	31.041	31.972	32.931		
				Monthly	4,923.84	5,071.56	5,223.76	5,380.44	5,541.79	5,708.00		
				Annual	59,086.08	60,858.71	62,685.12	64,565.32	66,501.54	68,496.02		
NO MATCH	Fire Safety Officer	725	2015	Hourly	20.029	20.641	21.252	21.894	22.559	23.229	23.923	
				Monthly	3,363.25	3,465.92	3,568.60	3,676.33	3,787.97	3,900.58	4,017.08	
				Annual	40,359.01	41,591.08	42,823.15	44,116.00	45,455.61	46,806.92	48,204.97	
NO MATCH	Health and Safety Technician	E61	2015	Hourly	17.722	18.750	19.838	20.989	22.206	23.495		
				Monthly	2,975.85	3,148.44	3,331.16	3,524.38	3,728.81	3,945.18		
				Annual	35,710.19	37,781.29	39,973.96	42,292.55	44,745.74	47,342.22		
NO MATCH	Hearing Screener	J59	2015	Hourly	15.560	16.093	16.644	17.182	17.793	18.369	19.057	19.720
				Monthly	2,612.79	2,702.21	2,794.75	2,885.15	2,987.82	3,084.46	3,199.99	3,311.23
				Annual	31,353.46	32,426.55	33,537.05	34,621.83	35,853.90	37,013.49	38,399.86	39,734.80
NO MATCH	HVADS Respiratory Therapy Assistant	T01	1950	Hourly	15.187	15.643	16.113	16.595	17.094	17.607		
				Monthly	2,467.90	2,541.95	2,618.29	2,696.72	2,777.78	2,861.12		
				Annual	29,614.75	30,503.45	31,419.45	32,360.67	33,333.40	34,333.45		
NO MATCH	Infection Control Assistant	E47	1950	Hourly	19.706	20.392	21.108	21.846	22.609	23.401	24.217	25.071
				Monthly	3,202.16	3,313.77	3,430.10	3,550.01	3,673.88	3,802.66	3,935.20	4,073.96
				Annual	38,425.88	39,765.26	41,161.21	42,600.14	44,086.59	45,631.86	47,222.38	48,887.56
NO MATCH	Junior Purchasing Agent	B53	1950	Hourly	17.093	17.778	18.493	19.172	19.989	20.781	21.641	22.495
				Monthly	2,777.57	2,888.99	3,005.13	3,115.43	3,248.16	3,376.93	3,516.64	3,655.41
				Annual	33,330.78	34,667.91	36,061.59	37,385.14	38,977.92	40,523.19	42,199.69	43,864.87
NO MATCH	Laundry Shipper	T23	2015	Hourly	13.773	14.186	14.612	15.050	15.502	15.967		
				Monthly	2,312.74	2,382.03	2,453.56	2,527.17	2,603.02	2,681.12		
				Annual	27,752.93	28,584.37	29,442.78	30,326.06	31,236.30	32,173.49		
NO MATCH	Maintenance Dispatcher I	853	2080	Hourly	16.904	17.409	17.930	18.466	19.025	19.597	20.182	
				Monthly	2,929.96	3,017.64	3,107.94	3,200.85	3,297.58	3,396.73	3,498.29	
				Annual	35,159.47	36,211.67	37,295.24	38,410.19	39,570.99	40,760.75	41,979.47	
NO MATCH	Maintenance Dispatcher II	B94	2080	Hourly	18.983	19.554	20.131	20.739	21.361	21.996	22.660	
				Monthly	3,290.34	3,389.29	3,489.44	3,594.82	3,702.62	3,812.62	3,927.66	
				Annual	39,484.11	40,671.46	41,873.29	43,137.86	44,431.39	45,751.47	47,131.88	
NO MATCH	Maintenance Logistics Coordinator	774	2080	Hourly	28.510	29.532	30.593	31.694				
				Monthly	4,941.65	5,118.82	5,302.84	5,493.69				
				Annual	59,299.78	61,425.90	63,634.07	65,924.30				

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Maintenance Logistics Dispatcher I	A69	2080	Hourly	16.045	16.559	17.088	17.625	18.196	18.789	19.390	
				Monthly	2,781.14	2,870.23	2,961.93	3,055.05	3,153.99	3,256.76	3,360.93	
				Annual	33,373.62	34,442.72	35,543.18	36,660.54	37,847.89	39,081.09	40,331.18	
NO MATCH	Maintenance Logistics Dispatcher II	856	2080	Hourly	18.360	19.096	19.867	20.667	21.489	22.346	23.245	
				Monthly	3,182.35	3,310.05	3,443.59	3,582.35	3,724.74	3,873.36	4,029.22	
				Annual	38,188.17	39,720.62	41,323.05	42,988.23	44,696.86	46,480.29	48,350.60	
NO MATCH	Materials Dispatcher	478	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
NO MATCH	MSI / Database Assistant	A26	2015	Hourly	21.022	21.653	22.304	22.972	23.662	24.372		
				Monthly	3,530.02	3,635.94	3,745.14	3,857.45	3,973.22	4,092.44		
				Annual	42,360.28	43,631.29	44,941.70	46,289.44	47,678.64	49,109.31		
NO MATCH	Ophthalmic Assistant	471	1950	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,589.21	2,633.90	2,678.77	2,723.27	2,768.14	2,812.63		
				Annual	31,070.57	31,606.78	32,145.25	32,679.19	33,217.66	33,751.60		
NO MATCH	Ophthalmic Assistant (Effective January 14, 2009)	471	1950	Hourly	15.857	16.333	16.823	17.327	17.848	18.383		
				Monthly	2,576.74	2,654.16	2,733.76	2,815.69	2,900.30	2,987.25		
				Annual	30,920.94	31,849.97	32,805.09	33,788.30	34,803.61	35,847.02		
NO MATCH	OSD Database Assistant	J89	1950	Hourly	20.410	21.022	21.653	22.304	22.972	23.662		
				Monthly	3,316.66	3,416.15	3,518.65	3,624.33	3,733.02	3,845.05		
				Annual	39,799.92	40,993.82	42,223.83	43,491.97	44,796.23	46,140.62		
NO MATCH	OSD Education Assistant	J90	1950	Hourly	16.993	17.537	18.081	18.625	19.169	19.712	20.256	20.800
				Monthly	2,761.33	2,849.74	2,938.15	3,026.57	3,114.98	3,203.22	3,291.64	3,380.05
				Annual	33,135.92	34,196.89	35,257.86	36,318.83	37,379.80	38,438.67	39,499.64	40,560.61
NO MATCH	Patient / Equipment Assistant	402	2015	Hourly	15.934	16.209	16.485	16.759	17.035	17.309		
				Monthly	2,675.52	2,721.69	2,768.06	2,814.04	2,860.41	2,906.39		
				Annual	32,106.26	32,660.34	33,216.76	33,768.50	34,324.92	34,876.66		
NO MATCH	Patient Equipment Technical Assistant	868	1950	Hourly	21.653	22.304	22.972	23.662	24.372	25.102		
				Monthly	3,518.65	3,624.33	3,733.02	3,845.05	3,960.43	4,079.15		
				Annual	42,223.83	43,491.97	44,796.23	46,140.62	47,525.14	48,949.79		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
NO MATCH	Perioperative Lead Hand	T04	2015	Hourly	16.425	16.918	17.425	17.949	18.487	19.042			
				Monthly	2,758.01	2,840.78	2,925.96	3,013.91	3,104.28	3,197.41			
				Annual	33,096.08	34,089.34	35,111.55	36,166.93	37,251.33	38,368.91			
NO MATCH	Peri-Operative Technical Supply Specialist	B55	2015	Hourly	19.236	19.512	19.786	20.062	20.337	20.611			
				Monthly	3,229.99	3,276.36	3,322.34	3,368.71	3,414.88	3,460.86			
				Annual	38,759.89	39,316.31	39,868.06	40,424.47	40,978.55	41,530.30			
NO MATCH	Plumbing Supervisor	778	2080	Hourly	33.601	34.608	35.647	36.716	37.818	38.952			
				Monthly	5,824.16	5,998.77	6,178.80	6,364.05	6,555.10	6,751.75			
				Annual	69,889.92	71,985.25	74,145.57	76,368.64	78,661.18	81,020.94			
NO MATCH	Preventive Maintenance Coordinator	A95	2080	Hourly	29.488	30.505	31.561	32.654					
				Monthly	5,111.31	5,287.50	5,470.55	5,660.09					
				Annual	61,335.66	63,449.96	65,646.65	67,921.05					
NO MATCH	Project Coordinator - DER	E49	1950	Hourly	20.855	21.648	22.335	23.219	24.027	24.880	25.810	26.746	
				Monthly	3,389.00	3,517.77	3,629.39	3,773.05	3,904.47	4,043.04	4,194.06	4,346.21	
				Annual	40,667.99	42,213.26	43,552.65	45,276.65	46,853.60	48,516.52	50,328.76	52,154.58	
NO MATCH	Public Relations Officer	B25	1950	Hourly	22.335	23.219	24.027	24.880	25.810	26.746	27.828	28.858	
				Monthly	3,629.39	3,773.05	3,904.47	4,043.04	4,194.06	4,346.21	4,522.12	4,689.36	
				Annual	43,552.65	45,276.65	46,853.60	48,516.52	50,328.76	52,154.58	54,265.47	56,272.28	
NO MATCH	Rainbow Room Coordinator	J11	1950	Hourly	20.410	21.022	21.653	22.304	22.972	23.662			
				Monthly	3,316.66	3,416.15	3,518.65	3,624.33	3,733.02	3,845.05			
				Annual	39,799.92	40,993.82	42,223.83	43,491.97	44,796.23	46,140.62			
NO MATCH	Research Assistant	B10	1950	Hourly	11.319								
				Monthly	1,839.34								
				Annual	22,072.05								
NO MATCH	Research Assistant - Gastroenterology	3W3	1950	Hourly	14.284								
				Monthly	2,321.11								
				Annual	27,853.33								
NO MATCH	Research Assistant - I.M.P.A.C.T.	B79	2015	Hourly	20.183	20.949	21.614	22.469	23.253	24.078	24.979	25.882	
				Monthly	3,389.04	3,517.73	3,629.36	3,772.89	3,904.55	4,043.07	4,194.39	4,346.08	
				Annual	40,668.46	42,212.77	43,552.36	45,274.70	46,854.62	48,516.87	50,332.67	52,152.91	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Research Assistant - MS Clinic	3Z8	2015	Hourly	20.183	20.949	21.614	22.469	23.253	24.078	24.979	25.882
				Monthly	3,389.03	3,517.76	3,629.38	3,772.96	3,904.62	4,043.03	4,194.39	4,346.09
				Annual	40,668.35	42,213.06	43,552.50	45,275.53	46,855.48	48,516.31	50,332.63	52,153.11
NO MATCH	Research Assistant - Student, DER	J63	1950	Hourly	14.284							
				Monthly	2,321.11							
				Annual	27,853.33							
NO MATCH	Research Protocol Officer	E11	1950	Hourly	20.049	20.834	21.656	22.465	23.333	24.248	25.209	
				Monthly	3,257.96	3,385.61	3,519.09	3,650.50	3,791.53	3,940.29	4,096.40	
				Annual	39,095.57	40,627.27	42,229.10	43,806.04	45,498.38	47,283.47	49,156.80	
NO MATCH	Safety & Training Coordinator	789	2080	Hourly	25.856	26.632	27.430	28.253	29.101	29.974		
				Monthly	4,481.65	4,616.14	4,754.54	4,897.23	5,044.20	5,195.45		
				Annual	53,779.82	55,393.62	57,054.51	58,766.77	60,530.39	62,345.38		
NO MATCH	Space Allocation Coordinator	J28	1950	Hourly	18.360	19.096	19.867	20.667	21.489	22.346	23.245	
				Monthly	2,983.45	3,103.17	3,228.36	3,358.46	3,491.94	3,631.27	3,777.39	
				Annual	35,801.41	37,238.08	38,740.36	40,301.47	41,903.30	43,575.27	45,328.69	
NO MATCH	Student Research Assistant	E44	2015	Hourly	14.565	15.059	15.560	16.093	16.644	17.182	17.793	18.377
				Monthly	2,445.63	2,528.62	2,612.79	2,702.21	2,794.75	2,885.15	2,987.82	3,085.82
				Annual	29,347.55	30,343.49	31,353.46	32,426.55	33,537.05	34,621.83	35,853.90	37,029.86
NO MATCH	Student Research Assistant - Psychiatry (Neuroimaging)	SRA	1950	Hourly	15.084							
				Monthly	2,451.17							
				Annual	29,414.06							
NO MATCH	Surplus Capital Equipment Coordinator	B59	2015	Hourly	17.585	17.861	18.135	18.410	18.685	18.958		
				Monthly	2,952.76	2,999.12	3,045.10	3,091.28	3,137.45	3,183.43		
				Annual	35,433.08	35,989.49	36,541.24	37,095.32	37,649.40	38,201.14		
NO MATCH	Telephone Services Coordinator	821	1950	Hourly	19.165	19.950	20.772	21.596	22.473	23.387	24.323	
				Monthly	3,114.30	3,241.94	3,375.42	3,509.29	3,651.82	3,800.39	3,952.54	
				Annual	37,371.56	38,903.26	40,505.09	42,111.45	43,821.88	45,604.71	47,430.53	
NO MATCH	Trauma Data Analyst	B12	1950	Hourly	19.592	20.271	20.984	21.720	22.476	23.262	24.069	24.926
				Monthly	3,183.68	3,293.98	3,409.93	3,529.46	3,652.39	3,780.03	3,911.25	4,050.40
				Annual	38,204.16	39,527.70	40,919.13	42,353.53	43,828.67	45,360.36	46,935.05	48,604.75

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2008**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Unit Supplies Clerk	J93	2015	Hourly	14.789	15.233	15.690	16.161	16.646	17.145		
				Monthly	2,483.38	2,557.88	2,634.62	2,713.66	2,795.07	2,878.92		
				Annual	29,800.56	30,694.58	31,615.41	32,563.88	33,540.79	34,547.02		

Rates include 2.9% increase effective April 1, 2008.

NC:cbc/cope 491  
8-Apr-10

**CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE**

**SCHEDULE “A” – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
1	Occupational Therapy Assistant	Q22	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
	Physiotherapy Assistant I	Q26		Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
	Recreation Assistant	Q34		Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
1	Occupational Therapy Assistant - PIO	356	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
1	Physiotherapy Assistant I - PIO	432	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
1	Recreation Assistant - PIO	E96	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
2 B	Supervisor of Volunteers	Q10	1950	Hourly	17.309	17.828	18.363	18.914	19.481	20.066		
				Monthly	2,812.69	2,897.07	2,983.98	3,073.50	3,165.71	3,260.68		
				Annual	33,752.29	34,764.86	35,807.81	36,882.04	37,988.50	39,128.16		
2 B	Supervisor of Volunteers - PIO	A41	1950	Hourly	17.063	17.526	18.004	18.498	19.022	19.540	20.066	
				Monthly	2,772.75	2,848.03	2,925.63	3,005.95	3,091.12	3,175.32	3,260.68	
				Annual	33,273.02	34,176.32	35,107.55	36,071.38	37,093.41	38,103.80	39,128.16	
3	Medical Device Reprocessing Aide	Q01	2015	Hourly	14.686	15.126	15.580	16.048	16.529	17.025		
				Monthly	2,465.99	2,539.97	2,616.17	2,694.66	2,775.50	2,858.76		
				Annual	29,591.91	30,479.67	31,394.06	32,335.88	33,305.96	34,305.14		
3	Medical Device Reprocessing Aide - PIO	J42	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810		
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67		
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08		
3 A	Anaesthesia Assistant	Q30	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
	Medical Device Reprocessing Technician I	Q24		Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
3 A	Anaesthesia Assistant - PIO	B20	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
3 A	Medical Device Reprocessing Technician I - PIO	397	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
3 B	Medical Device Reprocessing Technician II	Q40	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
3 B	Medical Device Reprocessing Technician II - PIO	E55	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
3 C	Multi-Skilled Worker	Q05	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
3 C	Multi-Skilled Worker - PIO	386	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
4	Head Cashier	J03	2015	Hourly	15.474	15.938	16.416	16.908	17.416	17.938		
				Monthly	2,598.28	2,676.23	2,756.52	2,839.22	2,924.39	3,012.12		
				Annual	31,179.42	32,114.80	33,078.24	34,070.59	35,092.71	36,145.49		
4	Laundry Aide IV	Q23	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
4	Lead Hand - Housekeeping	Q20	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
4	Lead Hand - Housekeeping - PIO	304	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
4 A	Lead Hand - Medical Device Reprocessing	Q48	2015	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,948.99	3,037.46	3,128.58	3,222.44	3,319.11	3,418.69		
				Annual	35,387.86	36,449.50	37,542.98	38,669.27	39,829.35	41,024.23		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
4 A	Lead Hand - Medical Device Reprocessing - PIO	B03	2015	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,180.92	3,228.44	3,275.75	3,323.66	3,371.37	3,418.69		
				Annual	38,171.08	38,741.23	39,308.97	39,883.93	40,456.49	41,024.23		
4 B	Physiotherapy Assistant II	Q04	2015	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,948.99	3,037.46	3,128.58	3,222.44	3,319.11	3,418.69		
				Annual	35,387.86	36,449.50	37,542.98	38,669.27	39,829.35	41,024.23		
4 B	Physiotherapy Assistant II - PIO	433	2015	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,180.92	3,228.44	3,275.75	3,323.66	3,371.37	3,418.69		
				Annual	38,171.08	38,741.23	39,308.97	39,883.93	40,456.49	41,024.23		
4 E	Senior Messenger	306	2015	Hourly	15.859	16.335	16.825	17.329	17.849	18.385		
				Monthly	2,662.96	2,742.85	2,825.14	2,909.89	2,997.19	3,087.10		
				Annual	31,955.53	32,914.20	33,901.62	34,918.67	35,966.23	37,045.22		
4 G	Ingredient Controller II	420	2015	Hourly	16.902	17.409	17.931	18.469	19.023	19.594		
				Monthly	2,838.14	2,923.28	3,010.98	3,101.31	3,194.35	3,290.18		
				Annual	34,057.68	35,079.41	36,131.79	37,215.74	38,332.22	39,482.18		
4 H	Lead Hand - Linen Services	Q31	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
4 H	Lead Hand - Linen Services - PIO	B47	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
4 I	Laundry Aide V	Q37	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
4 I	Laundry Aide V - PIO	362	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
4 J	Centralized Slating Clerk	Q44	1950	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,853.86	2,939.48	3,027.66	3,118.49	3,212.04	3,308.41		
				Annual	34,246.32	35,273.71	36,331.92	37,421.87	38,544.53	39,700.87		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
4 K	Lead Hand - Warehouse Operations	Q49	2015	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,948.99	3,037.46	3,128.58	3,222.44	3,319.11	3,418.69		
				Annual	35,387.86	36,449.50	37,542.98	38,669.27	39,829.35	41,024.23		
4 K	Lead Hand - Warehouse Operations - PIO	E22	2015	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,180.92	3,228.44	3,275.75	3,323.66	3,371.37	3,418.69		
				Annual	38,171.08	38,741.23	39,308.97	39,883.93	40,456.49	41,024.23		
6	Cook I	Q36	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
6	Cook I - PIO	331	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
7	Cashier - Cafeterias Cooks Helper Diet Aide I	Q13 Q12 342	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		
7	Cashier - Cafeterias - PIO	337	2015	Hourly	15.548	15.832	16.113	16.396	16.679	16.963		
				Monthly	2,610.77	2,658.49	2,705.60	2,753.11	2,800.62	2,848.34		
				Annual	31,329.30	31,901.85	32,467.19	33,037.34	33,607.49	34,180.04		
7	Cooks Helper - PIO	336	2015	Hourly	15.548	15.832	16.113	16.396	16.679	16.963		
				Monthly	2,610.77	2,658.49	2,705.60	2,753.11	2,800.62	2,848.34		
				Annual	31,329.30	31,901.85	32,467.19	33,037.34	33,607.49	34,180.04		
7	Diet Aide II - PIO	343	2015	Hourly	15.548	15.832	16.113	16.396	16.679	16.963		
				Monthly	2,610.77	2,658.49	2,705.60	2,753.11	2,800.62	2,848.34		
				Annual	31,329.30	31,901.85	32,467.19	33,037.34	33,607.49	34,180.04		
8	Housekeeping Aide I	348	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		
8 B	Housekeeping Aide II	Q14	2015	Hourly	14.632	15.071	15.523	15.989	16.469	16.963		
				Monthly	2,457.00	2,530.71	2,606.63	2,684.83	2,765.38	2,848.34		
				Annual	29,484.00	30,368.52	31,279.58	32,217.97	33,184.51	34,180.04		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
8 B	Housekeeping Aide II - PIO	349	2015	Hourly	15.548	15.832	16.113	16.396	16.679	16.963		
				Monthly	2,610.77	2,658.49	2,705.60	2,753.11	2,800.62	2,848.34		
				Annual	31,329.30	31,901.85	32,467.19	33,037.34	33,607.49	34,180.04		
9	Laundry Aide I	359	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		
9 A	Laundry Aide II	360	2015	Hourly	14.686	15.126	15.580	16.048	16.529	17.025		
	Laundry Sorter	322		Monthly	2,465.99	2,539.97	2,616.17	2,694.66	2,775.50	2,858.76		
	Linen Service Aide	400		Annual	29,591.91	30,479.67	31,394.06	32,335.88	33,305.96	34,305.14		
13	Community Support Worker	4C3	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
	Perioperative Aide	Q33		Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
	Unit Assistant	Q29		Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
13	Perioperative Aide - PIO	B58	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
13	Unit Assistant - PIO	468	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
13 A	Rehabilitation Assistant	Q32	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
13 A	Rehabilitation Assistant - PIO	B49	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
13 B	Nursing Assistant	Q21	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
13 B	Nursing Assistant - PIO	330	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
13 D	Mental Health Rehabilitation Worker	A16	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661			
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41			
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93			
14 B	Lab Aide	427	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852			
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90			
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75			
15	Patient Transport Assistant	Q15	2015	Hourly	15.363	15.824	16.299	16.788	17.292	17.810			
				Monthly	2,579.78	2,657.17	2,736.89	2,819.00	2,903.57	2,990.67			
				Annual	30,957.37	31,886.10	32,842.68	33,827.96	34,842.80	35,888.08			
15	Patient Transport Assistant - PIO	403	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810			
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67			
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08			
15 B	Confidential Waste Transporter	Q16	2015	Hourly	15.218	15.675	16.145	16.629	17.128	17.642			
				Material Transporter	Q17	Monthly	2,555.40	2,632.06	2,711.02	2,792.35	2,876.12	2,962.41	
				Material Transporter - Linen	Q18	Annual	30,664.77	31,584.72	32,532.26	33,508.23	34,513.47	35,548.88	
15 B	Confidential Waste Transporter - PIO	466	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810			
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67			
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08			
15 B	Material Transporter - PIO	477	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810			
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67			
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08			
15 B	Material Transporter - Linen - PIO	E21	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810			
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67			
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08			
15 C	Assistant Inventory Coordinator	440	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661			
				Ingredient Controller I	419	Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41	
				Storeperson	863	Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93	
				Warehouse Person	Q25								
15 C	Warehouse Person - PIO	405	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661			
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41			
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93			

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
15 D	Receiver	Q39	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508			
	Shipper / Receiver	Q38		Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75			
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97			
15 D	Receiver - PIO	393	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508			
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75			
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97			
15 D	Shipper / Receiver - PIO	384	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508			
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75			
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97			
15 G	Purchasing Agent	Q03	1950	Hourly	21.618	22.266	22.934	23.622	24.331	25.061			
				Monthly	3,512.89	3,618.28	3,726.83	3,838.63	3,953.79	4,072.41			
				Annual	42,154.72	43,419.36	44,721.94	46,063.60	47,445.51	48,868.87			
15 G	Purchasing Agent - PIO	602	1950	Hourly	19.029	19.728	20.568	21.384	22.268	23.147	24.080	25.061	
				Monthly	3,092.28	3,205.78	3,342.36	3,474.86	3,618.62	3,761.41	3,912.93	4,072.41	
				Annual	37,107.38	38,469.31	40,108.28	41,698.37	43,423.48	45,136.95	46,955.19	48,868.87	
16	Clerk I Clerk Typist I	447	1950	Hourly	14.686	15.126	15.580	16.048	16.529	17.025			
		452		Monthly	2,386.44	2,458.04	2,531.78	2,607.73	2,685.96	2,766.54			
				Annual	28,637.33	29,496.45	30,381.35	31,292.79	32,231.57	33,198.52			
16 A	Clerk II	448	1950	Hourly	15.254	15.712	16.183	16.669	17.169	17.684			
	Clerk Typist II	453		Monthly	2,478.82	2,553.19	2,629.78	2,708.68	2,789.94	2,873.64			
	Clerk Typist II - Casual	498		Annual	29,745.88	30,638.25	31,557.40	32,504.12	33,479.25	34,483.62			
	Triage Aide	429											
16 A	Lodge Clerk Messenger	363	2015	Hourly	15.254	15.712	16.183	16.669	17.169	17.684			
		305		Monthly	2,561.45	2,638.29	2,717.44	2,798.97	2,882.94	2,969.42			
				Annual	30,737.41	31,659.53	32,609.31	33,587.59	34,595.22	35,633.08			
16 A	Office Assistant I - PIO	B38	1950	Hourly	15.232	15.691	16.164	16.650	17.152	17.661	18.200		
				Monthly	2,475.15	2,549.73	2,626.57	2,705.69	2,787.27	2,869.98	2,957.43		
				Annual	29,701.85	30,596.74	31,518.89	32,468.30	33,447.23	34,439.79	35,489.13		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
16 B	Cashier / Information Clerk	475	1950	Hourly	15.834	16.309	16.798	17.302	17.821	18.356			
	Clerk - Steno - Casual	423		Monthly	2,573.04	2,650.23	2,729.74	2,811.63	2,895.98	2,982.86			
	Clerk III	449		Annual	30,876.51	31,802.80	32,756.89	33,739.60	34,751.78	35,794.34			
	Clerk Typist III	454											
	Information Centre Clerk	B54											
16 B	Office Assistant II - PIO	B39	1950	Hourly	16.264	16.752	17.253	17.777	18.307	18.859	19.425		
				Monthly	2,642.85	2,722.16	2,803.55	2,888.72	2,974.84	3,064.56	3,156.55		
				Annual	31,714.22	32,665.90	33,642.56	34,664.65	35,698.09	36,774.69	37,878.54		
16 C	Admissions Clerk IV	457	1950	Hourly	16.436	16.929	17.436	17.960	18.498	19.053			
	Clerk IV	450		Monthly	2,670.78	2,750.90	2,833.43	2,918.43	3,005.98	3,096.16			
	Clerk Typist IV	422		Annual	32,049.31	33,010.79	34,001.12	35,021.15	36,071.79	37,153.94			
	Staff Scheduler - Main User	J13											
	Staff Scheduler - Short Call User	J14											
16 C	Office Assistant III - PIO	B40	1950	Hourly	17.389	17.905	18.436	18.988	19.554	20.134	20.743		
				Monthly	2,825.69	2,909.54	2,995.85	3,085.57	3,177.55	3,271.81	3,370.80		
				Annual	33,908.30	34,914.49	35,950.20	37,026.80	38,130.66	39,261.77	40,449.66		
16 D	Admissions Clerk V	458	1950	Hourly	17.060	17.571	18.099	18.642	19.201	19.777			
				Clerk V	451	Monthly	2,772.19	2,855.36	2,941.02	3,029.25	3,120.13	3,213.73	
				Annual	33,266.30	34,264.29	35,292.22	36,350.99	37,441.51	38,564.76			
16 D	Unit Supplies Coordinator	B80	2015	Hourly	17.060	17.571	18.099	18.642	19.201	19.777			
				Monthly	2,864.60	2,950.54	3,039.05	3,130.22	3,224.13	3,320.85			
				Annual	34,375.18	35,406.43	36,468.63	37,562.68	38,689.57	39,850.25			
16 E	Unit Clerk - Ambulatory Care	Q27	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661			
				Unit Clerk - Inpatients	Q28	Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41	
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93			
16 E	Unit Clerk - Ambulatory Care - PIO	438	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661			
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41			
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93			
16 E	Unit Clerk - Children's Clinic	Q19	1950	Hourly	16.097	16.580	17.077	17.589	18.117	18.661			
				Monthly	2,615.72	2,694.19	2,775.01	2,858.26	2,944.01	3,032.33			
				Annual	31,388.61	32,330.27	33,300.17	34,299.18	35,328.15	36,388.00			

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16 E	Unit Clerk - Children's Clinic - PIO	464	1950	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,802.24	2,848.41	2,894.20	2,940.37	2,986.55	3,032.33		
				Annual	33,626.89	34,180.97	34,730.40	35,284.49	35,838.57	36,388.00		
16 E	Unit Clerk - Inpatients - PIO	465	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
16 F	Coding Technologist Records Processing Technologist	Q02	1950	Hourly	17.510	18.035	18.576	19.133	19.707	20.299		
		Q06		Monthly	2,845.32	2,930.68	3,018.60	3,109.16	3,202.44	3,298.51		
		Annual		34,143.90	35,168.21	36,223.26	37,309.96	38,429.26	39,582.13			
16 F	Coding Technologist - PIO	E33	1950	Hourly	18.724	19.105	19.495	19.891	20.299			
				Monthly	3,042.62	3,104.50	3,167.94	3,232.35	3,298.51			
				Annual	36,511.39	37,254.05	38,015.33	38,788.26	39,582.13			
16 F	Records Processing Technologist - PIO	E35	1950	Hourly	18.724	19.105	19.495	19.891	20.299			
				Monthly	3,042.62	3,104.50	3,167.94	3,232.35	3,298.51			
				Annual	36,511.39	37,254.05	38,015.33	38,788.26	39,582.13			
16 G	Library Technician I	381	1950	Hourly	17.001	17.511	18.036	18.577	19.135	19.709		
				Monthly	2,762.65	2,845.53	2,930.90	3,018.83	3,109.39	3,202.67		
				Annual	33,151.83	34,146.39	35,170.78	36,225.90	37,312.68	38,432.06		
16 H	Secretary I	372	1950	Hourly	15.865	16.341	16.831	17.336	17.856	18.392		
				Monthly	2,578.06	2,655.40	2,735.07	2,817.12	2,901.63	2,988.68		
				Annual	30,936.76	31,864.86	32,820.80	33,805.43	34,819.59	35,864.18		
16 I	Secretary II	373	1950	Hourly	16.499	16.994	17.504	18.029	18.570	19.127		
				Monthly	2,681.15	2,761.59	2,844.43	2,929.77	3,017.66	3,108.19		
				Annual	32,173.82	33,139.04	34,133.21	35,157.21	36,211.92	37,298.28		
16 J	Administrative Assistant II - PIO	B35	1950	Hourly	16.752	17.253	17.777	18.307	18.859	19.425	20.005	
				Monthly	2,722.16	2,803.55	2,888.72	2,974.84	3,064.56	3,156.55	3,250.80	
				Annual	32,665.90	33,642.56	34,664.65	35,698.09	36,774.69	37,878.54	39,009.65	
16 J	Secretary III	374	1950	Hourly	17.175	17.690	18.221	18.768	19.331	19.911		
				Monthly	2,790.94	2,874.66	2,960.90	3,049.73	3,141.22	3,235.46		
				Annual	33,491.22	34,495.96	35,530.84	36,596.76	37,694.67	38,825.51		

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16 K	Medical Transcriptionist	323	1950	Hourly	16.376	16.867	17.373	17.894	18.431	18.984		
				Monthly	2,661.07	2,740.90	2,823.13	2,907.82	2,995.06	3,084.91		
				Annual	31,932.84	32,890.82	33,877.55	34,893.87	35,940.69	37,018.91		
16 L	Medico-Legal Correspondent Records Management Technologist	Q07	1950	Hourly	18.081	18.624	19.182	19.758	20.351	20.961		
				Monthly	2,938.21	3,026.35	3,117.14	3,210.66	3,306.98	3,406.19		
		Q08	Annual	35,258.46	36,316.22	37,405.70	38,527.87	39,683.71	40,874.22			
16 L	Medico-Legal Correspondent - PIO	307	1950	Hourly	19.334	19.728	20.131	20.542	20.961			
				Monthly	3,141.75	3,205.78	3,271.35	3,338.09	3,406.19			
				Annual	37,701.04	38,469.31	39,256.20	40,057.06	40,874.22			
16 L	Records Management Technologist - PIO	E34	1950	Hourly	19.334	19.728	20.131	20.542	20.961			
				Monthly	3,141.75	3,205.78	3,271.35	3,338.09	3,406.19			
				Annual	37,701.04	38,469.31	39,256.20	40,057.06	40,874.22			
16 N	Administrative Assistant III - PIO	J16	1950	Hourly	18.436	18.988	19.554	20.134	20.743	21.375	22.005	
				Monthly	2,995.85	3,085.57	3,177.55	3,271.81	3,370.80	3,473.39	3,575.79	
				Annual	35,950.20	37,026.80	38,130.66	39,261.77	40,449.66	41,680.71	42,909.48	
16 N	Secretary IV	375	1950	Hourly	17.861	18.397	18.949	19.517	20.103	20.706		
				Monthly	2,902.39	2,989.46	3,079.15	3,171.52	3,266.67	3,364.67		
				Annual	34,828.70	35,873.56	36,949.77	38,058.26	39,200.01	40,376.01		
16 O	Health Information Analyst	Q11	1950	Hourly	18.872	19.438	20.022	20.622	21.241	21.878		
				Monthly	3,066.73	3,158.73	3,253.50	3,351.10	3,451.63	3,555.18		
				Annual	36,800.78	37,904.81	39,041.95	40,213.21	41,419.60	42,662.19		
16 O	Health Information Analyst - PIO	416	1950	Hourly	20.179	20.591	21.012	21.441	21.878			
				Monthly	3,279.11	3,346.04	3,414.53	3,484.18	3,555.18			
				Annual	39,349.33	40,152.52	40,974.33	41,810.11	42,662.19			
16 P	Slating Clerk	Q35	1950	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,734.54	2,816.57	2,901.07	2,988.10	3,077.75	3,170.08		
				Annual	32,814.45	33,798.88	34,812.85	35,857.23	36,932.95	38,040.94		
16 P	Slating Clerk - PIO	303	1950	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	2,940.37	2,986.55	3,032.33	3,078.31	3,124.29	3,170.08		
				Annual	35,284.49	35,838.57	36,388.00	36,939.76	37,491.51	38,040.94		

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18 B	Admissions Clerk VI Coordinator - Medical Transcription	Q43 Q42	1950	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,853.86	2,939.48	3,027.66	3,118.49	3,212.04	3,308.41		
				Annual	34,246.32	35,273.71	36,331.92	37,421.87	38,544.53	39,700.87		
18 B	Admissions Clerk VI - PIO	369	1950	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,078.31	3,124.29	3,170.08	3,216.45	3,262.62	3,308.41		
				Annual	36,939.76	37,491.51	38,040.94	38,597.35	39,151.44	39,700.87		
18 B	Coordinator - Medical Transcription - PIO	368	1950	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,078.31	3,124.29	3,170.08	3,216.45	3,262.62	3,308.41		
				Annual	36,939.76	37,491.51	38,040.94	38,597.35	39,151.44	39,700.87		
18 B	Inventory Coordinator, Radiology - PIO	404	2015	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,180.92	3,228.44	3,275.75	3,323.66	3,371.37	3,418.69		
				Annual	38,171.08	38,741.23	39,308.97	39,883.93	40,456.49	41,024.23		
18 B	Workload & Schedule Coordinator	Q47	2015	Hourly	17.562	18.089	18.632	19.191	19.766	20.359		
				Monthly	2,948.99	3,037.46	3,128.58	3,222.44	3,319.11	3,418.69		
				Annual	35,387.86	36,449.50	37,542.98	38,669.27	39,829.35	41,024.23		
18 B	Workload & Schedule Coordinator - PIO	407	2015	Hourly	18.943	19.226	19.508	19.794	20.078	20.359		
				Monthly	3,180.92	3,228.44	3,275.75	3,323.66	3,371.37	3,418.69		
				Annual	38,171.08	38,741.23	39,308.97	39,883.93	40,456.49	41,024.23		
26	Graphic Designer I Media Technician / Videographer Video, Photo, Multimedia and Equipment Technician	Q50 A12 854	1950	Hourly	19.432	20.015	20.616	21.234	21.871	22.528		
				Monthly	3,157.77	3,252.50	3,350.08	3,450.58	3,554.10	3,660.72		
				Annual	37,893.26	39,030.06	40,200.96	41,406.99	42,649.20	43,928.67		
26 A	Graphic Designer II Multimedia and Photography Technician Photographer	Q51 855 A76	1950	Hourly	22.045	22.707	23.388	24.089	24.812	25.556		
				Monthly	3,582.34	3,689.81	3,800.51	3,914.52	4,031.96	4,152.92		
				Annual	42,988.13	44,277.78	45,606.11	46,974.29	48,383.52	49,835.03		
26 A	Graphic Designer II - PIO	851	1950	Hourly	20.086	20.789	21.517	22.270	23.050	23.858	24.691	25.556
				Monthly	3,263.98	3,378.25	3,496.59	3,618.82	3,745.70	3,876.85	4,012.26	4,152.92
				Annual	39,167.73	40,538.98	41,959.11	43,425.81	44,948.37	46,522.16	48,147.17	49,835.03

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26 B	Multimedia Producer & Developer Video Producer	Q52 Q53	1950	Hourly	24.025	24.745	25.488	26.252	27.040	27.851			
				Monthly	3,904.00	4,021.12	4,141.75	4,266.00	4,393.98	4,525.80			
				Annual	46,847.95	48,253.39	49,700.99	51,192.02	52,727.78	54,309.61			
26 B	Multimedia Producer & Developer - PIO	A59	1950	Hourly	21.760	22.520	23.311	24.136	24.982	25.924	26.863	27.851	
				Monthly	3,535.98	3,659.56	3,787.99	3,922.05	4,059.60	4,212.67	4,365.16	4,525.80	
				Annual	42,431.71	43,914.70	45,455.90	47,064.61	48,715.22	50,552.08	52,381.96	54,309.61	
26 B	Video Producer - PIO	605	1950	Hourly	21.760	22.520	23.311	24.136	24.982	25.924	26.863	27.851	
				Monthly	3,535.98	3,659.56	3,787.99	3,922.05	4,059.60	4,212.67	4,365.16	4,525.80	
				Annual	42,431.71	43,914.70	45,455.90	47,064.61	48,715.22	50,552.08	52,381.96	54,309.61	
NO MATCH	Administrative Assistant IV - PIO	J18	1950	Hourly	20.500	21.116	21.747	22.400	23.073	23.775	24.478		
				Monthly	3,331.25	3,431.37	3,533.96	3,639.95	3,749.36	3,863.49	3,977.62		
				Annual	39,974.96	41,176.48	42,407.52	43,679.45	44,992.27	46,361.86	47,731.46		
NO MATCH	Architectural and Project Supervisor	B87	2080	Hourly	33.479	34.483	35.518	36.583	37.681	38.811			
				Monthly	5,803.01	5,977.11	6,156.40	6,341.07	6,531.32	6,727.32			
				Annual	69,636.11	71,725.33	73,876.81	76,092.87	78,375.79	80,727.89			
NO MATCH	Assistant Project Officer	849	1950	Hourly	24.370	25.281	26.229	27.214	28.234	29.292	30.380	31.519	
				Monthly	3,960.08	4,108.10	4,262.15	4,422.20	4,588.08	4,759.97	4,936.71	5,121.79	
				Annual	47,520.91	49,297.24	51,145.74	53,066.41	55,056.93	57,119.61	59,240.50	61,461.50	
NO MATCH	Assistive Technology Assistant	B32	2015	Hourly	16.385								
				Monthly	2,751.31								
				Annual	33,015.69								
NO MATCH	Barbeque Attendant	326	2015	Hourly	13.450								
				Monthly	2,258.54								
				Annual	27,102.50								
NO MATCH	Building Technologist	B83	1950	Hourly	30.296	31.204	32.140	33.105	34.098	35.121			
				Monthly	4,923.03	5,070.66	5,222.76	5,379.51	5,540.90	5,707.11			
				Annual	59,076.34	60,847.89	62,673.12	64,554.09	66,490.82	68,485.36			
NO MATCH	C.A.D.D. Systems Specialist	38	1950	Hourly	24.438	25.297	26.177	27.112	28.054	29.030	30.047		
				Monthly	3,971.16	4,110.78	4,253.82	4,405.69	4,558.82	4,717.36	4,882.56		
				Annual	47,653.88	49,329.33	51,045.84	52,868.29	54,705.87	56,608.31	58,590.73		

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NO MATCH	CAD Operator	847	1950	Hourly	21.203	21.938	22.710	23.503	24.326	25.178	26.053	
				Monthly	3,445.57	3,564.88	3,690.41	3,819.23	3,952.90	4,091.42	4,233.63	
				Annual	41,346.82	42,778.60	44,284.87	45,830.72	47,434.77	49,097.03	50,803.51	
NO MATCH	CCMS Coordinator	765	2080	Hourly	30.286	31.195	32.131	33.095	34.089	35.111		
				Monthly	5,249.57	5,407.15	5,569.34	5,736.52	5,908.70	6,085.88		
				Annual	62,994.88	64,885.78	66,832.03	68,838.24	70,904.40	73,030.52		
NO MATCH	Chemical Tank Transporter	459	2015	Hourly	17.245	17.529	17.810	18.095	18.379	18.661		
				Monthly	2,895.65	2,943.36	2,990.67	3,038.39	3,086.10	3,133.41		
				Annual	34,747.78	35,320.34	35,888.08	36,460.64	37,033.19	37,600.93		
NO MATCH	Child Life Assistant	555	2015	Hourly	16.011	16.559	17.126	17.680	18.310	18.902	19.610	20.291
				Monthly	2,688.56	2,780.58	2,875.80	2,968.82	3,074.47	3,173.91	3,292.79	3,407.26
				Annual	32,262.71	33,366.92	34,509.62	35,625.86	36,893.66	38,086.88	39,513.46	40,887.10
NO MATCH	Children's Pre-Admit Clinic Liaison	4D2	1950	Hourly	21.632	22.281	22.950	23.639	24.348	25.079		
				Monthly	3,515.22	3,620.69	3,729.44	3,841.28	3,956.56	4,075.28		
				Annual	42,182.64	43,448.32	44,753.24	46,095.32	47,478.70	48,903.37		
NO MATCH	Clinical Research Assistant	J62	1950	Hourly	19.232	19.809	20.404	21.016	21.646	22.296		
				Monthly	3,125.26	3,218.97	3,315.58	3,415.11	3,517.55	3,623.09		
				Annual	37,503.15	38,627.62	39,787.01	40,981.31	42,210.54	43,477.02		
NO MATCH	Communication Coordinator, O.D.O.	A01	2015	Hourly	23.691	25.721	27.753	29.784	31.814	33.845		
				Monthly	3,978.06	4,318.92	4,660.15	5,001.19	5,342.05	5,683.10		
				Annual	47,736.68	51,826.99	55,921.77	60,014.32	64,104.63	68,197.18		
NO MATCH	Communication Disorders Assistant	T32	2015	Hourly	16.097	16.579	17.077	17.589	18.117	18.661		
				Monthly	2,702.87	2,783.95	2,867.51	2,953.56	3,042.11	3,133.50		
				Annual	32,434.45	33,407.35	34,410.13	35,442.78	36,505.29	37,601.94		
NO MATCH	Communications & Special Events Officer	B85	1950	Hourly	19.728	20.568	21.384	22.276	23.147	24.080	25.061	26.017
				Monthly	3,205.78	3,342.36	3,474.86	3,619.79	3,761.41	3,912.93	4,072.41	4,227.81
				Annual	38,469.31	40,108.28	41,698.37	43,437.45	45,136.95	46,955.19	48,868.87	50,733.67
NO MATCH	Communications Coordinator	A90	1950	Hourly	21.460	22.276	22.982	23.892	24.724	25.602	26.558	27.522
				Monthly	3,487.28	3,619.79	3,734.64	3,882.47	4,017.70	4,160.29	4,315.69	4,472.26
				Annual	41,847.36	43,437.45	44,815.67	46,589.68	48,212.35	49,923.50	51,788.29	53,667.06



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
NO MATCH	Community Health Worker	324	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508			
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75			
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97			
NO MATCH	Community Relations Officer	4B1	2015	Hourly	21.632	22.281	22.950	23.639	24.348	25.079			
				Monthly	3,632.39	3,741.38	3,853.75	3,969.32	4,088.44	4,211.12			
				Annual	43,588.73	44,896.60	46,245.01	47,631.83	49,061.32	50,533.48			
NO MATCH	Construction Officer	763	1950	Hourly	26.391	27.449	28.470	29.534	30.652	32.048	33.252		
				Monthly	4,288.53	4,460.42	4,626.30	4,799.35	4,980.94	5,207.74	5,403.49		
				Annual	51,462.36	53,525.05	55,515.56	57,592.21	59,771.30	62,492.84	64,841.88		
NO MATCH	Coordinator - Neonatal Support Program	J30	1950	Hourly	23.878								
				Monthly	3,880.14								
				Annual	46,561.74								
NO MATCH	Coordinator Community Support & Special Events	197	1950	Hourly	20.708	21.611	22.465	23.406	24.347	25.319	26.332	27.382	
				Monthly	3,365.06	3,511.73	3,650.63	3,803.51	3,956.39	4,114.31	4,279.02	4,449.56	
				Annual	40,380.67	42,140.70	43,807.61	45,642.14	47,476.68	49,371.74	51,348.29	53,394.67	
NO MATCH	CPAP Technician	T02	1950	Hourly	17.590	18.117	18.661	19.221	19.797	20.391			
				Monthly	2,858.34	2,944.09	3,032.37	3,123.35	3,217.03	3,313.59			
				Annual	34,300.07	35,329.12	36,388.43	37,480.17	38,604.34	39,763.09			
NO MATCH	Dialysis Patient Care Technician	B62	2015	Hourly	19.794	20.078	20.359	20.644	20.927	21.208			
				Monthly	3,323.66	3,371.37	3,418.69	3,466.40	3,513.91	3,561.22			
				Annual	39,883.93	40,456.49	41,024.23	41,596.78	42,166.93	42,734.67			
NO MATCH	Electrical Supervisor	767	2080	Hourly	34.575	35.612	36.681	37.780	38.915	40.082			
				Monthly	5,993.06	6,172.74	6,357.98	6,548.61	6,745.20	6,947.55			
				Annual	71,916.73	74,072.82	76,295.79	78,583.33	80,942.35	83,370.55			
NO MATCH	Electronics Supervisor	781	2080	Hourly	33.479	34.483	35.518	36.583	37.681	38.811			
				Monthly	5,803.01	5,977.11	6,156.40	6,341.07	6,531.32	6,727.32			
				Annual	69,636.11	71,725.33	73,876.81	76,092.87	78,375.79	80,727.89			
NO MATCH	Energy Management Project Coordinator	J91	2080	Hourly	31.386	32.328	33.298	34.297	35.325	36.385			
				Monthly	5,440.20	5,603.54	5,771.69	5,944.83	6,122.96	6,306.67			
				Annual	65,282.41	67,242.50	69,260.23	71,337.93	73,475.57	75,680.09			

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Energy Management Project Coordinator - PIO	J91	2080	Hourly	33.479	34.483	35.518	36.583	37.681	38.811		
				Monthly	5,803.01	5,977.11	6,156.40	6,341.07	6,531.32	6,727.32		
				Annual	69,636.11	71,725.33	73,876.81	76,092.87	78,375.79	80,727.89		
NO MATCH	Engineering Technologist	813	1950	Hourly	26.060	26.978	27.911	28.889	29.902	30.946	32.033	
				Monthly	4,234.79	4,383.98	4,535.50	4,694.39	4,859.11	5,028.67	5,205.41	
				Annual	50,817.48	52,607.78	54,426.02	56,332.72	58,309.27	60,344.01	62,464.90	
NO MATCH	Environmental Specialist	860	1950	Hourly	21.384	22.276	23.147	24.080	25.061	26.017	26.959	27.954
				Monthly	3,474.86	3,619.79	3,761.41	3,912.93	4,072.41	4,227.81	4,380.88	4,542.49
				Annual	41,698.37	43,437.45	45,136.95	46,955.19	48,868.87	50,733.67	52,570.53	54,509.83
NO MATCH	Environmental Supervisor	769	2080	Hourly	33.479	34.483	35.518	36.583	37.681	38.811		
				Monthly	5,803.01	5,977.11	6,156.40	6,341.07	6,531.32	6,727.32		
				Annual	69,636.11	71,725.33	73,876.81	76,092.87	78,375.79	80,727.89		
NO MATCH	Facilities / Shift Supervisor	787	2080	Hourly	33.479	34.483	35.518	36.583	37.681	38.811		
				Monthly	5,803.01	5,977.11	6,156.40	6,341.07	6,531.32	6,727.32		
				Annual	69,636.11	71,725.33	73,876.81	76,092.87	78,375.79	80,727.89		
NO MATCH	Facilities Supervisor	T05	2080	Hourly	29.231	30.108	31.011	31.941	32.899	33.886		
				Monthly	5,066.63	5,218.63	5,375.25	5,536.48	5,702.51	5,873.53		
				Annual	60,799.58	62,623.61	64,502.99	66,437.71	68,430.08	70,482.41		
NO MATCH	Fire Safety Officer	725	2015	Hourly	20.610	21.239	21.868	22.529	23.213	23.903	24.617	
				Monthly	3,460.79	3,566.44	3,672.09	3,782.95	3,897.82	4,013.69	4,133.58	
				Annual	41,529.42	42,797.22	44,065.02	45,395.37	46,773.83	48,164.32	49,602.92	
NO MATCH	Health and Safety Technician	E61	2015	Hourly	18.236	19.294	20.414	21.598	22.850	24.176		
				Monthly	3,062.15	3,239.75	3,427.77	3,626.59	3,836.95	4,059.60		
				Annual	36,745.79	38,876.95	41,133.21	43,519.04	46,043.37	48,715.14		
NO MATCH	Hearing Screener	J59	2015	Hourly	16.011	16.559	17.126	17.680	18.310	18.902	19.610	20.291
				Monthly	2,688.56	2,780.58	2,875.80	2,968.82	3,074.47	3,173.91	3,292.79	3,407.26
				Annual	32,262.71	33,366.92	34,509.62	35,625.86	36,893.66	38,086.88	39,513.46	40,887.10
NO MATCH	HVADS Respiratory Therapy Assistant	T01	1950	Hourly	15.627	16.096	16.580	17.076	17.590	18.117		
				Monthly	2,539.47	2,615.67	2,694.22	2,774.93	2,858.34	2,944.09		
				Annual	30,473.58	31,388.05	32,330.62	33,299.13	34,300.07	35,329.12		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Infection Control Assistant	E47	1950	Hourly	20.277	20.984	21.720	22.480	23.264	24.080	24.919	25.798
				Monthly	3,295.02	3,409.87	3,529.57	3,652.96	3,780.43	3,912.93	4,049.32	4,192.11
				Annual	39,540.23	40,918.46	42,354.89	43,835.55	45,365.10	46,955.19	48,591.83	50,305.30
NO MATCH	Junior Purchasing Agent	B53	1950	Hourly	17.588	18.294	19.029	19.728	20.568	21.384	22.268	23.147
				Monthly	2,858.11	2,972.77	3,092.28	3,205.78	3,342.36	3,474.86	3,618.62	3,761.41
				Annual	34,297.38	35,673.28	37,107.38	38,469.31	40,108.28	41,698.37	43,423.48	45,136.95
NO MATCH	Laundry Shipper	T23	2015	Hourly	14.173	14.597	15.036	15.487	15.951	16.430		
				Monthly	2,379.81	2,451.11	2,524.72	2,600.46	2,678.51	2,758.88		
				Annual	28,557.76	29,413.32	30,296.62	31,205.52	32,142.15	33,106.52		
NO MATCH	Maintenance Dispatcher I	853	2080	Hourly	17.394	17.914	18.450	19.002	19.576	20.165	20.768	
				Monthly	3,014.92	3,105.15	3,198.07	3,293.67	3,393.21	3,495.23	3,599.74	
				Annual	36,179.09	37,261.81	38,376.81	39,524.09	40,718.55	41,942.81	43,196.88	
NO MATCH	Maintenance Dispatcher II	B94	2080	Hourly	19.533	20.121	20.715	21.341	21.981	22.634	23.317	
				Monthly	3,385.76	3,487.58	3,590.63	3,699.07	3,809.99	3,923.19	4,041.56	
				Annual	40,629.15	41,850.93	43,087.61	44,388.86	45,719.90	47,078.26	48,498.71	
NO MATCH	Maintenance Logistics Coordinator	774	2080	Hourly	29.336	30.388	31.481	32.614				
				Monthly	5,084.96	5,267.27	5,456.62	5,653.01				
				Annual	61,019.47	63,207.25	65,479.46	67,836.11				
NO MATCH	Maintenance Logistics Dispatcher I	A69	2080	Hourly	16.510	17.039	17.584	18.136	18.724	19.334	19.952	
				Monthly	2,861.79	2,953.46	3,047.83	3,143.64	3,245.46	3,351.20	3,458.40	
				Annual	34,341.46	35,441.55	36,573.94	37,723.70	38,945.48	40,214.44	41,500.79	
NO MATCH	Maintenance Logistics Dispatcher II	856	2080	Hourly	18.892	19.650	20.443	21.267	22.112	22.994	23.920	
				Monthly	3,274.64	3,406.04	3,543.45	3,686.24	3,832.76	3,985.68	4,146.06	
				Annual	39,295.62	40,872.52	42,521.42	44,234.89	45,993.06	47,828.22	49,752.77	
NO MATCH	Materials Dispatcher	478	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
NO MATCH	MSI / Database Assistant	A26	2015	Hourly	21.632	22.281	22.950	23.639	24.348	25.079		
				Monthly	3,632.39	3,741.38	3,853.75	3,969.32	4,088.44	4,211.12		
				Annual	43,588.73	44,896.60	46,245.01	47,631.83	49,061.32	50,533.48		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Ophthalmic Assistant	471	1950	Hourly	16.317	16.807	17.311	17.830	18.366	18.916		
				Monthly	2,651.47	2,731.13	2,813.04	2,897.35	2,984.41	3,073.88		
				Annual	31,817.64	32,773.62	33,756.43	34,768.16	35,812.91	36,886.58		
NO MATCH	OSD Database Assistant	J89	1950	Hourly	21.002	21.632	22.281	22.950	23.639	24.348		
				Monthly	3,412.84	3,515.22	3,620.69	3,729.44	3,841.28	3,956.56		
				Annual	40,954.12	42,182.64	43,448.32	44,753.24	46,095.32	47,478.70		
NO MATCH	OSD Education Assistant	J90	1950	Hourly	17.486	18.045	18.605	19.165	19.725	20.284	20.844	21.404
				Monthly	2,841.40	2,932.38	3,023.36	3,114.34	3,205.32	3,296.12	3,387.09	3,478.07
				Annual	34,096.86	35,188.60	36,280.34	37,372.08	38,463.82	39,553.39	40,645.13	41,736.87
NO MATCH	Patient / Equipment Assistant	402	2015	Hourly	16.396	16.679	16.963	17.245	17.529	17.810		
				Monthly	2,753.11	2,800.62	2,848.34	2,895.65	2,943.36	2,990.67		
				Annual	33,037.34	33,607.49	34,180.04	34,747.78	35,320.34	35,888.08		
NO MATCH	Patient Equipment Technical Assistant	868	1950	Hourly	22.281	22.950	23.639	24.348	25.079	25.830		
				Monthly	3,620.69	3,729.44	3,841.28	3,956.56	4,075.28	4,197.44		
				Annual	43,448.32	44,753.24	46,095.32	47,478.70	48,903.37	50,369.33		
NO MATCH	Perioperative Lead Hand	T04	2015	Hourly	16.901	17.408	17.930	18.469	19.023	19.594		
				Monthly	2,837.99	2,923.16	3,010.82	3,101.31	3,194.30	3,290.13		
				Annual	34,055.87	35,077.94	36,129.78	37,215.77	38,331.62	39,481.61		
NO MATCH	Peri-Operative Technical Supply Specialist	B55	2015	Hourly	19.794	20.078	20.359	20.644	20.927	21.208		
				Monthly	3,323.66	3,371.37	3,418.69	3,466.40	3,513.91	3,561.22		
				Annual	39,883.93	40,456.49	41,024.23	41,596.78	42,166.93	42,734.67		
NO MATCH	Plumbing Supervisor	778	2080	Hourly	34.575	35.612	36.681	37.780	38.915	40.082		
				Monthly	5,993.06	6,172.74	6,357.98	6,548.61	6,745.20	6,947.55		
				Annual	71,916.73	74,072.82	76,295.79	78,583.33	80,942.35	83,370.55		
NO MATCH	Preventive Maintenance Coordinator	A95	2080	Hourly	30.343	31.389	32.476	33.601				
				Monthly	5,259.53	5,440.83	5,629.20	5,824.23				
				Annual	63,114.40	65,290.01	67,550.41	69,890.76				
NO MATCH	Project Coordinator - DER	E49	1950	Hourly	21.460	22.276	22.982	23.892	24.724	25.602	26.558	27.522
				Monthly	3,487.28	3,619.79	3,734.64	3,882.47	4,017.70	4,160.29	4,315.69	4,472.26
				Annual	41,847.36	43,437.45	44,815.67	46,589.68	48,212.35	49,923.50	51,788.29	53,667.06

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Public Relations Officer	B25	1950	Hourly	22.982	23.892	24.724	25.602	26.558	27.522	28.635	29.694
				Monthly	3,734.64	3,882.47	4,017.70	4,160.29	4,315.69	4,472.26	4,653.26	4,825.35
				Annual	44,815.67	46,589.68	48,212.35	49,923.50	51,788.29	53,667.06	55,839.17	57,904.18
NO MATCH	Rainbow Room Coordinator	J11	1950	Hourly	21.002	21.632	22.281	22.950	23.639	24.348		
				Monthly	3,412.84	3,515.22	3,620.69	3,729.44	3,841.28	3,956.56		
				Annual	40,954.12	42,182.64	43,448.32	44,753.24	46,095.32	47,478.70		
NO MATCH	Research Assistant	B10	1950	Hourly	11.647							
				Monthly	1,892.68							
				Annual	22,712.14							
NO MATCH	Research Assistant - Gastroenterology	3W3	1950	Hourly	14.698							
				Monthly	2,388.42							
				Annual	28,661.08							
NO MATCH	Research Assistant - I.M.P.A.C.T.	B79	2015	Hourly	20.768	21.557	22.241	23.120	23.927	24.776	25.703	26.633
				Monthly	3,487.32	3,619.75	3,734.62	3,882.31	4,017.78	4,160.32	4,316.03	4,472.11
				Annual	41,847.84	43,436.94	44,815.38	46,587.66	48,213.40	49,923.86	51,792.31	53,665.34
NO MATCH	Research Assistant - MS Clinic	3Z8	2015	Hourly	20.768	21.557	22.241	23.121	23.928	24.776	25.703	26.633
				Monthly	3,487.31	3,619.77	3,734.63	3,882.38	4,017.86	4,160.27	4,316.02	4,472.13
				Annual	41,847.74	43,437.24	44,815.52	46,588.52	48,214.29	49,923.28	51,792.28	53,665.55
NO MATCH	Research Assistant - Student, DER	J63	1950	Hourly	14.698							
				Monthly	2,388.42							
				Annual	28,661.08							
NO MATCH	Research Protocol Officer	E11	1950	Hourly	20.630	21.439	22.284	23.116	24.009	24.951	25.940	
				Monthly	3,352.45	3,483.79	3,621.15	3,756.37	3,901.49	4,054.56	4,215.20	
				Annual	40,229.34	41,805.46	43,453.74	45,076.42	46,817.83	48,654.69	50,582.34	
NO MATCH	Safety & Training Coordinator	789	2080	Hourly	26.605	27.404	28.226	29.073	29.945	30.843		
				Monthly	4,611.62	4,750.00	4,892.42	5,039.25	5,190.48	5,346.12		
				Annual	55,339.44	57,000.04	58,709.09	60,471.00	62,285.77	64,153.40		
NO MATCH	Space Allocation Coordinator	J28	1950	Hourly	18.892	19.650	20.443	21.267	22.112	22.994	23.920	
				Monthly	3,069.97	3,193.17	3,321.99	3,455.85	3,593.21	3,736.58	3,886.94	
				Annual	36,839.65	38,317.98	39,863.83	41,470.21	43,118.50	44,838.95	46,643.22	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2009**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Student Research Assistant	E44	2015	Hourly	14.987	15.496	16.011	16.559	17.126	17.680	18.310	18.910
				Monthly	2,516.55	2,601.95	2,688.56	2,780.58	2,875.80	2,968.82	3,074.47	3,175.31
				Annual	30,198.62	31,223.45	32,262.71	33,366.92	34,509.62	35,625.86	36,893.66	38,103.72
NO MATCH	Student Research Assistant - Psychiatry (Neuroimaging)	SRA	1950	Hourly	15.522							
				Monthly	2,522.26							
				Annual	30,267.07							
NO MATCH	Surplus Capital Equipment Coordinator	B59	2015	Hourly	18.095	18.379	18.661	18.943	19.226	19.508		
				Monthly	3,038.39	3,086.10	3,133.41	3,180.92	3,228.44	3,275.75		
				Annual	36,460.64	37,033.19	37,600.93	38,171.08	38,741.23	39,308.97		
NO MATCH	Telephone Services Coordinator	821	1950	Hourly	19.721	20.529	21.374	22.222	23.124	24.065	25.029	
				Monthly	3,204.61	3,335.95	3,473.31	3,611.06	3,757.73	3,910.60	4,067.17	
				Annual	38,455.34	40,031.45	41,679.74	43,332.68	45,092.72	46,927.25	48,806.01	
NO MATCH	Trauma Data Analyst	B12	1950	Hourly	20.160	20.858	21.593	22.350	23.128	23.936	24.767	25.648
				Monthly	3,276.01	3,389.50	3,508.82	3,631.82	3,758.31	3,889.65	4,024.68	4,167.86
				Annual	39,312.08	40,674.01	42,105.78	43,581.79	45,099.70	46,675.81	48,296.16	50,014.29
NO MATCH	Unit Supplies Clerk	J93	2015	Hourly	15.218	15.675	16.145	16.629	17.128	17.642		
				Monthly	2,555.40	2,632.06	2,711.02	2,792.35	2,876.12	2,962.41		
				Annual	30,664.77	31,584.72	32,532.26	33,508.23	34,513.47	35,548.88		

Rates include 2.9% increase (plus wage standardization where applicable) effective April 1, 2009.

**CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE**

**SCHEDULE “A” – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>		
1	Occupational Therapy Assistant	Q22	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
	Physiotherapy Assistant I	Q26		Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28				
	Recreation Assistant	Q34		Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36				
1	Occupational Therapy Assistant - PIO	356	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
1	Physiotherapy Assistant I - PIO	432	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
1	Recreation Assistant - PIO	E96	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
2 B	Supervisor of Volunteers	Q10	1950	Hourly	17.811	18.345	18.896	19.462	20.046	20.648				
				Monthly	2,894.26	2,981.09	3,070.52	3,162.63	3,257.51	3,355.24				
				Annual	34,731.11	35,773.04	36,846.23	37,951.62	39,090.17	40,262.87				
2 B	Supervisor of Volunteers - PIO	A41	1950	Hourly	17.558	18.035	18.526	19.035	19.574	20.107	20.648			
				Monthly	2,853.16	2,930.62	3,010.47	3,093.12	3,180.76	3,267.40	3,355.24			
				Annual	34,237.94	35,167.43	36,125.67	37,117.45	38,169.12	39,208.81	40,262.87			
3	Medical Device Reprocessing Aide	Q01	2015	Hourly	15.112	15.565	16.032	16.513	17.008	17.519				
				Monthly	2,537.51	2,613.63	2,692.04	2,772.80	2,855.99	2,941.67				
				Annual	30,450.08	31,363.58	32,304.49	33,273.62	34,271.83	35,299.99				
3	Medical Device Reprocessing Aide - PIO	J42	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327				
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40				
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84				
3 A	Anaesthesia Assistant	Q30	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
				Medical Device Reprocessing Technician I	Q24		Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28	
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36				
3 A	Anaesthesia Assistant - PIO	B20	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
3 A	Medical Device Reprocessing Technician I - PIO	397	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
3 B	Medical Device Reprocessing Technician II	Q40	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
3 B	Medical Device Reprocessing Technician II - PIO	E55	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
3 C	Multi-Skilled Worker	Q05	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
3 C	Multi-Skilled Worker - PIO	386	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
4	Head Cashier	J03	2015	Hourly	15.922	16.400	16.892	17.399	17.921	18.458		
				Monthly	2,673.64	2,753.84	2,836.46	2,921.55	3,009.20	3,099.48		
				Annual	32,083.62	33,046.13	34,037.51	35,058.64	36,110.40	37,193.71		
4	Laundry Aide IV	Q23	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
4	Lead Hand - Housekeeping	Q20	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
4	Laundry Aide IV - PIO	367	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
4	Lead Hand - Housekeeping - PIO	304	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
4 A	Lead Hand - Medical Device Reprocessing	Q48	2015	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
				Monthly	3,034.51	3,125.54	3,219.31	3,315.89	3,415.37	3,517.83		
				Annual	36,414.11	37,506.53	38,631.73	39,790.68	40,984.40	42,213.93		
4 A	Lead Hand - Medical Device Reprocessing - PIO	B03	2015	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,273.17	3,322.06	3,370.74	3,420.05	3,469.14	3,517.83		
				Annual	39,278.04	39,864.72	40,448.93	41,040.57	41,629.72	42,213.93		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4 B	Physiotherapy Assistant II	Q04	2015	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
				Monthly	3,034.51	3,125.54	3,219.31	3,315.89	3,415.37	3,517.83		
				Annual	36,414.11	37,506.53	38,631.73	39,790.68	40,984.40	42,213.93		
4 B	Physiotherapy Assistant II - PIO	433	2015	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,273.17	3,322.06	3,370.74	3,420.05	3,469.14	3,517.83		
				Annual	39,278.04	39,864.72	40,448.93	41,040.57	41,629.72	42,213.93		
4 E	Senior Messenger	306	2015	Hourly	16.319	16.808	17.313	17.832	18.367	18.918		
				Monthly	2,740.19	2,822.39	2,907.06	2,994.28	3,084.10	3,176.63		
				Annual	32,882.24	33,868.71	34,884.77	35,931.31	37,009.25	38,119.53		
4 G	Ingredient Controller II	420	2015	Hourly	17.392	17.914	18.451	19.005	19.575	20.162		
				Monthly	2,920.45	3,008.06	3,098.30	3,191.25	3,286.99	3,385.60		
				Annual	35,045.35	36,096.71	37,179.61	38,295.00	39,443.85	40,627.16		
4 H	Lead Hand - Linen Services	Q31	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
4 H	Lead Hand - Linen Services - PIO	B47	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
4 I	Laundry Aide V	Q37	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
4 I	Laundry Aide V - PIO	362	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
4 J	Centralized Slating Clerk	Q44	1950	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
				Monthly	2,936.62	3,024.72	3,115.46	3,208.93	3,305.19	3,404.35		
				Annual	35,239.46	36,296.64	37,385.54	38,507.11	39,662.32	40,852.19		
4 K	Lead Hand - Warehouse Operations	Q49	2015	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
				Monthly	3,034.51	3,125.54	3,219.31	3,315.89	3,415.37	3,517.83		
				Annual	36,414.11	37,506.53	38,631.73	39,790.68	40,984.40	42,213.93		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4 K	Lead Hand - Warehouse Operations - PIO	E22	2015	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,273.17	3,322.06	3,370.74	3,420.05	3,469.14	3,517.83		
				Annual	39,278.04	39,864.72	40,448.93	41,040.57	41,629.72	42,213.93		
6	Cook I	Q36	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
6	Cook I - PIO	331	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
7	Cashier - Cafeterias Cooks Helper Diet Aide I	Q13	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312		
		Q12		Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09		
		342		Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09		
7	Cashier - Cafeterias - PIO	337	2015	Hourly	15.999	16.291	16.580	16.871	17.162	17.455		
				Monthly	2,686.49	2,735.58	2,784.06	2,832.95	2,881.84	2,930.94		
				Annual	32,237.85	32,827.01	33,408.74	33,995.42	34,582.10	35,171.26		
7	Cooks Helper - PIO	336	2015	Hourly	15.999	16.291	16.580	16.871	17.162	17.455		
				Monthly	2,686.49	2,735.58	2,784.06	2,832.95	2,881.84	2,930.94		
				Annual	32,237.85	32,827.01	33,408.74	33,995.42	34,582.10	35,171.26		
7	Diet Aide II - PIO	343	2015	Hourly	15.999	16.291	16.580	16.871	17.162	17.455		
				Monthly	2,686.49	2,735.58	2,784.06	2,832.95	2,881.84	2,930.94		
				Annual	32,237.85	32,827.01	33,408.74	33,995.42	34,582.10	35,171.26		
8	Housekeeping Aide I	348	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312		
				Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09		
				Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09		
8 B	Housekeeping Aide II	Q14	2015	Hourly	15.057	15.508	15.974	16.453	16.946	17.455		
				Monthly	2,528.25	2,604.10	2,682.22	2,762.69	2,845.57	2,930.94		
				Annual	30,339.04	31,249.21	32,186.69	33,152.29	34,146.86	35,171.26		
8 B	Housekeeping Aide II - PIO	349	2015	Hourly	15.999	16.291	16.580	16.871	17.162	17.455		
				Monthly	2,686.49	2,735.58	2,784.06	2,832.95	2,881.84	2,930.94		
				Annual	32,237.85	32,827.01	33,408.74	33,995.42	34,582.10	35,171.26		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>		
9	Laundry Aide I	359	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312				
				Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09				
				Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09				
9 A	Laundry Aide II	360	2015	Hourly	15.112	15.565	16.032	16.513	17.008	17.519				
				Laundry Sorter	322	Monthly	2,537.51	2,613.63	2,692.04	2,772.80	2,855.99	2,941.67		
				Linen Service Aide	400	Annual	30,450.08	31,363.58	32,304.49	33,273.62	34,271.83	35,299.99		
13	Community Support Worker	4C3	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
				Perioperative Aide	Q33	Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Unit Assistant	Q29	Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
13	Perioperative Aide - PIO	B58	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
13	Unit Assistant - PIO	468	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
13 A	Rehabilitation Assistant	Q32	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28				
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36				
13 A	Rehabilitation Assistant - PIO	B49	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074				
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74				
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93				
13 B	Nursing Assistant	Q21	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28				
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36				
13 B	Nursing Assistant - PIO	330	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202				
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28				
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36				
13 D	Mental Health Rehabilitation Worker	A16	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202				
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28				
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36				

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
14 B	Lab Aide	427	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312		
				Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09		
				Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09		
15	Patient Transport Assistant	Q15	2015	Hourly	15.809	16.283	16.772	17.275	17.793	18.327		
				Monthly	2,654.59	2,734.23	2,816.26	2,900.75	2,987.77	3,077.40		
				Annual	31,855.14	32,810.79	33,795.12	34,808.97	35,853.24	36,928.84		
15	Patient Transport Assistant - PIO	403	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327		
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40		
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84		
15 B	Confidential Waste Transporter Material Transporter Material Transporter - Linen	Q16 Q17 Q18	2015	Hourly	15.660	16.129	16.613	17.112	17.625	18.154		
				Monthly	2,629.50	2,708.39	2,789.64	2,873.33	2,959.53	3,048.32		
				Annual	31,554.05	32,500.68	33,475.70	34,479.97	35,514.37	36,579.80		
15 B	Confidential Waste Transporter - PIO	466	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327		
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40		
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84		
15 B	Material Transporter - PIO	477	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327		
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40		
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84		
15 B	Material Transporter - Linen - PIO	E21	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327		
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40		
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84		
15 C	Assistant Inventory Coordinator Ingredient Controller I Storesperson Warehouse Person	440 419 863 Q25	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
15 C	Warehouse Person - PIO	405	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
15 D	Receiver Shipper / Receiver	Q39	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
16 B	Office Assistant II - PIO	B39	1950	Hourly	16.735	17.238	17.753	18.292	18.838	19.406	19.988	
				Monthly	2,719.49	2,801.10	2,884.85	2,972.49	3,061.11	3,153.43	3,248.08	
				Annual	32,633.93	33,613.21	34,618.19	35,669.92	36,733.33	37,841.15	38,977.02	
16 C	Admissions Clerk IV	457	1950	Hourly	16.912	17.420	17.942	18.480	19.035	19.606		
	Clerk IV	450		Monthly	2,748.23	2,830.68	2,915.60	3,003.06	3,093.16	3,185.95		
	Clerk Typist IV	422		Annual	32,978.74	33,968.11	34,987.15	36,036.76	37,117.87	38,231.40		
	Staff Scheduler - Main User	J13										
	Staff Scheduler - Short Call User	J14										
16 C	Office Assistant III - PIO	B40	1950	Hourly	17.893	18.424	18.971	19.539	20.121	20.718	21.345	
				Monthly	2,907.64	2,993.92	3,082.73	3,175.05	3,269.70	3,366.70	3,468.56	
				Annual	34,891.64	35,927.01	36,992.76	38,100.58	39,236.45	40,400.36	41,622.70	
16 D	Admissions Clerk V Clerk V	458 451	1950	Hourly	17.554	18.081	18.623	19.182	19.758	20.350		
				Monthly	2,852.59	2,938.16	3,026.31	3,117.10	3,210.61	3,306.93		
				Annual	34,231.02	35,257.95	36,315.69	37,405.16	38,527.32	39,683.14		
16 D	Unit Supplies Coordinator	B80	2015	Hourly	17.554	18.081	18.623	19.182	19.758	20.350		
				Monthly	2,947.67	3,036.10	3,127.18	3,221.00	3,317.63	3,417.16		
				Annual	35,372.06	36,433.22	37,526.22	38,652.00	39,811.56	41,005.91		
16 E	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	Q27 Q28	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
16 E	Unit Clerk - Ambulatory Care - PIO	438	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		
16 E	Unit Clerk - Children's Clinic	Q19	1950	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,691.57	2,772.32	2,855.49	2,941.15	3,029.39	3,120.27		
				Annual	32,298.88	33,267.84	34,265.88	35,293.85	36,352.67	37,443.25		
16 E	Unit Clerk - Children's Clinic - PIO	464	1950	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,883.51	2,931.02	2,978.13	3,025.64	3,073.16	3,120.27		
				Annual	34,602.07	35,172.22	35,737.58	36,307.74	36,877.89	37,443.25		
16 E	Unit Clerk - Inpatients - PIO	465	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 F	Coding Technologist	Q02	1950	Hourly	18.017	18.558	19.115	19.688	20.279	20.887		
	Records Processing Technologist	Q06		Monthly	2,927.84	3,015.67	3,106.14	3,199.33	3,295.31	3,394.17		
				Annual	35,134.07	36,188.09	37,273.73	38,391.95	39,543.70	40,730.02		
16 F	Coding Technologist - PIO	E33	1950	Hourly	19.267	19.659	20.060	20.468	20.887			
				Monthly	3,130.85	3,194.53	3,259.81	3,326.09	3,394.17			
				Annual	37,570.22	38,334.41	39,117.78	39,913.12	40,730.02			
16 F	Records Processing Technologist - PIO	E35	1950	Hourly	19.267	19.659	20.060	20.468	20.887			
				Monthly	3,130.85	3,194.53	3,259.81	3,326.09	3,394.17			
				Annual	37,570.22	38,334.41	39,117.78	39,913.12	40,730.02			
16 G	Library Technician I	381	1950	Hourly	17.494	18.019	18.559	19.116	19.690	20.280		
				Monthly	2,842.77	2,928.05	3,015.89	3,106.37	3,199.56	3,295.55		
				Annual	34,113.23	35,136.63	36,190.73	37,276.45	38,394.75	39,546.59		
16 H	Secretary I	372	1950	Hourly	16.325	16.815	17.319	17.839	18.374	18.925		
				Monthly	2,652.83	2,732.41	2,814.38	2,898.82	2,985.78	3,075.35		
				Annual	31,833.92	32,788.94	33,772.61	34,785.79	35,829.36	36,904.24		
16 I	Secretary II	373	1950	Hourly	16.978	17.487	18.012	18.552	19.109	19.682		
				Monthly	2,758.91	2,841.67	2,926.92	3,014.73	3,105.17	3,198.33		
				Annual	33,106.87	34,100.07	35,123.07	36,176.77	37,262.07	38,379.93		
16 J	Administrative Assistant II - PIO	B35	1950	Hourly	17.238	17.753	18.292	18.838	19.406	19.988	20.585	
				Monthly	2,801.10	2,884.85	2,972.49	3,061.11	3,153.43	3,248.08	3,345.08	
				Annual	33,613.21	34,618.19	35,669.92	36,733.33	37,841.15	38,977.02	40,140.93	
16 J	Secretary III	374	1950	Hourly	17.673	18.203	18.749	19.312	19.891	20.488		
				Monthly	2,871.87	2,958.03	3,046.77	3,138.17	3,232.32	3,329.29		
				Annual	34,462.47	35,496.34	36,561.23	37,658.07	38,787.81	39,951.45		
16 K	Medical Transcriptionist	323	1950	Hourly	16.851	17.356	17.877	18.413	18.966	19.535		
				Monthly	2,738.24	2,820.39	2,905.00	2,992.15	3,081.91	3,174.37		
				Annual	32,858.89	33,844.66	34,860.00	35,905.80	36,982.97	38,092.46		
16 L	Medico-Legal Correspondent	Q07	1950	Hourly	18.606	19.164	19.739	20.331	20.941	21.569		
	Records Management Technologist	Q08		Monthly	3,023.41	3,114.12	3,207.54	3,303.77	3,402.88	3,504.96		
				Annual	36,280.96	37,369.39	38,490.47	39,645.18	40,834.54	42,059.57		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 L	Medico-Legal Correspondent - PIO	307	1950	Hourly	19.895	20.300	20.715	21.138	21.569			
				Monthly	3,232.86	3,298.74	3,366.22	3,434.89	3,504.96			
				Annual	38,794.37	39,584.92	40,394.63	41,218.72	42,059.57			
16 L	Records Management Technologist - PIO	E34	1950	Hourly	19.895	20.300	20.715	21.138	21.569			
				Monthly	3,232.86	3,298.74	3,366.22	3,434.89	3,504.96			
				Annual	38,794.37	39,584.92	40,394.63	41,218.72	42,059.57			
16 N	Administrative Assistant III - PIO	J16	1950	Hourly	18.971	19.539	20.121	20.718	21.345	21.995	22.643	
				Monthly	3,082.73	3,175.05	3,269.70	3,366.70	3,468.56	3,574.12	3,679.49	
				Annual	36,992.76	38,100.58	39,236.45	40,400.36	41,622.70	42,889.45	44,153.86	
16 N	Secretary IV	375	1950	Hourly	18.379	18.930	19.498	20.083	20.686	21.306		
				Monthly	2,986.56	3,076.16	3,168.44	3,263.50	3,361.40	3,462.24		
				Annual	35,838.73	36,913.90	38,021.31	39,161.95	40,336.81	41,546.92		
16 O	Health Information Analyst	Q11	1950	Hourly	19.419	20.002	20.602	21.220	21.857	22.513		
				Monthly	3,155.67	3,250.34	3,347.85	3,448.28	3,551.73	3,658.28		
				Annual	37,868.01	39,004.05	40,174.17	41,379.39	42,620.77	43,899.40		
16 O	Health Information Analyst - PIO	416	1950	Hourly	20.764	21.188	21.622	22.063	22.513			
				Monthly	3,374.20	3,443.08	3,513.55	3,585.22	3,658.28			
				Annual	40,490.46	41,316.94	42,162.59	43,022.61	43,899.40			
16 P	Slating Clerk	Q35	1950	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,813.84	2,898.25	2,985.20	3,074.76	3,167.00	3,262.01		
				Annual	33,766.07	34,779.05	35,822.42	36,897.09	38,004.01	39,144.13		
16 P	Slating Clerk - PIO	303	1950	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,025.64	3,073.16	3,120.27	3,167.58	3,214.90	3,262.01		
				Annual	36,307.74	36,877.89	37,443.25	38,011.01	38,578.77	39,144.13		
18 B	Admissions Clerk VI Coordinator - Medical Transcription	Q43	1950	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
		Q42		Monthly	2,936.62	3,024.72	3,115.46	3,208.93	3,305.19	3,404.35		
		Annual		35,239.46	36,296.64	37,385.54	38,507.11	39,662.32	40,852.19			
18 B	Admissions Clerk VI - PIO	369	1950	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,167.58	3,214.90	3,262.01	3,309.72	3,357.24	3,404.35		
				Annual	38,011.01	38,578.77	39,144.13	39,716.68	40,286.83	40,852.19		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
18 B	Coordinator - Medical Transcription - PIO	368	1950	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,167.58	3,214.90	3,262.01	3,309.72	3,357.24	3,404.35		
				Annual	38,011.01	38,578.77	39,144.13	39,716.68	40,286.83	40,852.19		
18 B	Inventory Coordinator, Radiology - PIO	404	2015	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,273.17	3,322.06	3,370.74	3,420.05	3,469.14	3,517.83		
				Annual	39,278.04	39,864.72	40,448.93	41,040.57	41,629.72	42,213.93		
18 B	Workload & Schedule Coordinator	Q47	2015	Hourly	18.072	18.614	19.172	19.747	20.340	20.950		
				Monthly	3,034.51	3,125.54	3,219.31	3,315.89	3,415.37	3,517.83		
				Annual	36,414.11	37,506.53	38,631.73	39,790.68	40,984.40	42,213.93		
18 B	Workload & Schedule Coordinator - PIO	407	2015	Hourly	19.493	19.784	20.074	20.368	20.660	20.950		
				Monthly	3,273.17	3,322.06	3,370.74	3,420.05	3,469.14	3,517.83		
				Annual	39,278.04	39,864.72	40,448.93	41,040.57	41,629.72	42,213.93		
26	Graphic Designer I Media Technician / Videographer Video, Photo, Multimedia and Equipment Technician	Q50 A12 854	1950	Hourly	19.996	20.596	21.214	21.850	22.506	23.181		
				Monthly	3,249.35	3,346.83	3,447.23	3,550.65	3,657.17	3,766.88		
				Annual	38,992.16	40,161.93	41,366.79	42,607.79	43,886.02	45,202.60		
26 A	Graphic Designer II Multimedia and Photography Technician Photographer	Q51 855 A76	1950	Hourly	22.685	23.365	24.066	24.788	25.532	26.298		
				Monthly	3,686.23	3,796.82	3,910.72	4,028.05	4,148.89	4,273.35		
				Annual	44,234.79	45,561.83	46,928.69	48,336.55	49,786.65	51,280.24		
26 A	Graphic Designer II - PIO	851	1950	Hourly	20.669	21.392	22.142	22.915	23.719	24.549	25.407	26.298
				Monthly	3,358.63	3,476.22	3,597.99	3,723.76	3,854.32	3,989.28	4,128.62	4,273.35
				Annual	40,303.60	41,714.61	43,175.93	44,685.15	46,251.88	47,871.30	49,543.43	51,280.24
26 B	Multimedia Producer & Developer Video Producer	Q52 Q53	1950	Hourly	24.721	25.463	26.227	27.014	27.824	28.659		
				Monthly	4,017.21	4,137.73	4,261.86	4,389.72	4,521.41	4,657.05		
				Annual	48,206.54	49,652.74	51,142.32	52,676.59	54,256.88	55,884.59		
26 B	Multimedia Producer & Developer - PIO	A59	1950	Hourly	22.391	23.173	23.987	24.836	25.707	26.676	27.642	28.659
				Monthly	3,638.52	3,765.69	3,897.84	4,035.79	4,177.33	4,334.84	4,491.75	4,657.05
				Annual	43,662.23	45,188.23	46,774.12	48,429.48	50,127.96	52,018.09	53,901.03	55,884.59
26 B	Video Producer - PIO	605	1950	Hourly	22.391	23.173	23.987	24.836	25.707	26.676	27.642	28.659
				Monthly	3,638.52	3,765.69	3,897.84	4,035.79	4,177.33	4,334.84	4,491.75	4,657.05
				Annual	43,662.23	45,188.23	46,774.12	48,429.48	50,127.96	52,018.09	53,901.03	55,884.59

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Administrative Assistant IV - PIO	J18	1950	Hourly	21.094	21.729	22.378	23.049	23.742	24.465	25.188	
				Monthly	3,427.85	3,530.88	3,636.45	3,745.51	3,858.09	3,975.53	4,092.97	
				Annual	41,134.23	42,370.59	43,637.34	44,946.16	46,297.04	47,706.36	49,115.67	
NO MATCH	Architectural and Project Supervisor	B87	2080	Hourly	34.450	35.483	36.548	37.644	38.773	39.937		
				Monthly	5,971.30	6,150.45	6,334.94	6,524.96	6,720.72	6,922.42		
				Annual	71,655.56	73,805.37	76,019.24	78,299.56	80,648.69	83,069.00		
NO MATCH	Assistant Project Officer	849	1950	Hourly	25.076	26.014	26.989	28.003	29.053	30.142	31.261	32.433
				Monthly	4,074.92	4,227.24	4,385.75	4,550.44	4,721.13	4,898.01	5,079.87	5,270.32
				Annual	48,899.02	50,726.86	52,628.97	54,605.34	56,653.58	58,776.08	60,958.47	63,243.88
NO MATCH	Assistive Technology Assistant	B32	2015	Hourly	16.860							
				Monthly	2,831.10							
				Annual	33,973.14							
NO MATCH	Barbeque Attendant	326	2015	Hourly	13.840							
				Monthly	2,324.04							
				Annual	27,888.47							
NO MATCH	Building Technologist	B83	1950	Hourly	31.174	32.109	33.072	34.065	35.087	36.139		
				Monthly	5,065.80	5,217.71	5,374.22	5,535.51	5,701.59	5,872.62		
				Annual	60,789.55	62,612.48	64,490.64	66,426.16	68,419.05	70,471.43		
NO MATCH	C.A.D.D. Systems Specialist	38	1950	Hourly	25.147	26.031	26.936	27.898	28.868	29.872	30.918	
				Monthly	4,086.32	4,229.99	4,377.18	4,533.46	4,691.03	4,854.16	5,024.16	
				Annual	49,035.85	50,759.88	52,526.17	54,401.47	56,292.34	58,249.95	60,289.87	
NO MATCH	CAD Operator	847	1950	Hourly	21.818	22.574	23.369	24.185	25.031	25.908	26.809	
				Monthly	3,545.49	3,668.26	3,797.43	3,929.98	4,067.53	4,210.07	4,356.40	
				Annual	42,545.88	44,019.18	45,569.13	47,159.81	48,810.38	50,520.84	52,276.81	
NO MATCH	CCMS Coordinator	765	2080	Hourly	31.164	32.100	33.063	34.055	35.077	36.129		
				Monthly	5,401.81	5,563.96	5,730.85	5,902.88	6,080.05	6,262.37		
				Annual	64,821.73	66,767.47	68,770.16	70,834.55	72,960.63	75,148.40		
NO MATCH	Chemical Tank Transporter	459	2015	Hourly	17.745	18.037	18.327	18.619	18.912	19.202		
				Monthly	2,979.62	3,028.72	3,077.40	3,126.50	3,175.60	3,224.28		
				Annual	35,755.47	36,344.63	36,928.84	37,517.99	38,107.15	38,691.36		

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Child Life Assistant	555	2015	Hourly	16.476	17.039	17.623	18.193	18.840	19.450	20.178	20.880
				Monthly	2,766.53	2,861.21	2,959.20	3,054.92	3,163.63	3,265.95	3,388.28	3,506.07
				Annual	33,198.32	34,334.56	35,510.40	36,659.01	37,963.58	39,191.40	40,659.35	42,072.83
NO MATCH	Children's Pre-Admit Clinic Liaison	4D2	1950	Hourly	22.259	22.927	23.616	24.324	25.054	25.806		
				Monthly	3,617.16	3,725.69	3,837.59	3,952.67	4,071.30	4,193.46		
				Annual	43,405.93	44,708.32	46,051.08	47,432.08	48,855.58	50,321.56		
NO MATCH	Clinical Research Assistant	J62	1950	Hourly	19.790	20.383	20.995	21.626	22.274	22.942		
				Monthly	3,215.90	3,312.32	3,411.74	3,514.15	3,619.55	3,728.15		
				Annual	38,590.74	39,747.82	40,940.83	42,169.77	43,434.65	44,737.86		
NO MATCH	Communication Coordinator, O.D.O.	A01	2015	Hourly	24.378	26.466	28.558	30.648	32.736	34.826		
				Monthly	4,093.42	4,444.16	4,795.29	5,146.23	5,496.97	5,847.91		
				Annual	49,121.05	53,329.98	57,543.50	61,754.73	65,963.66	70,174.89		
NO MATCH	Communication Disorders Assistant	T32	2015	Hourly	16.563	17.060	17.572	18.100	18.642	19.202		
				Monthly	2,781.25	2,864.68	2,950.67	3,039.22	3,130.33	3,224.37		
				Annual	33,375.05	34,376.17	35,408.02	36,470.62	37,563.94	38,692.40		
NO MATCH	Communications & Special Events Officer	B85	1950	Hourly	20.300	21.165	22.004	22.922	23.818	24.778	25.788	26.772
				Monthly	3,298.74	3,439.29	3,575.63	3,724.76	3,870.49	4,026.41	4,190.51	4,350.41
				Annual	39,584.92	41,271.42	42,907.62	44,697.13	46,445.92	48,316.89	50,286.07	52,204.95
NO MATCH	Communications Coordinator	A90	1950	Hourly	22.083	22.922	23.649	24.585	25.441	26.344	27.328	28.320
				Monthly	3,588.41	3,724.76	3,842.94	3,995.06	4,134.21	4,280.94	4,440.85	4,601.95
				Annual	43,060.94	44,697.13	46,115.33	47,940.78	49,610.51	51,371.28	53,290.15	55,223.40
NO MATCH	Community Health Worker	324	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
NO MATCH	Community Relations Officer	4B1	2015	Hourly	22.259	22.927	23.616	24.324	25.054	25.806		
				Monthly	3,737.73	3,849.88	3,965.51	4,084.43	4,207.01	4,333.25		
				Annual	44,852.80	46,198.60	47,586.12	49,013.15	50,484.10	51,998.95		
NO MATCH	Construction Officer	763	1950	Hourly	27.156	28.245	29.295	30.391	31.541	32.977	34.217	
				Monthly	4,412.90	4,589.77	4,760.46	4,938.53	5,125.39	5,358.76	5,560.19	
				Annual	52,954.77	55,077.27	57,125.51	59,262.39	61,504.67	64,305.13	66,722.29	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
NO MATCH	Coordinator - Neonatal Support Program	J30	1950	Hourly	24.570								
				Monthly	3,992.67								
				Annual	47,912.03								
NO MATCH	Coordinator Community Support & Special Events	197	1950	Hourly	21.309	22.237	23.117	24.085	25.053	26.053	27.096	28.176	
				Monthly	3,462.64	3,613.57	3,756.50	3,913.81	4,071.13	4,233.63	4,403.12	4,578.59	
				Annual	41,551.71	43,362.78	45,078.03	46,965.77	48,853.50	50,803.52	52,837.39	54,943.12	
NO MATCH	CPAP Technician	T02	1950	Hourly	18.100	18.643	19.202	19.778	20.371	20.983			
				Monthly	2,941.23	3,029.47	3,120.31	3,213.92	3,310.32	3,409.69			
				Annual	35,294.78	36,353.66	37,443.69	38,567.09	39,723.86	40,916.22			
NO MATCH	Dialysis Patient Care Technician	B62	2015	Hourly	20.368	20.660	20.950	21.242	21.533	21.823			
				Monthly	3,420.05	3,469.14	3,517.83	3,566.92	3,615.81	3,664.50			
				Annual	41,040.57	41,629.72	42,213.93	42,803.09	43,389.77	43,973.98			
NO MATCH	Electrical Supervisor	767	2080	Hourly	35.578	36.645	37.744	38.876	40.043	41.244			
				Monthly	6,166.86	6,351.74	6,542.36	6,738.52	6,940.81	7,149.02			
				Annual	74,002.31	76,220.94	78,508.37	80,862.24	83,289.68	85,788.30			
NO MATCH	Electronics Supervisor	781	2080	Hourly	34.450	35.483	36.548	37.644	38.773	39.937			
				Monthly	5,971.30	6,150.45	6,334.94	6,524.96	6,720.72	6,922.42			
				Annual	71,655.56	73,805.37	76,019.24	78,299.56	80,648.69	83,069.00			
NO MATCH	Energy Management Project Coordinator	J91	2080	Hourly	32.296	33.266	34.264	35.292	36.349	37.440			
				Monthly	5,597.97	5,766.04	5,939.07	6,117.23	6,300.53	6,489.57			
				Annual	67,175.60	69,192.53	71,268.78	73,406.73	75,606.37	77,874.82			
NO MATCH	Energy Management Project Coordinator - PIO	J91	2080	Hourly	34.450	35.483	36.548	37.644	38.773	39.937			
				Monthly	5,971.30	6,150.45	6,334.94	6,524.96	6,720.72	6,922.42			
				Annual	71,655.56	73,805.37	76,019.24	78,299.56	80,648.69	83,069.00			
NO MATCH	Engineering Technologist	813	1950	Hourly	26.816	27.761	28.720	29.726	30.769	31.843	32.962		
				Monthly	4,357.60	4,511.12	4,667.03	4,830.53	5,000.02	5,174.50	5,356.37		
				Annual	52,291.19	54,133.41	56,004.37	57,966.37	60,000.23	62,093.99	64,276.38		
NO MATCH	Environmental Specialist	860	1950	Hourly	22.004	22.922	23.818	24.778	25.788	26.772	27.741	28.764	
				Monthly	3,575.63	3,724.76	3,870.49	4,026.41	4,190.51	4,350.41	4,507.92	4,674.22	
				Annual	42,907.62	44,697.13	46,445.92	48,316.89	50,286.07	52,204.95	54,095.08	56,090.61	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Environmental Supervisor	769	2080	Hourly	34.450	35.483	36.548	37.644	38.773	39.937		
				Monthly	5,971.30	6,150.45	6,334.94	6,524.96	6,720.72	6,922.42		
				Annual	71,655.56	73,805.37	76,019.24	78,299.56	80,648.69	83,069.00		
NO MATCH	Facilities / Shift Supervisor	787	2080	Hourly	34.450	35.483	36.548	37.644	38.773	39.937		
				Monthly	5,971.30	6,150.45	6,334.94	6,524.96	6,720.72	6,922.42		
				Annual	71,655.56	73,805.37	76,019.24	78,299.56	80,648.69	83,069.00		
NO MATCH	Facilities Supervisor	T05	2080	Hourly	30.078	30.981	31.910	32.868	33.853	34.868		
				Monthly	5,213.56	5,369.97	5,531.13	5,697.03	5,867.88	6,043.87		
				Annual	62,562.77	64,439.70	66,373.58	68,364.40	70,414.55	72,526.40		
NO MATCH	Fire Safety Officer	725	2015	Hourly	21.208	21.855	22.503	23.182	23.886	24.596	25.331	
				Monthly	3,561.15	3,669.86	3,778.58	3,892.65	4,010.86	4,130.09	4,253.45	
				Annual	42,733.78	44,038.34	45,342.91	46,711.83	48,130.27	49,561.08	51,041.40	
NO MATCH	Health and Safety Technician	E61	2015	Hourly	18.765	19.853	21.005	22.224	23.513	24.877		
				Monthly	3,150.95	3,333.70	3,527.17	3,731.76	3,948.22	4,177.32		
				Annual	37,811.41	40,004.38	42,326.07	44,781.09	47,378.63	50,127.88		
NO MATCH	Hearing Screener	J59	2015	Hourly	16.476	17.039	17.623	18.193	18.840	19.450	20.178	20.880
				Monthly	2,766.53	2,861.21	2,959.20	3,054.92	3,163.63	3,265.95	3,388.28	3,506.07
				Annual	33,198.32	34,334.56	35,510.40	36,659.01	37,963.58	39,191.40	40,659.35	42,072.83
NO MATCH	HVADS Respiratory Therapy Assistant	T01	1950	Hourly	16.081	16.563	17.061	17.572	18.100	18.643		
				Monthly	2,613.11	2,691.53	2,772.35	2,855.40	2,941.23	3,029.47		
				Annual	31,357.31	32,298.30	33,268.21	34,264.81	35,294.78	36,353.66		
NO MATCH	Infection Control Assistant	E47	1950	Hourly	20.865	21.592	22.350	23.132	23.939	24.778	25.642	26.546
				Monthly	3,390.57	3,508.76	3,631.93	3,758.90	3,890.06	4,026.41	4,166.75	4,313.68
				Annual	40,686.90	42,105.09	43,583.18	45,106.78	46,680.69	48,316.89	50,000.99	51,764.16
NO MATCH	Junior Purchasing Agent	B53	1950	Hourly	18.098	18.825	19.581	20.300	21.165	22.004	22.914	23.818
				Monthly	2,941.00	3,058.98	3,181.96	3,298.74	3,439.29	3,575.63	3,723.56	3,870.49
				Annual	35,292.00	36,707.80	38,183.49	39,584.92	41,271.42	42,907.62	44,682.76	46,445.92
NO MATCH	Laundry Shipper	T23	2015	Hourly	14.584	15.021	15.472	15.936	16.414	16.907		
				Monthly	2,448.83	2,522.19	2,597.93	2,675.87	2,756.19	2,838.88		
				Annual	29,385.94	30,266.31	31,175.22	32,110.48	33,074.27	34,066.61		
NO MATCH	Maintenance Dispatcher I	853	2080	Hourly	17.898	18.434	18.985	19.553	20.144	20.750	21.370	
				Monthly	3,102.36	3,195.20	3,290.81	3,389.19	3,491.62	3,596.60	3,704.13	
				Annual	37,228.29	38,342.40	39,489.73	40,670.29	41,899.39	43,159.16	44,449.59	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Maintenance Dispatcher II	B94	2080	Hourly	20.100	20.704	21.316	21.960	22.618	23.290	23.993	
				Monthly	3,483.95	3,588.72	3,694.76	3,806.34	3,920.48	4,036.96	4,158.76	
				Annual	41,807.40	43,064.61	44,337.15	45,676.13	47,045.78	48,443.53	49,905.17	
NO MATCH	Maintenance Logistics Coordinator	774	2080	Hourly	30.187	31.269	32.393	33.559				
				Monthly	5,232.42	5,420.02	5,614.86	5,816.95				
				Annual	62,789.03	65,040.26	67,378.37	69,803.35				
NO MATCH	Maintenance Logistics Dispatcher I	A69	2080	Hourly	16.989	17.533	18.094	18.662	19.267	19.895	20.531	
				Monthly	2,944.78	3,039.11	3,136.21	3,234.81	3,339.57	3,448.39	3,558.69	
				Annual	35,337.36	36,469.36	37,634.58	38,817.69	40,074.90	41,380.66	42,704.31	
NO MATCH	Maintenance Logistics Dispatcher II	856	2080	Hourly	19.440	20.220	21.036	21.884	22.753	23.661	24.613	
				Monthly	3,369.60	3,504.82	3,646.21	3,793.14	3,943.91	4,101.27	4,266.30	
				Annual	40,435.20	42,057.82	43,754.54	45,517.71	47,326.86	49,215.24	51,195.60	
NO MATCH	Materials Dispatcher	478	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074		
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74		
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93		
NO MATCH	MSI / Database Assistant	A26	2015	Hourly	22.259	22.927	23.616	24.324	25.054	25.806		
				Monthly	3,737.73	3,849.88	3,965.51	4,084.43	4,207.01	4,333.25		
				Annual	44,852.80	46,198.60	47,586.12	49,013.15	50,484.10	51,998.95		
NO MATCH	Ophthalmic Assistant	471	1950	Hourly	16.790	17.294	17.813	18.347	18.898	19.465		
				Monthly	2,728.36	2,810.34	2,894.61	2,981.37	3,070.96	3,163.02		
				Annual	32,740.35	33,724.05	34,735.37	35,776.43	36,851.49	37,956.29		
NO MATCH	OSD Database Assistant	J89	1950	Hourly	21.611	22.259	22.927	23.616	24.324	25.054		
				Monthly	3,511.82	3,617.16	3,725.69	3,837.59	3,952.67	4,071.30		
				Annual	42,141.79	43,405.93	44,708.32	46,051.08	47,432.08	48,855.58		
NO MATCH	OSD Education Assistant	J90	1950	Hourly	17.993	18.569	19.145	19.721	20.297	20.872	21.448	22.024
				Monthly	2,923.81	3,017.42	3,111.04	3,204.66	3,298.27	3,391.70	3,485.32	3,578.94
				Annual	35,085.67	36,209.07	37,332.47	38,455.87	39,579.27	40,700.44	41,823.84	42,947.24
NO MATCH	Patient / Equipment Assistant	402	2015	Hourly	16.871	17.162	17.455	17.745	18.037	18.327		
				Monthly	2,832.95	2,881.84	2,930.94	2,979.62	3,028.72	3,077.40		
				Annual	33,995.42	34,582.10	35,171.26	35,755.47	36,344.63	36,928.84		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	
NO MATCH	Research Assistant - I.M.P.A.C.T.	B79	2015	Hourly	21.370	22.182	22.886	23.791	24.621	25.495	26.449	27.405	
				Monthly	3,588.45	3,724.72	3,842.92	3,994.89	4,134.30	4,280.97	4,441.19	4,601.80	
				Annual	43,061.43	44,696.61	46,115.03	47,938.71	49,611.59	51,371.65	53,294.29	55,221.64	
NO MATCH	Research Assistant - MS Clinic	3Z8	2015	Hourly	21.370	22.182	22.886	23.791	24.622	25.494	26.449	27.405	
				Monthly	3,588.44	3,724.74	3,842.93	3,994.97	4,134.38	4,280.92	4,441.19	4,601.82	
				Annual	43,061.32	44,696.92	46,115.17	47,939.58	49,612.51	51,371.05	53,294.26	55,221.85	
NO MATCH	Research Assistant - Student, DER	J63	1950	Hourly	15.124								
				Monthly	2,457.69								
				Annual	29,492.25								
NO MATCH	Research Protocol Officer	E11	1950	Hourly	21.229	22.060	22.930	23.786	24.705	25.675	26.692		
				Monthly	3,449.67	3,584.82	3,726.16	3,865.30	4,014.63	4,172.14	4,337.44		
				Annual	41,395.99	43,017.82	44,713.90	46,383.64	48,175.55	50,065.67	52,049.23		
NO MATCH	Safety & Training Coordinator	789	2080	Hourly	27.377	28.199	29.044	29.916	30.813	31.737			
				Monthly	4,745.36	4,887.75	5,034.30	5,185.39	5,341.00	5,501.15			
				Annual	56,944.28	58,653.04	60,411.65	62,224.66	64,092.06	66,013.85			
NO MATCH	Space Allocation Coordinator	J28	1950	Hourly	19.440	20.220	21.036	21.884	22.753	23.661	24.613		
				Monthly	3,159.00	3,285.77	3,418.32	3,556.07	3,697.41	3,844.94	3,999.66		
				Annual	37,908.00	39,429.20	41,019.88	42,672.85	44,368.93	46,139.28	47,995.88		
NO MATCH	Student Research Assistant	E44	2015	Hourly	15.422	15.945	16.476	17.039	17.623	18.193	18.840	19.458	
				Monthly	2,589.53	2,677.41	2,766.53	2,861.21	2,959.20	3,054.92	3,163.63	3,267.39	
				Annual	31,074.38	32,128.93	33,198.32	34,334.56	35,510.40	36,659.01	37,963.58	39,208.73	
NO MATCH	Student Research Assistant - Psychiatry (Neuroimaging)	SRA	1950	Hourly	15.972								
				Monthly	2,595.40								
				Annual	31,144.81								
NO MATCH	Surplus Capital Equipment Coordinator	B59	2015	Hourly	18.619	18.912	19.202	19.493	19.784	20.074			
				Monthly	3,126.50	3,175.60	3,224.28	3,273.17	3,322.06	3,370.74			
				Annual	37,517.99	38,107.15	38,691.36	39,278.04	39,864.72	40,448.93			
NO MATCH	Telephone Services Coordinator	821	1950	Hourly	20.293	21.124	21.994	22.866	23.795	24.763	25.755		
				Monthly	3,297.55	3,432.70	3,574.04	3,715.78	3,866.70	4,024.01	4,185.12		
				Annual	39,570.54	41,192.37	42,888.45	44,589.33	46,400.40	48,288.14	50,221.39		



**SCHEDULE "A" – EFFECTIVE APRIL 1, 2010**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Trauma Data Analyst	B12	1950	Hourly	20.745	21.463	22.219	22.998	23.799	24.630	25.486	26.392
				Monthly	3,371.01	3,487.80	3,610.57	3,737.14	3,867.30	4,002.45	4,141.40	4,288.73
				Annual	40,452.13	41,853.55	43,326.85	44,845.66	46,407.59	48,029.41	49,696.75	51,464.71
NO MATCH	Unit Supplies Clerk	J93	2015	Hourly	15.660	16.129	16.613	17.112	17.625	18.154		
				Monthly	2,629.50	2,708.39	2,789.64	2,873.33	2,959.53	3,048.32		
				Annual	31,554.05	32,500.68	33,475.70	34,479.97	35,514.37	36,579.80		

Rates include 2.9% increase effective April 1, 2010.

NC:cbc/cope 491  
8-Apr-10

**CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE**

**SCHEDULE “A” – EFFECTIVE APRIL 1, 2011**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>		
1	Occupational Therapy Assistant	Q22	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
	Physiotherapy Assistant I	Q26		Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78				
	Recreation Assistant	Q34		Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41				
1	Occupational Therapy Assistant - PIO	356	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
1	Physiotherapy Assistant I - PIO	432	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
1	Recreation Assistant - PIO	E96	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
2 B	Supervisor of Volunteers	Q10	1950	Hourly	18.327	18.877	19.443	20.027	20.628	21.246				
				Monthly	2,978.19	3,067.54	3,159.56	3,254.35	3,351.98	3,452.54				
				Annual	35,738.31	36,810.46	37,914.77	39,052.22	40,223.78	41,430.50				
2 B	Supervisor of Volunteers - PIO	A41	1950	Hourly	18.067	18.558	19.063	19.587	20.142	20.690	21.246			
				Monthly	2,935.90	3,015.61	3,097.78	3,182.82	3,273.00	3,362.16	3,452.54			
				Annual	35,230.84	36,187.28	37,173.31	38,193.85	39,276.02	40,345.86	41,430.50			
3	Medical Device Reprocessing Aide	Q01	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027				
				Monthly	2,611.09	2,689.43	2,770.11	2,853.21	2,938.81	3,026.97				
				Annual	31,333.13	32,273.12	33,241.32	34,238.56	35,265.71	36,323.69				
3	Medical Device Reprocessing Aide - PIO	J42	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858				
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65				
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77				
3 A	Anaesthesia Assistant	Q30	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
				Medical Device Reprocessing Technician I	Q24		Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78	
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41				
3 A	Anaesthesia Assistant - PIO	B20	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
3 A	Medical Device Reprocessing Technician I - PIO	397	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
3 B	Medical Device Reprocessing Technician II	Q40	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
3 B	Medical Device Reprocessing Technician II - PIO	E55	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
3 C	Multi-Skilled Worker	Q05	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
3 C	Multi-Skilled Worker - PIO	386	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
4	Head Cashier	J03	2015	Hourly	16.384	16.876	17.382	17.903	18.440	18.994		
				Monthly	2,751.17	2,833.71	2,918.72	3,006.28	3,096.47	3,189.36		
				Annual	33,014.05	34,004.47	35,024.60	36,075.34	37,157.60	38,272.33		
4	Laundry Aide IV	Q23	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
4	Lead Hand - Housekeeping	Q20	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
4	Laundry Aide IV - PIO	367	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
4	Lead Hand - Housekeeping - PIO	304	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
4 A	Lead Hand - Medical Device Reprocessing	Q48	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
				Monthly	3,122.51	3,216.19	3,312.67	3,412.05	3,514.41	3,619.84		
				Annual	37,470.12	38,594.22	39,752.05	40,944.61	42,172.95	43,438.14		
4 A	Lead Hand - Medical Device Reprocessing - PIO	B03	2015	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,368.09	3,418.40	3,468.50	3,519.23	3,569.75	3,619.84		
				Annual	40,417.11	41,020.80	41,621.95	42,230.74	42,836.99	43,438.14		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4 B	Physiotherapy Assistant II	Q04	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
				Monthly	3,122.51	3,216.19	3,312.67	3,412.05	3,514.41	3,619.84		
				Annual	37,470.12	38,594.22	39,752.05	40,944.61	42,172.95	43,438.14		
4 B	Physiotherapy Assistant II - PIO	433	2015	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,368.09	3,418.40	3,468.50	3,519.23	3,569.75	3,619.84		
				Annual	40,417.11	41,020.80	41,621.95	42,230.74	42,836.99	43,438.14		
4 E	Senior Messenger	306	2015	Hourly	16.792	17.296	17.815	18.349	18.900	19.466		
				Monthly	2,819.65	2,904.24	2,991.37	3,081.11	3,173.54	3,268.75		
				Annual	33,835.83	34,850.90	35,896.43	36,973.32	38,082.52	39,225.00		
4 G	Ingredient Controller II	420	2015	Hourly	17.897	18.434	18.987	19.556	20.143	20.747		
				Monthly	3,005.14	3,095.29	3,188.15	3,283.80	3,382.31	3,483.78		
				Annual	36,061.66	37,143.51	38,257.82	39,405.55	40,587.72	41,805.35		
4 H	Lead Hand - Linen Services	Q31	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
4 H	Lead Hand - Linen Services - PIO	B47	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
4 I	Laundry Aide V	Q37	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
4 I	Laundry Aide V - PIO	362	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
4 J	Centralized Slating Clerk	Q44	1950	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
				Monthly	3,021.78	3,112.44	3,205.81	3,301.98	3,401.04	3,503.08		
				Annual	36,261.40	37,349.25	38,469.72	39,623.81	40,812.53	42,036.91		
4 K	Lead Hand - Warehouse Operations	Q49	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
				Monthly	3,122.51	3,216.19	3,312.67	3,412.05	3,514.41	3,619.84		
				Annual	37,470.12	38,594.22	39,752.05	40,944.61	42,172.95	43,438.14		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4 K	Lead Hand - Warehouse Operations - PIO	E22	2015	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,368.09	3,418.40	3,468.50	3,519.23	3,569.75	3,619.84		
				Annual	40,417.11	41,020.80	41,621.95	42,230.74	42,836.99	43,438.14		
6	Cook I	Q36	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
6	Cook I - PIO	331	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
7	Cashier - Cafeterias Cooks Helper Diet Aide I	Q13	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785		
		Q12		Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52		
		342		Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29		
7	Cashier - Cafeterias - PIO	337	2015	Hourly	16.463	16.764	17.061	17.360	17.660	17.961		
				Monthly	2,764.40	2,814.92	2,864.80	2,915.11	2,965.42	3,015.94		
				Annual	33,172.75	33,778.99	34,377.59	34,981.29	35,584.99	36,191.23		
7	Cooks Helper - PIO	336	2015	Hourly	16.463	16.764	17.061	17.360	17.660	17.961		
				Monthly	2,764.40	2,814.92	2,864.80	2,915.11	2,965.42	3,015.94		
				Annual	33,172.75	33,778.99	34,377.59	34,981.29	35,584.99	36,191.23		
7	Diet Aide II - PIO	343	2015	Hourly	16.463	16.764	17.061	17.360	17.660	17.961		
				Monthly	2,764.40	2,814.92	2,864.80	2,915.11	2,965.42	3,015.94		
				Annual	33,172.75	33,778.99	34,377.59	34,981.29	35,584.99	36,191.23		
8	Housekeeping Aide I	348	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785		
				Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52		
				Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29		
8 B	Housekeeping Aide II	Q14	2015	Hourly	15.493	15.958	16.437	16.930	17.438	17.961		
				Monthly	2,601.57	2,679.62	2,760.01	2,842.81	2,928.09	3,015.94		
				Annual	31,218.87	32,155.44	33,120.10	34,113.70	35,137.12	36,191.23		
8 B	Housekeeping Aide II - PIO	349	2015	Hourly	16.463	16.764	17.061	17.360	17.660	17.961		
				Monthly	2,764.40	2,814.92	2,864.80	2,915.11	2,965.42	3,015.94		
				Annual	33,172.75	33,778.99	34,377.59	34,981.29	35,584.99	36,191.23		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		
9	Laundry Aide I	359	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785				
				Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52				
				Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29				
9 A	Laundry Aide II	360	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027				
				Laundry Sorter	322	Monthly	2,611.09	2,689.43	2,770.11	2,853.21	2,938.81	3,026.97		
				Linen Service Aide	400	Annual	31,333.13	32,273.12	33,241.32	34,238.56	35,265.71	36,323.69		
13	Community Support Worker	4C3	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
				Perioperative Aide	Q33	Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Unit Assistant	Q29	Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
13	Perioperative Aide - PIO	B58	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
13	Unit Assistant - PIO	468	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
13 A	Rehabilitation Assistant	Q32	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78				
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41				
13 A	Rehabilitation Assistant - PIO	B49	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656				
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50				
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95				
13 B	Nursing Assistant	Q21	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78				
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41				
13 B	Nursing Assistant - PIO	330	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759				
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78				
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41				
13 D	Mental Health Rehabilitation Worker	A16	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759				
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78				
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41				

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
14 B	Lab Aide	427	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785		
				Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52		
				Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29		
15	Patient Transport Assistant	Q15	2015	Hourly	16.267	16.755	17.258	17.776	18.309	18.858		
				Monthly	2,731.58	2,813.53	2,897.93	2,984.87	3,074.42	3,166.65		
				Annual	32,778.94	33,762.30	34,775.17	35,818.43	36,892.98	37,999.77		
15	Patient Transport Assistant - PIO	403	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858		
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65		
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77		
15 B	Confidential Waste Transporter Material Transporter Material Transporter - Linen	Q16 Q17 Q18	2015	Hourly	16.114	16.597	17.095	17.608	18.136	18.680		
				Monthly	2,705.76	2,786.93	2,870.54	2,956.66	3,045.36	3,136.72		
				Annual	32,469.12	33,443.19	34,446.49	35,479.89	36,544.28	37,640.61		
15 B	Confidential Waste Transporter - PIO	466	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858		
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65		
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77		
15 B	Material Transporter - PIO	477	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858		
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65		
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77		
15 B	Material Transporter - Linen - PIO	E21	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858		
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65		
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77		
15 C	Assistant Inventory Coordinator Ingredient Controller I Storesperson Warehouse Person	440 419 863 Q25	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
15 C	Warehouse Person - PIO	405	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
15 D	Receiver Shipper / Receiver	Q39	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
15 D	Receiver - PIO	393	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
15 D	Shipper / Receiver - PIO	384	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
15 G	Purchasing Agent	Q03	1950	Hourly	22.890	23.577	24.284	25.012	25.763	26.536		
				Monthly	3,719.60	3,831.18	3,946.12	4,064.50	4,186.44	4,312.03		
				Annual	44,635.14	45,974.20	47,353.43	48,774.03	50,237.25	51,744.37		
15 G	Purchasing Agent - PIO	602	1950	Hourly	20.149	20.889	21.779	22.642	23.579	24.509	25.496	26.536
				Monthly	3,274.23	3,394.41	3,539.02	3,679.33	3,831.55	3,982.74	4,143.17	4,312.03
				Annual	39,290.81	40,732.88	42,468.29	44,151.94	45,978.56	47,792.85	49,718.08	51,744.37
16	Clerk I	447	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027		
				Monthly	2,526.87	2,602.67	2,680.75	2,761.17	2,844.01	2,929.33		
				Annual	30,322.38	31,232.06	32,169.02	33,134.09	34,128.11	35,151.95		
16 A	Clerk II	448	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,624.68	2,703.42	2,784.52	2,868.06	2,954.10	3,042.72		
				Annual	31,496.15	32,441.04	33,414.27	34,416.70	35,449.20	36,512.67		
16 A	Clerk Typist II	453	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,624.68	2,703.42	2,784.52	2,868.06	2,954.10	3,042.72		
				Annual	31,496.15	32,441.04	33,414.27	34,416.70	35,449.20	36,512.67		
16 A	Clerk Typist II - Casual	498	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,624.68	2,703.42	2,784.52	2,868.06	2,954.10	3,042.72		
				Annual	31,496.15	32,441.04	33,414.27	34,416.70	35,449.20	36,512.67		
16 A	Triage Aide	429	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,624.68	2,703.42	2,784.52	2,868.06	2,954.10	3,042.72		
				Annual	31,496.15	32,441.04	33,414.27	34,416.70	35,449.20	36,512.67		
16 A	Lodge Clerk	363	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,712.17	2,793.53	2,877.34	2,963.66	3,052.57	3,144.15		
				Annual	32,546.03	33,522.41	34,528.08	35,563.92	36,630.84	37,729.76		
16 A	Messenger	305	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,712.17	2,793.53	2,877.34	2,963.66	3,052.57	3,144.15		
				Annual	32,546.03	33,522.41	34,528.08	35,563.92	36,630.84	37,729.76		
16 A	Office Assistant I - PIO	B38	1950	Hourly	16.128	16.614	17.115	17.630	18.162	18.701	19.270	
				Monthly	2,620.79	2,699.76	2,781.12	2,864.90	2,951.27	3,038.85	3,131.45	
				Annual	31,449.53	32,397.08	33,373.49	34,378.76	35,415.30	36,466.26	37,577.35	
16 B	Cashier / Information Clerk	475	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		
16 B	Clerk - Steno - Casual	423	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		
16 B	Clerk III	449	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		
16 B	Clerk Typist III	454	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		
16 B	Information Centre Clerk	B54	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
				Monthly	2,724.44	2,806.18	2,890.36	2,977.07	3,066.38	3,158.38		
				Annual	32,693.31	33,674.11	34,684.34	35,724.87	36,796.61	37,900.51		



## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 B	Office Assistant II - PIO	B39	1950	Hourly	17.221	17.737	18.268	18.823	19.384	19.968	20.568	
				Monthly	2,798.36	2,882.33	2,968.51	3,058.70	3,149.88	3,244.88	3,342.28	
				Annual	33,580.32	34,587.99	35,622.12	36,704.35	37,798.60	38,938.55	40,107.35	
16 C	Admissions Clerk IV	457	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174		
	Clerk IV	450		Monthly	2,827.93	2,912.77	3,000.15	3,090.15	3,182.86	3,278.34		
	Clerk Typist IV	422		Annual	33,935.13	34,953.18	36,001.78	37,081.83	38,194.29	39,340.11		
	Staff Scheduler - Main User	J13										
	Staff Scheduler - Short Call User	J14										
16 C	Office Assistant III - PIO	B40	1950	Hourly	18.412	18.958	19.521	20.105	20.705	21.319	21.964	
				Monthly	2,991.96	3,080.74	3,172.13	3,267.12	3,364.53	3,464.33	3,569.15	
				Annual	35,903.50	36,968.89	38,065.55	39,205.50	40,374.30	41,571.97	42,829.76	
16 D	Admissions Clerk V Clerk V	458 451	1950	Hourly	18.063	18.605	19.164	19.738	20.331	20.940		
				Monthly	2,935.31	3,023.37	3,114.07	3,207.49	3,303.72	3,402.83		
				Annual	35,223.72	36,280.43	37,368.85	38,489.91	39,644.61	40,833.95		
16 D	Unit Supplies Coordinator	B80	2015	Hourly	18.063	18.605	19.164	19.738	20.331	20.940		
				Monthly	3,033.15	3,124.15	3,217.87	3,314.41	3,413.84	3,516.26		
				Annual	36,397.85	37,489.78	38,614.48	39,772.91	40,966.10	42,195.08		
16 E	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	Q27 Q28	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
16 E	Unit Clerk - Ambulatory Care - PIO	438	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		
16 E	Unit Clerk - Children's Clinic	Q19	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,769.63	2,852.72	2,938.30	3,026.45	3,117.24	3,210.76		
				Annual	33,235.54	34,232.61	35,259.59	36,317.38	37,406.90	38,529.11		
16 E	Unit Clerk - Children's Clinic - PIO	464	1950	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	2,967.13	3,016.02	3,064.50	3,113.39	3,162.28	3,210.76		
				Annual	35,605.53	36,192.21	36,773.97	37,360.66	37,947.35	38,529.11		
16 E	Unit Clerk - Inpatients - PIO	465	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 F	Coding Technologist	Q02	1950	Hourly	18,540	19,096	19,669	20,259	20,867	21,493		
	Records Processing Technologist	Q06		Monthly	3,012.75	3,103.13	3,196.22	3,292.11	3,390.87	3,492.60		
				Annual	36,152.96	37,237.55	38,354.67	39,505.31	40,690.47	41,911.19		
16 F	Coding Technologist - PIO	E33	1950	Hourly	19,826	20,229	20,642	21,062	21,493			
				Monthly	3,221.65	3,287.18	3,354.35	3,422.55	3,492.60			
				Annual	38,659.75	39,446.11	40,252.19	41,070.60	41,911.19			
16 F	Records Processing Technologist - PIO	E35	1950	Hourly	19,826	20,229	20,642	21,062	21,493			
				Monthly	3,221.65	3,287.18	3,354.35	3,422.55	3,492.60			
				Annual	38,659.75	39,446.11	40,252.19	41,070.60	41,911.19			
16 G	Library Technician I	381	1950	Hourly	18,001	18,541	19,098	19,670	20,261	20,868		
				Monthly	2,925.21	3,012.97	3,103.36	3,196.46	3,292.35	3,391.12		
				Annual	35,102.52	36,155.59	37,240.26	38,357.47	39,508.19	40,693.44		
16 H	Secretary I	372	1950	Hourly	16,799	17,302	17,822	18,356	18,907	19,474		
				Monthly	2,729.76	2,811.65	2,896.00	2,982.88	3,072.37	3,164.54		
				Annual	32,757.11	33,739.82	34,752.01	35,794.57	36,868.41	37,974.46		
16 I	Secretary II	373	1950	Hourly	17,470	17,994	18,534	19,090	19,663	20,253		
				Monthly	2,838.91	2,924.08	3,011.80	3,102.16	3,195.22	3,291.08		
				Annual	34,066.96	35,088.97	36,141.64	37,225.89	38,342.67	39,492.95		
16 J	Administrative Assistant II - PIO	B35	1950	Hourly	17,737	18,268	18,823	19,384	19,968	20,568	21,182	
				Monthly	2,882.33	2,968.51	3,058.70	3,149.88	3,244.88	3,342.28	3,442.08	
				Annual	34,587.99	35,622.12	36,704.35	37,798.60	38,938.55	40,107.35	41,305.02	
16 J	Secretary III	374	1950	Hourly	18,186	18,731	19,293	19,872	20,468	21,082		
				Monthly	2,955.16	3,043.81	3,135.13	3,229.18	3,326.05	3,425.84		
				Annual	35,461.88	36,525.74	37,621.51	38,750.15	39,912.66	41,110.04		
16 K	Medical Transcriptionist	323	1950	Hourly	17,339	17,860	18,395	18,947	19,516	20,101		
				Monthly	2,817.65	2,902.18	2,989.24	3,078.92	3,171.29	3,266.43		
				Annual	33,811.80	34,826.15	35,870.94	36,947.06	38,055.48	39,197.14		
16 L	Medico-Legal Correspondent	Q07	1950	Hourly	19,145	19,720	20,311	20,920	21,548	22,195		
	Records Management Technologist	Q08		Monthly	3,111.09	3,204.42	3,300.56	3,399.57	3,501.56	3,606.61		
				Annual	37,333.11	38,453.10	39,606.69	40,794.89	42,018.74	43,279.30		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 L	Medico-Legal Correspondent - PIO	307	1950	Hourly	20.471	20.889	21.316	21.751	22.195			
				Monthly	3,326.62	3,394.41	3,463.84	3,534.51	3,606.61			
				Annual	39,919.41	40,732.88	41,566.08	42,414.06	43,279.30			
16 L	Records Management Technologist - PIO	E34	1950	Hourly	20.471	20.889	21.316	21.751	22.195			
				Monthly	3,326.62	3,394.41	3,463.84	3,534.51	3,606.61			
				Annual	39,919.41	40,732.88	41,566.08	42,414.06	43,279.30			
16 N	Administrative Assistant III - PIO	J16	1950	Hourly	19.521	20.105	20.705	21.319	21.964	22.632	23.300	
				Monthly	3,172.13	3,267.12	3,364.53	3,464.33	3,569.15	3,677.77	3,786.19	
				Annual	38,065.55	39,205.50	40,374.30	41,571.97	42,829.76	44,133.24	45,434.32	
16 N	Secretary IV	375	1950	Hourly	18.912	19.479	20.064	20.665	21.285	21.924		
				Monthly	3,073.17	3,165.37	3,260.33	3,358.14	3,458.88	3,562.65		
				Annual	36,878.06	37,984.40	39,123.93	40,297.65	41,506.58	42,751.78		
16 O	Health Information Analyst	Q11	1950	Hourly	19.983	20.582	21.200	21.836	22.491	23.165		
				Monthly	3,247.18	3,344.60	3,444.93	3,548.28	3,654.73	3,764.37		
				Annual	38,966.18	40,135.16	41,339.22	42,579.39	43,856.78	45,172.48		
16 O	Health Information Analyst - PIO	416	1950	Hourly	21.367	21.803	22.249	22.703	23.165			
				Monthly	3,472.06	3,542.93	3,615.44	3,689.19	3,764.37			
				Annual	41,664.68	42,515.13	43,385.30	44,270.26	45,172.48			
16 P	Slating Clerk	Q35	1950	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,895.44	2,982.30	3,071.77	3,163.93	3,258.84	3,356.61		
				Annual	34,745.28	35,787.64	36,861.27	37,967.11	39,106.12	40,279.31		
16 P	Slating Clerk - PIO	303	1950	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,113.39	3,162.28	3,210.76	3,259.44	3,308.13	3,356.61		
				Annual	37,360.66	37,947.35	38,529.11	39,113.33	39,697.55	40,279.31		
18 B	Admissions Clerk VI Coordinator - Medical Transcription	Q43	1950	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
		Q42		Monthly	3,021.78	3,112.44	3,205.81	3,301.98	3,401.04	3,503.08		
		Annual		36,261.40	37,349.25	38,469.72	39,623.81	40,812.53	42,036.91			
18 B	Admissions Clerk VI - PIO	369	1950	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,259.44	3,308.13	3,356.61	3,405.71	3,454.60	3,503.08		
				Annual	39,113.33	39,697.55	40,279.31	40,868.46	41,455.15	42,036.91		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
18 B	Coordinator - Medical Transcription - PIO	368	1950	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,259.44	3,308.13	3,356.61	3,405.71	3,454.60	3,503.08		
				Annual	39,113.33	39,697.55	40,279.31	40,868.46	41,455.15	42,036.91		
18 B	Inventory Coordinator, Radiology - PIO	404	2015	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,368.09	3,418.40	3,468.50	3,519.23	3,569.75	3,619.84		
				Annual	40,417.11	41,020.80	41,621.95	42,230.74	42,836.99	43,438.14		
18 B	Workload & Schedule Coordinator	Q47	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557		
				Monthly	3,122.51	3,216.19	3,312.67	3,412.05	3,514.41	3,619.84		
				Annual	37,470.12	38,594.22	39,752.05	40,944.61	42,172.95	43,438.14		
18 B	Workload & Schedule Coordinator - PIO	407	2015	Hourly	20.058	20.358	20.656	20.958	21.259	21.557		
				Monthly	3,368.09	3,418.40	3,468.50	3,519.23	3,569.75	3,619.84		
				Annual	40,417.11	41,020.80	41,621.95	42,230.74	42,836.99	43,438.14		
26	Graphic Designer I Media Technician / Videographer Video, Photo, Multimedia and Equipment Technician	Q50 A12 854	1950	Hourly	20.576	21.193	21.829	22.484	23.158	23.853		
				Monthly	3,343.58	3,443.89	3,547.20	3,653.62	3,763.23	3,876.12		
				Annual	40,122.94	41,326.62	42,566.42	43,843.42	45,158.72	46,513.48		
26 A	Graphic Designer II Multimedia and Photography Technician Photographer	Q51 855 A76	1950	Hourly	23.342	24.043	24.764	25.507	26.272	27.060		
				Monthly	3,793.13	3,906.93	4,024.14	4,144.86	4,269.20	4,397.28		
				Annual	45,517.60	46,883.13	48,289.62	49,738.31	51,230.46	52,767.37		
26 A	Graphic Designer II - PIO	851	1950	Hourly	21.268	22.012	22.784	23.580	24.407	25.261	26.144	27.060
				Monthly	3,456.03	3,577.03	3,702.34	3,831.75	3,966.10	4,104.96	4,248.35	4,397.28
				Annual	41,472.40	42,924.33	44,428.03	45,981.02	47,593.18	49,259.57	50,980.19	52,767.37
26 B	Multimedia Producer & Developer Video Producer	Q52 Q53	1950	Hourly	25.438	26.201	26.987	27.797	28.631	29.490		
				Monthly	4,133.71	4,257.72	4,385.45	4,517.02	4,652.53	4,792.10		
				Annual	49,604.53	51,092.66	52,625.44	54,204.21	55,830.33	57,505.24		
26 B	Multimedia Producer & Developer - PIO	A59	1950	Hourly	23.040	23.845	24.682	25.556	26.452	27.450	28.443	29.490
				Monthly	3,744.04	3,874.89	4,010.88	4,152.83	4,298.47	4,460.55	4,622.01	4,792.10
				Annual	44,928.44	46,498.69	48,130.57	49,833.93	51,581.67	53,526.61	55,464.16	57,505.24
26 B	Video Producer - PIO	605	1950	Hourly	23.040	23.845	24.682	25.556	26.452	27.450	28.443	29.490
				Monthly	3,744.04	3,874.89	4,010.88	4,152.83	4,298.47	4,460.55	4,622.01	4,792.10
				Annual	44,928.44	46,498.69	48,130.57	49,833.93	51,581.67	53,526.61	55,464.16	57,505.24

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Administrative Assistant IV - PIO	J18	1950	Hourly	21.706	22.359	23.027	23.718	24.431	25.174	25.918	
				Monthly	3,527.26	3,633.28	3,741.90	3,854.13	3,969.97	4,090.82	4,211.67	
				Annual	42,327.12	43,599.34	44,902.82	46,249.60	47,639.66	49,089.84	50,540.03	
NO MATCH	Architectural and Project Supervisor	B87	2080	Hourly	35.449	36.512	37.608	38.736	39.898	41.095		
				Monthly	6,144.46	6,328.81	6,518.65	6,714.19	6,915.62	7,123.17		
				Annual	73,733.57	75,945.72	78,223.80	80,570.25	82,987.50	85,478.00		
NO MATCH	Assistant Project Officer	849	1950	Hourly	25.804	26.768	27.772	28.815	29.896	31.016	32.167	33.373
				Monthly	4,193.09	4,349.83	4,512.93	4,682.41	4,858.04	5,040.05	5,227.19	5,423.16
				Annual	50,317.09	52,197.94	54,155.21	56,188.89	58,296.53	60,480.59	62,726.27	65,077.95
NO MATCH	Assistive Technology Assistant	B32	2015	Hourly	17.349							
				Monthly	2,913.20							
				Annual	34,958.36							
NO MATCH	Barbeque Attendant	326	2015	Hourly	14.242							
				Monthly	2,391.44							
				Annual	28,697.24							
NO MATCH	Building Technologist	B83	1950	Hourly	32.078	33.040	34.031	35.053	36.104	37.187		
				Monthly	5,212.70	5,369.02	5,530.07	5,696.04	5,866.93	6,042.93		
				Annual	62,552.45	64,428.24	66,360.87	68,352.52	70,403.21	72,515.11		
NO MATCH	C.A.D.D. Systems Specialist	38	1950	Hourly	25.876	26.786	27.718	28.707	29.705	30.738	31.814	
				Monthly	4,204.82	4,352.66	4,504.12	4,664.93	4,827.07	4,994.93	5,169.86	
				Annual	50,457.89	52,231.91	54,049.43	55,979.11	57,924.82	59,939.20	62,038.27	
NO MATCH	CAD Operator	847	1950	Hourly	22.451	23.229	24.046	24.886	25.757	26.659	27.586	
				Monthly	3,648.31	3,774.64	3,907.55	4,043.95	4,185.49	4,332.16	4,482.74	
				Annual	43,779.71	45,295.73	46,890.64	48,527.44	50,225.88	51,985.94	53,792.84	
NO MATCH	CCMS Coordinator	765	2080	Hourly	32.068	33.031	34.021	35.043	36.094	37.177		
				Monthly	5,558.46	5,725.31	5,897.04	6,074.06	6,256.37	6,443.98		
				Annual	66,701.56	68,703.73	70,764.50	72,888.75	75,076.49	77,327.71		
NO MATCH	Chemical Tank Transporter	459	2015	Hourly	18.259	18.560	18.858	19.159	19.460	19.759		
				Monthly	3,066.03	3,116.55	3,166.65	3,217.17	3,267.69	3,317.78		
				Annual	36,792.38	37,398.62	37,999.77	38,606.02	39,212.26	39,813.41		

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Child Life Assistant	555	2015	Hourly	16.953	17.534	18.134	18.721	19.387	20.014	20.764	21.485
				Monthly	2,846.76	2,944.19	3,045.02	3,143.51	3,255.38	3,360.66	3,486.54	3,607.75
				Annual	34,161.08	35,330.26	36,540.20	37,722.12	39,064.52	40,327.95	41,838.47	43,292.94
NO MATCH	Children's Pre-Admit Clinic Liaison	4D2	1950	Hourly	22.905	23.592	24.301	25.030	25.781	26.554		
				Monthly	3,722.06	3,833.74	3,948.88	4,067.30	4,189.37	4,315.07		
				Annual	44,664.71	46,004.87	47,386.56	48,807.61	50,272.39	51,780.89		
NO MATCH	Clinical Research Assistant	J62	1950	Hourly	20.364	20.975	21.604	22.253	22.920	23.608		
				Monthly	3,309.16	3,408.38	3,510.68	3,616.06	3,724.52	3,836.27		
				Annual	39,709.88	40,900.51	42,128.11	43,392.70	44,694.25	46,035.26		
NO MATCH	Communication Coordinator, O.D.O.	A01	2015	Hourly	25.085	27.234	29.386	31.536	33.686	35.836		
				Monthly	4,212.13	4,573.05	4,934.36	5,295.47	5,656.38	6,017.50		
				Annual	50,545.56	54,876.55	59,212.27	63,545.62	67,876.61	72,209.97		
NO MATCH	Communication Disorders Assistant	T32	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.91	2,947.76	3,036.24	3,127.36	3,221.11	3,317.87		
				Annual	34,342.92	35,373.08	36,434.86	37,528.26	38,653.30	39,814.48		
NO MATCH	Communications & Special Events Officer	B85	1950	Hourly	20.889	21.779	22.642	23.586	24.509	25.496	26.536	27.548
				Monthly	3,394.41	3,539.02	3,679.33	3,832.78	3,982.74	4,143.17	4,312.03	4,476.57
				Annual	40,732.88	42,468.29	44,151.94	45,993.35	47,792.85	49,718.08	51,744.37	53,718.89
NO MATCH	Communications Coordinator	A90	1950	Hourly	22.723	23.586	24.335	25.298	26.179	27.108	28.121	29.141
				Monthly	3,692.48	3,832.78	3,954.39	4,110.92	4,254.10	4,405.09	4,569.63	4,735.41
				Annual	44,309.70	45,993.35	47,452.67	49,331.06	51,049.22	52,861.04	54,835.57	56,824.88
NO MATCH	Community Health Worker	324	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
NO MATCH	Community Relations Officer	4B1	2015	Hourly	22.905	23.592	24.301	25.030	25.781	26.554		
				Monthly	3,846.13	3,961.53	4,080.51	4,202.88	4,329.01	4,458.91		
				Annual	46,153.53	47,538.36	48,966.12	50,434.53	51,948.14	53,506.92		
NO MATCH	Construction Officer	763	1950	Hourly	27.944	29.064	30.145	31.272	32.456	33.933	35.209	
				Monthly	4,540.87	4,722.88	4,898.51	5,081.75	5,274.03	5,514.16	5,721.44	
				Annual	54,490.46	56,674.51	58,782.15	60,981.00	63,288.31	66,169.98	68,657.24	

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
NO MATCH	Coordinator - Neonatal Support Program	J30	1950	Hourly	25.283								
				Monthly	4,108.46								
				Annual	49,301.48								
NO MATCH	Coordinator Community Support & Special Events	197	1950	Hourly	21.927	22.882	23.787	24.783	25.780	26.809	27.882	28.993	
				Monthly	3,563.06	3,718.36	3,865.44	4,027.31	4,189.19	4,356.40	4,530.81	4,711.37	
				Annual	42,756.71	44,620.30	46,385.30	48,327.77	50,270.25	52,276.82	54,369.67	56,536.47	
NO MATCH	CPAP Technician	T02	1950	Hourly	18.625	19.184	19.759	20.352	20.962	21.591			
				Monthly	3,026.53	3,117.33	3,210.80	3,307.13	3,406.32	3,508.57			
				Annual	36,318.32	37,407.92	38,529.56	39,685.54	40,875.85	42,102.79			
NO MATCH	Dialysis Patient Care Technician	B62	2015	Hourly	20.958	21.259	21.557	21.858	22.158	22.456			
				Monthly	3,519.23	3,569.75	3,619.84	3,670.36	3,720.67	3,770.77			
				Annual	42,230.74	42,836.99	43,438.14	44,044.38	44,648.08	45,249.23			
NO MATCH	Electrical Supervisor	767	2080	Hourly	36.610	37.707	38.839	40.003	41.204	42.440			
				Monthly	6,345.70	6,535.95	6,732.09	6,933.94	7,142.09	7,356.35			
				Annual	76,148.38	78,431.34	80,785.11	83,207.25	85,705.08	88,276.16			
NO MATCH	Electronics Supervisor	781	2080	Hourly	35.449	36.512	37.608	38.736	39.898	41.095			
				Monthly	6,144.46	6,328.81	6,518.65	6,714.19	6,915.62	7,123.17			
				Annual	73,733.57	75,945.72	78,223.80	80,570.25	82,987.50	85,478.00			
NO MATCH	Energy Management Project Coordinator	J91	2080	Hourly	33.233	34.230	35.257	36.315	37.403	38.526			
				Monthly	5,760.31	5,933.26	6,111.30	6,294.63	6,483.25	6,677.77			
				Annual	69,123.69	71,199.11	73,335.58	75,535.52	77,798.95	80,133.19			
NO MATCH	Energy Management Project Coordinator - PIO	J91	2080	Hourly	35.449	36.512	37.608	38.736	39.898	41.095			
				Monthly	6,144.46	6,328.81	6,518.65	6,714.19	6,915.62	7,123.17			
				Annual	73,733.57	75,945.72	78,223.80	80,570.25	82,987.50	85,478.00			
NO MATCH	Engineering Technologist	813	1950	Hourly	27.594	28.566	29.553	30.588	31.662	32.767	33.918		
				Monthly	4,483.97	4,641.94	4,802.37	4,970.62	5,145.02	5,324.56	5,511.70		
				Annual	53,807.63	55,703.27	57,628.50	59,647.39	61,740.24	63,894.72	66,140.40		
NO MATCH	Environmental Specialist	860	1950	Hourly	22.642	23.586	24.509	25.496	26.536	27.548	28.546	29.599	
				Monthly	3,679.33	3,832.78	3,982.74	4,143.17	4,312.03	4,476.57	4,638.65	4,809.77	
				Annual	44,151.94	45,993.35	47,792.85	49,718.08	51,744.37	53,718.89	55,663.83	57,717.24	

## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Environmental Supervisor	769	2080	Hourly	35.449	36.512	37.608	38.736	39.898	41.095		
				Monthly	6,144.46	6,328.81	6,518.65	6,714.19	6,915.62	7,123.17		
				Annual	73,733.57	75,945.72	78,223.80	80,570.25	82,987.50	85,478.00		
NO MATCH	Facilities / Shift Supervisor	787	2080	Hourly	35.449	36.512	37.608	38.736	39.898	41.095		
				Monthly	6,144.46	6,328.81	6,518.65	6,714.19	6,915.62	7,123.17		
				Annual	73,733.57	75,945.72	78,223.80	80,570.25	82,987.50	85,478.00		
NO MATCH	Facilities Supervisor	T05	2080	Hourly	30.951	31.879	32.836	33.821	34.835	35.880		
				Monthly	5,364.76	5,525.70	5,691.53	5,862.25	6,038.05	6,219.14		
				Annual	64,377.09	66,308.45	68,298.41	70,346.97	72,456.57	74,629.66		
NO MATCH	Fire Safety Officer	725	2015	Hourly	21.823	22.489	23.155	23.854	24.579	25.309	26.065	
				Monthly	3,664.42	3,776.29	3,888.15	4,005.54	4,127.17	4,249.86	4,376.80	
				Annual	43,973.06	45,315.45	46,657.85	48,066.48	49,526.05	50,998.35	52,521.60	
NO MATCH	Health and Safety Technician	E61	2015	Hourly	19.309	20.429	21.615	22.868	24.195	25.599		
				Monthly	3,242.33	3,430.38	3,629.46	3,839.98	4,062.72	4,298.47		
				Annual	38,907.94	41,164.51	43,553.53	46,079.74	48,752.61	51,581.59		
NO MATCH	Hearing Screener	J59	2015	Hourly	16.953	17.534	18.134	18.721	19.387	20.014	20.764	21.485
				Monthly	2,846.76	2,944.19	3,045.02	3,143.51	3,255.38	3,360.66	3,486.54	3,607.75
				Annual	34,161.08	35,330.26	36,540.20	37,722.12	39,064.52	40,327.95	41,838.47	43,292.94
NO MATCH	HVADS Respiratory Therapy Assistant	T01	1950	Hourly	16.547	17.044	17.555	18.081	18.625	19.184		
				Monthly	2,688.89	2,769.58	2,852.75	2,938.21	3,026.53	3,117.33		
				Annual	32,266.68	33,234.95	34,232.98	35,258.49	36,318.32	37,407.92		
NO MATCH	Infection Control Assistant	E47	1950	Hourly	21.470	22.219	22.999	23.803	24.633	25.496	26.385	27.316
				Monthly	3,488.90	3,610.51	3,737.26	3,867.91	4,002.87	4,143.17	4,287.59	4,438.78
				Annual	41,866.82	43,326.14	44,847.09	46,414.88	48,034.43	49,718.08	51,451.02	53,265.32
NO MATCH	Junior Purchasing Agent	B53	1950	Hourly	18.623	19.370	20.149	20.889	21.779	22.642	23.579	24.509
				Monthly	3,026.29	3,147.69	3,274.23	3,394.41	3,539.02	3,679.33	3,831.55	3,982.74
				Annual	36,315.47	37,772.33	39,290.81	40,732.88	42,468.29	44,151.94	45,978.56	47,792.85
NO MATCH	Laundry Shipper	T23	2015	Hourly	15.007	15.456	15.920	16.398	16.890	17.397		
				Monthly	2,519.84	2,595.34	2,673.28	2,753.47	2,836.12	2,921.21		
				Annual	30,238.13	31,144.03	32,079.30	33,041.68	34,033.43	35,054.54		
NO MATCH	Maintenance Dispatcher I	853	2080	Hourly	18.417	18.968	19.536	20.120	20.728	21.351	21.990	
				Monthly	3,192.33	3,287.86	3,386.24	3,487.48	3,592.87	3,700.90	3,811.55	
				Annual	38,307.91	39,454.33	40,634.94	41,849.72	43,114.47	44,410.77	45,738.62	



## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Maintenance Dispatcher II	B94	2080	Hourly	20.683	21.305	21.934	22.597	23.274	23.966	24.689	
				Monthly	3,584.98	3,692.79	3,801.91	3,916.73	4,034.18	4,154.03	4,279.37	
				Annual	43,019.81	44,313.48	45,622.93	47,000.74	48,410.11	49,848.40	51,352.42	
NO MATCH	Maintenance Logistics Coordinator	774	2080	Hourly	31.062	32.176	33.333	34.533				
				Monthly	5,384.16	5,577.20	5,777.69	5,985.64				
				Annual	64,609.92	66,926.43	69,332.34	71,827.65				
NO MATCH	Maintenance Logistics Dispatcher I	A69	2080	Hourly	17.482	18.042	18.618	19.204	19.826	20.471	21.126	
				Monthly	3,030.18	3,127.25	3,227.17	3,328.62	3,436.42	3,548.39	3,661.89	
				Annual	36,362.14	37,526.97	38,725.98	39,943.40	41,237.07	42,580.70	43,942.74	
NO MATCH	Maintenance Logistics Dispatcher II	856	2080	Hourly	20.004	20.806	21.646	22.518	23.413	24.347	25.327	
				Monthly	3,467.32	3,606.46	3,751.95	3,903.14	4,058.28	4,220.21	4,390.02	
				Annual	41,607.82	43,277.49	45,023.42	46,837.72	48,699.34	50,642.48	52,680.27	
NO MATCH	Materials Dispatcher	478	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
NO MATCH	MSI / Database Assistant	A26	2015	Hourly	22.905	23.592	24.301	25.030	25.781	26.554		
				Monthly	3,846.13	3,961.53	4,080.51	4,202.88	4,329.01	4,458.91		
				Annual	46,153.53	47,538.36	48,966.12	50,434.53	51,948.14	53,506.92		
NO MATCH	Ophthalmic Assistant	471	1950	Hourly	17.277	17.796	18.330	18.879	19.446	20.029		
				Monthly	2,807.49	2,891.84	2,978.56	3,067.83	3,160.02	3,254.75		
				Annual	33,689.82	34,702.05	35,742.70	36,813.95	37,920.18	39,057.02		
NO MATCH	OSD Database Assistant	J89	1950	Hourly	22.238	22.905	23.592	24.301	25.030	25.781		
				Monthly	3,613.66	3,722.06	3,833.74	3,948.88	4,067.30	4,189.37		
				Annual	43,363.90	44,664.71	46,004.87	47,386.56	48,807.61	50,272.39		
NO MATCH	OSD Education Assistant	J90	1950	Hourly	18.514	19.107	19.700	20.293	20.886	21.477	22.070	22.663
				Monthly	3,008.60	3,104.93	3,201.26	3,297.59	3,393.92	3,490.06	3,586.39	3,682.73
				Annual	36,103.15	37,259.13	38,415.11	39,571.09	40,727.07	41,880.75	43,036.73	44,192.71
NO MATCH	Patient / Equipment Assistant	402	2015	Hourly	17.360	17.660	17.961	18.259	18.560	18.858		
				Monthly	2,915.11	2,965.42	3,015.94	3,066.03	3,116.55	3,166.65		
				Annual	34,981.29	35,584.99	36,191.23	36,792.38	37,398.62	37,999.77		



## SCHEDULE "A" – EFFECTIVE APRIL 1, 2011

Stand. Group #	Classification	Class #	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
NO MATCH	Research Assistant - I.M.P.A.C.T.	B79	2015	Hourly	21.990	22.825	23.550	24.481	25.335	26.234	27.216	28.200
				Monthly	3,692.52	3,832.73	3,954.36	4,110.74	4,254.19	4,405.12	4,569.99	4,735.26
				Annual	44,310.21	45,992.81	47,452.36	49,328.93	51,050.33	52,861.43	54,839.82	56,823.07
NO MATCH	Research Assistant - MS Clinic	3Z8	2015	Hourly	21.990	22.825	23.550	24.481	25.336	26.234	27.216	28.200
				Monthly	3,692.51	3,832.76	3,954.38	4,110.82	4,254.27	4,405.07	4,569.98	4,735.27
				Annual	44,310.10	45,993.13	47,452.52	49,329.83	51,051.27	52,860.81	54,839.79	56,823.29
NO MATCH	Research Assistant - Student, DER	J63	1950	Hourly	15.563							
				Monthly	2,528.96							
				Annual	30,347.52							
NO MATCH	Research Protocol Officer	E11	1950	Hourly	21.844	22.700	23.595	24.476	25.422	26.419	27.466	
				Monthly	3,549.71	3,688.78	3,834.22	3,977.40	4,131.05	4,293.13	4,463.22	
				Annual	42,596.48	44,265.33	46,010.60	47,728.76	49,572.64	51,517.58	53,558.66	
NO MATCH	Safety & Training Coordinator	789	2080	Hourly	28.171	29.016	29.886	30.783	31.707	32.658		
				Monthly	4,882.97	5,029.50	5,180.30	5,335.76	5,495.89	5,660.69		
				Annual	58,595.66	60,353.98	62,163.59	64,029.18	65,950.73	67,928.25		
NO MATCH	Space Allocation Coordinator	J28	1950	Hourly	20.004	20.806	21.646	22.518	23.413	24.347	25.327	
				Monthly	3,250.61	3,381.05	3,517.46	3,659.20	3,804.64	3,956.44	4,115.65	
				Annual	39,007.33	40,572.65	42,209.46	43,910.36	45,655.63	47,477.32	49,387.76	
NO MATCH	Student Research Assistant	E44	2015	Hourly	15.869	16.407	16.953	17.534	18.134	18.721	19.387	20.023
				Monthly	2,664.63	2,755.06	2,846.76	2,944.19	3,045.02	3,143.51	3,255.38	3,362.15
				Annual	31,975.54	33,060.67	34,161.08	35,330.26	36,540.20	37,722.12	39,064.52	40,345.78
NO MATCH	Student Research Assistant - Psychiatry (Neuroimaging)	SRA	1950	Hourly	16.435							
				Monthly	2,670.67							
				Annual	32,048.01							
NO MATCH	Surplus Capital Equipment Coordinator	B59	2015	Hourly	19.159	19.460	19.759	20.058	20.358	20.656		
				Monthly	3,217.17	3,267.69	3,317.78	3,368.09	3,418.40	3,468.50		
				Annual	38,606.02	39,212.26	39,813.41	40,417.11	41,020.80	41,621.95		
NO MATCH	Telephone Services Coordinator	821	1950	Hourly	20.881	21.737	22.632	23.529	24.485	25.481	26.501	
				Monthly	3,393.17	3,532.25	3,677.68	3,823.54	3,978.83	4,140.71	4,306.48	
				Annual	40,718.09	42,386.95	44,132.22	45,882.42	47,746.02	49,688.49	51,677.81	

**SCHEDULE "A" – EFFECTIVE APRIL 1, 2011**

<b>Stand. Group #</b>	<b>Classification</b>	<b>Class #</b>	<b>Annual Hours</b>		<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
NO MATCH	Trauma Data Analyst	B12	1950	Hourly	21.346	22.086	22.863	23.665	24.489	25.345	26.225	27.158
				Monthly	3,468.77	3,588.94	3,715.28	3,845.52	3,979.45	4,118.52	4,261.50	4,413.10
				Annual	41,625.24	43,067.31	44,583.33	46,146.18	47,753.41	49,422.27	51,137.96	52,957.18
NO MATCH	Unit Supplies Clerk	J93	2015	Hourly	16.114	16.597	17.095	17.608	18.136	18.680		
				Monthly	2,705.76	2,786.93	2,870.54	2,956.66	3,045.36	3,136.72		
				Annual	32,469.12	33,443.19	34,446.49	35,479.89	36,544.28	37,640.61		

Rates include 2.9% increase effective April 1, 2011.

NC:cbc/cope 491  
8-Apr-10