

Collective Agreement

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Prairie Mountain Health, Local 421 and 456

April 1, 2017 to March 31, 2024

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*All changes appear in **bold**.

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This Agreement made this 7th day of September, 2023.

between

Prairie Mountain Health

(hereinafter referred to as the “Employer”)

of the first part

and

Manitoba Government and General Employees’ Union

(hereinafter referred to as the “Union”)

of the second part.

Preamble

WHEREAS it is the desire of both parties to this Agreement to maintain harmonious relations between the Employers and **their** employees, to recognize the mutual value of joint discussion and negotiations 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, and further that the Union recognizes that the Employer’s first consideration is to the welfare of its patients/residents/**clients**.

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

1:01 The Employers **within the Prairie Mountain Health Employer Organization** recognize the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit **defined in the Certificate HSBURA-0023**, or as may be granted voluntary recognition by the Employer and identified in the Salary Schedule.

1:02 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.

Effective August 22, 2022, the parties agree that classification(s) slotted as per HSBURA whose duties fall under both Community Support and Facility Support Collective Agreements shall be deemed to have received mutual agreement as being within the scope of each bargaining unit.

Article 2 Management Rights

2:01 The Union recognizes the sole right of the Employer(s), unless otherwise provided in this **Collective Agreement**, to exercise its function of management under which it shall have among others, the right to maintain efficiency and quality of patient/resident/**client** 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; the right to demote, discipline, suspend, layoff, 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 **Collective Agreement**.

2:02 In administering the Collective Agreement, the Employer agrees to acknowledge employee's rights, act reasonably, fairly, in good faith, and in a manner consistent with the terms and conditions of the Collective Agreement as a whole.

2:03 Emergency, Disaster, and Fire Plans

In any emergency or disaster declared by the Employer, including but not limited to a major health alert or pandemic occurrence, employees are required to perform duties as assigned notwithstanding any contrary provision in the Collective Agreement.

Compensation for unusual working conditions related to such emergency or disaster will be provided in accordance with the Collective Agreement.

Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 14 - Overtime.

In the event such declarations of an emergency, disaster, or issuance of a major health alert, notification will be provided to the MGEU Local President and Staff Representative as soon as practicable.

Article 3 Definitions

3:01 “Base Location” shall mean the location identified by the Employer in an employee’s letter of offer, to be where an employee is based out of for the purpose of service delivery.

3:02 “Basic Pay” shall mean the rates of pay shown in the Salary Schedule.

3:03 “Biweekly Period” shall mean the two (2) weeks constituting a pay period.

3:04 “Concurrent Employment” shall mean an employee who holds more than one (1) position with the same Employer.

3:05 Effective August 22, 2022, “Continuous Service” shall mean the period of time since an employee last became a full-time or part-time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Collective Agreement including, but not limited to, vacation, bonus vacation, and qualifications for pre-retirement leave and “Length of Service” shall have a similar meaning.

Conversion from full-time or part-time status to casual status shall be considered a break in service. No period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee's length of service even when a casual employee subsequently becomes a full-time or part-time employee, except as provided for in Article 9:08(k) and (l).

- 3:06 "Demotion" shall mean a change from one (1) **classification** to another **classification** with a lower maximum rate of pay.
- 3:07 "Employee" is a person employed by the Employer and covered by this **Collective Agreement**.
- 3:08 "Employer" shall mean the **legal entity with whom the employee is employed as listed in Schedule "B"**.
- 3:09 The "Employment Status" of an employee shall be:
- (a) A "Full-time" employee is one who regularly works the hours specified in Article 12:01.
 - (b) A "Part-time" employee is one who regularly works less than full-time hours, specified in Article 12:01, but not less than the daily hours per day in a biweekly period.
 - (c) A "Casual" employee is as defined in Article 34.
- 3:10 "Health Sector Bargaining Unit" shall mean the facility support bargaining unit of another Employers' Organization as specified in Schedule "B".
- 3:11 "Layoff" shall mean the temporary or permanent removal of an employee from active employment status as a result of an employment security notice issued in accordance with Article 10.
- 3:12 "Promotion" shall mean a change from one (1) **classification** to another **classification** with a higher maximum rate of pay.

- 3:13 Shifts will be named as follows:
- (a) “Night Shift” means a shift commencing at or about 2330 hours. Night shift shall be considered as the first shift of each calendar day.
 - (b) “Day Shift” means a shift commencing at or about 0730 hours.
 - (c) “Evening Shift” means a shift commencing at or about 1530 hours.
- 3:14 “Site” shall mean the facility/**program** where the employee is employed within an **Employers Organization** as listed in Schedule “B”.
- 3:15 “Transfer” shall mean a change from one (1) position to another position with the same **maximum rate of pay** in the Salary Schedule.
- 3:16 The term “Union” shall mean the Manitoba Government and General Employees’ Union.
- 3:17 “Weekend” shall mean the period starting on or about 2330 hours on the Friday to 2330 hours on the immediate following Sunday.
- 3:18 “Worksite” shall mean the location, as determined by the Employer, to be where the employee is assigned to perform work for the purpose of service delivery.
- 3:19 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.
- 3:20 Applicable to Home Support Worker Employees only:
- (a) “Anticipated Daily Hours of Work” means the number of hours that the Employer has committed to scheduling the employee on a particular day as part of the EFT position that the employee was awarded.

- (b) The “Available Work Period” means a regular reoccurring period of availability in which work is scheduled, defined daily as the “Normal Daily Hours of Work” plus:
- An extra thirty (30) minutes of availability beyond the unpaid meal break for those paid eight (8) hours.
 - An extra forty-five (45) minutes of availability beyond the unpaid meal break for those paid five (5) to seven and one-half (7.50) hours.
 - An extra sixty (60) minutes of availability for those paid three (3) to four and one-half (4.50) hours.
- (i) Where the Employer is already scheduling client assignments consecutively, the Employer will continue to schedule as consecutively as possible, in accordance with (ii) below.
- (ii) Client assignments will be scheduled consecutively, unless client needs or the need to provide services necessitates an assigned task being completed at a specific period of time.
- (iii) Where an unscheduled period is necessary in the consecutive scheduling of assignments, that is due to client specific needs or the need to provide services as referenced in (ii) above, said unscheduled period will be no less than fifteen (15) minutes in length.
- (iv) Where an unscheduled period is schedule as referenced in (iii) above, the unscheduled period will be unpaid and will be considered part of the available work period for that day.
- (v) Where an unscheduled period is scheduled as referenced in (iii) above, but is less than fifteen (15) minutes in length, the unscheduled period shall be considered to be part of the client assignments and the unscheduled period of less than fifteen (15) minutes will be paid and treated as time worked.

- (vi) Where legitimate unforeseen circumstances arise that necessitate the employee work beyond their scheduled hours, without an opportunity to obtain prior authorization, the employee shall document same on their time sheet to substantiate the reason for the additional work. Payment for the additional work, at the appropriate rate of pay, shall not be unreasonably denied.
- (c) “Client Assignment” means the specific clients, tasks, and assigned time periods that have been given to the employee to complete during their anticipated daily hours of work.
- (d) “EFT Position” means a full-time or part-time position with a regular reoccurring guaranteed amount of hours within a biweekly pay period.
- (e) “Normal Daily Scheduled Hours” means the daily hours within the available work period associated with the EFT requirement.

Article 4 Union Security and Dues Check-off

- 4:01** The Employer agrees to deduct the amount of monthly dues as determined by the Union from all earnings negotiated under the terms of the Collective Agreement and includes regular wages, overtime, shift and call out premiums, retroactive pay, sick leave, vacation pay, and any or all other forms of income from each and every employee covered by this **Collective** Agreement. The Employer also agrees to deduct from each and every employee covered by this **Collective** Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall be limited to one (1) per calendar year, and that such assessment formula can be operated through the Employer’s present payroll system.
- 4:02** (a) The Employer will remit to the Union monthly, any monies deducted with a list of employees and casual employees from whom deductions have been made.

The Employer shall also provide the following data to the Union at the time of remission of union dues: employee's bargaining unit, classification, employee number, work location, and home address, the employee's address shall be excepted only when an employee has expressly instructed the Employer in writing that due to security concerns personal information should not be disclosed to any third party.

- (b) This information may only be used by the Union for the purpose of communicating with its members.
- (c) The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information in accordance with FIPPA.

- 4:03**
- (a) The Union shall notify the Employer in writing of any changes in the amount of dues **or general assessment referenced in Article 4:01** at least one (1) month in advance prior to the effective date of such change.
 - (b) **Subject to notice being served in accordance with Article 27:01(c) or (d), in the event of a strike or lockout the Union shall notify the Employer in writing of any change to the percentage rate of dues to be deducted at least two (2) weeks in advance. Similar notice shall be provided in writing by the Union at the conclusion of a strike or lockout to change the percentage rate in place immediately prior to the original notice being served. Changes to the percentage rate of dues deducted will be implemented by the Employer at the commencement of the first pay period following the completion of the two (2) weeks' notice.**

- 4:04** In consideration of the foregoing **Articles**, the Union shall hold the Employer harmless with respect to all dues **and general assessments** so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.

- 4:05** The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.
- 4:06** All new employees shall, as a condition of employment, become and remain members in good standing in the Union as of the date of hire.
- The Union will provide the Employer with Union membership application forms. The Employer shall distribute said application forms within its employment process and advise new employees that they must be a member of the Union to work in the **Employer Organization**. The new employee will be directed to fill out the form and give it to the Union's designated **representative** at the site.
- 4:07** The Union representative or designate shall have up to fifteen (15) minutes either at a time mutually agreeable with the Employer, or up to thirty (30) minutes at the facility orientation sessions, to acquaint new employees falling within the scope of this **Collective** Agreement with the fact that a Collective Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

Article 5 Technological Change

- 5:01** Technological change shall mean the introduction by an Employer into **their** work, undertaking or business of equipment or material of a different nature or kind than that previously used by **them** 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 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) Negotiations on the effects of the 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 **Collective** Agreement.

5:02 An employee who is displaced from **their** job as a result of technological change shall be given the opportunity to fill any vacancy within the sites comprising the **Employer** for which **they have** seniority and for which **they have** the qualifications and ability to perform. If there is no suitable vacancy, **they** shall have the right to displace any employee with less seniority in accordance within the layoff procedures specified in this **Collective** Agreement.

- 5:03**
- (a) Where new or greater skills are required than are already possessed by affected employees under the present methods of operations as a result of the technological change, the Employer agrees that employees shall be trained on the new equipment or new methods of operation, and said training shall be provided and paid for by the Employer during normal working hours if possible. In addition, at the option of the Employer, the employee may be trained in a new area in respect of which there is a demand within the facility for individuals possessing such skills. A reasonable training period (not to exceed twelve [12] months) will be provided by the Employer. During the above training periods the employees shall be paid at their current rate of pay.
 - (b) The Employer agrees that where two (2) or more employees require training in (a) above, first consideration shall be given to the employee with the most seniority.

Article 6 Grievance Procedure

6:01 A grievance shall be defined as any dispute **between the Employer and an employee or group of employees, or the Union** arising out of interpretation, application, or alleged violation of the **Collective** Agreement.

Where a grievance is filed by the Employer, the process contained in Articles 6:05, 6:06, and 6:07 shall apply *mutatis mutandis*.

6:02 An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however nothing in this **Collective** 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.

6:03 Union representatives at the site, 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 two (2) employees, or more employees so engaged if mutually agreed upon. Such permission shall not be unreasonably **sought or** withheld.

6:04 **Discussion Stage**

Within ten (10) calendar days of the occurrence of the grievance, the employee shall attempt to resolve the dispute with **their** immediate supervisor who is outside the bargaining unit.

6:05 **Step One**

If the **dispute** is **raised** but not resolved within ten (10) calendar days from the time **it** was first discussed with the supervisor, the Union representative may, within the ensuing ten (10) calendar days, submit the grievance in writing to the **Human Resources Consultant** or designate at the site.

6:06 **Step Two**

Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:05, the Union may within the ensuing ten (10)

calendar days, submit the grievance in writing to the **Human Resources Manager of Labour Relations** or designated Administrative Officer for the **Employer**.

- 6:07** The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.
- 6:08** An employee may choose to be accompanied by a Union representative at **the discussion** stage of the grievance procedure, **and will be accompanied by a Union representative for Steps One and Two**.
- 6:09** Policy grievances, **group grievances**, and grievances filed as a result of dismissal, suspension, or demotion shall be submitted at Step Two.
- 6:10** **For purposes of determining the time limits in the foregoing procedure, Saturdays, Sundays, and general holidays in accordance with Article 15 are excluded.**

Article 7 Arbitration Procedure

- 7:01** Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:06, either party may refer the matter to arbitration by serving written notice to the other party within the ensuing thirty (30) calendar days. **The timelines may be extended by mutual written consent of the Employer and/or the Union.**
- 7:02** A referral for arbitration shall be made in writing by either party, addressed to the other party to this **Collective** Agreement, within the time defined in Article 7:01. The referral for arbitration shall contain the names of three (3) proposed sole arbitrators. The other party shall, within seven (7) days of the receipt of such notice, notify the party who referred the matter to arbitration of the acceptance of one (1) of the arbitrators named or propose others.

If the parties are unable to agree on an arbitrator to hear and determine the matter, the Labor Board shall, on the request of either party, appoint an Arbitrator to hear and determine the matter.

- 7:03** The sole Arbitrator shall not be empowered to make any decision inconsistent with the provisions of this **Collective** Agreement, or to modify or amend any portion of this **Collective** Agreement.
- 7:04** The **sole Arbitrator** shall determine **their** own procedures, but shall provide full opportunity to all parties to present evidence and make representations.
- 7:05** The decision of the sole Arbitrator shall be final and binding and enforceable on all parties.
- 7:06** Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the sole Arbitrator, either party may apply to the sole Arbitrator to reconvene. Within ten (10) calendar days the sole Arbitrator shall reconvene to clarify the decision.
- 7:07** Each party shall pay one-half ($\frac{1}{2}$) the fees and expenses of the sole Arbitrator.
- 7:08** Nothing in this Collective Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 7:09** **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 the employee (either the Employer or MGEU as the case may be) shall be responsible for compensating the employee for any salary and benefits which would otherwise be lost.**
- 7:10** The forgoing time limits may be extended by written mutual agreement between the Employer and the Union.

Article 8 Seniority

- 8:01** Seniority shall mean the total of all hours paid at the employee's **basic** rate of pay from the time the employee last entered the **full-time or part-time** service of the Employer in the **Facility** Support Bargaining Unit.

8:02 In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, a satisfactory employment record, and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon **the following order as at date of posting:**

- (a) Seniority among applicants **who hold an EFT** from the site where the vacancy occurs; failing that:
- (b) Where no employee within the site where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among the applicants **who hold an EFT** from other sites comprising the **Employer**.

8:03 Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in any calendar year of benefits such as vacation and income protection is based strictly on regular paid hours including any period of:

- (a) Paid leave of absence.
- (b) Paid income protection.
- (c) Unpaid leave of absence 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 two (2) years in that appropriate time period.

8:04 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 as per Article **10:09**.
- (d) Is laid off for more than twenty-four (24) months.
- (e) Fails to report for work as scheduled at the end of an approved leave of absence, suspension, or vacation, 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.
- (g) Is absent **without approved leave** and does not provide the Employer with an acceptable explanation.

8:05 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; except those referenced in **Article 8:05(e)**.
- (e) Is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI, or D&R for a period of up to two (2) years from the date of the first absence from work related to the injury or illness.
- (f) Is on parenting leave.
- (g) Is assigned to temporarily relieve or replace an employee in an out of scope position.
- (h) Is on an educational leave of absence up to two (2) years.

8:06 Seniority will be retained but will not accrue if an employee:

- (a) Is on any unpaid leave of absence in excess of four (4) consecutive weeks; except those referenced in Article 8:06(b).
- (b) Is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI, or D&R for a period of more than two (2) years from the date of the first absence from work related to the injury or illness.
- (c) Is laid off for less than twenty-four (24) months.
- (d) Is on the trial period of an out of scope position;
- (e) Is in a term in an out of scope position;
- (f) Is on an educational leave of absence in excess of two (2) years.

8:07

- (a) A seniority roster of all employees indicating the total seniority hours since the date of entry into the service of the Employer, in the **Facility Support Bargaining Unit**, shall be prepared by the Employer at an effective date of the end date of the last pay period of the calendar year. This roster will be posted on the employees' bulletin boards no later than February 1 of each year.

This roster shall be open for correction for a period of twenty (20) calendar days from the date of the initial posting, on presentation of proof of error by an employee or the Union representative. At the expiration of the twenty (20) days, the above seniority list, as corrected within such twenty (20) days, shall be considered to be the accurate list and shall not be subject to further changes until the next posting.

- (b) Upon confirmation of the accurate seniority list, a site specific seniority roster will be posted within each site comprising the **Employer** in addition to the **Employer** seniority roster as noted above.
- (c) A **current** seniority list shall be distributed, upon written request, to the local/site Union representative on a quarterly basis.

Article 9 Recruitment and Selection

- 9:01** (a) Vacant positions which fall within the scope of this **Collective Agreement** shall be posted on the same date within all sites which comprise the **Employer** for a **period of** at least seven (7) calendar days. Such postings shall be numbered, include position number where applicable, state required qualifications, current location and shift, hours of work, and wage rate. A copy of each posting shall be given to the Union Local President at the time of posting. The Union shall, upon request, be informed in writing of the names and seniority of the applicants. When a position becomes vacant, and the Employer chooses not to fill the vacancy, the Employer shall notify the Union. The Union shall be informed in writing of the name of the successful applicant.
- (b) An employee on vacation when a vacancy occurs shall be considered for the promotion or transfer provided **they have** submitted the prescribed application form prior to **their** departure.
- (c) When more than one (1) vacancy is posted at the same time, an employee shall have the right to bid on any or all, stating preference. Should **the employee** be awarded any of the positions for which **they have** applied, **the employee** shall not have the right to file a grievance with respect to other positions for which **they have** applied and expressed lower preference.
- (d) An employee on leave of absence or income protection shall be considered for a promotion or transfer along with other applicants, provided that, during such absence, the employee advises the Human Resources Office of **their** request for promotion or transfer, by telephone during normal business hours, and the employee shall provide written confirmation of **their** request within twenty-four (24) hours.
- 9:02** (a) As per the posting provisions contained in Article 9:01, within five (5) working days the Employer will select the person for the position and will post **their** name in the same locations where the position was

previously posted, providing there are qualified applicants as per Article 8:02.

- (b) The Employer will provide the Union with a list of names and work locations of all new hires and terminations by the fifteenth day of each month for the former month.**

9:03 All promotions and voluntary transfers to a new **classification** are subject to a three (3) month trial period (six [6] months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in **their** new position or if **the employee** wishes to revert voluntarily to **their** former position during this trial period, **the employee** shall be returned to **their** former position at **their** previous increment step, with increment adjustments as may have been applicable as per Article **18:03** or **21:06** during the trial period, and without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement.

Voluntary transfers within the same **classification** shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to **their** former position shall **submit the request in writing to their manager; approval will be** at the discretion of the Employer.

9:04 When an employee is promoted, **their** new and future salary will be determined as follows:

- (a) The new salary will be the rate of **their** new job title, which is at least the next higher to **their** rate on **their** former job title.
- (b) Subject to Article **18:03**, subsequent increments, if any, shall be due upon the completion of full-time **annual** hours **worked**, in the new position, as per the **Salary Schedule** and Article 12.

When an employee is promoted to a new position while maintaining their original position in a lower classification, increment hours for the

original position shall be maintained separately until the next increment is due; thereafter **Article 18:03** shall apply.

9:05 Where an employee is voluntarily demoted from a position in a higher **classification** to a position in a lower **classification**, **the employee** shall be placed on the same increment step of the lower **classification** position.

Where an employee is involuntarily demoted from a position in a higher **classification** to a position in a lower **classification**, **the employee** shall be placed on the increment step of the lower **classification** position which is closest to, but not higher than, **their** present rate of pay.

Should an employee who has been demoted return to **their** former classification, **the employee** shall be placed in accordance with the above or on the increment step **the employee** had achieved prior to **their** demotion, whichever provides for the higher rate.

The employee will be entitled to their next increment increase after **the completion of the full-time annual hours worked in the classification** from their last increment.

9:06 **Probationary** employees with less than six (6) months' service with the Employer will be eligible for promotion or transfer solely at the discretion of the Employer.

A probationary employee who transfers within the same classification will be required to complete the remainder of the probationary period in the new position.

A probationary employee who transfers to a different classification will be required to complete a full probationary period in the new position.

A probationary period may be extended at the discretion of the Employer. Notification will be provided to the Union.

- 9:07** All new full-time employees shall be on probation for three (3) calendar months with provisions for an extension of the probationary period for another three (3) months, and all new part-time employees shall be on probation for six (6) calendar months from the day of their employment. During this period, the Employer may, in its sole discretion, dismiss, suspend, discipline, or demote such employees.
- 9:08**
- (a)** A “**Term Position**” shall be for a specific time period or until completion of a particular project within a specific department, of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.
 - (b)** When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article **9:01** and filled in accordance with Article **8:02**. All employees may apply for the term position.
 - (c)** **The parties agree to two (2) additional term postings resulting from the original term posting as referenced above. Any additional hours occurring as a result of filling of the last position posted, shall be offered to part-time employees in accordance with Article 21:07.**
 - (d)** **Upon completion of the original term position, the employee shall be returned to their former position(s).**
 - (e)** **The parties agree that if a unique situation arises due to the additional two (2) postings as provided above, the Employer and the Union will meet and attempt to reach a mutually agreeable resolution. Should such a resolution not be reached, the wording above shall apply and the Employer shall be limited to the two (2) additional postings.**
 - (f)** For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the

Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours' notice of return of the current incumbent to **their** position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.

- (g) Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Articles **18:04** and **21:07** shall apply, wherever possible.

An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

- (h) Once an employee leaves a term position they have no rights to subsequently return to that same term position.
- (i) In case an employee on maternity or parental leave wants to exercise **their** right to return from such leave earlier than anticipated, having given appropriate notice as per Article 11:02, the Employer shall state on the job posting that the said term position is a “maternity or parental leave of absence term” which may expire sooner than indicated, subject to minimum notice of two (2) weeks' or one (1) pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.
- (j) A term employee who applies for and is awarded a permanent position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes.
- (k) A term employee who applies for and is awarded a term position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes, provided the subsequent position commences within four (4) weeks of the expiry of the original term position.

- (l) A term employee who applies for and is awarded a term or permanent position within thirty (30) days of completion of a previous term position, shall have their service connected for seniority purposes.

9:09 A successful applicant from another Employer or Employers Organization within this Collective Agreement shall be entitled to transfer benefits from one (1) former Employer, within six (6) weeks of termination of employment with said Employer as follows:

- (a) Continuous service as defined in Article 3:05;
- (b) Accumulated income protection benefits;
- (c) Vacation entitlement and current vacation hours, unless requested by employee to be paid out prior to transfer;
- (d) Continuous service applicable to pre-retirement leave, and qualification for the Magic 80 pension provisions, subject to the provisions of each plan where the Magic 80 provision exists;
- (e) Increment hours worked for the purpose of determining when the employee is entitled to their next increment;
- (f) The employee is subject to the terms and conditions of the benefit plan(s) for the new Employer, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions; and
- (g) Accrued seniority credits as of the last pay period worked with the former Employer, may be transferred within the same Employers Organization only.

Article 10 Layoff and Recall

10:01 Layoff

In the event of a layoff, employees **other than probationary or term employees** shall receive four (4) weeks' notice or pay in lieu of such notice.

Notice shall be given **in writing** by personal service or registered mail to the employee(s) concerned and a copy of the notice shall be forwarded to the Union.

10:02 In the event of a reduction in the work force, employees will be laid off in reverse order of seniority within their **classification**, department/unit/**base location**, and site **as identified in Schedule "B"**.

When **deleting occupied positions**, senior employees may exercise their seniority to displace a less senior employee in an equivalent or lower **salary range** provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

10:03 (a) In the event that an employee has **their** hours of work reduced or **their** position is deleted, the employee **shall be provided notice as per Article 10:01**.

(b) Employees whose hours of work have been reduced or whose position has been deleted, shall be entitled to exercise their seniority within the same **classification and the same site**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower **classification** within the **Employer** of this **Collective Agreement**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

(c) In the event an employee chooses not to exercise their rights under (b) above, the employee shall be placed on layoff.

10:04 In the event of a permanent layoff, accumulated vacation, general holidays, and banked overtime shall be paid out at the time of the layoff.

In the event of a temporary layoff, an employee may request to have their accumulated vacation, general holidays, and banked overtime paid out. Any remaining hours within these banks will be paid out at the appropriate year end in accordance with the Collective Agreement.

10:05 Notwithstanding Article **21:07**, providing the employee has indicated to the Employer a desire to work additional available shifts in writing, such shifts within the **facility/base location** of employment prior to layoff shall be offered to an employee on layoff, or an employee who has had **their** hours reduced, before part-time and casual employees, provided **the employee** possesses the qualifications and orientation prescribed by the Employer for the position concerned and meets the physical requirements of the position in question.

The available shifts outside the **facility/base location** of employment prior to layoff may only be accepted by the laid off employee when there are no shifts available at the site of employment prior to layoff. The available shifts accepted by the employee on layoff or an employee who has had **their** hours reduced cannot exceed the employee's EFT prior to layoff, or reduction in hours. Such available shifts shall be distributed on a seniority basis.

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

- (a) Vacation pay shall be calculated in accordance with Article **21:03** and shall be paid at the prevailing rate for the employee on each pay deposit, and shall be prorated on the basis of hours paid at regular rate of pay.
- (b) Income protection accumulation shall be calculated as follows:

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

- (c) The employee shall be paid four-point-six-two percent (4.62%) **[five percent (5%) effective September 30, 2021]** of the basic rate of pay in lieu of time off on **general** holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay deposit.
- (d) Participation in benefit plans is subject to the provisions of each plan.
- (e) Seniority shall be calculated in accordance with regular hours worked for these additional available shifts.
- (f) **Any period of time during a layoff when the employee works additional available hours or works in a term position shall not extend the two (2) year period referenced in Article 8. However, an employee on layoff who is recalled into a term position shall retain their right to be recalled into a permanent position while working in the term position.**

10:06 Recall

No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article 8:02 of the Collective Agreement **or be recalled to positions for which they possess the qualifications and ability sufficient to perform the required duties.**

10:07 To be eligible for recall, prior to the employee's last shift before being placed on layoff status, the employee must provide the Employer with their current address, **contact information**, and further, during the layoff period, must inform the Employer immediately of any changes.

10:08 **Laid off employees** shall be recalled by order of seniority to available positions in equal or lower paid classifications **to vacancies at the originating site and at other sites within the Employer within a fifty kilometre (50km) radius of the originating site. Such recall shall be to vacancies in equal or lower paid classifications and in equal or lower**

EFT status, provided that the employee possesses the qualifications and the ability sufficient to perform the required work.

This will not preclude the employee from requesting in writing, at the time of layoff or subsequently, recall to sites within the Employer but outside the fifty kilometre (50km) radius.

10:09 As per Article **10:08**, the employee must communicate with the Employer within seven (7) calendar days of **their** notice of recall being delivered to **the employee's** recorded address. Further, the employee must be prepared to begin work at the time designated by the Employer.

The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that **they** decline employment due to the geographic location, shall not be terminated for failure to report for duty.

10:10 The right of a person who has been laid off to be rehired under this **Collective** Agreement will be forfeited and shall be considered terminated in the following circumstances:

- (a) If the person did not communicate with the Employer as specified in Article **10:09**.
- (b) If the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer.
- (c) A twenty-four (24) month period has elapsed since the date of layoff, as per Article 8:04(d).

10:11 Notwithstanding the provisions of Article **10:04** or any other of the provisions of Article 10, nothing contained therein shall be used for the purpose of affecting an across the board reduction of hours in the facility or the **Employer**.

Article 11 Leave of Absence

11:01 Leaves of absence with or without pay may be granted for a period for a good and sufficient reason at the discretion of the Employer **subject to operational requirements**. Except in emergency circumstances, all requests for leave of absence must be made in writing to the department head at least thirty (30) calendar days in advance, specifying the reason for requested leave and the proposed dates of departure and return. **The Employer shall endeavor to notify the employee of their decision in writing, within two (2) weeks of receipt of the request.**

Leave for purposes such as serious personal loss due to a house fire or flood will be considered on their own individual merits.

11:02 Parenting Leave

Parenting leave consists of maternity leave and parental leave. Parental leave includes paternity and adoption leave.

An employee shall be granted leave of absence for up to eighty (80) weeks where they qualify for parenting leave.

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

Where maternity and/or parental leave exceeds thirty-seven (37) weeks, the employee may elect to carry over to the next vacation year, up to five (5) days of current annual vacation (prorated for part-time). The balance of the current annual vacation will be paid out at a time immediately following the period during which Employment Insurance (EI) benefits were payable (even if this period extends into the following vacation year).

Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

(i) **Maternity Leave**

(A) Plan A

A **pregnant** employee shall receive maternity leave of seventeen (17) weeks without pay, subject to the following conditions:

- (a) An employee must have completed six (6) **continuous** months of employment **with the Employer** as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) **An employee must submit a** written request not later than the end of the twenty-second 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) **An employee must provide the Employer with a certificate issued by a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery.**
- (d) In the interest of job performance or employee health, as verified by a qualified medical practitioner, the Employer will have the right to place the employee on maternity leave.
- (e) A full-time employee **entitled to income protection credits** 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. Such days that may be utilized for this purpose will be as set out in Article **16:10**.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect **their** paid hours of work within the previous fifty-two (52) weeks. Such days that may be utilized for this purpose will be as set out in Article **16:10**.

(B) Plan B

- (1) In order to qualify for Plan B, a pregnant employee must:
 - (a) Have completed six (6) continuous months of employment with the Employer **as of the intended date of leave;**
 - (b) Submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by **the employee** in the application as the day on which **the employee** intends to commence such leave;
 - (c) Provide the Employer with a certificate **issued by** a duly qualified medical practitioner certifying that **the employee** is pregnant and specifying the estimated date of **their** delivery;
 - (d) Provide the Employer with proof that **they have** applied for Employment Insurance benefits and that the **Employment and Social Development Canada (ESDC)** 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) **They** will return to work and remain in the employ of the Employer for at least six (6) months following **their**

return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of **their** return from maternity leave or at any time during the six (6) months following **their** return from maternity leave, **the employee** 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) **They** will return to work on the date of the expiry of **their** maternity leave and where applicable, **their** parental leave, unless this date is modified by the Employer; and
 - (c) Should **the employee** fail to return to work as provided under (a) and/or (b) above, **they are** indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during **their** 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 11:02(i)(B)(1)(c).
 - (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 11:02(i)(B)(1)(c).
 - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the department head.

- (4) **The employee must provide the Employer with proof of approval for Employment Insurance (EI) benefits within twelve (12) weeks of receiving written notice from Employment and Social Development Canada (ESDC). Reasonable consideration will be given to extending the time limit noted above in the case of exceptional circumstances.**

Once the employee has provided the Employer with proof of approval of EI benefits, the Employer shall provide the employee a maternity leave allowance with the SUB Plan as follows:

One (1) Week Employment Insurance Wait Period Served

- (a) For the first week an employee shall receive ninety-three percent (93%) of **their** 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) **For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee will receive ninety-three percent (93%) of their weekly rate of pay provided the employee does not receive Employment Insurance Parental benefits.**

If an employee received Employment Insurance Parental benefits immediately following the exhaustion of Employment Insurance Maternity benefits, the employee will receive ninety-three percent (93%) of their weekly rate of pay for the week

immediately following the discontinuation of payment of Employment Insurance Parental benefits.

No Employment Insurance Wait Period Required

Should an employee not be required to serve any waiting period before the commencement of Employment Insurance benefits, the benefits under (a) above will be paid in the week following the payment in (c) above.

- (5) All other time as may be provided under Article 11:02(i) B(3), shall be on a leave without pay basis.
- (6) An employee may end **their** maternity leave earlier than the date specified by giving **their** Employer written notice at least two **(2)** weeks or one **(1)** pay period, whichever is longer, before the date **the employee** wishes to end the leave.
- (7) Plan B does not apply to **an employee occupying a term position who does not own a permanent position or employees hired on a seasonal basis.**
- (8) 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.

(C) Sections 52 through 57.1(2) inclusive and Section 60 of the Employment Standards Code respecting maternity leave shall apply.

(ii) **Parental Leave**

- (1) (a) **In order to qualify for parental leave, an employee must:**
 - **Be the natural mother of a child; or**
 - **Be the natural father of a child; or**
 - **Adopt a child under the law of the province;**
 - **Assume legal care and custody of a child.**

- (b) An employee who qualifies for parental leave, except in the case of adoption leave as specified below, must submit to the Employer an application in writing for parental leave at least four (4) weeks before the intended date of the commencement of the leave.
 - (c) In the case of adoption leave, the employee must submit a written request for such leave. The employee may commence adoption leave upon one (1) days' 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.
 - (d) An employee who qualifies in accordance with (a), (b), and (c) above must have completed six (6) months of continuous employment with the Employer to be entitled to parental leave without pay for a continuous period of up to sixty-three (63) weeks.
- (2) Parental leave must commence no later than eighteen (18) months following the birth or adoption of the child of the date on which the child comes into actual care and custody of the employee.
 - (3) 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.
 - (4) An employee may end maternity or parental leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the day the employee wants to end the leave. On return from maternity and/or parental leave, the employee

shall be placed in their former classification and shift schedule at the same increment step.

11:03 Upon request, up to three (3) days **leave chargeable against the employees accumulated** income protection shall be paid to the parent, **other than the birth parent**, on the occasion of a birth or adoption of a child. Such leave shall be paid from the family illness income protection bank as stipulated in Article **16:10**.

11:04 **Bereavement Leave**

(a) An employee shall be granted four (4) regularly scheduled working days leave without loss of pay and benefits, one (1) of which shall be the day of interment, **funeral, cremation, or initial memorial service**, in the case of the death of:

- (i) Spouse, common-law spouse, or fiancé.
- (ii) Parent, step-parents, latest foster parent, former legal guardian, parent-in-law.
- (iii) Sibling; sibling's spouse, spouse's sibling.
- (iv) Child, **child's spouse**, step-child, grandchild.
- (v) Grandparent, grandparent-in-law.
- (vi) Any other relative or foster child who was residing in the same household at the time of **their** death.

One (1) day may be retained for use in the case where actual interment, **funeral, cremation, or initial memorial services** is at a later date.

(b) Bereavement leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend **an interment, funeral, or initial memorial service** more than two hundred **twenty-five kilometres (225kms)** from the **employee's home**, or may be granted at the Employer's discretion if the travel

required is less than two hundred **twenty-five** kilometres (**225kms**) from the **employee's home**.

- (c) **Provided that the employee has not received bereavement leave in accordance with (a) above, necessary time off to attend an internment, funeral, or initial memorial service as follows:**
 - (i) **Pallbearer leave - up to one (1) day at basic pay shall be granted.**
 - (ii) **Mourner leave - up to one (1) day at basic pay may be granted, subject to operational requirements.**
- (d) **The time off referenced in (a), (b), and (c) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, i.e. days off, vacation periods, **general** holidays, and days during which income protection is being utilized.**
- (e) **For the purposes of this Article, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the employee.**

11:05 Citizenship Ceremony

Employees shall be **granted** the necessary time off without loss of basic pay to attend **their citizenship ceremony to receive their certificate of citizenship** to become a Canadian citizen up to a maximum of one (1) calendar day. **The employee shall notify the Employer a minimum of seven (7) days prior to the date this leave is required.**

11:06 Legal and Investigative Proceedings

Except as provided for in Article 7, the following shall apply to legal and investigative proceedings:

- (a) **An employee required to attend a court proceeding that is not related to their private affairs, shall receive a leave of absence at their basic rate of pay, and shall remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to**

work. The employee shall not request reimbursement for, or be required to remit, any reimbursement of expenses for such duty.

- (b) If an employee is subpoenaed as a witness in a work-related matter on their scheduled day off, the employee shall have the option to receive pay or bank the time at their basic rate of pay.
- (c) Where the Employer requires the employee to participate in a workplace investigation that is required by legislation or Employer policy, and where such investigation meeting cannot be scheduled on the employee's regular work day, the Employer will compensate the employee for the investigation meeting time at their basic rate of pay.
- (d) An employee required to attend a court proceeding as a party to that proceeding, occasioned by the employee's private affairs, shall receive a leave of absence without pay for the required absence; or, in the alternative, the employee may use banked time in lieu of overtime, general holiday, or vacation time.

11:07 Union Leave

An employee requesting to be absent from work on approved Union business shall be granted a reasonable leave of absence for such purpose, subject to operational requirements. The Employer shall continue to pay the employee in a regular manner and the Union will reimburse the Employer for the salary and benefits accruing to the employee during **their** leave of absence and for any other extra cost incurred by the Employer.

Should an employee requesting Union leave be scheduled for vacation at that time, the Employer shall credit the employee with alternate days of vacation equivalent to the number of days of approved Union leave.

Except in cases of emergency, at least three (3) days advance notice of request for such leave will be given by the employee or the Union.

11:08 An employee who is on an unpaid leave of absence will accrue benefits in accordance with Article 8:03.

11:09 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 **with the Employer** as of the intended date of leave.
- (b) An employee who wishes to take a leave under this **Article** 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 **twenty-eight (28)** weeks, which must end not later than **fifty-two (52)** 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:
 - (i) A family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (A) The day the certificate is issued; or
 - (B) If the leave was begun before the certificate was issued, the day the leave began; and
 - (ii) 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.

For certainty, a leave may be taken after the end of the twenty-six (26) week period set out in the physician's or nurse practitioner's certificate, and no additional certificate is required.

- (e) A family member for the purpose of this Article shall be defined as:
- (i) A spouse or common-law partner of the employee, **including partner.**
 - (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 parent of the employee's spouse or common-law partner.
 - (iv) A brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild, or grandparent of the employee or of the employee's spouse or common-law partner.
 - (v) A current or former foster parent of the employee or of the employee's spouse or common-law partner.
 - (vi) A current or former foster child, ward, or guardian of the employee, or of the employee's spouse or common-law partner.
 - (vii) The spouse or common-law partner of a person mentioned in any of the **Articles 11:09(e)**(iii), (iv), (v), and (vi).
 - (viii) Any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage, or common-law relationship.
- (f) An employee may end their compassionate leave earlier than **twenty-eight (28)** weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this **Article**, 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 8:03(c) and 8:05(d).

(h) **One (1) Week Employment Insurance (EI) Wait Period Served**

Subject to the provisions of Article **16:10**, an employee may apply to utilize income protection of up to five (5) days to cover part or all of the Employment Insurance waiting period. An employee may also apply to utilize up to an additional five (5) days of income protection in the week immediately following the discontinuation of payments of Employment Insurance Compassionate Care benefits.

No Employment Insurance Wait Period Required

Should an employee not be required to serve a wait period before the commencement of Employment Insurance Compassionate Care benefits, the benefits under (h) above will be paid in the two (2) weeks following the discontinuation of payments of Employment Insurance Compassionate Care benefits.

(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 Article **11:04** and **21:09**.

11:10 Interpersonal Violence Leave

For the purpose of this Article, the meaning of “Common-law Partner”, “Dependant”, “Interpersonal Violence”, and “Parent” are as defined in sections 59.9(1) and 59.11(1) of the Manitoba Employment Standards Code.

(a) An employee is entitled to interpersonal violence leave if:

(i) The employee or a dependent is a victim of interpersonal violence; and

- (ii) The employee has been employed by the same Employer for at least ninety (90) days.
- (b) An employee is entitled to both the following periods of interpersonal violence leave in each fifty-two (52) week period:
 - (i) Leave of up to ten (10) days, which the employee may choose to take intermittently or in one (1) continuous period.
 - (ii) Leave of up to seventeen (17) weeks to be taken in one (1) continuous period.
 - (iii) Employees may take the leave in any order that meets their individual circumstances.
- (c) An employee may take an interpersonal violence leave only for one (1) or more of the following purposes as they relate to the employee or to a dependent:
 - (i) To seek medical attention in respect of a physical or psychological injury or disability caused by the interpersonal violence.
 - (ii) To obtain services from a victim services organization.
 - (iii) To obtain psychological or other professional counselling.
 - (iv) To relocate temporarily or permanently.
 - (v) To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the interpersonal violence.
 - (vi) Any other prescribed purpose.
- (d) For the purpose of this Article, a child is also considered to be a victim of interpersonal violence if they are directly or indirectly exposed to interpersonal violence experienced by:

- (i) A parent.
 - (ii) A parent or child of a person referred to in (i) above.
 - (iii) A spouse or common-law partner of the child.
 - (iv) A child of the child.
 - (v) Any other person who lives with the child as member of their family.
- (e) Subject to Article 11:10(f), leave taken under this Article is unpaid leave.
- (f) An employee shall be granted up to five (5) days of leave in a fifty-two (52) week period as paid leave, provided that when giving notice under Article 11:10(h) the employee notifies the Employer which days, if any, are to be paid leave.
- (g) If an employee takes any part of a day as leave under this Article, the Employer may count that day as a day of leave for the purpose of this Article.
- (h) An employee who wishes to take leave under this Article must provide as much notice as is reasonable and practicable under the circumstances.
- (i) An employee who has taken leave under Article 11:10(b)(iii) may end their leave earlier than the date specified by giving the Employer written notice of at least two (2) weeks. Where an employee has been provided necessary time off under this Article, 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.

- (j) An employee taking leave under this Article may be required to provide the Employer with reasonable verification of the necessity of the leave upon request.
- (k) Situations involving interpersonal violence shall be treated in strict confidence by both the Employer and the Union (where relevant) except where disclosure may be required to ensure the safety of the employee or the staff, is required by law, or where the employee has given consent.

11:11 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs. Employees will pay the Employer's and employee's share of Group Health, Dental, Group Life, and D&R when on any period of unpaid leave of absence.

Article 12 Hours of Work

- 12:01 Regular daily, biweekly, and annual hours of work for full-time employees shall consist of one (1) of the following:
- (a) Eight (8) hours per day, eighty (80) hours biweekly, and two thousand eighty (2080) hours per year; or
 - (b) Seven and three-quarters (7.75) hours per day, seventy-seven and one half (77.50) hours biweekly, and two thousand fifteen (2015) hours per year; or
 - (c) Seven and one-half (7.50) hours per day, seventy-five (75) hours biweekly, and one thousand nine hundred fifty (1950) hours per year; or
 - (d) Seven and one-quarter (7.25) hours per day, seventy-two and one-half (72.50) hours biweekly, and one thousand eight hundred eighty-five (1885) hours per year.

- (e) For clarification purposes it is understood that the daily hours of work in (a), (b), (c), and (d) above are referenced in this Collective Agreement as eight (8) hour shifts.

12:02 Meal Periods

- (a) An unpaid meal period will be scheduled by the Employer and will be one-half ($\frac{1}{2}$) hour **in duration**.
- (b) An employee who is required **by the Employer** to remain in the work site during the meal period shall receive pay at overtime rates for the entire meal period.
- (c) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

12:03 Employees will be allowed a rest period of fifteen (15) minutes, away from the work station **or client**, during each consecutive three (3) hour period of work, or unless otherwise mutually agreed to between the Employer and the employee.

12:04 Applicable to Home Support Workers only

The total client assignment on any given workday shall not be less than one (1) paid hour or more than eight (8) paid hours within the available work period and may include the requirement to work a split shift.

12:05 Applicable to Home Support Workers only

Employees who may be required to work split shifts shall:

- (a) Receive a premium of six dollars and seventy-five cents (\$6.75) per shift. Split shift premiums will only be paid once per twenty-four (24) hour calendar day.
- (b) The premium referred to in Article 12:05(a) shall not be included in the calculation of any benefits.
- (c) A “Split Shift” is defined as any two (2) or more daily work assignments that include a scheduled unpaid break period of

one (1) hour and fifteen (15) minutes or more. Assignments that cross 2400 hours (midnight) on consecutive days do not constitute a split shift.

- (d) Split shift premium is not payable on the time period that may fall between the employee's regular EFT assignment and additional hours that the employee may pick up.
- (e) If however the employee accepts an additional client assignment, and the client assignment has an unpaid break period of more than one (1) hour and fifteen (15) minutes, the employee shall be eligible for a split shift premium, provided that they have not as yet received a split shift payment of that twenty-four (24) hour calendar day.

12:06 This Article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer.

12:07 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 Employer. **Requests for interchanges shall be granted if reasonably possible.**

12:08 Cancelled Shifts

(a) Not Applicable to Home Support Workers

Except as provided in Article 21, an employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at **their basic rate of pay; however, when such employee works any portion of **their** scheduled shift, **the employee** shall receive pay for that entire shift.**

(b) Applicable to Home Support Workers only

Where necessary to meet the EFT hour commitment of an employee or to maintain provision of service, an employee may be

temporarily reassigned to other work of another base location for which they are qualified. It is understood that such reassignment will only occur within a fifty kilometre (50km) radius of the originating base location unless a greater distance is mutually agreed between the Employer and the employee. Should reassignment as contemplated above not be possible, the employee shall receive pay for the scheduled hours not worked. Travel time and mileage will be paid to the employee in accordance with the Collective Agreement.

For purposes of clarity in scheduling and communication:

- Assignments under (i)(A) below will be referred to as “Cancelled Assignments”;
 - Assignments under (i)(B) below will be referred to as “Rescheduled Assignments”; and
- (i) Where an employee is unable to complete their assignment due to client circumstances, the following will apply:
- (A) Where the employee arrives at the client residence and the client is not home, or, the employee is notified of a cancelled assignment that day:
- (1) The employee must call in to the appropriate office.
 - (2) If alternate work is available at that time they will be reassigned.
 - (3) If no alternate work is available, the employee will be paid for the cancelled assignment.
- (B) Where it becomes known that the client will not be available for an assignment on another calendar day:
- (1) Alternate work will be provided within the available work period on the days remaining within the current pay period.

- (2) The assignment will be as close to the employee's existing work schedule, as client/operational requirements permit.
- (3) If no alternate work is available within the remainder of the pay period, the employee will be topped up for the pay period for the missed assignment.

(C) Travel time and other expenses shall be paid as applicable.

12:09 Not Applicable to Home Support Workers

Whenever an employee is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, they 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.

Article 13 Shift Schedules

13:01 Shift schedules for a minimum of a two (2) week period shall be posted in each department of the site at least two (2) weeks in advance of the beginning of a scheduled period. Except in cases of emergency, shifts within the minimum two (2) week period shall not be altered after posting except by mutual agreement between the employee and the Employer.

Once a shift schedule has been posted, employees may request time off. Such requests will not be unreasonably denied.

13:02 Applicable to Home Support Workers Only

(a) Shift schedules, including the available work period within which work will be scheduled, will be established for each employee and maintained. Each employee's work schedule (i.e. client assignment) will be provided to the employee in writing on a biweekly basis. When changes to the assignments are made these

shall be communicated verbally by the Resource Coordinator or designate with as much notice as possible.

Employees who are required to rotate shifts for a specific position within a specific department 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 or evening shifts within each **shift pattern**.

- (b) The Employer has the right to assign work within the available work period of an employee in order to maintain their respective EFT. The available work period on any given day will be available for the scheduling of work.**
- (c) Daily hours or work may fluctuate due to changing client needs. Down time within the daily hours of work shall be filled first, and if unable to fill, then the biweekly EFT will be maintained.**

13:03 As soon as reasonably possible after making a decision to proceed with a significant change to the normal work day, start and finish times, normal work week, or normal **shift pattern** the Employer will hold a meeting to discuss such changes with the affected employees. The Union shall receive seven (7) days' notice of such meeting. Following the meeting after due consideration of all feedback, if the Employer still plans to implement the change, the affected employees will be given at least four (4) weeks' notice. Notice time may be adjusted by mutual agreement between the employee, Employer and the Union.

13:04 **Shift patterns shall, unless otherwise mutually agreed, 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 fifteen [15] hours), unless otherwise agreed to between the employee and the Employer.**

- (b) Employees shall be assigned alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (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) Employees who are required to rotate shifts for a specific position within a specific department 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 or evening shifts within each **shift pattern**.

13:05 Relief Positions and Schedules

A “Relief Position” is a full-time or part-time position that has a non-recurring shift pattern. Shifts shall be scheduled in accordance with Articles 13:01 to 13:04 or the applicable ten (10) or twelve (12) hour Memorandum of Understanding and may be assigned to work various units/sites/programs. The following conditions shall apply to relief positions:

- (a) Relief positions are created by the Employer, the positions shall be posted as per Article 9 and shall include the base location(s).
- (b) The rotation shall be a non-recurring shift pattern and posted as per Article 9:01.
- (c) The job posting will identify that the shift pattern may be different for each posted schedule.
- (d) Consultation shall occur with the individual employee prior to the posting of the shift schedule.
- (e) In the event the employee is assigned to more than one (1) worksite, transportation reimbursement will be provided in accordance with Article 40.

13:06 Float Positions and Schedules

A “Float Position” is a full-time or part-time position that has a recurring shift pattern. Shifts shall be scheduled in accordance with Article 13:04 or the applicable ten (10) or twelve (12) hour Memorandum of Understanding and may be assigned to work various units/sites/programs.

The following conditions shall apply to float positions:

- (a) Float positions shall be posted in accordance with Article 9 and shall include the base location (if appropriate) and the unit(s)/site(s) where the employee will work.
- (b) Shift replacement for an absent employee shall be determined by the Employer and if required, subject to Article 21:07.
- (c) Subject to Article 13:01 and 13:04, float schedules shall have recurring shift patterns and are assigned to a unit(s) or site(s) based on patient care requirements.
- (d) In the event the employee is assigned to more than one (1) worksite, transportation reimbursement will be provided in accordance with Article 40.

13:07 Where an error of awarding a shift occurs, the employee will be scheduled for a shift similar to the shift that was missed and will be scheduled as supernumerary at the time of scheduling.

Article 14 Overtime

14:01 Overtime shall be all time authorized by the Employer and worked in excess of regular daily or biweekly hours of work as specified in Article 12:01.

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 14:02.

14:02 Effective August 22, 2022:

- (a) Overtime shall be compensated at two times (2x) the employee's basic rate of pay for authorized overtime hours worked in any one (1) day.**
- (b) Employees shall be compensated at one times (1x) their basic rate of pay for authorized overtime due to a missed paid rest period.**
- (c) Employees shall be compensated at two and one-half times (2½x) the employee's basic rate of pay for authorized overtime worked on a general holiday.**

14:03 Overtime may be cancelled by the Employer prior to the employee reporting for duty as follows:

- (a) Except as stated in (b) below, notification for the cancellation of overtime shall be provided a minimum of three (3) hours prior to the commencement of the start of the overtime period.**
- (b) In the event the overtime was authorized within three (3) hours of the commencement of the overtime period, the overtime may be cancelled as soon as reasonably possible.**
- (c) Should the employee report for duty prior to the cancellation of the overtime, the employee shall be paid three (3) hours at overtime rates.**

14:04 By mutual agreement between the Employer and the employee, overtime may be accumulated to a maximum of seventy-seven and one-half (77.50) hours at any one time. Any overtime in excess of seventy-seven and one-half (77.50) hours shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March 31 of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the employee in the last pay period of the fiscal year on a separate cheque without a surcharge.

- 14:05** When overtime is required, it shall be offered to the most senior qualified volunteer employee(s) in the classification employed at the site and when there are no volunteer employees, such duty shall be assigned starting with the most junior employee within the classification on duty.
- 14:06** Overtime worked as a result of the changeover from Daylight Saving Time to Central Standard Time shall be deemed to be authorized overtime.
- 14:07** A meal shall be provided or **ten dollars (\$10) (effective August 22, 2022)** in lieu of shall be paid to an employee **working overtime** when said employee works in excess of two (2) hours **of a shift or when an employee is called to work within three (3) hours of the start of a shift.**
- 14:08** Employees working two (2) consecutive shifts **shall not get the period of overlap paid twice. Employees will receive their basic rate of pay for the period of overlap.**
- 14:09** In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift, in which case regular meal/rest periods shall occur.

Article 15 General Holidays

- 15:01** The following are recognized as general holidays for purposes of this **Collective** Agreement:

New Year's Day (January 1)	Terry Fox Day (la journée Terry Fox)
Louis Riel Day (la journée Louis Riel)	
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day (November 11)
Canada Day (July 1)	Christmas Day (December 25)
Day of Truth and Reconciliation (September 30)	Boxing Day (December 26)

And any other day proclaimed as a holiday by federal or provincial authorities.

Both full-time and part-time employees may be scheduled to work general holidays.

- 15:02** An employee required to work on a general holiday will be paid at the rate of one and one-half times (1½x) **their** basic rate of pay.
- 15:03** Subject to Article **15:06**, 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 days pay at the basic rate shall be granted in lieu.
- 15:04** **Subject to Article 15:06, if a general holiday falls on the regular day off of an employee or during their annual vacation, they 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, a days' pay at the basic rate shall be granted in lieu.**

If a general holiday falls on a day previously requested as a vacation day, the employee may substitute the general holiday for the vacation day. Such requests shall be made in writing prior to the commencement of the affected vacation period.

- 15:05** If a general holiday falls on a day on which an employee is receiving income protection benefits, it shall be paid as a holiday and not deducted from income protection credits.
- 15:06** Full-time employees shall be allowed to maintain 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. The employee shall submit **their** request for time off at least two (2) weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. If compensating time off is impractical to

schedule by March 31, of any year, the employee shall receive **their** regular rate of pay for all days banked.

15:07 Applicable for Home Support Workers only

The Employer is not required to schedule the employee for their previous EFT hours on the general holiday.

Where a general holiday falls on the employee's normally scheduled day of work and the employee's hours are reduced due to service reductions, the Employer shall notify the employee at least two (2) weeks in advance of the general holiday and all hours scheduled on the general holiday shall be scheduled consecutively with a minimum three (3) hour block and no available work period shall apply.

Article 16 Income Protection

16:01 The provision of income protection is for the sole purpose of insuring an employee a continuing income during periods of bona fide **injury or illness, unless provided for otherwise in the Collective Agreement.**

16:02 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 the Workers Compensation **Board (WCB)** or Manitoba Public Insurance **(MPI)** as a result of a motor vehicle accident, shall receive **their** regular basic pay to the extent that **they have** accumulated income protection credits.

(a) **Upon providing reasonable notice as outlined in (d) below, the necessary time off with pay to attend appointments** for medical, dental, and chiropractic examinations or treatments, including reasonable travel time, shall be granted **to an employee** and such time off shall be chargeable against the employee's accumulated income protection credits, providing the following conditions are met:

(i) Whenever possible, appointments are to be made on the employee's day off or at a time when **the employee** is not on duty.

If not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the **workplace**;

- (ii) **The employee endeavours to make reasonable efforts to attend a practitioner within their community; and**
 - (iii) **When non-local resources are utilized, necessary time up to a maximum of one (1) day may be claimed from income protection.**
- (b) **Subject to (d) below, as soon as an employee is aware of a date upon which surgery will occur, they shall notify their manager, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.**
 - (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.
 - (d) Reasonable notice for pre-scheduled medical, dental, or chiropractic examination or treatment will be seventy-two (72) hours. An employee undergoing elective surgery shall, if possible, give fourteen (14) days' notice except in cases of emergency.
 - (e) **An employee may utilize income protection for any period of time where the employee's presence constituted a health hazard for patients/clients/residents and/or other employees and the employee was instructed by the Employer to not report to work or leave their place of duty.**

16:03 An employee who will be absent under the conditions outlined in **Article 16:01** shall inform **their** supervisor prior to the commencement of

their next scheduled shift(s) in accordance with the procedure determined by the unit/department/base location.

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 the Day Shift	One (1) Hour
Prior to Evening Shift	Three (3) Hours
Prior to Night Shift	Three (3) Hours

- 16:04** Income protection shall accumulate at the rate of one and one-quarter ($1\frac{1}{4}$) days for each full month of service.
- 16:05** Income protection credits will accumulate on the same basis as seniority is accrued under Article 8.
- 16:06** During the probationary period, as per Article **9:06**, an employee may claim accumulated income protection credits. However, should an employee be terminated prior to the expiry of the above referenced probationary period, income protection credits paid to the employee will be recovered by the Employer.
- 16:07** 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. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.
- 16:08** If an employee is to be absent for illness for a period exceeding **their** income protection, including **Employment Insurance (EI) benefits**, the employee must request, or cause someone on **their** behalf to request, a leave of absence in writing for the expected duration of convalescence within ten (10) days of **their** 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. The employee will be responsible to notify **their manager (or designate)** every month to update the Employer regarding **their** medical status as well as **their** expected date of return.

16:09 Income Protection and Workers Compensation

- (a) (i) An employee who becomes injured or ill in the course of performing **their** duties must report such injury or illness as soon as possible to **their** immediate supervisor.
- (ii) An employee unable to work because of a work-related injury or illness will inform the Employer immediately in accordance with established procedures, **and must also contact the Workers Compensation Board (WCB) to begin the claim process. Upon being notified by WCB that the claim has been filed, the Employer will forward their report to WCB in a timely manner, so not to delay the claim.**

Workers Compensation payment will be paid directly to the employee by WCB.

- (iii) 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 a written application to the Employer requesting an advance subject to the following conditions:
 - (A) Advance payment(s) shall not exceed the employee's basic **pay** as defined in Article **3:02** (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and **Employment Income (EI)** contributions.
 - (B) 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.

- (C) 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.
 - (D) In the event WCB disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (E) Upon written 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.
- (b) (i) An employee who has accumulated sufficient income protection credits may elect to submit a written application to the Employer requesting that the Employer supplement WCB payments. The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic **pay** as defined in Article **3:02** of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions, and Employment Insurance contributions.
- (ii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted, or until one hundred nineteen (119) calendar days have elapsed since the first day of supplement, whichever occurs first.

- (iii) Subject to the provisions of each plan the employee may request in writing that the Employer **reimburse the employee** from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan, long term disability plan, and group 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 to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.
 - (iv) Further to this, the Employer shall notify the Workers Compensation Board of salary adjustments at the time they occur.
 - (v) If at any time it is decided by the Workers Compensation Board that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by the Workers Compensation Board, then such payment shall not be payable.
- (c) **Income Protection and Manitoba Public Insurance**
- (i) Where an employee is unable to work because of injuries sustained in a motor vehicle accident **the employee** must advise **their** supervisor as soon as possible and **they** must submit a claim for benefits to Manitoba Public Insurance (MPI). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.
 - (ii) Subject to (i) above, where an employee has applied for MPI benefits and where a loss of normal salary would result while awaiting a MPI decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:

- (A) Advance payment(s) shall not exceed the employee's basic **pay** as defined in Article **3:02** (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and **Employment Insurance** contributions.
 - (B) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI 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 MPI 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 MPI directly to the employee.
 - (D) In the event that MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this **Collective** 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 amount of advance payment(s) made and repayment(s) received by the Employer.
- (d) (i) An employee who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement MPI payments.
- (ii) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic **pay** as defined in Article **3:02** of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada

Pension Plan contributions, and Employment Insurance contributions.

- (iii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted.
- (iv) If at any time it is decided by Manitoba Public Insurance that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by Manitoba Public Insurance, then such payment shall not be payable.
- (e) Where a work assessment period or a modified return to work period is recommended by MPI, the Employer shall make every reasonable effort to arrange for such assessment/return subject to MPI covering all related costs.

The Employer agrees to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled employees. The Union shall be notified and involved if there is a request for a rehabilitation and Return to Work Program for employees. The Employer and the Union shall review the provisions of the program and ensure that the work designated is within **their** restrictions and limitations.

- 16:10** For each one and one-quarter ($1\frac{1}{4}$) days of income protection accumulated, one (1) day (eighty percent [80%]) shall be reserved exclusively for the employee's personal use as outlined in Article **16:02**. The remaining one-quarter ($\frac{1}{4}$) of a day (twenty percent [20%]) shall be reserved for either the employee's personal use as outlined in Article **16:02**, or for use in the event of family illness as specified in Article **16:11**. 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 ($\frac{3}{4}$) of a day, and amend one-quarter ($\frac{1}{4}$) of a day to read one-half ($\frac{1}{2}$) of a day.

- 16:11** Subject to the provisions of Article **16:10**, an employee may utilize income protection for the purpose of providing care in the event of an illness of a spouse, child, or parent. **Travel to and attendance at non-routing, emergent, or critical medical appointments or treatments comes within the meaning of providing care in the event of an illness.**
- 16:12** 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 arrangement 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 costs.
- 16:13** **Applicable to Home Care Direct Service Staff only**
Where the employee is not at work due to illness, the Employer is only responsible for fulfilling the EFT commitment that is scheduled on the remaining scheduled work days within that pay period plus paying the employee for any hours they may have worked on a partial day of illness.

Article 17 Annual Vacation

- 17:01** The vacation year shall be from April **1** in the one (1) year to March **31** in the next year. Notwithstanding these dates, vacation entitlement shall be calculated as at the end of the last full pay period of the vacation year.
- 17:02** An employee who has completed less than one (1) years continuous employment as of March 31 will be granted vacation based on a percentage of regular hours worked, in the new vacation year.
- 17:03** Annual vacation shall be earned at the rate of:
- 15 working days per year commencing in the **first** year of employment.
 - 20 working days per year commencing in the **fourth** year of employment.

- 25 working days per year commencing in the **eleventh** year of employment.
- 30 working days per year commencing in the **twenty-first** year of employment.

Vacation entitlement for the vacation year following completion of the **third**, **tenth**, and **twentieth** years of continuous employment shall be determined by a pro rata calculation based upon the two (2) rates of earned vacation.

17:04 In recognition of length of service, each full-time employee shall receive one (1) additional week of vacation (five [5] days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (i.e. twenty-fifth, thirtieth, thirty-fifth, fortieth, 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.

17:05 The Employer will post a projected vacation entitlement list not later than two (2) months prior to the vacation cut off dates as per Article **17:01**. Priority in the selection of dates shall be given to the employees having the most seniority within each **unit/department/base location**.

Beginning March 1 of each year the manager or designate shall arrange an appointment with each employee, in order of seniority, so that the employee may confirm or amend **their** choice of vacation dates, in writing. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

An employee who fails to participate in the vacation meeting scheduled for them shall not have preference in the choice of vacation time where other employees have indicated their preference.

Employees in term positions as per Article **9:07**, will be considered to be assigned to the **unit/department/base location** they will be working in on the dates they select for their respective vacation.

All requests for vacation leave will be subject to approval of the employee's supervisor or the designated Administrative Officer based on operational requirements.

- 17:06** The Employer will post an approved vacation schedule of the projected vacation entitlement list within the **unit/department/base location** at each site no later than the first day of the new vacation year. Vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 17:07** Vacation earned in any vacation year is to be taken in the following vacation year as per Article **17:01**.
- 17:08** In the event that an employee is hospitalized during **their** 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 at a time mutually agreed upon between the Employer and the employee within the available time periods remaining during the vacation year. Proof of such hospitalization shall be provided if requested.
- 17:09** Where an employee is subpoenaed for jury duty or in receipt of WCB benefits during **their** 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 the vacation year, subject to Article **17:07**.
- 17:10** Vacation entitlement will be payable at the employee's basic hourly rate of pay.
- 17:11** An employee who transfers to a different unit or department after vacation requests have been approved will have **their** vacation scheduled by the manager of the new unit in consultation with the employee within the time periods remaining during the vacation year.

17:12 An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) **the basic rate of pay** for all hours worked and the vacation day will be rescheduled.

An employee who volunteers to work on a scheduled vacation day will be paid at the straight time rate and the vacation day will be rescheduled as mutually agreed.

17:13 **Vacation requests to be reviewed and responded to in a timely manner.**

Article 18 Salaries and Increments

18:01 Employees shall be paid in accordance with **the Salary Schedule** attached to and forming part of this **Collective** Agreement. The granting of increases shall be contingent upon the employee having performed **their** duties in a satisfactory fashion.

18:02 (a) Salaries shall be paid biweekly to each employee in accordance with **their classification** listed in **the Salary Schedule**.

(b) Upon discovery of a payroll error, the employee/Employer is responsible to report such error in pay to the Employer/employee as soon as possible.

(c) Errors in pay equivalent to one (1) full day (7.75 hrs) of regular pay or less made by the Employer shall be corrected on the next payday.

(d) Where there is money owing to the employee in excess of one (1) day (7.75 hrs) of regular pay, the employee shall, upon request, be paid by supplemental pay or manual cheque as soon as possible within the three (3) calendar days following the day the error was reported.

18:03 Individual salary increases resulting from the wage schedule shall be implemented on the employee's increment date, regardless of position or classification. When an unpaid leave of absence in excess of four (4) weeks is granted, the annual increment for the employee shall move forward in direct relation to the length of the leave.

- 18:04** (a) Employees temporarily assigned to relieve or replace employees in positions covered by this Collective Agreement that are higher than their normal class, shall be paid **seventy cents (\$0.70) (effective August 22, 2022) or the first step on the pay scale of the classification of which they are replacing, whichever is the greater** per hour for hours so assigned.
- (b) An employee assigned to temporarily perform the duties of an employee in a lower rated classification shall continue to receive the rate for **their** regular duties.
- 18:05** An employee assigned, by the Employer, to temporarily relieve or replace an employee whose position is outside of the bargaining unit will be paid eighty cents (\$0.80) per hour above their existing rate of pay, **or the first step on the pay scale of the classification of which they are replacing from another bargaining unit, whichever is the greater.**
- 18:06** (a) When an employee reports to work and is requested to work in a lower paid classification, the employee shall be paid **their** current rate of pay.
- (b) When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.
- (c) When an employee voluntarily works a shift in accordance with (b) above, and the employee has previously attained a higher increment level in that classification than what (b) provides, the employee will be paid at the step that they had previously attained in the lower paid classification.
- 18:07** Where employees are **not provided a uniform by the Employer, but are** required to wear uniforms while on duty, the Employer shall provide a uniform allowance of **ten cents (\$0.10) (effective August 22, 2022)** per hour for all hours worked.

When an employee is receiving the above allowance, the uniform must conform to the standards established by the Employer.

The employee will be responsible for the purchasing, laundering, and maintenance of said uniform.

When an employee is provided a uniform, the Employer may elect to launder and/or maintain the uniform. Where the Employer does not elect to launder and/or maintain the uniform, the employee will be responsible for the laundering, altering, and maintenance of the uniform. If uniforms provided become damaged or are no longer presentable during the course of their duties, the Employer will replace said uniform piece.

18:08 On an individual basis, the Employer will review the possibility of assisting in recertification processes.

18:09 Where employees are required by the Employer to wear CSA approved safety boots at all times when on duty, the Employer agrees to reimburse said full-time and part-time employees up to **(effective August 22, 2022) one hundred thirty-five dollars (\$135) every twelve (12) months, or two hundred seventy dollars (\$270) every twenty-four (24) months** for the purchase of CSA approved safety boots. Satisfactory proof of purchase must be provided to the Employer by the employee for reimbursement.

Probationary employees will be eligible for reimbursement upon the successful completion of their probation.

Article 19 Premiums

19:01 Employees required to work the majority of their 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) [**three dollars and five cents (\$3.05) effective August 22, 2022**] per hour for that shift.

Effective April 1, 2023, the night shift premium shall increase to three dollars and fifty cents (\$3.50) per hour.

- 19:02** Employees required to work the majority of their hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) [**one dollar and twenty-five cents (\$1.25) effective August 22, 2022**] per hour for that shift.

Effective April 1, 2023, the evening shift premium shall increase to two dollars (\$2.00) per hour.

The evening shift premium shall also be applicable to each hour worked after 1600 hours on a modified day or evening shift during which at least two (2) hours are worked after 1600 hours.

- 19:03** A weekend premium of one dollar and **sixty-five cents (\$1.65)** 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.

Effective April 1, 2023, the weekend premium shall increase to two dollars (\$2.00) per hour.

- 19:04** Shift premium and weekend premium will not be payable while an employee is off duty for any reason.

Article 20 Notice of Termination of Employment

- 20:01** An employee may terminate **their** employment with the **Employer** by giving the following written notice:
- (a) One (1) week before the date of termination, if the employee's service is less than one (1) year; or
 - (b) Two (2) weeks before the date of termination, if the employee's service is one (1) year or more.

20:02 Employment may be terminated by the Employer with written notice provided as follows:

<u>Period of Employment</u>	<u>Notice Period</u>
Less than one (1) year	One (1) week
At least one (1) year and less than three (3) years	Two (2) weeks
At least three (3) years and less than five (5) years	Four (4) weeks
At least five (5) years and less than ten (10) years	Six (6) weeks
At least ten (10) years	Eight (8) weeks

Employment may be terminated with lesser notice:

- (a) By mutual agreement between the Employer and the employee; or
- (b) During the probationary period of a new employee; or
- (c) In the event an employee is dismissed for sufficient cause to justify lesser or no notice.

20:03 **The Employer may give equivalent basic pay in lieu of notice.**

20:04 **Subject to other provisions contained in this Collective Agreement relative to termination of employment, the Employer will make available all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement on the pay deposit applicable to the pay period in which the termination date has occurred. Where an employee's employment is terminated by the Employer, the Employer will make available within ten (10) calendar days after termination, all amounts due to the employee including unpaid wages and pay in lieu of unused vacation time.**

Unless otherwise provided for by Service Canada, the Employer will issue an electronic Record of Employment (ROE) to Service Canada within five (5) calendar days after the end of the pay period in which an employee's interruption of earnings occurs.

20:05 The employee agrees to return all equipment, keys, identification, uniforms, and other items belonging to the Employer upon termination.

Article 21 Special Provisions Re: Part-time Employees

21:01 Part-time employees are entitled to the benefits provided for under this Collective Agreement on a pro rata basis based on their regular hours worked. **Seniority and benefits may accrue up to a maximum of full-time equivalent.**

Without limiting the generality of the forgoing, the following provisions shall apply.

21:02 Income Protection in Case of Illness

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

$$\frac{\text{Hours paid at regular rate of pay}}{\text{Full-time hours}} \times \text{Entitlement of a full-time employee}$$

(b) Part-time employees may claim payment from accumulated income protection credits only for those hours they were regularly scheduled to work but were unable to work due to illness, consistent with Article **21:07(c)(i)**.

21:03 Annual Vacations

(a) Entitlement to Vacation Pay

Part-time employees shall earn and accrue entitlement to vacation pay on a pro rata basis in accordance with the following formula:

Example of Entitlement to Vacation Pay

Employee 'A' is a part-time employee, listed as .5EFT. In the previous year, 'A' worked more than .5 of the full-time hours, and in fact worked 1410 hours. 'A's entitlement to vacation pay would be based on a prorating factor of:

$$\frac{1410}{2015} = .7 \text{ Prorating factor}$$

(b) Entitlement to Vacation Time

Actual entitlement to vacation time for part-time employees shall be based on years of service as provided for in Article **17:03**.

Example of Entitlement to Vacation Time

Employee 'A' is in **their** fifth year of employment. Employee 'A' is entitled to twenty (20) working days per year of vacation time. For greater certainty, the term "Working Days" means days on which Employee 'A' is regularly scheduled to work.

(c) Entitlement to Receive Vacation Pay and Vacation Time

(i) Initial Selection of Vacation Time

Part-time employees shall have an initial right to indicate their preference to dates on the basis of the procedure set out at Article **17:05**. During this initial procedure for vacation selection, part-time employees shall be allowed to indicate their preference up to a maximum on the basis of the prorating of their vacation time entitlement in accordance with the following formula:

$$\text{Prorating factor} \times \frac{\text{Entitlement to vacation time}}{\text{vacation time}} = \frac{\text{Number of vacation days}}{\text{(working days)}}$$

Example of Initial Selection

During the initial selection procedure set out at Article **17:05**, Employee 'A' shall have the right to indicate in writing **their** preference as to the following maximum number of vacation dates:

$$.7 \times 20 = 14 \text{ working days}$$

(ii) Selecting the Balance of the Vacation Time

After the initial selection set out in **Article 21:03(b)(i)** above has been completed, the selection of the balance of vacation time shall

be at the option of the part-time employee but shall be governed by the last sentence of paragraph 1 of Article **17:05**.

Example of Selecting the Balance of Vacation Time

Employee ‘A’ would have the option to select the following number of working days in order to exhaust **their** vacation time entitlement:

$$.3 \times 20 = 6 \text{ working days}$$

Alternate Example

In the event that Employee ‘A’ chose to select twelve (12) working days of vacation time in the initial selection, Employee ‘A’ would have the option to later select up to eight (8) working days in order to exhaust **their** vacation time entitlement.

(iii) Operational Requirements

The provisions of Article **17:05** dealing with operational requirements apply equally to the selection procedures set out in subsection (i) and (ii) above.

(iv) Receipt of Vacation Pay

Unless a part-time employee requests to be paid in accordance with one of the four (4) options set out below, and to the extent that **the employee** still has unused vacation pay, a part-time employee shall be paid **their** regular rate of pay for the number of hours **the employee** was scheduled to work on the working day taken as vacation time. An employee may choose to request to receive vacation pay in accordance with the one of the four (4) options:

(A) Partial pay divided equally over **their** entire vacation time entitlement; or

(B) Full pay for vacation days up to such point as **their** vacation pay is exhausted; or

(C) A combination of (A) or (B) above; or

(D) Partial or full vacation pay as set out above for a portion of the vacation time and the balance of vacation pay in a lump sum regardless of whether the part-time employee intends to take any unused vacation time at a future date in the vacation year.

(d) An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) for all hours worked and the vacation day will be rescheduled.

An employee who volunteers to work on a scheduled vacation day will be paid at the straight time rate or at the applicable overtime rate and the vacation day will be rescheduled as mutually agreed.

(e) **Applicable to Home Support Workers Only**

The Employer is not required to maintain the employees' biweekly EFT during time periods the employee utilized vacation.

21:04 General Holidays

Part-time employees will be paid four-point-six-two percent (4.62%) **(five percent [5%] effective September 30, 2021)** of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each regular pay deposit.

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

Where a general holiday falls on a part-time employee's normally scheduled day of work, and the employee is not scheduled to work due to service reductions, the Employer, at the request of the employee, will endeavor to schedule an equivalent number of hours payable at straight time rates. This request must be made prior to the date of the general holiday and is subject to availability of work and shall not be unreasonably denied.

Applicable to Home Support Workers Only

The Employer is not required to schedule the employee for their previous EFT hours on the general holiday.

Where a general holiday falls on an employee's normally scheduled day of work and the employee's hours are reduced due to service reductions, the Employer shall notify the employee at least two (2) weeks in advance of the general holiday and all hours scheduled on the general holiday shall be scheduled consecutively with a minimum three (3) hour block and no available work period shall apply.

21:05 Overtime

Part-time employees shall be entitled to overtime rates **in accordance with Article 14:02** when authorized to work in excess of the daily or biweekly hours of work as specified in Article **12:01**.

21:06 Increments

Salary increments for part-time employees will be granted after completion of the **equivalent full-time annual hours of work** dictated in **Article 12:01** until the maximum of the appropriate salary schedule (scale) is attained.

21:07 Assignment of Additional Hours

- (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, provided they are **qualified, trained, and** able to perform the required duties **(for Home Support Workers this shall include but is not limited to client continuity, client specific training, gender, and/or availability of vehicle)**.

It is understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.

Such additional hours shall be allocated on the basis of seniority as follows:

(i) **Not Applicable to Home Support Workers**

- (A) First among those employees meeting the provisions above within that site who have requested additional hours.
- (B) Second among those employees meeting the provisions above within the sites comprising the **Employer** who have requested additional hours.

(ii) **Applicable to Home Support Workers Only**

First consideration shall be from among EFT employees in the applicable base location (i.e. community area office); thereafter, consideration shall be given as follows:

- (A) **Casual employees from within the base location;**
- (B) **EFT employees from outside the base location;**
- (C) **Casual employees from outside the base location.**

Any additional hours assigned to a part-time employee may be cancelled prior to its commencement and the employee is not entitled to be paid for those assignments.

- (b) Should a 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, **the employee** will henceforth be offered additional hours at the sole discretion of the Employer until the next seniority list is posted.
- (c) (i) Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.
- (ii) Additional hours worked by a part-time employee shall be included in the determination of **seniority, accumulated** vacation pay,

accumulated income protection credits, and general holiday pay in accordance with Article **21:01**.

- (iii) When a part-time employee is scheduled to work additional shifts for a period of time as described under **Article 9:08** (Term Position), **the employee** shall be entitled to income protection benefits and bereavement leave.

(d) Part-time employees may accept additional hours on a scheduled vacation day but shall not have preference for said hours.

21:08 Occupying More Than One (1) Position - Concurrent Employment

- (a) Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position with the Employer. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more than one (1) position, the employee will have the option of assuming the position applied for and relinquishing their former position.
- (b) At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT, however, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee, and the Union.
- (c) Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time, (i.e. status will not be converted to full-time), and the provisions of **Article 21** will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- (d) All salary-based benefits, i.e., Group Life, Pension, D&R, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.

- (e) All accrued employee benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- (f) Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/**facility/base location** supervisor/manager **or designate**, and will be considered independently, based on the operational requirements of each department/**facility/base location**.
- (g) Employees taking on an additional position **in the same or different classification shall be entitled to a trial period as outlined in Article 9:03**.
- (h) Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one (1) of the positions occupied.

21:09 Bereavement Leave

- (a) An employee shall be allowed to take up to four (4) consecutive calendar days off **without loss of pay and benefits**, one (1) of which shall be the day of interment, **funeral**, cremation, **or initial memorial service**, in the case of the death of a:
 - (i) Spouse, common-law spouse, or fiancé.
 - (ii) Parent, step parent, **latest foster parent**, former legal guardian, parent-in-law.
 - (iii) Sibling, sibling's spouse, spouse's sibling.
 - (iv) Child, child's spouse, step-child, grandchild.
 - (v) **Grandparent, grandparent-in-law**.
 - (vi) Any other relative or foster child who was residing in the same household at the time of their death.

One (1) day may be retained for use in the case where actual interment, **funeral, cremation, or initial memorial service** is at a later date.

- (b) Bereavement leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend an **internment, funeral, or initial memorial service** more than two hundred **twenty-five kilometres (225kms)** from the **employee's home**, or may be granted at the Employer's discretion if the travel required is less than two hundred **twenty-five kilometres (225kms)** from the **employee's home**.
- (c) **Provided that the employee has not received bereavement leave in accordance with (a) above, necessary time off to attend an interment, funeral, or initial memorial service as follows:**
 - (i) **Pallbearer leave - up to one (1) day at basic pay shall be granted.**
 - (ii) **Mourner leave - up to one (1) day at basic pay may be granted, subject to operational requirements.**
- (d) The time off as referenced to in (a), (b), and (c) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, **i.e.** days off, vacation periods, **general** holidays, and days during which income protection is being utilized.

21:10 Compassionate Care Leave

Part-time employees shall be entitled to Compassionate Care Leave as per Article 11:09.

Article 22 Committees

- 22:01** The parties hereto agree to a joint committee being established to deal with such matters of mutual concern as may arise from time to time in the operation of the site and/or **Employer**.

- 22:02** The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members, unless mutually agreed otherwise. The local Union committee shall be appointed by the local Union Executive may at any time have a representative from the Manitoba Government and General Employees' Union.
- 22:03** The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place. Where an employee is required to use **their** own vehicle to travel to attend meetings of the Committee at a location other than **their** work site, **the employee** shall be reimbursed by the Employer in accordance with the Province of Manitoba mileage rates.
- 22:04** 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.
- 22:05** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary as per **The Manitoba Safety and Health Act**.
- 22:06** A Safety Committee, as per **The Workplace Safety and Health Act**, shall be established to examine all aspects of safety and health measures within the **Employer**.

Article 23 Pre-retirement Leave

23:01 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 employment with the Employer, whose age plus years of that employment equal eighty (80);

shall be granted retirement bonus on the basis of four (4) days per year of employment.

23:02 Calculation of **pre-retirement leave** entitlement shall begin from the date of the employee's last commencing employment with the Employer and shall be based on the employee's total **paid hours actually worked from date of hire to the date of retirement**.

23:03 Employees retiring in accordance with the conditions of Article 23:01 shall be granted **pre-retirement leave** as specified on the following basis. Calculations will be based on the following formula:

$$\frac{\text{Total paid hours actually worked from date of hire}}{\text{full-time hours}} \times \text{Four (4) days}$$

23:04 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.

23:05 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.

23:06 Applicable to Healthcare Employees Pension Plan (HEPP)

Participants only

Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions.

Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

23:07 Where an employee is entitled to pre-retirement **leave** in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement **leave** shall be paid to **their** estate.

23:08 An employee who has received a pre-retirement leave under the provisions of this Article that is re-hired by any Employer that is part of any Employers Organization will not be entitled to receive the pre-retirement benefit again.

Article 24 Benefits - HEB/HEPP

24:01 Dental Plan

The parties agree that during the life of this **Collective** Agreement, Healthcare Employees Benefit Plan (HEB MANITOBA) sponsored Dental Plan will be cost-shared on a 50/50 basis.

24:02 Disability and Rehabilitation Plan

The Disability and Rehabilitation Plan with benefit levels, as determined by the HEBP Board of Trustees, shall continue to be implemented for all eligible employees.

The Employer will contribute to a maximum of two-point-three percent (2.3%) of base salary to fund the Provincial Disability and Rehabilitation Plan.

The Employer agrees to fund its share of costs on an administrative service basis as required and in addition, the Employer will provide a net reserve to cover future benefits for employees on the disability plan.

The parties agree that income protection will be used to offset the elimination period. Once the elimination period has been exhausted, the eligible 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 Disability Rehabilitation Plan is one hundred nineteen (119) calendar days.

24:03 The Employer will provide full-time and part-time employees, within their first three (3) months of employment, information related to the current available benefits plans; or upon request the same information may be provided through the appropriate administrative contact.

24:04 The Employer agrees to continue to participate in the HEB Manitoba jointly trusteed pension plan and the benefit plan in accordance with the provisions of the applicable plan text.

Article 25 Changes in Classification

25:01 In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.

25:02 Unless the Union objects in writing within thirty (30) calendar days following such notification, the classification and salary range shall become established and form part of **the Salary Schedule** of this **Collective** Agreement.

25:03 If the Union files written objection, as per Article 25:02, then the parties hereto shall commence negotiations forthwith and attempt to reach agreement as to an appropriate salary range.

25:04 Failing agreement, the matter may be referred to arbitration in accordance with Article 7.

25:05 At any time after an employee has been in a classification for three (3) months, **they** shall have the right to request a review of **their** classification if **the employee** feels that the duties of the job have substantially changed from those of the classification job description.

The employee shall submit the request in writing, with the assistance of the Union if they so choose, to both the manager and Human Resources and shall state what change in duties forms the basis of the review request.

The Employer will examine the duties of the employee, compare them with the job description and give a decision as to the validity of the request.

If the decision given is not satisfactory to the employee, **they** may then treat this request for change in classification as a grievance as laid out in Article 6.

If at any time the Employer changes an existing job description, the employee(s) and Union will receive the revised copy of same.

Article 26 Sub-contracting

26:01 It shall not be considered as sub-contracting should the Employer:

- (a) Merge or amalgamate with another health care facility/regional health authority or health care related facility; or
- (b) Transfer or combine any of its operations or functions with another health care facility/regional health authority or health care related facility; or
- (c) Take over any of the operations or functions of another health care facility.

26:02 In accordance with **Article 26:01**, employees will be given ninety (90) days' notice, and where the Employer is unable to provide alternate employment

within the sites comprising the **Employer**, the employee shall be entitled to a choice of either:

- (a) 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; or
- (b) The exercise of their seniority to displace a less senior employee in an equivalent or lower classification **with the Employer and** within the scope of this **Collective** Agreement, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

26:03 If the Employer intends to sub-contract work which results in the displacement of one (1) or more employees, the Employer will notify the Union at least ninety (90) days in advance of such change and will make every reasonable effort to find suitable alternative employment with the site and/or **another site with the same Employer and within the scope of this Collective Agreement** for those employees so displaced and will guarantee to offer alternative employment with the site and/or **another site with the same Employer and within the scope of this Collective Agreement** 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 **of continuous** service accepting a position in a lower paid grade will continue at **their** present grade and will receive an increase only when the rate in **their** new scale, corresponding to **their** years of service, provides for an increase over **their** current **basic rate of pay**. **In any event, this red circling provision shall be limited to no more than one (1) year from the date of transfer or redeployment.**

Article 27 Duration and Date of Ratification

27:01 (a) This **Collective Agreement** shall be in full force and effect from April 1, **2017**, until March 31, **2024**.

- (b) The provisions of the **Collective** Agreement shall continue in effect following the expiry date until replaced by a new agreement or until the declaration of a strike or lockout, whichever occurs first.
- (c) The Union agrees to give the Employer at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of lockout.

27:02 Should either party desire to propose changes to this **Collective** Agreement they shall give notice in writing 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 proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new **Collective** Agreement.

27:03 This **Collective** Agreement may be amended during its term by mutual agreement.

27:04 It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this **Collective** Agreement and further no employee in the unit shall strike during the term of this **Collective** Agreement.

27:05 **Ratification of this Collective Agreement occurred on August 22, 2022.**

Article 28 Union Representation

28:01 The Union agrees to exchange with the Employer a current list of officers and authorized representatives and **their respective areas of responsibility** within fourteen (14) days of any change **occurring**.

28:02 The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Manitoba Government and General Employees'

Union when negotiating or dealing with matters concerning the **Collective Agreement**.

- 28:03** When meeting with the Employer to conduct negotiations, the maximum number of employees who will be entitled to leave of absence without loss of basic pay or benefits shall be two (2) representatives.

By mutual agreement between the Employer and the Union, employees required to make special presentations shall be allowed leave of absence with pay.

- 28:04** Union local representatives and stewards, with their respective supervisor(s) permission, may visit employees for the purpose of investigating complaints and the administration of the Collective Agreement but only with the prior authorization of the supervisor(s) of the employees involved. Such authorization shall not be unreasonably **sought or** withheld. To the extent possible and practical, all such union activities shall be conducted during off duty hours.

Article 29 Respectful Workplace

- 29:01** **The Employer and the Union jointly affirm that every employee shall be entitled to a respectful and safe workplace. The parties agree that there shall be no discrimination, interference, restriction, harassment, or coercion based on the applicable characteristics cited in Section 9 of the Human Rights Code of Manitoba, except as may be allowed under the Code.**

29:02 **Harassment**

The Employer and the Union agree that no form of harassment, **disruptive workplace conduct, disrespectful behaviour, or violence** shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and **resolving** such problems, should they arise. Situations involving **sexual** harassment shall be treated in strict confidence by

both the Employer and the Union, **except where disclosure is required by law.**

The definition of harassment shall consist of the definition contained in the Human Rights Code and The Workplace Safety and Health Act and shall further include the definition of harassment set out in the Respectful Workplace Policy as may be amended by the Employer from time to time.

Employees are **required** to review the Respectful Workplace **and Workplace Violence Prevention Program polices.**

Article 30 Representative Workforce

30:01 Health services across Manitoba are provided in facilities located on the original lands of First Nations and Inuit people, and on the homeland of the Métis Nation. Manitoba's health authorities respect that First Nations treaties were made on these territories and we dedicate ourselves to collaborate in partnership with First Nations, Inuit, and Métis (Indigenous) peoples in the spirit of reconciliation.

The parties agree to collaborate in finding constructive ways of implementing the Calls to Action outlined by the Truth and Reconciliation Commission of Canada, June 2015 that are relevant to health and healthcare, including improving cultural competencies, improving health outcomes, supporting culturally appropriate healthcare services, and increasing the number of Indigenous employees in the health care system.

30:02 The Union and the Employer agree with the goals of achieving a representative workforce for Indigenous peoples who are significantly underrepresented in the health workforce. Additional actions are needed to promote and facilitate employment of Indigenous persons in health care occupations at all levels. The parties shall work collaboratively to:

- (a) Develop strategic initiatives and programs that:
- Foster mutual respect, trust, equity, open communication, and understanding.
 - Focus on recruiting, training, and career development of Indigenous staff.
 - Identify workplace barriers that may be discouraging or preventing Indigenous staff from entering and remaining in the workforce.
 - Foster reconciliation in race and cultural relations.
 - Promote the elimination of anti-Indigenous racism in the healthcare system.
- (b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce.

30:03 The Employer will implement, and the parties will encourage all employees to participate in educational opportunities to promote awareness of cultural diversity with an emphasis on Indigenous peoples. This will include enhanced orientation sessions for new employees to promote cultural awareness. Anti-racism education will also be offered.

Article 31 Bulletin Boards

31:01 A bulletin board for the use of the Union will be provided by the Employer in each **facility**. All material posted must be submitted to the designated Administrative Officer and is subject to **their** approval.

Article 32 Discharge, Suspension, Discipline, and Access to Personnel Files

32:01 An employee may be discharged or suspended for just cause. Such employee shall be advised promptly in writing of the reason for **their** dismissal or suspension, with a copy being sent to the local Union representatives.

32:02 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. The employee may be accompanied at the meeting by a Union representative if **the employee** so desires. **The Employer shall notify the employee of the date and time of the meeting. An employee who wishes to have a Union representative present at the meeting shall contact the Union to make those arrangements in advance of the meeting occurring.**

Where possible, the Employer shall give the employee prior notice of the nature of the complaint.

No disciplinary document shall be placed on an employee's personnel file without the employee being given the opportunity to read the document.

32:03 If the action referred to in the above **Article** 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.

32:04 Upon written request and at a mutually agreeable time at the site of employment, an employee shall be given the opportunity to examine any document which is placed in **their** personnel file, provided no part thereof is removed from the file, and **the employee's** reply to any such document shall also be placed in **their** personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of **their** file.

32:05 An employee **may elect to provide authorization to the Employer for a designated Union representative and/or be accompanied in person** by a Union representative if **the employee** so elects, **to examine their** personnel file on request as per **Article 32:04** of the Collective Agreement.

32:06 There shall be one (1) personnel file maintained by the Employer for each employee.

32:07 Where the Employer makes a written assessment of an employee's work performance, the employee shall be entitled to receive a copy. The employee shall sign the assessment indicating only that **the employee** has read and understands the contents. The employee may respond in writing to the assessment which shall become part of **their** record.

Any dispute relative to the substance of the written evaluation must be in writing and submitted within seven (7) days of the date of the employee's acknowledgement of the evaluation.

Article 33 Standby

33:01 "Standby" shall refer to any period of time duly authorized by the Employer during which an employee is required to be immediately available by telephone or other contact and may be required to return to work without undue delay.

33:02 An employee who is designated by the Employer to be on standby shall be entitled for payment of two (2) hours basic pay for each (8) hour period or a pro rata payment for any portion thereof.

Standby allowance shall not be paid during any time during which an employee is actually called back to work.

33:03 Shift and weekend premiums are not applicable to periods of standby.

33:04 Employees required to report back to work outside their regular working hours shall be paid a minimum of three (3) hours at the applicable rate of pay. Where an employee is called back within two (2) hours prior to the commencement of their next scheduled shift time the employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

33:05 When an employee returning on a callback is on route and the callback is cancelled, the employee shall be paid for not less than one (1) hour at straight time rates.

33:06 Telephone Calls Outside of Work Hours

When an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:

- (a) An employee who has not completed the regular daily hours of work shall be paid at their basic rate of pay for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at their basic rate of pay for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (b) An employee who has completed the regular daily hours of work shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (c) For the purposes of calculation as per (a) and (b) above, accumulated time spent on telephone consultation(s) shall be calculated from 0001 to 2400 hours daily.
- (d) Employees consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their supervisor for processing.

- (e) The parties agree that when an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the telephone consult shall not constitute a callback to work. If the telephone consult results in the employee having to attend to the workplace, it shall constitute a callback and be paid as per Article 33:04.

Article 34 Special Provisions - Casual Employees

- 34:01 A “Casual Employee” means an employee who does not hold an EFT position and is called by the Employer to replace an absent employee or to supplement regular staff coverage, subject to Article 21:07. The terms of this Collective Agreement do not apply to the casual employee, except as specified hereinafter.
- 34:02 Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly period.
- 34:03 Casual employees are paid in accordance with the salaries specified in the Salary Schedule. Increments will be granted after completion of the equivalent to full-time annual hours worked as specified in Article 12:01.
- 34:04 Casual employees are entitled to the shift premium(s) outlined in Article 19.
- 34:05 Casual employees required to work on a general holiday shall be paid as outlined in Article 15:02.
- 34:06 Casual employees shall be entitled to compensation for overtime worked in accordance with Article 14:01 and 14:02.
- 34:07 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.

34:08 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.

34:09 Retroactive to their first day of employment, seniority shall accumulate on the basis of all regular hours worked for the sole purpose of attaining a permanent or term position, subject to Article 8:02. Such casual seniority will not take priority over full-time or part-time employee seniority. Regular hours worked for seniority purposes shall also include any hours worked in a term position.

Effective August 22, 2022, the seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.

34:10 Articles 6 and 7 herein apply only with respect to the terms of this Article.

34:11 A casual employee shall be paid four-point-six-two percent (4.62%) [five percent (5%) effective September 30, 2021] of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each pay deposit.

34:12 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 the employee received in their former position.

34:13 Casual employees will be entitled to the Transportation Allowance outlined in Article 40.

Article 35 Storm/Disaster Pay

35:01 If an employee is unable to attend work due to bad weather conditions and there are actual blizzard conditions, as declared by Environment Canada, or the Employer, or due to road closures as declared by the police agencies, or

the Department of Highways, staff shall not be paid for such work missed, however, on written request, **the employee** will be allowed to use banked time in lieu of overtime, banked statutory holiday or vacation time.

35:02 Not Applicable to Home Support Workers

If an employee is able to attend at work in spite of the above conditions, and they do so as soon as is possible and within one (1) hour of the scheduled start time, they shall be entitled to pay for the full shift.

Article 36 Education Leave

36:01 The Employer, where possible, will attempt to accommodate scheduling requests for employees who have been accepted into an educational program and wish to maintain an employment relationship with the Employer.

36:02 Upon written request, the Employer shall give due consideration to an employee's request for educational leave of absence without pay.

36:03 **Employees required by the Employer to complete online training, attend classes of instruction, or interdepartmental meetings outside their regular hours shall be paid at straight time rates for time spent in attendance or authorized time as determined by the Employer to complete the online training for such courses or be given equivalent time off.**

36:04 Applicable to Home Support Workers Only

Where an employee incurs transportation costs to attend training courses as in Article 36:03 above, they shall be reimbursed in accordance with the Province of Manitoba mileage rates.

36:05 **Staff will be advised on a regular and recurring basis of Employer sponsored specialized training opportunities and other in-services as they are made available.**

Article 37 Loss Of or Damage To Personal Effects

- 37:01** In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for replacement of same.
- 37:02** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft or damage to the employee's tools, equipment or personal effects, or for luxury items.
- 37:03** Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

Article 38 Safety and Health

- 38:01** The Employer shall in accordance with the objects and purposes of **The Workplace Safety and Health Act**:
- (a) Ensure so far as is reasonably practicable, the safety, health, and welfare at work of all workers; and
 - (b) Comply with **The Workplace Safety and Health Act and Regulations**.
- 38:02** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary.
- 38:03** (a) A joint Safety and Health Committee, as per **The Workplace Safety and Health Act**, shall be established to examine all aspects of safety and health measures within the **workplace having regard for**:
- (i) The number of employees within the workplace.
 - (ii) The type of work performed in the workplace and the degree of hazard involved.

- (iii) The complexity of the workplace operations, and the size, location, and nature of the workplace.
- (b) The joint Safety and Health Committee shall hold meetings at least quarterly for jointly considering, monitoring, inspecting, investigating, and reviewing safety and health 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 workers;
 - (ii) Participation in the identification of risks to the safety or 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 and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
 - (iv) Co-operation with the occupational health service, if such a service has been established;
 - (v) Co-operation with a safety and health officer exercising duties under this Act or the regulations;
 - (vi) The making of recommendations to the **E**mployer or prime contractor respecting the safety and health of workers;
 - (vii) The inspection of the workplace at regular intervals;
 - (viii) The participation in investigations of accidents and dangerous occurrences at the workplace;
 - (ix) 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

- (x) Such other duties as may be specified in this Act or prescribed by regulation.
 - (c) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, posted on the Safety and Health bulletin boards, and supplied to the Workplace Safety and Health Division.
 - (d) Recommendations for corrective actions shall be referred, in writing, to the CEO or designate and a response shall be provided to the Workplace Safety and Health Committee within **thirty (30)** days.
- 38:04** The Employer and the Union agree that violent **or aggressive** behaviour shall not be condoned in the workplace and is further agreed that both parties will work together in recognizing and resolving such problems should they arise.
- (a) When the Employer is aware that a resident/patient/**client** has a history of aggressive behaviour the Employer will make such information available to employees who provide service to those residents/**patients/clients**.
 - (b) Where such a program does not exist, the Employer shall develop an Aggressive Resident/Patient/**Client** Conduct Program. Prior to implementing such a program, the Employer shall receive a recommendation from the Safety and Health committee. Such a program will include instruction and dissemination of information.
- 38:05** The Employer shall provide information and preventative measures for those employees in contact with known infectious diseases where medically necessary to protect the employee or other residents/**patients/clients**.
- 38:06** An employee may refuse to perform particular work where the employee has reasonable grounds to believe and does believe that the work is dangerous to **their** safety or health or the safety or health of another worker or another person. Where the employee refuses particular work, **they** shall immediately

report the refusal and reasons therefore to **their** immediate supervisor. The Employer shall ensure that employees subsequently asked to perform this work are made aware of the original refusal. The immediate supervisor in conjunction with the appropriate authorities will ensure that the employee is not required to continue working under dangerous conditions.

Should any provisions of this Article be or become inconsistent with the applicable legislation, the legislation will supersede.

Article 39 Overpayments and Under Deductions

39:01 The Employer may not make deductions from wages unless authorized by statute, by court order, by arbitration award, by this **Collective** 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.

39:02 In the event the employee retires from, or leaves the employ of, the Employer before the Employer is able to fully recover an overpayment **or an under deduction** 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.

- 39:03 “Under Deduction” shall include, but is not limited to, any statutory deduction, or any other amount for which the employee has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.
- 39:04 (a) All under deductions are considered to be an accounts receivable and will be deducted from an employee’s wages when discovered by the Employer.
- (b) The deduction will be made in a fair and reasonable manner after notification to the employee and taking into consideration the amount of the account receivable and the purpose of the amount under deducted.
- (c) Where an error has been made by the Employer in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery. The proposed recovery will be made over a period of time which is no less than the period during which the under deduction was made, unless otherwise agreed between the employee and the Employer.
- (d) Employee Benefit Forms/Under Deduction
An employee failing to submit their benefit and/or pension forms on a timely basis or to ensure appropriate notification prior to a return from leave of absence may result in an under deduction.
- In order to initiate or maintain continuity of benefits and pension contributions, under deductions will be corrected as soon as possible with the Employer and the employee making their required contributions.
- Failure to do so may negate the availability of these benefits to the employee or may result in the employee having to provide evidence of proof of insurability to the benefit provider.

39:05 The Employer shall notify the employee of an overpayment or under deduction error by letter within ten (10) business days of discovery.

- (a) Where the value of the overpayment or under deduction error is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred fifty dollars (\$150), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.
- (b) Where the value of the overpayment or under deduction error exceeds ten percent (10%) of the employee's normal biweekly gross earnings and is more than one hundred fifty dollars (\$150), a detailed breakdown of the error will be included with the letter and upon request a meeting will be scheduled with the employee and the Union to discuss a proposed recovery schedule as soon as practicable.

Article 40 Transportation

40:01 Not Applicable for Home Support Workers

- (a) An employee required to return to the facility/base location on a callback as referenced in Article 33:05 will have:
 - (i) Return transportation provided by the Employer; or
 - (ii) Reimbursement in accordance with the Province of Manitoba mileage rates if the employee uses their own vehicle.
- (b) Employees who are required to use their own personal vehicle for facility business which has been pre-authorized by the Employer shall be reimbursed by the Employer for all mileage accrued out-of-town trips and four dollars (\$4.00) for in-town trips per trip, whichever is greater.

- (c) Employees required to attend meetings outside the facility shall be reimbursed applicable transportation and mileage rates as outlined above and applicable travel time from work location.

40:02 Applicable to Home Support Workers Only

Where an employee is authorized to use their privately owned vehicle on the Employer's business the employee shall be reimbursed in accordance with rates paid by the Province of Manitoba contained in the Government Employees' Master Agreement (GEMA) for all travel between work locations. Where the Employer requires the employee to use their personal vehicle or where the employee's schedule is based on the use of a vehicle, the use of the privately owned vehicle shall be deemed to be authorized.

The Employer shall reimburse the employee for any distance travelled:

- (a) Greater than eight kilometres (8kms) to the first work assignment.
- (b) Greater than eight kilometres (8kms) to home from the last work assignment.

40:03 Applicable to Home Support Workers only

Where bus transportation is approved for travel between work locations employees shall be reimbursed transit expenses and travel time as per Article 40:04.

40:04 Applicable to Home Support Workers only

- (a) Travel time between worksites shall be considered time worked.
- (b) Travel time from the employee's home to the first work assignment of the day shall also be considered time worked but only where:
 - (i) The first assignment is to report to a client's residence, rather than to the base location to which the employee normally reports; and

- (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and from the employee's home.
- (c) Travel time from the last work assignment of the day to the employee's home shall also be considered time worked but only where:
 - (i) The last assignment is at a client's residence, rather than at the base location to which the employee normally reports; and
 - (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and the employee's home. Employees required by the Employer to attend a training course shall be paid at their regular hourly rate for all classroom hours.

40:05 Applicable to Home Support Workers only

- (a) Where an employee travels by bus between assignments on a split shift, the employee shall be reimbursed bus fare and the normal time that would have been scheduled for travel between the assignments as if they were contiguous.
- (b) Where the employee is authorized to use their privately owned vehicle on a split shift the employee shall receive:
 - (i) Paid mileage at the appropriate rate for the distance between the assignments; and
 - (ii) Travel time as if the assignments were contiguous.
- (c) Where an employee is assigned a split shift with one (1) client, the employee shall be eligible for transportation cost and travel time to and from the client for the second and any subsequent assignments on the same day.

Article 41 Retroactive Wages

41:01 All applicable retroactive wage adjustments shall be processed as soon as possible following ratification of the settlement by both parties. The anticipated timelines for processing of retroactive pay will be communicated to all current employees in an appropriate format.

Former employees are eligible to apply for applicable retroactive pay provided that they apply in writing within ninety (90) days after the ratification date.

Wherever possible retroactive pay will be made by separate direct deposit.

Article 42 Reasonable Accommodation and Return to Work

42:01 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, their new salary shall be determined in accordance with Article 9:04.

In the event the accommodation results in the employee being moved to a lower classified position, their new salary shall be determined in accordance with Article 9:05.

42:02 The Employer, the Union, and the 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 their restrictions and limitations as documented by a qualified medical practitioner.

Return to work placement may occur within a fifty kilometre (50km) radius of the originating site unless a greater distance is mutually agreed between the Employer and the employee.

IN WITNESS WHEREOF A representative of Prairie Mountain Health Region Employers Organization has hereunto set their hand for, and on behalf of, the Employers comprising the Prairie Mountain Health Region Employers Organization and a representative of Manitoba Government and General Employees' Union has set their hand for, and on behalf of, Manitoba Government and General Employees' Union.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Dbozo.

B. Y. Rawan

For the Union:

Bob D.

Lois Long

Carla Meyer

Schedule "A"

Effective April 1, 2006

Full-time Employee Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
Daily	Annual						
7.25	1885	0	1,885	3,770	5,655	7,540	9,425
7.50	1950	0	1,950	3,900	5,850	7,800	9,750
7.75	2015	0	2,015	4,030	6,045	8,060	10,075
8.00	2080	0	2,080	4,160	6,240	8,320	10,400

Long Service Step

Applicable to former Community Support

- (a) Effective April 1, 2023 a Long Service Step equivalent to two percent (2%) shall be added to the Salary Schedule. Employees shall be eligible for the Long Service Step identified in the Salary Schedule upon completion of the following:
- (i) Twenty (20) or more years of continuous service; and
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.
- (b) Employees who do not meet the above criteria on April 1, 2023 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in (a) above.

Note #1: For the purpose of (a) and (b) continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT, or Term).

Applicable to former Facility Support

- (a) Effective October 1, 2014 a Long Service Step equivalent to two percent (2%) shall be added to **the Salary Schedule**. Employees shall be

eligible for the Long Service Step identified in **the Salary Schedule** upon completion of the following:

- (i) Twenty (20) or more years of continuous service; and
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.
- (b) Employees who do not meet the above criteria on October 1, 2014 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in (a) above.

Note #1: For the purpose of (a) and (b) continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT, or Term).

Schedule “B” - Site List
Community and Facility Support

Bargaining Unit: Prairie Mountain Health Region Employers Organization

Employer List	Site List
Prairie Mountain Regional Health Authority (PMRHA) (Direct Operations)	Baldur Health Centre Birtle Health Centre and Personal Care Home Boissevain Health Centre (includes Evergreen Personal Care Home) Brandon Regional Health Centre Bren-del-win Lodge (Deloraine) Carberry Health Centre Child & Adolescent Treatment Centre (Brandon) Country Meadows Personal Care Home (Neepawa) Dauphin Regional Health Centre, includes Personal Care Home Davidson Memorial Centre (Cartwright) Deloraine Health Centre (includes Delwynda Personal Care Home) Elkwood Manor (Elkhorn) Erickson Health Centre, includes Personal Care Home Fairview Home (Brandon) Gilbert Plains Health Centre Glenboro Health Centre Grandview District Hospital (includes Grandview Personal Care Home) Hamiota Health Centre (includes Birch Lodge Personal Care Home) Hartney Health Centre, includes Personal Care Home McCreary Alonsa Health Centre, includes Personal Care Home Melita Health Centre, includes Personal Care Home Mental Health Program (includes Community and Crisis Services) Minnedosa Health Centre Neepawa District Memorial Hospital Primary Health Care Program McTavish Manor (Brandon)

Employer List	Site List
Prairie Mountain Regional Health Authority (PMRHA) (Direct Operations)	Reston Health Centre, includes Personal Care Home Rideau Park Personal Care Home (Brandon) Rivers Health Centre, includes Personal Care Home Roblin District Health Centre (includes Crocus Court Personal Care Home) Rossburn Health Centre, includes Personal Care Home Russell Health Centre Russell Personal Care Home Sandy Lake Personal Care Home Shoal Lake - Strathclair Health Centre (includes Morley House Personal Care Home) Souris Health Centre, includes Personal Care Home Sherwood Personal Care Home (Virden) St Paul's Home Personal Care Home (Dauphin) Swan Valley Health Facilities (including Swan Valley Health Centre, Swan Valley Lodge, Swan River Valley Personal Care Home & Benito Health Centre) Tiger Hills Health Centre, includes Personal Care Home (Treherne) Tri-Lake Health Centre (includes Bayside Personal Care Home) (Killarney) Virden Health Centre Wawanesa Health Centre, includes Personal Care Home West-Man Nursing Home (Virden) Westview Lodge (Boissevain) Home Care Program Public Health Program Regional Programs - Addictions Services
Ste. Rose Health Inc.*	Ste. Rose General Hospital Dr. Gendreau Personal Care Home (Ste. Rose) Winnipegosis & District Health Centre, includes Personal Care Home
Winnipegosis & District Health Centre*	Dinsdale Personal Care Home (Brandon)
Dinsdale Personal Care Home*	

*Identifies non-transferred sites

**Schedule “C” - MGEU Base Locations
Community and Facility Support
October 6, 2022**

Bargaining Unit: Prairie Mountain Health Region Employers Organization

Employer List	Site List	Base Location
Prairie Mountain Regional Health Authority (PMRHA) (Direct Operations)	Baldur Health Centre	Baldur Health Centre 531 Elizabeth Avenue E Baldur MB R0K 1B0
	Birtle Health Centre (includes Personal Care Home)	Birtle Health Centre 843 Gertrude Street Birtle MB R0M 0C0
	Boissevain Health Centre (includes Evergreen Personal Care Home)	Boissevain Health Centre 305 Mill Road Street Boissevain MB R0K 0E0
	Brandon Regional Health Centre (includes Centre for Adult Psychiatry & Centre for Geriatric Psychiatry)	Brandon Regional Health Centre 150 McTavish Avenue E Brandon MB R7A 2B3
	Bren-del-win Lodge	Bren-del-win Lodge 103 Kellett Street S Deloraine MB R0M 0M0
	Carberry Health Centre	Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
	Child & Adolescent Treatment Centre	Child & Adolescent Treatment Centre 1240 10 th Street Brandon MB R7A 7L6
	Country Meadows Personal Care Home	Country Meadows Personal Care Home 500 Veterans Way Neepawa MB R0H 1H0
	Dauphin Regional Health Centre (includes Personal Care Home)	Dauphin Regional Health Centre 625 3 rd Street SW Dauphin MB R7N 1R7
	Davidson Memorial Health Centre	Davidson Memorial Health Centre 345 Davidson Street Cartwright MB R0K 0L0
	Deloraine Health Centre (includes Delwynda Personal Care Home)	Deloraine Health Centre 109 Kellett Street S Deloraine MB R0M 0M0
	Elkwood Manor	Elkwood Manor 12 Antrim Street Elkhorn MB R0M 0N0

Employer List	Site List	Base Location
	Erickson Health Centre (includes Personal Care Home)	Erickson Health Centre 60 Queen Elizabeth Road Erickson MB R0J 0P0
	Fairview Home	Fairview Home 1351 13 th Street Brandon MB R7A 4S6
	Gilbert Plains Health Centre	Gilbert Plaines Health Centre 100 Cutforth Street N Gilbert Plains MB R0L 0X0
	Glenboro Health Centre (includes Personal Care Home)	Glenboro Health Centre 219 Murray Avenue Glenboro MB R0K 0X0
	Grandview District Hospital	Grandview District Hospital 644 Mill Street Grandview MB R0L 0Y0 Grandview Personal Care Home 308 Jackson Street Grandview MB R0L 0Y0
	Hamiota Health Centre (includes Birch Lodge Personal Care Home)	Hamiota Health Centre 177 Birch Avenue E Hamiota MB R0M 0T0
	Hartney Health Centre (includes Personal Care Home)	Hartney Health Centre 617 River Avenue Hartney MB R0M 0X0
	McCreary Alonsa Health Centre (includes Personal Care Home)	McCreary Alonsa Health Centre 613 PTH 50 McCreary MB R0J 1B0
	Melita Health Centre (includes Personal Care Home)	Melita Health Centre 147 Summit Avenue Melita MB R0M 1L0
	Mental Health Program (includes Community and Crisis Services)	7th Street Health Access Centre (RAAM) 20 7 th Street Brandon MB R7A 56M8 Brandon Regional Health Centre (Centre for Adult Psychiatry and Centre for Geriatric Psychiatry) 150 McTavish Avenue E Brandon MB R7A 2B3 Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5 Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0

Employer List	Site List	Base Location
		Child & Adolescent Treatment Centre (CATC) 1240 10 th Street Brandon MB R7A 7L6
		Dauphin Regional Health Centre (Mobile Crisis Services) 625 3 rd Street SW Dauphin MB R7N 1R7
		Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7
		Gilbert Plains Health Centre 100 Cutforth Street N Gilbert Plains MB R0L 0X0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Grandview District Hospital 644 Mill Street Grandview MB R0L 0Y0
		Hamiota Health Centre (includes Birch Lodge Personal Care Home) 177 Birch Avenue E Hamiota MB R0M 0T0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 334 1 st Street SW Minnedosa MB R0J 1E0
		Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
		Roblin District Health Centre includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0L 1P0
		Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0
		Ste. Rose Primary Health Care Centre 603 1 st Avenue E Ste. Rose du Lac MB R0L 1S0

Employer List	Site List	Base Location
		Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0
		Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0
		Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0
		Virден Health Centre 480 King Street East Virден MB R0M 2C0
		Westman Crisis Services (CSU) 404 13 th Street Brandon MB R7A 4R1
	Minnedosa Health Centre	Minnedosa Health Centre 334 1 st Street Minnedosa MB R0J 1E0
	Minnedosa Personal Care Home	Minnedosa Personal Care Home 138 3 rd Avenue SW Minnedosa MB R0J 1D0
	Neepawa District Memorial Hospital	Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
	Primary Health Care Program	7th Street Health Access Centre 20 7 th Street Brandon MB R7A 6M8
		Baldur Health Centre 531 Elizabeth Avenue E Baldur MB R0K 0B0
		Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0
		Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road S Boissevain MB R0K 0E0
		Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5
		Camperville Primary Health Care Centre PTH #20 S

Employer List	Site List	Base Location
		Camperville MB R0L 0J0 Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
		Crane River Community Health PTH #48, House 1103, Unit #2 Crane River MB R0L 0M0 Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7 Duck Bay Community Health 57 Government Road Allowance N Duck Bay MB R0L 0N0 Erickson Health Centre 60 Queen Elizabeth Road Erickson MB R0J 0P0 Ethelbert Primary Health Care Centre 31 Railway Avenue N Ethelbert MB R0L 0T0 Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0 Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0 Minnedosa Health Centre 334 1 st Street SW Minnedosa MB R0J 1E0 Rivers Health Centre (includes Personal Care Home) 512 Quebec Street Rivers MB R0K 1X0 Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0L 1P0 Rosburn Health Centre (includes Personal Care Home) 166 Parkview Drive Rosburn MB R0J 1V0 Ste. Rose Primary Health Care Centre 603 1sts Avenue E

Employer List	Site List	Base Location
		Ste. Rose du Lac MB R0L 1S0
		Swan Valley Primary Care Centre 1000 Main Street N Swan River MB R0L 1Z0
		Waterhen Primary Health Care Centre 104 North Mallard Road Waterhen MB R0L 2C0
		Wawanesa Health Centre (includes Personal Care Home) 506 George Street Wawanesa MB R0K 2G0
	McTavish Manor	McTavish Manor 602 13 th Street Brandon MB R7A 4R5
	Reston Health Centre (includes Personal Care Home)	Reston Health Centre 523 1 st Street N Reston MB R0M 1X0
	Rideau Park Personal Care Home	Rideau Park Personal Care Home 525 Victoria Avenue E Brandon MB R7A 6S9
	Rivers Health Centre (includes Personal Care Home)	Rivers Health Centre 512 Quebec Street Reivers MB R0K 1X0
	Roblin District Health Centre (includes Crocus Court Personal Care Home)	Roblin District Health Centre 15 Hospital Street Roblin MB R0L 1P0
	Rosburn Health Centre (includes Personal Care Home)	Rosburn Health Centre 166 Parkview Drive Rosburn MB R0J 1V0
	Russell Health Centre	Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0
	Russell Personal Care Home	Russell Personal Care Home 113 Arsini Street E, Bag Service #2 Russell MB R0J 1W0
	Sandy Lake Personal Care Home	Sandy Lake Personal Care Home 106 1 st Street W Sandy Lake MB R0J 1W0
	Shoal Lake - Strathclair Health Centre (includes Morley House Personal Care Home)	Shoal Lake - Strathclair Health Centre 344 Elm Street Shoal Lake MB R0J 1Z0
	Souris Health Centre (includes Personal Care Home)	Souris Health Centre 155 Brindle Avenue Souris MB R0K 2C0

Employer List	Site List	Base Location
	Sherwood Personal Care Home	Sherwood Personal Care Home 223 Hargrave Street E Virden MB R0M 2O0
	St. Paul's Home Personal Care Home	St. Paul's Home Personal Care Home 703 Jackson Street Dauphin MB R7N 2N2
	Swan Valley Health Facilities	Swan Valley Health Centre (includes Swan Valley Lodge) 1101 Main Street Swan River MB
		Swan River Valley Personal Care Home 334 8 th Avenue S Swan River MB R0L 1Z0
		Benito Health Centre 200 1 st Street E Benito MB R0L 0C0
	Tiger Hills Health Centre (includes Personal Care Home)	Tiger Hills Health Centre 64 Clark Street Treherne MB R0G 2V0
	Tri-Lake Health Centre (includes Bayside Personal Care Home)	Tri-Lake Health Centre 86 Ellis Drive Killarney MB R0K 1G0
	Virden Health Centre	Virden Health Centre 480 King Street E Virden MB R0M 2C0
	Wawanesa Health Centre (includes Personal Care Home)	Wawanesa Health Centre 506 George Street Wawanesa MB R0K 2G0
	West-Man Nursing Home	West-Man Nursing Home 427 Frame Street E Virden MB R0M 2O0
	Westview Lodge	Westview Lodge 200 Struthers Street Boissevain MB R0K 0E0
	Home Care Program	Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0
		Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road South Boissevain MB R0K 0E0
		Brandon Town Centre 800 Rosser Avenue

Employer List	Site List	Base Location
		Brandon MB R7A 6N5
		Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
		Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7
		Deloraine Health Centre (includes Delwynda Personal Care Home) 109 Kellett Street S Deloraine MB R0M 0M0
		Erickson Health Centre 60 Queen Elizabeth Road Erickson MB R0J 0P0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 334 1 st Street SW Minnedosa MB R0J 1E0
		Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
		Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0J 1V0
		Rosburn Health Centre (includes Personal Care Home) 166 Parkview Drive Rosburn MB R0J 1V0
		Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0
		Shoal Lake - Strathclair Health Centre (includes Morley House Personal Care Home) 526 Mary Street Shoal Lake MB R0J 1Z0

Employer List	Site List	Base Location
		<p>Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0</p> <p>Ste. Rose Primary Health Care Centre 603 1st Avenue E Ste. Rose du Lac MB R0L 1S0</p> <p>Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0</p> <p>Tiger Hills Health Centre (includes Personal Care Home) 64 Clark Street Treherne MB R0G 2V0</p> <p>Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0</p> <p>Virден Health Centre 480 King Street E Virден MB R0M 2C0</p> <p>Wawanesa Health Centre (includes Personal Care Home) 506 George Street Wawanesa MB R0K 2G0</p>
	Public Health Program	<p>Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0</p> <p>Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road S Boissevain MB R0K 0E0</p> <p>Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5</p> <p>Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0</p> <p>Dauphin Regional Health Centre (includes Personal Care Home) 625 3rd Street SW Dauphin MB R7N 1R7</p>

Employer List	Site List	Base Location
		Deloraine Health Centre (includes Delwynda Personal Care Home) 109 Kellett Street S Deloraine MB R0M 0M0
		Gilbert Plains Health Centre 100 Cutforth Street N Gilbert Plains MB R0L 0X0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Grandview District Hospital 644 Mill street Grandview MB R0L 0Y0
		Hamiota Health Centre (includes Birch Lodge Personal Care Home) 177 Birch Avenue E Hamiota MB R0M 0T0
		McCreary Alonsa Health Centre (includes Personal Care Home) 613 PTH 50 McCreary MB R0J 1B0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 344 1 st Street S Minnedosa MB R0J 1E0
		Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
		Rivers Health Centre (includes Personal Care Home) 512 Quebec Street Rivers MB R0K 1X0
		Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0L 1P0
		Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0

Employer List	Site List	Base Location
		<p>Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0</p> <p>Ste. Rose Primary Health Care Centre 603 1st Avenue E Ste. Rose du Lac MB R0L 1S0</p> <p>Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0</p> <p>Tiger Hills Health Centre (includes Personal Care Home) 64 Clark Street Treherne MB R0G 2V0</p> <p>Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0</p> <p>Virден Health Centre 480 King Street E Virден MB R0M 2C0</p>
	Regional Programs	<p>Boissevain Office 412 S Railway Street Boissevain MB R0K 0E0</p> <p>Brandon Office 940 Princess Avenue Brandon MB R7A 0P6</p> <p>Dauphin Office 404 1st Avenue NE Dauphin MB R7N 1A9</p> <p>Minnedosa Office 70 3rd Avenue SW Minnedosa MB R0J 1E0</p> <p>Parkwood Office 510 Frederick Street Brandon MB R7A 6Z4</p> <p>Rosburn Office 10 Main Street Rosburn MB R0J 1V0</p> <p>Swan River Office 126 6th Avenue N Swan River MB R0L 1Z0</p> <p>Virден Office 283 Nelson Street W Virден MB R0M 2C0</p>

Employer List	Site List	Base Location
Ste. Rose Health Inc.*	Ste. Rose General Hospital	Willard Monson House Office 540 Central Avenue Ste. Rose du Lac MB R0L 1S0
		Ste. Rose General Hospital 480 3 rd Street E Ste. Rose du Lac MB R0L 1S0
		Dr. Gendreau Personal Care Home 515 Mission Street Ste. Rose du Lac MB R0L 1S0
Winnipegosis & District Health Centre*	Winnipegosis & District Health Centre (includes Personal Care Home)	Winnipegosis & District Health Centre 230 Bridge Street Winnipegosis MB R0L 2G0
Dinsdale Personal Care Home*	Dinsdale Personal Care Home	Dinsdale Personal Care Home 510 6 th Street Brandon MB R7A 3N9

*Identifies non-transferred sites.

- Errors and Omissions Excepted
- PHLRS reserves the right to add to, modify, or delete sites.

Memorandum of Understanding FSM-1

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Civil Liability

Upon written request from the Union, the Employer will meet with the bargaining unit representatives to outline current civil liability coverage for MGEU employees.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Dlogo.

B. V. Rawan

For the Union:

Bob D.

Colby Long

Cora Meyer

Memorandum of Understanding FSM-2

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Expanded Staff Mobility

The parties agree to participate in a multi-union, multi-employer committee to discuss expanding 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.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Bob D.

Loi Long

Cora Meyer

Memorandum of Understanding FSM-3

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Job Descriptions

The Employer agrees to provide to the Union a complete set of the respective MGEU **Facility Support** Bargaining Unit job descriptions within ninety (90) days of the signing of this Collective Agreement.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. V. Rawan

For the Union:

Bob D.

Lois Long

Cora Meyer

Memorandum of Understanding FSM-4

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)****Re: Modified Shifts of Less than Regular Hours of Work**

The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than **the regular hours of work as outlined in Article 12** (hereinafter referred to as “regular hours of work”).

- (a) 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.
- (b) Shifts of three (3) three to five (5) paid hours shall include one (1) fifteen (15) minute rest period.
 - Shifts of greater than five (5) paid hours up to and including six (6) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
 - Shifts of greater than six (6) hours up to the regular **daily** hours of work **for that classification** shall include two (2) fifteen (15) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
- (c) In the event that an employee is required to work beyond the end of **their** scheduled shift, **the employee** shall be paid for all hours worked beyond the shift at **their basic rate of pay** up to the regular **daily** hours of work **for that classification**. Overtime rates of pay shall be applicable for time worked in excess of regular hours work, in accordance with **Article 12:01**.

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

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. V. Rawan

For the Union:

Bohd.

Lo Long

Con Meyer

Memorandum of Understanding FSM-5

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Provincial Multi-union Support Sector Advisory Committee

The parties acknowledge that in order to support the delivery of effective patient/resident/client 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 Support Sector Advisory Committee with representation from the Employers and the unions. Union representation shall be a maximum of six (6) 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.
- 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 systemic staffing issues that may be raised by Committee members.

The Provincial Support Sector Advisory Committee will commence meeting within ninety (90) days of all unions' ratification of the 2017-2024 negotiated Collective 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 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 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

B. D. D.

Col Long

Con Meyer

Letter of Understanding FSM-6

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation

During the term of the 2017 to 2024 Collective Agreement, 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 12** during the life of this Collective Agreement.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Bob D.

Lois Long

Cora Meyer

Memorandum of Understanding FSM-7

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: 9.69 (“10”) Hour Shift Schedule

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 **at least ninety (90) days prior to the change** 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 an **alternate** 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 **seventy percent (70%) of** 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 **seventy-seven and one-half (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 **(1)** 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) **fifteen (15)** minute rest periods and exclusive of one (1) meal period of thirty (30) minutes.

Income Protection

Employees shall accumulate **and be paid** income protection **in accordance with the Collective Agreement**.

General Holidays

Employees required to work on a general holiday shall be paid one and one-half times (1½x) **their** basic rate of pay for all regular hours worked. **Full-time employees** shall receive seven and three-quarter (7.75) hours off at **their** basic **rate of pay in accordance with the Collective Agreement**.

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) hours 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 **seventy percent (70%)** of **the affected** employees working the 9.69 ("10") hour shift schedule may terminate the modified shift schedule.

Signed this 7 day of September, 2023.

For the Employer:

Kerry D. O.

B. Y. Rawan

For the Union:

B. D.

Ch Long

Con Meyer

Letter of Understanding FSM-8

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: 11.625 ("12") Hour Shift Schedule

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 **at least ninety (90) days prior to the change**, 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 an **alternate** 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 **seventy percent (70%) of** 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 **seventy-seven and one-half (77.50)** 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 **(1)** time.
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of:
- (i) One unpaid meal period thirty (30) minutes in duration.**
 - (ii) One meal period thirty (30) minutes in duration that will be comprised of seven and one-half (7.50) minutes unpaid time and twenty-two and one-half (22.50) minutes paid time.**
 - (iii) Two paid fifteen (15) minute rest periods.**

Income Protection

Employees shall accumulate **and be paid** income protection **in accordance with** the **Collective Agreement**.

General Holidays

Employees required to work on a general holiday shall be paid one and one-half times (1.5x) times **their** basic rate of pay for all regular hours worked. **Full-time employees** shall receive seven and three-quarter (7.75) hours off at **their basic rate of pay in accordance with the Collective Agreement**.

Vacation

The amount of paid vacation that an employee receives under the 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 **seventy percent (70%)** of **the affected** employees working the 11.625 (“12”) hour shift schedule may terminate the modified shift schedule.

Signed this 7 day of September, 2023.

For the Employer:

For the Union:

Kerry DeGo.

[Signature]

B. V. Rawan

[Signature]

[Signature]

Memorandum of Understanding FSM-9

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Classification Review

The following classifications will be reviewed as per current classification/evaluation provisions, including MWSC:

- Health Information Management Professionals
- **Cook/Cook Assistant**
- **MDR Techs**

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. J. Rawan

For the Union:

Bob D.

Lois Long

Cora Meyer

Memorandum of Understanding FSM-10

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Transfer of Employees within the Employer

(a) Temporary Transfer

- (i) To facilitate temporary transfers to the sites within the **Employer** experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another site shall be offered the opportunity to work in the site experiencing the need for additional employees.
- (ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement relating to the assigning of occasional additional shifts are fulfilled.
- (iii) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the Employer reserves the right to transfer employees, commencing with the most junior qualified employee at the sending site.
- (iv) If required, orientation will be provided which will assist the employee to be acquainted with essential information, such as policies and procedures, routine, location of supplies and equipment, and fire and disaster plans.

(v) Employees who are temporarily transferred to sites within the **Employer** shall be eligible for transportation reimbursement as per **Article 40** in accordance with the following formula:

- Distance (in **kilometres**) from the employee’s home to the new work site minus the distance (in **kilometres**) from the employee’s home to the employee’s originating work site.

(b) Permanent Transfer

(i) When a position(s) is transferred from one **(1)** site to another site within the **Employer**, the employee occupying said position will be given the opportunity to move with the position(s).

(ii) Should an employee(s) decide not to transfer with the position(s), **they** shall have the right to exercise **their** seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this **Collective Agreement**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

Signed this 7 day of September, 2023.

For the Employer:

Kerry D. O'Connell

B. J. Rawan

For the Union:

Bob

Col Long

Carly

Memorandum of Understanding FSM-11

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: HEB Pension or Benefit Plan Improvements

During the term of the **2017 to 2024 Collective Agreement**, should another healthcare union receive enhanced **HEB** pension or benefit plan improvements, the **MGEU** facility support **group** will also receive the same enhancements at the same time.

Signed this 7 day of September, 2023.

For the Employer:

For the Union:

Kerry Doga O.

[Signature]

B. J. Rawan

[Signature]

[Signature]

Memorandum of Understanding FSM-12

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Working Short

The parties agree that staffing levels affect care for patients/residents/**clients** and employees working conditions. The parties therefore agree:

- (a) The Employer is responsible to review and determine staffing requirements.
- (b) The Employer shall strive to maintain base staffing levels in the units wherever reasonable and practicable.
- (c) In the event that the Employer determines that a vacant shift will not or cannot be filled, the **department head/supervisor/charge nurses** shall, in consultation with the staff:
 - (i) Evaluate and reorganize the workload;
 - (ii) Provide direction to staff as to which activities take priority, and where appropriate, functions that they will not be able to complete.

The issue of workload concerns/working short will be a standing agenda item under the Joint Committee established under Article 22:01. Topics of discussion may include:

- (A) Review and discuss staffing levels/workload issues such as
 - Sick replacement processes
 - Recruiting
 - Current vacancies
 - Workload distribution

- Shift duration
- Other

- (B) Establish a mechanism for monitoring staffing levels/workload issues, including the development of jointly approved working short and overtime forms (examples to be tabled).
- (C) Review and make recommendations to facility management regarding the above.

The Committee will meet within thirty (30) days following ratification of the Collective Agreement and shall jointly determine the frequency of meetings.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. Y. Rawan

For the Union:

Bob

Rob Long

Ann Meyer

Memorandum of Understanding FSM-13

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Remoteness Allowance - Facility Support Services

Remoteness allowances shall be paid to employees subject to the following eligibility criteria and conditions:

(a) Eligibility Claim

A claim, with appropriate attestation, notarized where considered necessary, for payment of depending supporting status allowances, will be submitted to the Employer when first requesting the allowance, and at the request of the Employer. However, the employee is responsible to provide appropriate attestation to the Employer when any change occurs in the eligibility of a dependent.

(b) Single of Dependent's Allowance

Subject to (iii) below, the single allowance will be paid to employees that have established a residence and maintain a home in a location designated as a remote location and who are eligible for the payment of a remoteness allowance. Claims for dependent's allowance will be subject to the following criteria and conditions:

- (i) The employee shall be supporting one (1) or more dependents where a dependent includes:**
- A spouse or common-law spouse living with and dependent on the employee for main an continuing support.

- An unmarried dependent child under eighteen (18) years of age.
 - An unmarried dependent child over eighteen (18) years but under twenty-one (21) years if in full-time attendance at school or university or similar educational institution.
 - An unmarried child of any age with a disability, provided such child is dependent on the employee for support.
- (ii) There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependent's rate.
- (iii) Where both spouses or common-law partners are employees of the Employer to which these eligibility criteria apply, the dependent rate shall be paid to one (1) spouse or common-law partner only and the other spouse or common-law partner will not receive either the dependent or single rate of remoteness allowance, or the employees can receive one-half ($\frac{1}{2}$) of the dependent rate each.
- (c) Locations and Residence
The remoteness allowances applicable to the location at which the employee has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the employee's work site. In any case where the employee does not have a residence established on a continuing basis in relation to their work site, the location of the employee's work site as established by the Employer, shall be considered the location for remoteness.
- (d) Limitations
The remoteness allowances for the various sites, for employees who are single supporting dependent(s) as indicated, represent a maximum daily taxable allowance relative to paid employment. They are payable

during paid general holidays and vacations taken during continued employment, or during authorized paid sickness leave (e.g. income protection benefits) during continued employment. They are not payable during periods of absence without pay, nor payable at time and one-half ($1\frac{1}{2}x$) or other premium pay scales, nor while being paid overtime rates or receiving other premiums, nor included as part of regular biweekly earnings in calculation of vacation days earned upon termination of employment.

(e) Geographic Eligibility

No location will be included for remoteness allowance that is two hundred fifty kilometres (250kms) or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five kilometres (65kms) or more by the most direct road to a provincial trunk highway or paved provincial road, and the aggregate distance to the highway or paved road and then to Winnipeg or Brandon totals two hundred (200) or more kilometres. No location having road access and situated south of the fifty-third (53rd) parallel of latitude will be included unless the criterion concerning off highway access was met.

(f) Daily Rates

Remoteness allowances are to be considered on a daily basis, i.e. one-tenth ($\frac{1}{10}^{\text{th}}$) of the biweekly rate, up to the maximum amount for the biweekly period.

- (i) The employee shall receive one-tenth ($\frac{1}{10}^{\text{th}}$) of the biweekly rate for every day the employee is at work irrespective of the number of hours worked, so long as a minimum of one (1) hour is worked that day.
- (ii) Where an employee regularly works a shift above the normal daily hours as provided for in Article 12:01, the allowance will be provided on a prorated basis.

(g) Biweekly Rates

The biweekly remoteness allowances relative to each location at single and dependent rates are as follows:

	Effective	Effective	Effective	Effective
	March 30, 2019	March 28, 2020	March 27, 2021	March 26, 2022
Berens River				
Dependent	297.72	299.21	304.15	310.23
Single	170.69	171.54	174.37	177.86
Bissett				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68
Bloodvein River				
Dependent	302.17	303.68	308.69	314.86
Single	173.57	174.44	177.32	180.87
Brochet				
Dependent	355.63	357.41	363.31	370.58
Single	204.79	205.81	209.21	213.39
Churchill				
Dependent	287.51	288.95	293.72	299.59
Single	174.44	175.31	178.20	181.76
Cormorant				
Dependent	167.86	168.70	171.48	174.91
Single	107.04	107.58	109.36	111.55
Cranberry Portage				
Dependent	143.83	144.55	146.94	149.88
Single	90.62	91.07	92.57	94.42
Crane River				
Dependent	177.18	178.07	181.01	184.63
Single	128.74	129.38	131.51	134.14
Cross Lake				
Dependent	320.12	321.72	327.03	333.57
Single	185.06	185.99	189.06	192.84
Dauphin River (Anama Bay)				
Dependent	198.58	199.57	202.86	206.92
Single	140.92	141.62	143.96	146.84
Easterville				
Dependent	146.84	147.57	150.00	153.00
Single	92.71	93.17	94.71	96.60

Flin Flon				
Dependent	124.46	125.08	127.14	129.68
Single	77.43	77.82	79.10	80.68
Gillam				
Dependent	255.75	257.03	261.27	266.50
Single	154.74	155.51	158.08	161.24
God's Lake Narrows				
Dependent	352.75	354.51	360.36	367.57
Single	202.79	203.80	207.16	211.30
God's River				
Dependent	357.33	359.12	365.05	372.35
Single	205.91	206.94	210.35	214.56
Grand Rapids				
Dependent	142.76	143.47	145.84	148.76
Single	88.26	88.70	90.16	91.96
Ilford				
Dependent	382.10	384.01	390.35	398.16
Single	218.71	219.80	223.43	227.90
Island Lake/Garden Hill				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
Jen Peg				
Dependent	233.40	234.57	238.44	243.21
Single	139.51	140.21	142.52	145.37
Lac Brochet				
Dependent	387.56	389.50	395.93	403.85
Single	222.34	223.45	227.14	231.68
Leaf Rapids				
Dependent	197.42	198.41	201.68	205.71
Single	122.54	123.15	125.18	127.68
Little Grand Rapids				
Dependent	316.73	318.31	323.56	330.03
Single	179.61	180.51	183.49	187.16
Lynn Lake				
Dependent	203.87	204.89	208.27	212.44
Single	123.42	124.04	126.09	128.61
Manigotagan				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68

Matheson Island				
Dependent	201.36	202.37	205.71	209.82
Single	142.78	143.49	145.86	148.78
Moose Lake				
Dependent	213.18	214.25	217.79	222.15
Single	131.81	132.47	134.66	137.35
Negginan/Poplar Point				
Dependent	302.71	304.22	309.24	315.42
Single	174.08	174.95	177.84	181.40
Nelson House				
Dependent	217.97	219.06	222.67	227.12
Single	133.10	133.77	135.98	138.70
Norway House				
Dependent	284.73	286.15	290.87	296.69
Single	162.82	163.63	166.33	169.66
Oxford House				
Dependent	346.02	347.75	353.49	360.56
Single	197.94	198.93	202.21	206.25
Pikwitonie				
Dependent	279.15	280.55	285.18	290.88
Single	167.21	168.05	170.82	174.24
Pukatawagan				
Dependent	230.04	231.19	235.00	239.70
Single	141.30	142.01	144.35	147.24
Red Sucker Lake				
Dependent	350.90	352.65	358.47	365.64
Single	201.29	202.30	205.64	209.75
St. Therese Point				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
Shamattawa				
Dependent	375.55	377.43	383.66	391.33
Single	218.06	219.15	222.77	227.23
Sherridon				
Dependent	227.33	228.47	232.24	236.88
Single	139.44	140.14	142.45	145.30
Snow Lake				
Dependent	170.78	171.63	174.46	177.95
Single	106.17	106.70	108.46	110.63

Southern Indian Lake				
Dependent	361.74	363.55	369.55	376.94
Single	208.65	209.69	213.15	217.41
Split Lake				
Dependent	376.34	378.22	384.46	392.15
Single	214.82	215.89	219.45	223.84
Tadoule Lake				
Dependent	393.49	395.46	401.99	410.03
Single	226.50	227.63	231.39	236.02
The Pas				
Dependent	116.79	117.37	119.31	121.70
Single	71.39	71.75	72.93	74.39
Thicket Portage				
Dependent	278.55	279.94	284.56	290.25
Single	166.77	167.60	170.37	173.78
Thompson				
Dependent	185.95	186.88	189.96	193.76
Single	130.65	131.30	133.47	136.14
Wabowden				
Dependent	238.66	239.85	243.81	248.69
Single	162.86	163.67	166.37	169.70
Waterhen				
Dependent	147.46	148.20	150.65	153.66
Single	92.22	92.68	94.21	96.09
York Landing				
Dependent	379.61	381.51	387.80	395.56
Single	221.10	222.21	225.88	230.40

- (h) A full-time employee eligible for remoteness allowance as provided in the above schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days' travel time without loss of regular pay.
- (i) Any changes to remoteness allowance rates in the Government Employee's Master Agreement shall apply during the life of this Collective Agreement.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. Y. Rawan

For the Union:

Bond.

Col Long

Con Meyer

Memorandum of Understanding FSM-14

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Employment Security-Staffing Complement-Reductions/Restructuring

The parties mutually acknowledge that the Employer is responsible for reviewing and determining staffing requirements and schedules.

The parties also mutually acknowledge that significant changes to an employee's schedule including an increase or reduction to EFT can be difficult for those affected.

The parties agree to the following process to minimize impacts of those affected by a significant schedule change or restructuring:

- (a) The Employer shall notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of staff.
- (b) If it becomes necessary to reduce or restructure the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer, and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above and determine a date for the parties to meet with all affected employees to

advise of the changes. The Employer will provide seven (7) days' notice to the employees in advance of the meeting.

- (d) The Employer will, wherever reasonably possible, carry out any reductions by way of attrition.
- (e) In keeping with the Employer's commitment to ensure that any affected employee shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, the employee shall be:
 - (i) Given the opportunity to fill any current vacancy with the Employer provided they possess the seniority, qualifications, and ability to perform the position; or
 - (ii) Article 10 shall apply.

Any employee thus displaced shall have the same rights.

- (f) Should the employee choose to not exercise rights under Article 10 then the employee shall be placed on layoff.
- (g) In the event of (e) above occurring or in the event of the closure of a site and in conjunction with (h) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with future employment opportunities.
- (h) The Employer and the Union will also cooperate with other Employers, Unions, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader retraining effort where reasonably possible.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Bond

Col Long

Con Meyer

Memorandum of Understanding FSM-15

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union
Facility Support (FS)

RE: Clarification of Standby and Callback

Standby (on call) shall be offered to the most senior qualified volunteer employee(s) in the classification.

A callback shall conclude when all emergent work has been completed and confirmed with the supervisor in charge except where such requirement is specifically exempted by the Employer. As it relates to Medical Device Reprocessing staff, emergent work includes reprocessing of instruments and endoscopes, checking and restocking of equipment and supplies as required.

All payments owed relating to standby shall be paid as per Article 33.

Signed this 7 day of September, 2023.

For the Employer:

For the Union:

Kerry Doga

[Signature]

B. V. Rawan

[Signature]

[Signature]

Memorandum of Understanding FSM-16

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Funding Opportunities for Training

The parties agree that should provincial/federal funding opportunities for training become available, the parties will meet to review such opportunities and consider making application for same.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. Y. Rawan

For the Union:

Bob D.

Col Long

Ann Meyer

Memorandum of Understanding FSM-17

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Cellular Phones

Applicable to Home Support Workers Only

Fifty cents (50¢) per call shall apply, based on the following:

Where an employee is required to call in when the client is not at home, or the client visit is cancelled in some way at the last minute, the employee will follow the Employer defined protocol for communicating such to the Employer. Where the only option for the employee to do so is to make a pay phone call or cell phone call to the Employer, the employee will be reimbursed fifty cents (50¢) per telephone call.

The process for claiming the phone call reimbursement will be as set out in each individual Employer policy for expense claims, etc.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. V. Rawan

For the Union:

[Signature]

[Signature]

[Signature]

Memorandum of Understanding FSM-18

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Job Sharing

Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two (2) or more employees on a part-time basis.

The Regional Health Authority will endeavour to inform the Union of existing job share situations within the bargaining unit within sixty (60) days of the signing of this Agreement.

The Regional Health Authority will inform the Union of new job share arrangements within the bargaining unit as they are brought to its attention.

It is also agreed that the Regional Health Authority will consult with the Union during the life of this Collective Agreement on the subject of job sharing and its impact on the bargaining unit.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. Y. Rawan

For the Union:

Bohd.

Col Long

Con Meyer

Memorandum of Understanding FSM-19

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: French Language

The Employers within the Employers Organization (Employers) and the Manitoba Government and General Employees' Union (MGEU) acknowledge Francophone Manitobans have a right to access health services delivered in French through the active offer of services as prescribed by provincial legislation.

The Employers and MGEU further acknowledge that the determination of the requirement for bilingualism (French and English) is a recognized management right and may be included as a bona-fide qualification for designated bilingual positions within a site/program to ensure compliance with the statutory authorities, and in particular with the active offer principle in The Francophone Community Enhancement and Support Act CCSM c. F157.

The Employers and MGEU recognize that the rights of all employees must be respected under the Collective Agreement, and that the Employer can, as an exercise of its management rights, include the qualification of bilingualism (ability to understand, speak, read, and/or write proficiently in both French and English) as a job qualification for designated employee positions.

For operational purposes, at the discretion of an Employers, bilingual positions as designated by the Employer may be awarded to a unilingual candidate subject to the requirement to attain linguistic competency in either French or English within a reasonable time period. In the event that there is no

qualified bilingual applicant for the designated bilingual position, the Employer may fill positions as necessary to meet patient care needs.

The following Memorandum of Understanding particular to the French language in the Collective Agreements in force and effect when The Health Sector Bargaining Review Act was proclaimed, remains in force and effect for the duration of the Collective Agreement.

In the event of a conflict between this Memorandum of Understanding and an existing Memorandum of Understanding, the existing Memorandum of Understanding shall govern.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Boudh.

Lo Long

Cora Meyer

Memorandum of Understanding FSM-20

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Standardization of Annual Hours of Work

WHEREAS it is understood that there are currently employees working multiple annual hour bases within and between Employers in the Interlake-Eastern Health and Prairie Mountain Health Region Employers Organization, including 1885, 1950, and 2015, the most common being 2015 annual hours;

AND WHEREAS it is understood for consistency, equity, and the continuity of service delivery, employees within the same classifications, departments and/or Employers should work the same annual hour base for their classification;

NOW THEREFORE the parties agree as follows:

- (a)** The parties will meet to review the current annual hour bases for each classification listed in the table below within one hundred twenty (120) days of ratification.
- (b)** Any adjustments to the annual hours of work will be effective at a mutually agreeable date (the transition date) which shall occur no sooner than April 1, 2023. All current provisions related to each occupied position will remain in effect until the transition date.

If the annual hours for a classification are increased (e.g. from 1950 to 2015), the employee's hourly rate will not change. By way of example:

			Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
<i>Clerk III</i>	<i>1950</i>	<i>Hourly</i>	\$17.967	\$18.506	\$19.061	\$19.633	\$20.222	\$20.829	\$21.245
<i>Clerk III</i>	<i>2015</i>	<i>Hourly</i>	\$17.967	\$18.506	\$19.061	\$19.633	\$20.222	\$20.829	\$21.245

- (a) Upon the transition date, all identified classifications listed below, whose annual hour base is below 2015 hours will convert to the 2015 annual hour base. Schedules shall be adjusted accordingly.
- (b) In order to minimize the impacts, any vacant positions in the identified classifications, posted after the date of ratification shall be posted based with the 2015 annual hour base.
- (c) Required reviews of existing schedules, including hours of work and applicable meal and rest periods, will be completed prior to the transition date.
- (d) The following non-exhaustive listing of classifications to be reviewed would include all associated positions, including PIOs, that fall within these identified classifications as per the wage scales in the former:
 - (i) MGEU and IUOE facility support collective agreements;
 - (ii) MGEU professional/technical/paramedical collective agreements;
and
 - (iii) MGEU community support collective agreements.

It is understood that errors and omissions are excepted.

Signed this 7 day of September, 2023.

For the Employer:

Kerry D. O.

B. V. Rawan

For the Union:

B. D.

Col Long

Carly

Memorandum of Understanding FSM-21

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union
Facility Support (FS)

Re: 12-hour Shift Rotation - Shift Engineer

Applies to Dauphin Regional Health Centre

There shall be twenty (20) regular shifts of twelve (12) hours duration in a six (6) week rotation, and it is agreed that no more than seven (7) such shifts may be scheduled in any two (2) week period of work, in accordance with the schedule agreed to by both parties.

The regular hours of work shall not exceed a shift of twelve (12) hours in any one (1) day. Coverage of the twelve (12) hour shift is to be provided as follows:

- Day shift 0700 hours to 1900 hours
- Night shift 1900 hours to 0700 hours

Each shift of twelve (12) hours is to be inclusive of three (3), fifteen (15) minute rest periods and one (1), thirty (30) minute meal period.

Vacation, General Holidays, Income Protection, Pre-retirement Leave, Bereavement Leave, Paternal Leave

It is understood and agreed that for the purpose of calculating the above benefits under the twelve (12) hour shift pattern, one (1) day equals eight (8) hours.

An engineer required to work on a recognized holiday shall be paid for hours worked at the rate of two times (2x) the employee's basic rate of pay (i.e. eight [8] days off per year, each of twelve [12] hours) in accordance with Article 15.

Shift premium shall be payable from 1600 hours to 0800 hours of the following day, in accordance with the amount specified in the Collective Agreement.

It is understood and agreed that the regular hours of work for the part-time/Swing Engineer(s) shall incorporate both the eight (8) hour and twelve (12) hour shift patters, except when relieving the Shift Engineers for vacation, longer term sick periods, and leave of absences.

All other items of the Collective Agreement are in full effect.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Dlogo.

B. V. Rawan

For the Union:

B. d. d.

Rob Long

Con Meyer

Memorandum of Understanding FSM-22

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Severance Pay

WHEREAS former Community Support Home Support Workers whose services were terminated as a result of retirement were entitled to severance pay under the former MGEU Community Support Collective Agreement;

AND WHEREAS the parties have agreed to eliminate the severance pay provision effective March 31 and expand the pre-retirement leave provisions to apply to Home Support Workers who retire from an EFT position on or after April 1, 2023;

AND WHEREAS it is agreed between the parties that the applicability of the language in the former MGEU Community Support Collective Agreement Article II 9:01 - Severance Pay (below) will apply to those employees in a Home Support Worker classification who retire on or before March 31, 2023;

NOW THEREFORE the parties agree the following will apply:

Severance Pay

II 9:01 (a) Employees whose services are terminated as a result of retirement, in accordance with the pension plan or death, shall be entitled to severance pay payable to the employee or to the employee's estate in the event of the employee's death as follows: employees with ten (10) or more years of accumulated service shall be paid

severance pay in the amount of one (1) week's pay for each year of accumulated service or portion thereof to a maximum of fifteen (15) weeks' pay.

- (b) Where an employee fails to accrue ten (10) years' accumulated service as a result of retirement or death, the employee shall be paid, or to the employee's estate in the event of death, severance pay on the basis of ten (10) weeks' pay multiplied by the factor of the number of months accumulated serviced completed in the employee's tenth year divided by twelve (12) months.

II 9:02 Employees with one (1) or more years of accumulated service whose services are terminated as a result of permanent layoff shall be paid severance pay in the amount of one (1) week's pay for each year of accumulated service or portion thereof, but the total amount of severance pay shall not exceed twenty-two (22) weeks' pay.

II 9:03 The rate of pay referred to in this Memorandum shall be determined on the basis of the last hourly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent layoff, or death.

II 9:04 For purpose of interpretation, one (1) week's pay shall equal forty (40) hour's pay.

Signed this 7 day of September, 2023.

For the Employer:

Kerry DeGo.

B. V. Rawan

For the Union:

Bob

Col Long

Corey Meyer

Memorandum of Understanding FSM-23

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Bid-back

WHEREAS the parties have been engaged in collective bargaining for the facility support and community support sector collective agreements subsequent to the enactment of The Health Sector Bargaining Unit Review Act (HSBURA);

AND WHEREAS HSBURA has resulted in the reconfiguration of the support sector bargaining units;

AND WHEREAS these negotiations are unique and complex with respect to the consolidation of approximately ten (10) collective agreements into one (1) facility support and one (1) community support collective agreement for each of the two (2) Employers Organizations;

NOW THEREFORE the parties agree the following will apply:

- (a) Employees employed with an Employer identified under Schedule "B" effective the date of ratification shall have a one (1) time opportunity to be considered as an internal applicant in accordance with the terms of the applicable Collective Agreement for positions in the alternative support bargaining unit.
- (b) To be entitled to bid-back the employee must be a full-time or part-time employee.

- (c) This one (1) time opportunity shall expire two (2) years from August 22, 2022, or upon ratification of the next Collective Agreement, whichever occurs first. In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, possess a satisfactory employment record and meet the physical requirements of the position in question.
- (d) This one (1) time utilization is only applicable at the site where the employee holds a permanent position and cannot be used to secure a position at an alternate site with their same Employer or a different Employer.
- (e) Employees are only entitled to utilize their seniority once to secure a position in the alternate bargaining unit regardless of whether they are the successful candidate or not.
- (f) Employees who elect to apply for and are awarded a position as per above will not have access to the trial period as per either applicable Collective Agreement. In the event the employee is not successful in the position, the Employer will work with the Union to review other applicable vacancies with the Employer for suitability in the originating bargaining unit. If no suitable vacancy can be found the employee will be placed on layoff.
- (g) In the event an employee who elects to apply for and is awarded a position as per above is impacted by another employee exercising their trial period rights, the employee will be placed directly into layoff status and shall not have the opportunity to utilize their seniority to displace another employee. The Employer will work with the Union to review other applicable vacancies with the Employer for suitability in either bargaining unit.
- (h) Employees who are awarded a position in the other support sector bargaining unit will be able to retain their seniority and continuous service date.

- (i) Employees wishing to exercise their rights under this Memorandum must complete and submit a bid-back form with their application in order to be considered.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Bob D.

Rob Long

Cira Meyer

Memorandum of Understanding FSM-24

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Provincial Multi-union Support Sector Mobility

WHEREAS the parties have been engaged in collective bargaining for the facility support and community support sectors collective agreements subsequent to the enactment of The Health Sector Bargaining Unit Review Act (HSBURA);

AND WHEREAS the parties recognize the importance of the retention of qualified employees working within the provincial healthcare system and their ability to retain accrued benefits across the system provincially;

NOW THEREFORE the parties agree the following will apply:

- (a)** Unless specified otherwise within the provisions of the receiving collective agreement, where an employee is the successful applicant to a support sector position with an employer in another employer organization represented by another union, the employee will be entitled to the mobility of their accrued benefits as follows:
 - (i)** Accumulated income protection benefits/sick leave credits.
 - (ii)** Continuous service applicable to the rate at which vacation is earned.
 - (iii)** Continuous service applicable to pre-retirement leave.

- (iv) Continuous service for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
 - (v) Benefits

An incoming employee is subject to the terms and conditions of the receiving agreements' benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
 - (vi) Hourly Rate of Pay
 - (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 hourly rate of pay.
 - (C) The above (A) and (B) are subject to the provisions of the long service step.
 - (vii) Hours worked for the purpose of calculating the next increment.
 - (viii) Any vacation hours earned.
- (b) Employees shall not be entitled to mobilize the following:
- (i) Seniority hours; or
 - (ii) Banked overtime or general holidays, these are to be paid out by sending Employer.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. Y. Rawan

For the Union:

Bohd.

Col Long

Con Meyer

Memorandum of Understanding FSM-25

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

**Re: Expansion of Income Protection Benefits for Full-time and Part-time
Home Care Direct Service Staff**

WHEREAS the parties have agreed to expand income protection benefits to apply to all employees within the former community support bargaining unit;

AND WHEREAS former community support employees within the Home Care Service are entitled to sick credits under the former MGEU Community support collective agreement;

AND WHEREAS former community support employees within the Home Care Service are entitled to payment of a weekly sick indemnity under the Home Care Benefit Trust;

AND WHEREAS the parties have agreed to advance discussions regarding the Home Care Benefit Trust, including the entitlement of the weekly sick indemnity, to the multi-union table;

NOW THEREFORE the parties agree the following will apply:

- (a)** Discussions regarding the expansion and implementation of income protections benefits to full-time and part-time direct service staff within the Home Care Service will be forwarded to the multi-union table.
- (b)** Until such time a resolution is achieved at the multi-union table, full-time and part-time direct service staff within the Home Care Service,

the provisions for sick credit language shall continue to apply as follows:

Sick Credits

- (i) All staff will accrue one (1), eight (8) hour sick credit for every five hundred twenty (520) regular hours worked.
- (ii) Employees will be allowed to carry over any unused sick credit hours from year to year.
- (iii) The sick credit bank may not exceed thirty-two (32) hours at any point of time.
- (iv) Sick credits may be requested to offset lost wages on the first and/or second day of illness subject to the following conditions:
 - (A) Only a full day of sick credits can be utilized. A full day is based on the employee's normal daily scheduled hours. The normal daily scheduled hours are defined as the daily hours within the available work period associated with the biweekly EFT.
 - (B) Sick credits cannot be utilized for any partial day absences.
 - (C) Sick credits will only be paid at sixty-six point seven percent (66.7%) of the regular hourly rate.
 - (D) A doctor's note may be required to validate the employee's illness, at the Employer's discretion, and will not be required without valid reason.
 - (E) Sick credits cannot be requested unless there are sufficient banked sick credits available to cover the full normal daily scheduled hours as defined in (A) above.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. V. Rawan

For the Union:

Bond.

Col Long

Con Meyer

Memorandum of Understanding FSM-26

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

**Re: Standardization of Annual Hours of Work for Power Engineers to 2080
Annual Hours**

WHEREAS it is understood that there are currently employees in the Power Engineer classifications working multiple annual hour bases within and between Employers in the Interlake-Eastern Health and Prairie Mountain Health Region Employers Organization, including 2015 and 2080;

AND WHEREAS, it is understood for consistency, equity, and the continuity of service delivery, employees within the same classifications, departments, and/or Employers should work the same annual hour base for their classification;

AND WHEREAS, it is the goal of the parties to seek the standardization of annual hours within the Power Engineer classifications at 2080 annual hours base for the facility support sector bargaining unit;

NOT THEREFORE the parties agree as follows:

- (a)** The parties will meet to review the current annual hour bases for the Power Engineer classifications within one hundred twenty (120) days of ratification.
- (b)** Adjustments to the annual hours of work will be effective at a mutually agreeable date (the transition date) which shall occur no sooner than

April 1, 2023. All current provisions related to each occupied position will remain in effect until the transition date.

- (c) An employee's hourly rate of pay shall not change due to the standardization of the classifications' annual hours of work.
- (d) Upon the transition date, all Power Engineer classifications, whose annual hour base is below 2080 hours, will convert to the 2080 annual hour base. Schedules shall be adjusted accordingly.
- (e) In order to minimize the impacts, any vacant positions in the identified classifications posted after the date of ratification shall be posted based with the 2080 annual hour base.
- (f) Required reviews of existing schedules, including hours of work and applicable meal and rest periods, will be completed prior to the transition date.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga O.

B. Y. Rawan

For the Union:

Bohd

Lo Long

Cia Ngan

Memorandum of Understanding FSM-27

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Christmas Eve Office Closure

**Applicable to Employees Working in the Town Centre (800 Rosser Avenue)
Office Only**

All offices shall be closed at one o'clock in the afternoon (1:00 pm) on December 24 when that day falls on Monday through Friday. This day shall be considered a full working day for purposes of calculation.

Where the Employer requires an employee to work a regular work day on December 24 when that day falls on Monday through Friday, such employee shall be entitled to one-half ($\frac{1}{2}$) day of compensatory leave with pay up to a maximum of four (4) hours.

The parties agree to delete this Memorandum effective March 31, 2024.

Signed this 7 day of September, 2023.

For the Employer:

Kerry DeGo.

B. V. Rawan

For the Union:

Bob

Col Long

Corey Meyer

Memorandum of Understanding FSM-28

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Clayton Hucaluk

Applicable to Winnipegosis Only

When Mr. Hucaluk is called back to work outside of regular working hours the following shall apply:

- If called back between 1615 and 0000, Mr. Hucaluk shall be paid a minimum of three (3) hours at the applicable rate of pay.
- If called back between 0001 and 0800, Mr. Hucaluk shall be paid a minimum of four (4) hours at the applicable rate of pay.

Both parties agree to delete effective March 31, 2024, in the event that this provision has not been utilized during the life of this Collective Agreement, April 1, 2017 to March 31, 2024 or when Mr. Hucaluk resigns or retires, whichever date comes first.

Signed this 7 day of September, 2023.

For the Employer:

Kerry DeGo.

B. V. Rawan

For the Union:

Bob

Col Long

Carly

Memorandum of Understanding FSM-29

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Convenience Leave

**Applicable to Dr. Gendreau Home Employees Hired Prior to August 22, 2022
Only**

Seniority shall be retained but will not accrue if an employee is on a leave of absence identified as a Convenience Leave of Absence of two (2) days or less.

The leave shall be identified as leave taken solely for the convenience of the employee and shall not include the following:

- (a) Maternity/Parental Leave as per Article 11:02.
- (b) Compassionate Leave as per Article 11:09.
- (c) Leave to act as a pallbearer or mourner as per Article 11:04.
- (d) Leave to act as juror or witness as per Article 11:06.
- (e) Leave to attend Citizenship Court as per Article 11:05.
- (f) Leave to attend to Union Business as per Article 11:07.
- (g) Leave on the occasion of birth or adoption of a child as per Article 11:03.
- (h) Any other leave which may be requested which is of an urgent or emergency nature.

For the purposes of this Memorandum, twenty-four (24) hours' notice shall be substituted for thirty (3) calendar days' notice in Article 11:01.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. V. Rawan

For the Union:

Bohd

Lo Long

Con Meyer

Letter of Understanding FSM-30

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: AFM Employees

Applies to AFM sites in PMH (includes Willard Monson House, Dauphin Community Office, Swan River Community Office, and Parkwood Centre).

The following applies to members of the former MGEU Locals 116 and 117 identified in this Letter of Understanding while occupying former AFM classifications intermingled with MGEU Locals 421 and 456.

Pension

Employees, participating in the Civil Service Superannuation Plan (CSSP) and Group Life Insurance as at March 31, 2022 will continue to participate in the CSSP during the term of their employment with PMH and be subject to the provisions of The Civil Service Superannuation Act. This is reflected in the Designation of Employees and Persons Deemed to be in the Civil Service Regulation, registered October 3, 2019.

For clarity, the premium contributions made by AFM and the employee for both CSSP and Group Life Insurance will remain status quo. Contributions will be made by PMH effective April 1, 2022.

Pre-retirement Leave

Employees will maintain their severance provisions in accordance with Article 28 of the AFM MGEU Collective Agreement based on their service with

AFM up to and including the date of transfer to the MGEU Facility Support Collective Agreement.

As of the date of transfer to the MGEU Facility Support Collective Agreement, employees will accrue pre-retirement leave credits in accordance with the MGEU Facility Support Collective Agreement. The pre-retirement credits earned in accordance with the above shall be added to those contained accruals under the MGEU Facility Support Collective Agreement subsequent to the date of conversion to the MGEU Facility Support Collective Agreement.

Vacation

In addition to Article 17 and 21 within this Collective Agreement:

Subject to the requirements of personnel in a work unit, vacation leave shall be rotated, regardless of seniority of employment.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. Y. Rawan

For the Union:

Bob D.

Rob Long

Ann Meyer

Memorandum of Understanding FSM-31

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Grandparenting of Member of IUOE Local 827 B

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital, Parkland Regional Hospital Laundry Ltd., and Dauphin PCH).

The following member of the former IUOE Local 827 B will be covered by the applicable Articles as identified in this Letter of Understanding while occupying former IUOE classifications intermingled with MGEU Local 456 (formerly MGEU Local 370):

Patricia Smith

- (a) An employee required to work on a general holiday, as per Article 15 shall be paid at one and three-quarter times ($1\frac{3}{4}x$) their regular rate of pay for hours worked and shall be offered an alternate day off with basic pay at a time mutually agreeable between the Hospital and the employee.

Failing mutual agreement, pay shall be granted in lieu. Part-time employees will be paid four point six two percent (4.62%) [five percent (5%) effective September 30, 2021] of their basic pay in lieu of time off for general holidays. Such holiday pay shall be included in each regular pay deposit.

- (b) There shall be a minimum of eight (8) hours rest period after any overtime worked without loss of pay for regularly scheduled hours

However, if the Dauphin Regional Health Centre is unable to guarantee such a rest period, overtime rates shall be paid to the affected employee for the next shift.

- (c) A meal period for Admitting Clerks, Admitting Officers, Accounts Clerks, Medical Records Clerks, and Medical Records Stenographers, shall be one and one-quarter (1¹/₄) hours away from the work area.
- (d) Shift schedules shall be planned by the Dauphin Regional Health Centre in consultation with the employee and shall, unless otherwise mutually agreed between the employee and the Dauphin Regional Health Centre, observe the conditions listed hereinafter:
 - (i) A minimum of fifteen (15) consecutive hours of time off duty between shifts.
 - (ii) A minimum of thirty (30) consecutive hours off at one (1) time except on a change over from day shift to evening shift, when a single day off may be given.
 - (iii) A minimum of eight (8) days off within each period of four (4) consecutive weeks.
 - (iv) As great a number of weekends off as is reasonably possible with a minimum of every third weekend off.
 - (v) A maximum of six (6) consecutive days of work and preferably less between days off.
 - (vi) Shift schedules for the employee shall be posted in an appropriate place for a minimum of six (6) weeks period and at least two (2) weeks in advance of the beginning of the scheduled period. Once posted, the schedule shall not be changed without the knowledge of the employee. Where seven (7) calendar days of such notice is not given the employee, they shall receive payment at the applicable overtime rates for all such work performed.

- (e) Overtime shall be paid as per Article 14.
- (f) An employee who is called and required to work outside of their regular working hours shall be paid a minimum of three (3) hours at overtime rates and after 2400 hours (midnight) a minimum of four (4) hours at overtime rates.
- (g) An employee who works overtime in excess of two (2) hours shall be granted a hot meal and a further hot meal during each subsequent four (4) hour overtime period. If the cafeteria is closed, the employee will be reimbursed reasonable expenses incurred to cover the cost of a meal, upon presentation of a receipt.
- (h) The employees shall be paid for one (1), thirty (30) minute lunch break (at overtime rates) during overtime periods of up to one (1) regular shift.
- (i) When called back, the employee is expected to return to work by the fastest means possible. The employee will be paid the current rate per kilometre for the use of their own automobile or the taxi fare to and from the site.
- (j) In the event the employee performs the duties of a supervisory position outside the bargaining unit for a minimum of four (4) hours, they shall be paid fifty cents (50¢) per hour above their present rate.
- (k) An employee taking over a lower paid position shall not have their salary reduced.

Signed this 7 day of September, 2023.

For the Employer:

Kerry DeGo.

B. V. Rawan

For the Union:

Bob

Col Long

Carly

Memorandum of Understanding FSM-32

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

**Re: Grandfathering of Civil Service Benefits Plan and Superannuation
Pension Plan (CSSB)**

The following employees shall continue to be grandfathered into the Civil Service Benefit Plans and the Superannuation Plan:

- Colleen Clark
- Gail Feser
- Bernice Greer
- Marilyn Peters
- Kim Nielsen
- Janice Robinson

The above MGEU members who were transitioned to the Regional Health Authorities from the Civil Service will remain in the Government of Manitoba benefit plans consistent with those in place in the Civil Service at the time of the employee's transition to the RHA.

These benefits programs include the Ambulance & Hospital Semi-private (AHSP), Dental, Vision, Prescription Drugs, Extended Health, Travel Health, Long Term Disability (LTD) plans, and Health Spending Account and employees will be grandparented to those plans for the duration of their employment.

All future changes to Benefit Plans negotiated in the Civil Service shall be applicable to the MGEU members who are grandparented to these plans.

Current plan details and claim forms can be reviewed and downloaded at:

<https://gov.mb.ca/csc/labour/benefits/blue.html>

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. V. Rawan

For the Union:

Bob D.

Col Long

Con Meyer

Memorandum of Understanding FSM-33

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

**Re: Brandon and Dauphin Regional Health Centres - Employer Issued
Uniforms**

This Memorandum of Understanding is applicable only to employees sited at the Brandon or Dauphin Regional Health Centre who are provided with Employer issued uniforms (e.g. security).

The parties agree that if an employee requests that the Employer launder their Employer issued uniform, the Employer will launder and maintain the uniform within a reasonable turn around time.

This Memorandum expires March 31, 2024.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga

B. V. Rawan

For the Union:

[Signature]

[Signature]

[Signature]

Memorandum of Understanding FSM-34

between

Prairie Mountain Health

and

**Manitoba Government and General Employees' Union
Facility Support (FS)**

Re: Over Range - Layoff and Recall

For Winnipegosis Only

If an employee exercises their seniority rights to retain employment with the Employer in the event of a layoff, they shall receive the wage rate of the classification to which they were transferred by virtue of the layoff if the wage rate is higher. If the wage rate of the classification to which they were transferred is lower they will retain their current salary level until the salary scale of the lower classification reaches their level of salary or for a maximum of thirty-six (36) month, whichever occurs first.

Application of this Memorandum of Agreement only applies to employees hired at Winnipegosis prior to date of ratification.

Both parties agree to delete effective March 31, 2024, in the event that this provision has not been utilized during the life of this Collective Agreement, April 1, 2017 to March 31, 2024.

Signed this 7 day of September, 2023.

For the Employer:

Kerry Doga.

B. V. Rawan

For the Union:

Bond.

Col Long

Con Meyer

Salary Schedule

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.165	12.530	12.905	13.292	13.691	14.101				14.384
		Monthly	1,976.813	2,036.125	2,097.063	2,159.950	2,224.788	2,291.413				2,337.400
		Annual	23,721.750	24,433.500	25,164.750	25,919.400	26,697.450	27,496.950				28,048.800
Cleaner	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Dietary Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Dietetic Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Housekeeping Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Incinerator Operator	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Laundry Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Linen / Laundry Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Linen / Laundry Attendant	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Linen Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Linen Aide II	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Linen Equipment Operator	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Potwasher	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Seamstress	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Service Worker II	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Environmental Services Aide	2015	Hourly	15.710	16.182	16.667	17.167	17.682	18.213				18.576
		Monthly	2,637.971	2,717.228	2,798.667	2,882.625	2,969.103	3,058.266				3,119.220
		Annual	31,655.650	32,606.730	33,584.005	34,591.505	35,629.230	36,699.195				37,430.640
Pharmacy Aide - Ste Rose	2015	Hourly	15.899	16.376	16.868	17.373	17.895	18.432				18.801
		Monthly	2,669.707	2,749.803	2,832.418	2,917.216	3,004.869	3,095.040				3,157.001
		Annual	32,036.485	32,997.640	33,989.020	35,006.595	36,058.425	37,140.480				37,884.015
Dietary Aide - Lead Hand	2015	Hourly	16.008	16.488	16.983	17.492	18.016	18.557				18.929
		Monthly	2,688.010	2,768.610	2,851.729	2,937.198	3,025.187	3,116.030				3,178.495
		Annual	32,256.120	33,223.320	34,220.745	35,246.380	36,302.240	37,392.355				38,141.935
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	16.754	17.256	17.773	18.308	18.857	19.423				19.811
		Monthly	2,813.276	2,897.570	2,984.383	3,074.218	3,166.405	3,261.445				3,326.597
		Annual	33,759.310	34,770.840	35,812.595	36,890.620	37,996.855	39,137.345				39,919.165
File Clerk	1950	Hourly	16.813	17.317	17.836	18.372	18.923	19.491				19.880
		Monthly	2,732.113	2,814.013	2,898.350	2,985.450	3,074.988	3,167.288				3,230.500
		Annual	32,785.350	33,768.150	34,780.200	35,825.400	36,899.850	38,007.450				38,766.000
Seamstress - PIO	2015	Hourly	16.866	17.209	17.562	17.919	18.286					18.651
		Monthly	2,832.083	2,889.678	2,948.953	3,008.899	3,070.524					3,131.814
		Annual	33,984.990	34,676.135	35,387.430	36,106.785	36,846.290					37,581.765
Attendant II	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250
C.S.R. Tech II (Uncertified)	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250
Clerk I	1950	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
Clerk I / Receptionist	1950	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
CSR Aide (Non-Certified)	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250
CSR Aide (Non-Certified)	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250
Lab Assistant / Clerk	1950	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
Laundry Attendant 3	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Laundry Equipment Operator 1	2015	Hourly	18.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282				3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385				40,199.250
RDS Receptionist II (Diagnostic)	1950	Hourly	18.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
RDS Receptionist III (Diagnostic)	1950	Hourly	18.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
Maintenance II	2015	Hourly	17.041	17.553	18.079	18.622	19.180	19.756				20.151
		Monthly	2,861.468	2,947.441	3,035.765	3,126.944	3,220.642	3,317.362				3,383.689
		Annual	34,337.615	35,369.295	36,429.185	37,523.330	38,647.700	39,808.340				40,604.265
Maintenance Worker I	2015	Hourly	17.041	17.553	18.079	18.622	19.180	19.756				20.151
		Monthly	2,861.468	2,947.441	3,035.765	3,126.944	3,220.642	3,317.362				3,383.689
		Annual	34,337.615	35,369.295	36,429.185	37,523.330	38,647.700	39,808.340				40,604.265
Attendant II - PIO (Westman Laundry)	2015	Hourly	17.163	17.681	18.217	18.766	19.332	19.900				20.298
		Monthly	2,881.954	2,968.935	3,058.938	3,151.124	3,246.165	3,341.542				3,408.373
		Annual	34,583.445	35,627.215	36,707.255	37,813.490	38,953.980	40,098.500				40,900.470
Material Management Technician	2015	Hourly	17.484	18.008	18.549	19.105	19.678	20.268				20.674
		Monthly	2,935.855	3,023.843	3,114.686	3,208.048	3,304.264	3,403.335				3,471.509
		Annual	35,230.260	36,286.120	37,376.235	38,496.575	39,651.170	40,840.020				41,658.110
Switchboard Operator	1950	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723
		Monthly	2,847.813	2,933.288	3,021.363	3,111.875	3,205.313	3,301.513				3,367.488
		Annual	34,173.750	35,199.450	36,256.350	37,342.500	38,463.750	39,618.150				40,409.850
Lab Assistant / Clerk - PIO	1950	Hourly	17.875	17.943	18.395	18.932	19.497	20.013	20.630			21.043
		Monthly	2,872.188	2,915.738	2,989.188	3,076.450	3,168.263	3,252.113	3,352.375			3,419.488
		Annual	34,466.250	34,988.850	35,870.250	36,917.400	38,019.150	39,025.350	40,228.500			41,033.850
Housekeeping / Laundry Supervisor	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315
Housekeeping Supervisor	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315
Housekeeping Team Leader	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315
Laundry Supervisor	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315
Lead Hand - Housekeeping	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315
Supervisor Lead Hand	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.609				21.021
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.595				3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,527.135				42,357.315

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Protection Officer	2015	Hourly	17.822	18.357	18.907	19.474	20.060	20.661				21.074	
		Monthly	2,992.611	3,082.446	3,174.800	3,270.009	3,368.408	3,469.326					3,538.676
		Annual	35,911.330	36,989.355	38,097.605	39,240.110	40,420.900	41,631.915					42,464.110
P.C.A. (Untrained)	2015	Hourly	17.955									18.314	
		Monthly	3,014.944										3,075.226
		Annual	36,179.325										36,902.710
Clerk III	1950	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	2,956.200	3,044.763	3,136.088	3,230.175	3,327.188	3,426.963					3,495.538
		Annual	35,474.400	36,537.150	37,633.050	38,762.100	39,926.250	41,123.550					41,946.450
Clerk III - Admin / Finance Reception	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Clerk III - Medical Dictatypist	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Clerk III - Nutritional/Environmental Services	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Clerk III - Receptionist	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Word Process Operator	1950	Hourly	18.227	18.774	19.337	19.917	20.514	21.130				21.553	
		Monthly	2,961.888	3,050.775	3,142.263	3,236.513	3,333.525	3,433.625					3,502.363
		Annual	35,542.650	36,609.300	37,707.150	38,838.150	40,002.300	41,203.500					42,028.350
Driver 1 - PIO	2015	Hourly	18.230	18.777	19.340	19.921	20.518	21.134				21.558	
		Monthly	3,061.121	3,152.971	3,247.508	3,345.068	3,445.314	3,548.751					3,619.612
		Annual	36,733.450	37,835.655	38,970.100	40,140.815	41,343.770	42,585.010					43,435.340
Clerk III	1950	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,005.113	3,095.300	3,188.088	3,283.638	3,382.275	3,483.838					3,553.388
		Annual	36,061.350	37,143.600	38,257.050	39,403.650	40,587.300	41,806.050					42,640.650
CPS Technician I	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
CSR Aide - Ste Rose	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
CSR Tech	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Material Management Aide	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Material Management Aide	1950	Hourly	18.493	19.048	19.619	20.207	20.814	21.439				21.867	
		Monthly	3,005.113	3,095.300	3,188.088	3,283.638	3,382.275	3,483.838					3,553.388
		Annual	36,061.350	37,143.600	38,257.050	39,403.650	40,587.300	41,806.050					42,640.650

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
P.C.A. (trained)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Stores Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Stores helper	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Unit Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Hearing Screener	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Unit Clerk III (Ward Clerk)	1950	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,005.113	3,095.300	3,188.088	3,283.638	3,382.275	3,483.838					3,553.388
		Annual	36,061.350	37,143.600	38,257.050	39,403.650	40,587.300	41,806.050					42,640.650
Ward Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Maintenance II - PIO	2015	Hourly	18.513	18.886	19.258	19.601	19.961						20.360
		Monthly	3,108.641	3,171.274	3,233.739	3,291.335	3,351.785						3,418.783
		Annual	37,303.695	38,055.290	38,804.870	39,496.015	40,221.415						41,025.400
Maintenance Helper	2015	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,149.109	3,243.478	3,340.870	3,440.948	3,544.385	3,650.508					3,723.552
		Annual	37,789.310	38,921.740	40,090.440	41,291.380	42,532.620	43,806.100					44,682.625
Maintenance I	2015	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,149.109	3,243.478	3,340.870	3,440.948	3,544.385	3,650.508					3,723.552
		Annual	37,789.310	38,921.740	40,090.440	41,291.380	42,532.620	43,806.100					44,682.625
Maintenance II - Dinsdale	2015	Hourly	18.754	19.315	19.896	20.492	21.108	21.740					22.176
		Monthly	3,149.109	3,243.310	3,340.870	3,440.948	3,544.385	3,650.508					3,723.720
		Annual	37,789.310	38,919.725	40,090.440	41,291.380	42,532.620	43,806.100					44,684.640
Maintenance Worker I - Ste Rose/Dr Gendreau	2015	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,149.109	3,243.478	3,340.870	3,440.948	3,544.385	3,650.508					3,723.552
		Annual	37,789.310	38,921.740	40,090.440	41,291.380	42,532.620	43,806.100					44,682.625
Maintenance Worker II	2015	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,149.109	3,243.478	3,340.870	3,440.948	3,544.385	3,650.508					3,723.552
		Annual	37,789.310	38,921.740	40,090.440	41,291.380	42,532.620	43,806.100					44,682.625
Attendant I (Westman Laundry)	2015	Hourly	18.756	19.319	19.898	20.495	21.110	21.743					22.178
		Monthly	3,149.445	3,243.982	3,341.206	3,441.452	3,544.721	3,651.012					3,724.056
		Annual	37,793.340	38,927.785	40,094.470	41,297.425	42,536.650	43,812.145					44,688.670
Medical Transcriptionist I	2015	Hourly	18.813	19.378	19.959	20.558	21.175	21.810					22.247
		Monthly	3,159.016	3,253.889	3,351.449	3,452.031	3,555.635	3,662.263					3,735.642
		Annual	37,908.195	39,046.670	40,217.385	41,424.370	42,667.625	43,947.150					44,827.705

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Secretary Medical	1950	Hourly	18.814	19.378	19.959	20.559	21.175	21.810				22.247	
		Monthly	3,057.275	3,148.925	3,243.338	3,340.838	3,440.938	3,544.125					3,615.138
		Annual	36,687.300	37,787.100	38,920.050	40,090.050	41,291.250	42,529.500					43,381.650
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	18.866	19.304	19.745	20.244	20.759	21.353	21.896			22.335	
		Monthly	3,065.725	3,136.900	3,208.563	3,289.650	3,373.338	3,469.863	3,558.100				3,629.438
		Annual	36,788.700	37,642.800	38,502.750	39,475.800	40,480.050	41,638.350	42,697.200				43,553.250
Admitting Clerk	2015	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,170.603	3,265.811	3,363.707	3,464.793	3,568.565	3,675.696					3,749.243
		Annual	38,047.230	39,189.735	40,364.480	41,577.510	42,822.780	44,108.350					44,990.920
Clerk IV	1950	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,068.325	3,160.463	3,255.200	3,353.025	3,453.450	3,557.125					3,628.300
		Annual	36,819.900	37,925.550	39,062.400	40,236.300	41,441.400	42,685.500					43,539.600
Clerk IV - Emergency	1950	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,068.325	3,160.463	3,255.200	3,353.025	3,453.450	3,557.125					3,628.300
		Annual	36,819.900	37,925.550	39,062.400	40,236.300	41,441.400	42,685.500					43,539.600
Clerk IV - Nursing	1950	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,068.325	3,160.463	3,255.200	3,353.025	3,453.450	3,557.125					3,628.300
		Annual	36,819.900	37,925.550	39,062.400	40,236.300	41,441.400	42,685.500					43,539.600
Purchasing Agent	2015	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,170.603	3,265.811	3,363.707	3,464.793	3,568.565	3,675.696					3,749.243
		Annual	38,047.230	39,189.735	40,364.480	41,577.510	42,822.780	44,108.350					44,990.920
Scheduling Clerk	2015	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,170.603	3,265.811	3,363.707	3,464.793	3,568.565	3,675.696					3,749.243
		Annual	38,047.230	39,189.735	40,364.480	41,577.510	42,822.780	44,108.350					44,990.920
Staffing Clerk	1950	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328	
		Monthly	3,068.325	3,160.463	3,255.200	3,353.025	3,453.450	3,557.125					3,628.300
		Annual	36,819.900	37,925.550	39,062.400	40,236.300	41,441.400	42,685.500					43,539.600
Medical Transcriptionist I - PIO	1950	Hourly	18.883	19.449	20.032	20.633	21.252	21.889	21.901			22.340	
		Monthly	3,068.488	3,160.463	3,255.200	3,352.863	3,453.450	3,556.963	3,558.913				3,630.250
		Annual	36,821.850	37,925.550	39,062.400	40,234.350	41,441.400	42,683.550	42,706.950				43,563.000
Admin Secretary 2 - PIO	1950	Hourly	19.014	19.299	19.743	20.250	20.727	21.350	21.901			22.340	
		Monthly	3,089.775	3,136.088	3,208.238	3,290.625	3,368.138	3,469.375	3,558.913				3,630.250
		Annual	37,077.300	37,633.050	38,498.850	39,487.500	40,417.650	41,632.500	42,706.950				43,563.000
Protection Officer - PIO	2015	Hourly	19.073	19.463	19.860	20.264	20.680					21.093	
		Monthly	3,202.675	3,268.162	3,334.825	3,402.663	3,472.517						3,541.866
		Annual	38,432.095	39,217.945	40,017.900	40,831.960	41,670.200						42,502.395
C.S.R. Tech I	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861	
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516					3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195					46,064.915
Clerk IV - Nursing (Slatng)	1950	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861	
		Monthly	3,141.775	3,235.863	3,332.875	3,432.975	3,536.000	3,642.113					3,714.913
		Annual	37,701.300	38,830.350	39,994.500	41,195.700	42,432.000	43,705.350					44,578.950
Cook 1 (Uncertified)	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861	
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516					3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195					46,064.915

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
CSR Technician II	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
Slatng Clerk	1950	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,141.775	3,235.863	3,332.875	3,432.975	3,536.000	3,642.113				3,714.913
		Annual	37,701.300	38,830.350	39,994.500	41,195.700	42,432.000	43,705.350				44,578.950
Storeskeeper	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
Stores Lead Hand	2015	Hourly	19.532	20.117	20.722	21.342	21.983	22.643				23.095
		Monthly	3,279.748	3,377.980	3,479.569	3,583.678	3,691.312	3,802.137				3,878.035
		Annual	39,356.980	40,535.755	41,754.830	43,004.130	44,295.745	45,625.645				46,536.425
Staffing Clerk	2015	Hourly	19.703	20.295	20.903	21.531	22.177	22.842				23.299
		Monthly	3,308.462	3,407.869	3,509.962	3,615.414	3,723.888	3,835.553				3,912.290
		Annual	39,701.545	40,894.425	42,119.545	43,384.965	44,686.655	46,026.630				46,947.485
Parking Attendant - PIO	1950	Hourly	19.709	20.111	20.522	20.941	21.368					21.795
		Monthly	3,202.713	3,268.038	3,334.825	3,402.913	3,472.300					3,541.688
		Annual	38,432.550	39,216.450	40,017.900	40,834.950	41,667.600					42,500.250
Admin. Secretary 2	1950	Hourly	19.732	20.324	20.933	21.561	22.208	22.874				23.332
		Monthly	3,206.450	3,302.650	3,401.613	3,503.663	3,608.800	3,717.025				3,791.450
		Annual	38,477.400	39,631.800	40,819.350	42,043.950	43,305.600	44,604.300				45,497.400
Program Secretary	1950	Hourly	19.732	20.324	20.933	21.561	22.208	22.874				23.332
		Monthly	3,206.450	3,302.650	3,401.613	3,503.663	3,608.800	3,717.025				3,791.450
		Annual	38,477.400	39,631.800	40,819.350	42,043.950	43,305.600	44,604.300				45,497.400
Secretary II	1950	Hourly	19.732	20.324	20.933	21.561	22.208	22.874				23.332
		Monthly	3,206.450	3,302.650	3,401.613	3,503.663	3,608.800	3,717.025				3,791.450
		Annual	38,477.400	39,631.800	40,819.350	42,043.950	43,305.600	44,604.300				45,497.400
Cook 2	2015	Hourly	19.759	20.352	20.963	21.592	22.240	22.906				23.364
		Monthly	3,317.865	3,417.440	3,520.037	3,625.657	3,734.467	3,846.299				3,923.205
		Annual	39,814.385	41,009.280	42,240.445	43,507.880	44,813.600	46,155.590				47,078.460
Dietary Supervisor	2015	Hourly	19.759	20.352	20.963	21.592	22.240	22.906				23.364
		Monthly	3,317.865	3,417.440	3,520.037	3,625.657	3,734.467	3,846.299				3,923.205
		Annual	39,814.385	41,009.280	42,240.445	43,507.880	44,813.600	46,155.590				47,078.460
Housekeeping Supervisor - Wpsgosis	2015	Hourly	19.759	20.352	20.963	21.592	22.240	22.906				23.364
		Monthly	3,317.865	3,417.440	3,520.037	3,625.657	3,734.467	3,846.299				3,923.205
		Annual	39,814.385	41,009.280	42,240.445	43,507.880	44,813.600	46,155.590				47,078.460
Support Services Supervisor	2015	Hourly	19.759	20.352	20.963	21.592	22.240	22.906				23.364
		Monthly	3,317.865	3,417.440	3,520.037	3,625.657	3,734.467	3,846.299				3,923.205
		Annual	39,814.385	41,009.280	42,240.445	43,507.880	44,813.600	46,155.590				47,078.460
Nutritional Supervisor - Dinsdale	2015	Hourly	19.780	20.352	20.963	21.592	22.239	22.906				23.364
		Monthly	3,318.033	3,417.440	3,520.037	3,625.657	3,734.299	3,846.299				3,923.205
		Annual	39,816.400	41,009.280	42,240.445	43,507.880	44,811.585	46,155.590				47,078.460

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	19,886	20,482	21,096	21,729	22,381	23,053				23,514
		Monthly	3,339.191	3,439.269	3,542.370	3,648.661	3,758.143	3,870.983				3,948.393
		Annual	40,070.290	41,271.230	42,508.440	43,783.935	45,097.715	46,451.795				47,380.710
Accounting Office Clerk - St Rose Hosp	2015	Hourly	20,010	20,610	21,229	21,866	22,521	23,197				23,681
		Monthly	3,360.013	3,460.763	3,564.703	3,671.666	3,781.651	3,895.163				3,973.076
		Annual	40,320.150	41,529.150	42,776.435	44,059.990	45,379.815	46,741.955				47,676.915
Financial Analyst	2015	Hourly	20,010	20,610	21,229	21,866	22,521	23,197				23,681
		Monthly	3,360.013	3,460.763	3,564.703	3,671.666	3,781.651	3,895.163				3,973.076
		Annual	40,320.150	41,529.150	42,776.435	44,059.990	45,379.815	46,741.955				47,676.915
Admitting Officer - PIO	1950	Hourly	20,017	20,318	20,697	21,040	21,384					21,812
		Monthly	3,252.763	3,301.675	3,363.263	3,419.000	3,474.900					3,544.450
		Annual	39,033.150	39,620.100	40,359.150	41,028.000	41,698.800					42,533.400
Service Worker II - PIO	2015	Hourly	20,064	20,612	21,163	21,762	22,409	23,008				23,469
		Monthly	3,369.080	3,461.098	3,553.620	3,654.203	3,762.845	3,863.427				3,940.836
		Annual	40,428.960	41,533.180	42,643.445	43,850.430	45,154.135	46,361.120				47,290.035
Attendant I - PIO (Westman Laundry)	2015	Hourly	20,075	20,484	20,901	21,328	21,763					22,198
		Monthly	3,370.927	3,439.605	3,509.626	3,581.327	3,654.370					3,727.414
		Annual	40,451.125	41,275.260	42,115.515	42,975.920	43,852.445					44,728.970
Laundry Equipment Operator 2 - PIO	2015	Hourly	20,075	20,484	20,901	21,329	21,763					22,198
		Monthly	3,370.927	3,439.605	3,509.626	3,581.495	3,654.370					3,727.414
		Annual	40,451.125	41,275.260	42,115.515	42,977.935	43,852.445					44,728.970
Health Records Technician	1950	Hourly	20,116	20,720	21,341	21,981	22,642	23,321				23,787
		Monthly	3,268.850	3,367.000	3,467.913	3,571.913	3,679.325	3,789.663				3,865.388
		Annual	39,226.200	40,404.000	41,614.950	42,862.950	44,151.900	45,475.950				46,384.650
Medical Records Technician II	1950	Hourly	20,116	20,720	21,341	21,981	22,642	23,321				23,787
		Monthly	3,268.850	3,367.000	3,467.913	3,571.913	3,679.325	3,789.663				3,865.388
		Annual	39,226.200	40,404.000	41,614.950	42,862.950	44,151.900	45,475.950				46,384.650
Medical Records Technician II	2015	Hourly	20,116	20,720	21,341	21,981	22,642	23,321				23,787
		Monthly	3,377.812	3,479.233	3,583.510	3,690.976	3,801.969	3,915.985				3,994.234
		Annual	40,533.740	41,750.800	43,002.115	44,291.715	45,623.630	46,991.815				47,930.805
Cook 2	2015	Hourly	20,177	20,783	21,405	22,048	22,709	23,391				23,859
		Monthly	3,388.055	3,489.812	3,594.256	3,702.227	3,813.220	3,927.739				4,006.324
		Annual	40,656.655	41,877.745	43,131.075	44,426.720	45,758.635	47,132.865				48,075.885
Purchasing Agent	1950	Hourly	20,206	21,017	21,863	22,665	23,631	24,567	25,584	26,593		27,125
		Monthly	3,283.475	3,415.263	3,552.738	3,683.063	3,840.038	3,992.138	4,157.400	4,321.363		4,407.813
		Annual	39,401.700	40,983.150	42,632.850	44,196.750	46,080.450	47,905.650	49,888.800	51,856.350		52,893.750
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	20,364									20,771
		Monthly	3,419.455									3,487.797
		Annual	41,033.460									41,853.565
Purchasing Buyer	2015	Hourly	20,755	21,378	22,020	22,680	23,360	24,061				24,542
		Monthly	3,485.110	3,589.723	3,697.525	3,808.350	3,922.533	4,040.243				4,121.011
		Annual	41,821.325	43,076.670	44,370.300	45,700.200	47,070.400	48,482.915				49,452.130
Audit / Medico-Legal	1950	Hourly	20,773	21,396	22,038	22,699	23,381	24,081				24,583
		Monthly	3,375.613	3,476.850	3,581.175	3,688.588	3,799.413	3,913.163				3,991.488
		Annual	40,507.350	41,722.200	42,974.100	44,263.050	45,592.950	46,957.950				47,897.850

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	35.078									35.780
		Monthly	5,890.181									6,008.058
		Annual	70,682.170									72,096.700
Control Systems Specialist	2015	Hourly	36.258									36.983
		Monthly	6,088.323									6,210.062
		Annual	73,059.870									74,520.745
Refrigeration / Air Cond. Mechanic	2015	Hourly	36.258									36.983
		Monthly	6,088.323									6,210.062
		Annual	73,059.870									74,520.745
Trade Lead (Journeyman)	2015	Hourly	37.127									
		Monthly	6,234.242									
		Annual	74,810.905									
Engineer 2	2015	Hourly	37.673									38.426
		Monthly	6,325.925									6,452.366
		Annual	75,911.095									77,428.390
Power Engineer 2nd Class	2080	Hourly	37.673									38.426
		Monthly	6,529.987									6,660.507
		Annual	78,359.840									79,926.080
Charge Technologist Med. Electronics	2080	Hourly	38.946	39.454	39.959							40.758
		Monthly	6,750.640	6,838.693	6,926.227							7,064.720
		Annual	81,007.680	82,064.320	83,114.720							84,776.640
Communicable Disease Technician	2015	Hourly	23.473	24.288	25.144	25.982	26.957	27.868	28.865	29.764		30.361
		Monthly	3,941.508	4,078.360	4,222.097	4,362.811	4,526.530	4,679.502	4,846.915	4,997.872		5,098.118
		Annual	47,298.095	48,940.320	50,665.160	52,353.730	54,318.355	56,154.020	58,162.975	59,974.460		61,177.415
Home Support Worker *	2080	Hourly	12.939	13.216	13.433	13.758						13.987
		Monthly	2,242.760	2,290.773	2,328.387	2,384.720	2,424.413					
		Annual	26,913.120	27,489.280	27,940.640	28,616.640	29,092.960					
Clerk I *	1885	Hourly	15.118	15.535	15.951	16.413						
		Monthly	2,374.786	2,440.290	2,505.636	2,578.209						
		Annual	28,497.430	29,283.475	30,067.635	30,938.505						
Admin. Secretary 1 *	1885	Hourly	16.773	17.146	17.637	18.115	18.606					
		Monthly	2,634.759	2,693.351	2,770.479	2,845.565	2,922.693					
		Annual	31,617.105	32,320.210	33,245.745	34,146.775	35,072.310					
Consumer Peer Support Facilitator *	2080	Hourly	17.837	18.433	19.075	19.717	20.336	21.024				
		Monthly	3,091.747	3,195.053	3,306.333	3,417.613	3,524.907	3,644.160				
		Annual	37,100.960	38,340.640	39,676.000	41,011.360	42,298.880	43,729.920				
Clerk II *	1885	Hourly	17.907	18.336	18.799	19.335	19.830	20.408				
		Monthly	2,812.891	2,880.280	2,953.010	3,037.206	3,114.963	3,205.757				
		Annual	33,754.695	34,563.360	35,436.115	36,446.475	37,379.550	38,469.080				
Support Services to Seniors *	1885	Hourly	18.759									
		Monthly	2,946.726									
		Annual	35,360.715									
Admin. Secretary 2 *	1885	Hourly	18.980	19.412	19.902	20.408	20.992	21.526				
		Monthly	2,981.442	3,049.302	3,126.273	3,205.757	3,297.493	3,381.376				
		Annual	35,777.300	36,591.620	37,515.270	38,469.080	39,569.920	40,576.510				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator *	1950	Hourly	19.789	20.408	21.097	21.841	22.556	23.287					
		Monthly	3,212.463	3,316.300	3,428.263	3,549.163	3,665.350	3,784.138					
		Annual	38,549.550	39,795.600	41,139.150	42,589.950	43,984.200	45,409.650					
Housing Developer (Housing Resource Wrkr) *	2080	Hourly	19.789	20.408	21.097	21.841	22.556	23.287					
		Monthly	3,426.627	3,537.387	3,656.813	3,785.773	3,909.707	4,036.413					
		Annual	41,119.520	42,448.640	43,881.760	45,429.280	46,916.480	48,436.960					
Admin. Secretary 3 *	1885	Hourly	21.676	22.260	22.872	23.482	24.124	24.794					
		Monthly	3,404.938	3,496.675	3,592.810	3,688.631	3,789.478	3,894.724					
		Annual	40,859.260	41,960.100	43,113.720	44,263.570	45,473.740	46,736.690					
Community Health Facilitator *	1885	Hourly	21.676	22.260	22.872	23.482	24.124	24.794					
		Monthly	3,404.938	3,496.675	3,592.810	3,688.631	3,789.478	3,894.724					
		Annual	40,859.260	41,960.100	43,113.720	44,263.570	45,473.740	46,736.690					
Clerk III *	1885	Hourly	21.736	22.304	22.899	23.527	24.188	24.927					
		Monthly	3,414.363	3,503.587	3,597.051	3,695.700	3,796.390	3,915.616					
		Annual	40,972.360	42,043.040	43,164.615	44,348.395	45,556.680	46,987.395					
Accounting Clerk *	1885	Hourly	22.423	23.019	23.646	24.257	24.956	25.659					
		Monthly	3,522.280	3,615.901	3,714.393	3,810.370	3,920.172	4,030.601					
		Annual	42,267.355	43,390.815	44,572.710	45,724.445	47,042.060	48,367.215					
Home Care Resource Coordinator *	1885	Hourly	24.777	25.831	26.552	27.434	28.451	29.425	30.483	31.418		32.046	
		Monthly	3,892.054	4,026.203	4,170.877	4,309.424	4,469.178	4,622.177	4,788.371	4,935.244		5,033.893	
		Annual	46,704.645	48,314.435	50,050.520	51,713.090	53,630.135	55,466.125	57,460.455	59,222.930		60,406.710	
Clerk IV *	1885	Hourly	25.511	26.136	26.836	27.539	28.282	29.043					
		Monthly	4,007.353	4,105.530	4,215.488	4,325.918	4,442.631	4,562.171					
		Annual	48,088.235	49,266.360	50,585.860	51,911.015	53,311.570	54,746.055					
Patient Representative *	2015	Hourly	32.495	33.593	34.845	36.084	37.429	38.823	40.334	41.896		42.735	
		Monthly	5,456.452	5,640.825	5,851.056	6,059.105	6,284.953	6,519.029	6,772.751	7,035.037		7,175.919	
		Annual	65,477.425	67,689.895	70,212.675	72,709.260	75,419.435	78,228.345	81,273.010	84,420.440		86,111.025	
Palliative Care Coordinator *	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
		Monthly	5,104.580	5,277.215	5,473.883	5,668.509	5,879.472	6,098.603	6,336.113	6,581.320	6,837.366	7,038.276	7,179.023
		Annual	61,254.960	63,326.575	65,686.595	68,022.110	70,553.665	73,183.240	76,033.360	78,975.845	82,048.395	84,459.310	86,148.270
Cook 1 - AFM **	2080	Hourly	16.540	17.060	17.590	18.180	18.740	19.370					
		Monthly	2,866.933	2,957.067	3,048.933	3,151.200	3,248.267	3,357.467					
		Annual	34,403.200	35,484.800	36,587.200	37,814.400	38,979.200	40,289.600					
Cook 2 AFM **	2080	Hourly	21.260	21.780	22.330	22.910	23.550	24.220					
		Monthly	3,685.067	3,775.200	3,870.533	3,971.067	4,082.000	4,198.133					
		Annual	44,220.800	45,302.400	46,446.400	47,652.800	48,984.000	50,377.600					
Cook 3 AFM **	2080	Hourly	21.870	22.420	23.010	23.610	24.230	24.900					
		Monthly	3,790.800	3,886.133	3,988.400	4,092.400	4,199.867	4,316.000					
		Annual	45,489.600	46,633.600	47,860.800	49,108.800	50,398.400	51,792.000					
Administrative Officer (A03) **	1885	Hourly	25.450	26.390	27.270	28.300	29.330	30.380					
		Monthly	3,997.771	4,145.429	4,283.663	4,445.458	4,607.254	4,772.192					
		Annual	47,973.250	49,745.150	51,403.950	53,345.500	55,287.050	57,266.300					
Maintenance - AFM **	1885	Hourly	17.980	18.560	19.130	19.710	20.360	21.000					
		Monthly	2,824.358	2,915.467	3,005.004	3,096.113	3,198.217	3,298.750					
		Annual	33,892.300	34,985.600	36,060.050	37,153.350	38,378.600	39,585.000					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2) **	1885	Hourly	21.190	21.730	22.350	22.930	23.590	24.330				
		Monthly	3,328.596	3,413.421	3,510.813	3,601.921	3,705.596	3,821.838				
		Annual	39,943.150	40,961.050	42,129.750	43,223.050	44,467.150	45,862.050				
Office Assistant AFM (0A3) **	1885	Hourly	23.010	23.650	24.280	24.920	25.670	26.390				
		Monthly	3,614.488	3,715.021	3,813.983	3,914.517	4,032.329	4,145.429				
		Annual	43,373.850	44,580.250	45,767.800	46,974.200	48,387.950	49,745.150				
Cook Assistant ***	2015	Hourly	16.754	17.256	17.774	18.307	18.857	19.423				19.811
		Monthly	2,813.276	2,897.570	2,984.551	3,074.050	3,166.405	3,261.445				3,326.597
		Annual	33,759.310	34,770.840	35,814.610	36,888.605	37,996.855	39,137.345				39,919.165
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
Clerk II (Medical Records) ***	1950	Hourly	16.872	17.379	17.900	18.437	18.989	19.559				19.950
		Monthly	2,741.700	2,824.088	2,908.750	2,996.013	3,085.713	3,178.338				3,241.875
		Annual	32,900.400	33,889.050	34,905.000	35,952.150	37,028.550	38,140.050				38,902.500
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	17.175	17.690	18.222	18.768	19.331	19.912				20.310
		Monthly	2,883.969	2,970.446	3,059.778	3,151.460	3,245.997	3,343.557				3,410.388
		Annual	34,607.625	35,645.350	36,717.330	37,817.520	38,951.965	40,122.680				40,924.650
Technician Library (Uncertified) ***	1950	Hourly	17.201	17.717	18.248	18.796	19.360	19.941				20.340
		Monthly	2,795.163	2,879.013	2,965.300	3,054.350	3,146.000	3,240.413				3,305.250
		Annual	33,541.950	34,548.150	35,583.600	36,652.200	37,752.000	38,884.950				39,663.000
Housekeeping Aide -PIO - DRHC ***	2015	Hourly	17.325	17.844	18.379	18.933	19.499	20.086				20.488
		Monthly	2,909.156	2,996.305	3,086.140	3,179.166	3,274.207	3,372.774				3,440.277
		Annual	34,909.875	35,955.660	37,033.685	38,149.995	39,290.485	40,473.290				41,283.320
Clerk II ***	1950	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723
		Monthly	2,847.813	2,933.288	3,021.363	3,111.875	3,205.313	3,301.513				3,367.488
		Annual	34,173.750	35,199.450	36,256.350	37,342.500	38,463.750	39,618.150				40,409.850
Clerk II (Medical Records) - PIO ***	1950	Hourly	17.772	18.213	18.653	19.122	19.668	20.167	20.759			21.174
		Monthly	2,887.950	2,959.613	3,031.113	3,107.325	3,196.050	3,277.138	3,373.338			3,440.775
		Annual	34,655.400	35,515.350	36,373.350	37,287.900	38,352.600	39,325.650	40,480.050			41,289.300
Parking Attendant ***	1950	Hourly	17.822	18.357	18.907	19.474	20.060	20.661				21.074
		Monthly	2,896.075	2,983.013	3,072.388	3,164.525	3,259.750	3,357.413				3,424.525
		Annual	34,752.900	35,796.150	36,868.650	37,974.300	39,117.000	40,288.950				41,094.300
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	18.100	18.503	18.903	19.309	19.710					20.104
		Monthly	2,941.250	3,006.738	3,071.738	3,137.713	3,202.875					3,266.900
		Annual	35,295.000	36,080.850	36,860.850	37,652.550	38,434.500					39,202.800
Health Records Technician / Admitting Clerk ***	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195				3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335				43,344.665
Secretary I ***	1950	Hourly	18.227	18.774	19.337	19.917	20.514	21.130				21.553
		Monthly	2,961.888	3,050.775	3,142.263	3,236.513	3,333.525	3,433.625				3,502.363
		Annual	35,542.650	36,609.300	37,707.150	38,838.150	40,002.300	41,203.500				42,028.350
Junior Accountant - PIO ***	1950	Hourly	18.675	18.954	19.576	20.206	20.832	21.453	22.083	22.856		23.313
		Monthly	3,034.688	3,080.025	3,181.100	3,283.475	3,385.200	3,486.113	3,588.488	3,714.100		3,788.363
		Annual	36,416.250	36,960.300	38,173.200	39,401.700	40,622.400	41,833.350	43,061.850	44,569.200		45,460.350

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Painter ***	2015	Hourly	28.785									29.363	
		Monthly	4,833.481										4,930.537
		Annual	58,001.775										59,166.445
Environmental Control Technician ***	2015	Hourly	36.258									36.983	
		Monthly	6,088.323										6,210.062
		Annual	73,059.870										74,520.745

* Former MGEU Community Support Agreement. 0% General Increase in 2017/18

** Former MGEU AFM Agreement. 0% General Increase in 2017/18

*** Discontinued Classifications in F2023/24

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.317	12.687	13.066	13.458	13.862	14.277				14.564
		Monthly	2,001.513	2,061.638	2,123.225	2,186.925	2,252.575	2,320.013				2,366.650
		Annual	24,018.150	24,739.650	25,478.700	26,243.100	27,030.900	27,840.150				28,399.800
Cleaner	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Dietary Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Dietetic Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Housekeeping Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Incinerator Operator	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Laundry Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Linen / Laundry Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Linen / Laundry Attendant	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Linen Aide	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Linen Aide II	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Linen Equipment Operator	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Potwasher	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120
Seamstress	2015	Hourly	15.908	16.384	16.875	17.382	17.903	18.441				18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551				3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615				37,898.120

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Service Worker II	2015	Hourly	15.906	16.384	16.875	17.382	17.903	18.441					18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551					3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615					37,898.120
Environmental Services Aide	2015	Hourly	15.906	16.384	16.875	17.382	17.903	18.441					18.808
		Monthly	2,670.883	2,751.147	2,833.594	2,918.728	3,006.212	3,096.551					3,158.177
		Annual	32,050.590	33,013.760	34,003.125	35,024.730	36,074.545	37,158.615					37,898.120
Pharmacy Aide - Ste Rose	2015	Hourly	16.098	16.581	17.079	17.590	18.119	18.662					19.036
		Monthly	2,703.123	2,784.226	2,867.849	2,953.654	3,042.482	3,133.661					3,196.462
		Annual	32,437.470	33,410.715	34,414.185	35,443.850	36,509.785	37,603.930					38,357.540
Dietary Aide - Lead Hand	2015	Hourly	16.208	16.694	17.195	17.711	18.241	18.789					19.166
		Monthly	2,721.593	2,803.201	2,887.327	2,973.972	3,062.968	3,154.986					3,218.291
		Annual	32,659.120	33,638.410	34,647.925	35,687.665	36,755.615	37,859.835					38,619.490
Cook 1 - Ste Rose / Wjgosis	2015	Hourly	16.963	17.472	17.995	18.537	19.093	19.666					20.059
		Monthly	2,848.370	2,933.840	3,021.660	3,112.671	3,206.033	3,302.249					3,368.240
		Annual	34,180.445	35,206.080	36,259.925	37,352.055	38,472.395	39,626.990					40,418.885
File Clerk	1950	Hourly	17.023	17.533	18.059	18.602	19.160	19.735					20.129
		Monthly	2,766.238	2,849.113	2,934.588	3,022.825	3,113.500	3,206.938					3,270.963
		Annual	33,194.850	34,189.350	35,215.050	36,273.900	37,362.000	38,483.250					39,251.550
Seamstress - PIO	2015	Hourly	17.077	17.424	17.782	18.143	18.515						18.884
		Monthly	2,867.513	2,925.780	2,985.894	3,046.512	3,108.977						3,170.938
		Annual	34,410.155	35,109.360	35,830.730	36,558.145	37,307.725						38,051.260
Attendant II	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985
C.S.R. Tech II (Uncertified)	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985
Clerk I	1950	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988					3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850					39,388.050
Clerk I / Receptionist	1950	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988					3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850					39,388.050
CSR Aide (Non-Certified)	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985
CSR Aide (Non-Certified)	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985
Lab Assistant / Clerk	1950	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988					3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850					39,388.050
Laundry Attendant 3	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Laundry Equipment Operator 1	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254					3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045					40,700.985
RDS Receptionist II (Diagnostic)	1950	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988					3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850					39,388.050
RDS Receptionist III (Diagnostic)	1950	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988					3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850					39,388.050
Maintenance II	2015	Hourly	17.254	17.772	18.305	18.855	19.420	20.003					20.403
		Monthly	2,897.234	2,984.215	3,073.715	3,166.069	3,260.942	3,358.837					3,426.004
		Annual	34,766.810	35,810.580	36,884.575	37,992.825	39,131.300	40,306.045					41,112.045
Maintenance Worker I	2015	Hourly	17.254	17.772	18.305	18.855	19.420	20.003					20.403
		Monthly	2,897.234	2,984.215	3,073.715	3,166.069	3,260.942	3,358.837					3,426.004
		Annual	34,766.810	35,810.580	36,884.575	37,992.825	39,131.300	40,306.045					41,112.045
Attendant II - PIO (Westman Laundry)	2015	Hourly	17.378	17.902	18.445	19.001	19.574	20.149					20.552
		Monthly	2,918.056	3,006.044	3,097.223	3,190.585	3,286.801	3,383.353					3,451.023
		Annual	35,016.670	36,072.530	37,166.675	38,287.015	39,441.610	40,600.235					41,412.280
Material Management Technician	2015	Hourly	17.703	18.233	18.781	19.344	19.924	20.521					20.932
		Monthly	2,972.629	3,061.625	3,153.643	3,248.180	3,345.572	3,445.818					3,514.832
		Annual	35,671.545	36,739.495	37,843.715	38,978.160	40,146.860	41,349.815					42,177.980
Switchboard Operator	1950	Hourly	17.744	18.277	18.825	19.389	19.972	20.571					20.982
		Monthly	2,883.400	2,970.013	3,059.063	3,150.713	3,245.450	3,342.788					3,409.575
		Annual	34,600.800	35,640.150	36,708.750	37,808.550	38,945.400	40,113.450					40,914.900
Lab Assistant / Clerk - PIO	1950	Hourly	17.896	18.167	18.625	19.169	19.741	20.263	20.888				21.306
		Monthly	2,908.100	2,952.138	3,026.563	3,114.963	3,207.913	3,292.738	3,394.300				3,462.225
		Annual	34,897.200	35,425.650	36,318.750	37,379.550	38,494.950	39,512.850	40,731.600				41,546.700
Housekeeping / Laundry Supervisor	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260
Housekeeping Supervisor	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260
Housekeeping Team Leader	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260
Laundry Supervisor	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260
Lead Hand - Housekeeping	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260
Supervisor Lead Hand	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.867					21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.917					3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,047.005					42,887.260

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Protection Officer	2015	Hourly	18.045	18.586	19.143	19.717	20.311	20.919				21.337
		Monthly	3,030.056	3,120.899	3,214.429	3,310.813	3,410.555	3,512.649				3,582.838
		Annual	36,360.675	37,450.790	38,573.145	39,729.755	40,926.665	42,151.785				42,994.055
P.C.A. (Untrained)	2015	Hourly	18.179									18.543
		Monthly	3,052.557									3,113.679
		Annual	36,630.685									37,364.145
Clerk III	1950	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	2,993.088	3,082.788	3,175.250	3,270.475	3,368.788	3,469.863				3,539.250
		Annual	35,917.050	36,993.450	38,103.000	39,245.700	40,425.450	41,638.350				42,471.000
Clerk III - Admin / Finance Reception	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Clerk III - Medical Dictatypist	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Clerk III - Nutritional/Environmental Services	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Clerk III - Receptionist	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Word Process Operator	1950	Hourly	18.455	19.009	19.579	20.166	20.770	21.394				21.822
		Monthly	2,998.938	3,088.963	3,181.588	3,276.975	3,375.125	3,476.525				3,546.075
		Annual	35,987.250	37,067.550	38,179.050	39,323.700	40,501.500	41,718.300				42,552.900
Driver 1 - PIO	2015	Hourly	18.458	19.012	19.582	20.170	20.774	21.398				21.825
		Monthly	3,099.406	3,192.432	3,288.144	3,386.879	3,488.301	3,593.081				3,664.781
		Annual	37,192.870	38,309.180	39,457.730	40,642.550	41,859.610	43,116.970				43,977.375
Clerk III	1950	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,042.650	3,133.975	3,227.900	3,324.750	3,424.525	3,527.388				3,597.750
		Annual	36,511.800	37,607.700	38,734.800	39,897.000	41,094.300	42,328.650				43,173.000
CPS Technician I	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
CSR Aide - Ste Rose	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
CSR Tech	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Material Management Aide	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Material Management Aide	1950	Hourly	18.724	19.286	19.864	20.460	21.074	21.707				22.140
		Monthly	3,042.650	3,133.975	3,227.900	3,324.750	3,424.525	3,527.388				3,597.750
		Annual	36,511.800	37,607.700	38,734.800	39,897.000	41,094.300	42,328.650				43,173.000

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained)	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Stores Clerk	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Stores Helper	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Unit Clerk	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Hearing Screener	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Unit Clerk III (Ward Clerk)	1950	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.140
		Monthly	3,042.650	3,133.975	3,227.900	3,324.750	3,424.525	3,527.388				3,597.750
		Annual	36,511.800	37,607.700	38,734.800	39,897.000	41,094.300	42,328.650				43,173.000
Ward Clerk	2015	Hourly	18.724	19.286	19.864	20.480	21.074	21.707				22.141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Maintenance II - PIO	2015	Hourly	18.744	19.122	19.499	19.848	20.211					20.615
		Monthly	3,147.430	3,210.903	3,274.207	3,332.474	3,393.764					3,461.602
		Annual	37,769.160	38,530.830	39,290.485	39,989.690	40,725.165					41,539.225
Maintenance Helper	2015	Hourly	18.988	19.557	20.145	20.748	21.372	22.012				22.452
		Monthly	3,188.402	3,283.946	3,382.681	3,483.935	3,588.715	3,696.182				3,770.065
		Annual	38,260.820	39,407.355	40,592.175	41,807.220	43,064.580	44,354.180				45,240.780
Maintenance 1	2015	Hourly	18.988	19.557	20.145	20.748	21.372	22.012				22.452
		Monthly	3,188.402	3,283.946	3,382.681	3,483.935	3,588.715	3,696.182				3,770.065
		Annual	38,260.820	39,407.355	40,592.175	41,807.220	43,064.580	44,354.180				45,240.780
Maintenance II - Dinsdale	2015	Hourly	18.988	19.556	20.145	20.748	21.372	22.012				22.453
		Monthly	3,188.402	3,283.778	3,382.681	3,483.935	3,588.715	3,696.182				3,770.233
		Annual	38,260.820	39,405.340	40,592.175	41,807.220	43,064.580	44,354.180				45,242.795
Maintenance Worker I - Ste Rose/Dr Gendreau	2015	Hourly	18.988	19.557	20.145	20.748	21.372	22.012				22.452
		Monthly	3,188.402	3,283.946	3,382.681	3,483.935	3,588.715	3,696.182				3,770.065
		Annual	38,260.820	39,407.355	40,592.175	41,807.220	43,064.580	44,354.180				45,240.780
Maintenance Worker II	2015	Hourly	18.988	19.557	20.145	20.748	21.372	22.012				22.452
		Monthly	3,188.402	3,283.946	3,382.681	3,483.935	3,588.715	3,696.182				3,770.065
		Annual	38,260.820	39,407.355	40,592.175	41,807.220	43,064.580	44,354.180				45,240.780
Attendant I (Westman Laundry)	2015	Hourly	18.990	19.580	20.147	20.751	21.374	22.015				22.455
		Monthly	3,188.738	3,284.450	3,383.017	3,484.439	3,589.051	3,696.685				3,770.569
		Annual	38,264.850	39,413.400	40,596.205	41,813.265	43,068.610	44,360.225				45,246.825
Medical Transcriptionist I	2015	Hourly	19.048	19.620	20.208	20.815	21.440	22.083				22.525
		Monthly	3,198.477	3,294.525	3,393.260	3,495.185	3,600.133	3,708.104				3,782.323
		Annual	38,381.720	39,534.300	40,719.120	41,942.225	43,201.600	44,497.245				45,387.875

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Secretary Medical	1950	Hourly	19.049	19.620	20.208	20.816	21.440	22.083				22.525	
		Monthly	3,095.463	3,188.250	3,263.800	3,382.603	3,484.000	3,588.488					3,660.313
		Annual	37,145.550	38,259.000	39,405.600	40,591.200	41,808.000	43,061.850					43,923.750
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	19.102	19.545	19.992	20.497	21.018	21.620	22.170			22.614	
		Monthly	3,104.075	3,176.063	3,248.700	3,330.763	3,415.425	3,513.250	3,602.625				3,674.775
		Annual	37,248.900	38,112.750	38,984.400	39,969.150	40,985.100	42,159.000	43,231.500				44,097.300
Admitting Clerk	2015	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,210.231	3,306.615	3,405.686	3,508.115	3,613.231	3,721.705					3,796.092
		Annual	38,522.770	39,679.380	40,868.230	42,097.380	43,358.770	44,660.460					45,553.105
Clerk IV	1950	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,106.675	3,199.950	3,295.825	3,394.950	3,496.675	3,601.650					3,673.638
		Annual	37,280.100	38,399.400	39,549.900	40,739.400	41,960.100	43,219.800					44,083.650
Clerk IV - Emergency	1950	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,106.675	3,199.950	3,295.825	3,394.950	3,496.675	3,601.650					3,673.638
		Annual	37,280.100	38,399.400	39,549.900	40,739.400	41,960.100	43,219.800					44,083.650
Clerk IV - Nursing	1950	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,106.675	3,199.950	3,295.825	3,394.950	3,496.675	3,601.650					3,673.638
		Annual	37,280.100	38,399.400	39,549.900	40,739.400	41,960.100	43,219.800					44,083.650
Purchasing Agent	2015	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,210.231	3,306.615	3,405.686	3,508.115	3,613.231	3,721.705					3,796.092
		Annual	38,522.770	39,679.380	40,868.230	42,097.380	43,358.770	44,660.460					45,553.105
Scheduling Clerk	2015	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,210.231	3,306.615	3,405.686	3,508.115	3,613.231	3,721.705					3,796.092
		Annual	38,522.770	39,679.380	40,868.230	42,097.380	43,358.770	44,660.460					45,553.105
Staffing Clerk	1950	Hourly	19.118	19.692	20.282	20.892	21.518	22.164				22.607	
		Monthly	3,106.675	3,199.950	3,295.825	3,394.950	3,496.675	3,601.650					3,673.638
		Annual	37,280.100	38,399.400	39,549.900	40,739.400	41,960.100	43,219.800					44,083.650
Medical Transcriptionist I - PIO	1950	Hourly	19.119	19.692	20.282	20.891	21.518	22.163	22.175			22.619	
		Monthly	3,106.838	3,199.950	3,295.825	3,394.788	3,496.675	3,601.488	3,603.438				3,675.588
		Annual	37,282.050	38,399.400	39,549.900	40,737.450	41,960.100	43,217.850	43,241.250				44,107.050
Admin Secretary 2 - PIO	1950	Hourly	19.252	19.540	19.990	20.503	20.988	21.617	22.175			22.619	
		Monthly	3,128.450	3,175.250	3,248.375	3,331.738	3,410.225	3,512.763	3,603.438				3,675.588
		Annual	37,541.400	38,103.000	38,980.500	39,980.850	40,922.700	42,153.150	43,241.250				44,107.050
Protection Officer - PIO	2015	Hourly	19.311	19.706	20.108	20.517	20.939					21.357	
		Monthly	3,242.639	3,308.966	3,376.468	3,445.146	3,516.007						3,586.196
		Annual	38,911.665	39,707.590	40,517.620	41,341.755	42,192.085						43,034.355
C.S.R. Tech I	2015	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147	
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533					3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395					46,641.205
Clerk IV - Nursing (Slatting)	1950	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147	
		Monthly	3,181.100	3,276.325	3,374.475	3,475.875	3,580.200	3,687.613					3,761.388
		Annual	38,173.200	39,315.900	40,493.700	41,710.500	42,962.400	44,251.350					45,136.650
Cook 1 (Uncertified)	2015	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147	
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533					3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395					46,641.205

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533				3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395				46,641.205
CSR Technician II	2015	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533				3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395				46,641.205
Slaing Clerk	1950	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147
		Monthly	3,181.100	3,276.325	3,374.475	3,475.875	3,580.200	3,687.613				3,761.388
		Annual	38,173.200	39,315.900	40,493.700	41,710.500	42,962.400	44,251.350				45,136.650
Storeskeeper	2015	Hourly	19.576	20.162	20.766	21.390	22.032	22.693				23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533				3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395				46,641.205
Stores Lead Hand	2015	Hourly	19.776	20.368	20.881	21.609	22.258	22.926				23.384
		Monthly	3,320.720	3,420.127	3,523.060	3,628.511	3,737.489	3,849.658				3,926.563
		Annual	39,848.640	41,041.520	42,276.715	43,542.135	44,849.870	46,195.890				47,118.760
Staffing Clerk	2015	Hourly	19.949	20.549	21.164	21.800	22.454	23.128				23.590
		Monthly	3,349.770	3,450.520	3,553.788	3,660.583	3,770.401	3,883.577				3,961.154
		Annual	40,197.235	41,406.235	42,645.460	43,927.000	45,244.810	46,602.920				47,533.850
Parking Attendant - PIO	1950	Hourly	19.955	20.362	20.779	21.203	21.635					22.067
		Monthly	3,242.688	3,308.825	3,376.588	3,445.488	3,515.688					3,585.888
		Annual	38,912.250	39,705.900	40,519.050	41,345.850	42,188.250					43,030.650
Admin. Secretary 2	1950	Hourly	19.979	20.578	21.195	21.831	22.486	23.160				23.624
		Monthly	3,246.588	3,343.925	3,444.188	3,547.538	3,653.975	3,763.500				3,838.900
		Annual	38,959.050	40,127.100	41,330.250	42,570.450	43,847.700	45,162.000				46,066.800
Program Secretary	1950	Hourly	19.979	20.578	21.195	21.831	22.486	23.160				23.624
		Monthly	3,246.588	3,343.925	3,444.188	3,547.538	3,653.975	3,763.500				3,838.900
		Annual	38,959.050	40,127.100	41,330.250	42,570.450	43,847.700	45,162.000				46,066.800
Secretary II	1950	Hourly	19.979	20.578	21.195	21.831	22.486	23.160				23.624
		Monthly	3,246.588	3,343.925	3,444.188	3,547.538	3,653.975	3,763.500				3,838.900
		Annual	38,959.050	40,127.100	41,330.250	42,570.450	43,847.700	45,162.000				46,066.800
Cook 2	2015	Hourly	20.006	20.606	21.225	21.862	22.518	23.192				23.656
		Monthly	3,359.341	3,460.091	3,564.031	3,670.994	3,781.148	3,894.323				3,972.237
		Annual	40,312.090	41,521.090	42,768.375	44,051.930	45,373.770	46,731.880				47,666.840
Dietary Supervisor	2015	Hourly	20.006	20.606	21.225	21.862	22.518	23.192				23.656
		Monthly	3,359.341	3,460.091	3,564.031	3,670.994	3,781.148	3,894.323				3,972.237
		Annual	40,312.090	41,521.090	42,768.375	44,051.930	45,373.770	46,731.880				47,666.840
Housekeeping Supervisor - Wpsosis	2015	Hourly	20.006	20.606	21.225	21.862	22.518	23.192				23.656
		Monthly	3,359.341	3,460.091	3,564.031	3,670.994	3,781.148	3,894.323				3,972.237
		Annual	40,312.090	41,521.090	42,768.375	44,051.930	45,373.770	46,731.880				47,666.840
Support Services Supervisor	2015	Hourly	20.006	20.606	21.225	21.862	22.518	23.192				23.656
		Monthly	3,359.341	3,460.091	3,564.031	3,670.994	3,781.148	3,894.323				3,972.237
		Annual	40,312.090	41,521.090	42,768.375	44,051.930	45,373.770	46,731.880				47,666.840
Nutritional Supervisor - Dinsdale	2015	Hourly	20.007	20.606	21.225	21.862	22.517	23.192				23.656
		Monthly	3,359.509	3,460.091	3,564.031	3,670.994	3,780.980	3,894.323				3,972.237
		Annual	40,314.105	41,521.090	42,768.375	44,051.930	45,371.755	46,731.880				47,666.840

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	20.135	20.738	21.360	22.001	22.661	23.341				23.808
		Monthly	3,381.002	3,482.256	3,586.700	3,694.335	3,805.160	3,919.343				3,997.760
		Annual	40,572.025	41,787.070	43,040.400	44,332.015	45,661.915	47,032.115				47,973.120
Accounting Office Clerk - St Rose Hosp	2015	Hourly	20.260	20.888	21.494	22.139	22.803	23.487				23.957
		Monthly	3,401.992	3,504.085	3,609.201	3,717.507	3,829.004	3,943.859				4,022.780
		Annual	40,823.900	42,049.020	43,310.410	44,610.085	45,948.045	47,326.305				48,273.355
Financial Analyst	2015	Hourly	20.260	20.888	21.494	22.139	22.803	23.487				23.957
		Monthly	3,401.992	3,504.085	3,609.201	3,717.507	3,829.004	3,943.859				4,022.780
		Annual	40,823.900	42,049.020	43,310.410	44,610.085	45,948.045	47,326.305				48,273.355
Admitting Officer - PIO	1950	Hourly	20.267	20.572	20.956	21.303	21.651					22.085
		Monthly	3,293.388	3,342.950	3,405.350	3,461.738	3,518.288					3,588.813
		Annual	39,520.650	40,115.400	40,864.200	41,540.850	42,219.450					43,065.750
Service Worker II - PIO	2015	Hourly	20.315	20.870	21.428	22.034	22.689	23.296				23.762
		Monthly	3,411.227	3,504.421	3,598.118	3,699.876	3,809.861	3,911.787				3,990.036
		Annual	40,934.725	42,053.050	43,177.420	44,398.510	45,718.335	46,941.440				47,880.430
Attendant I - PIO (Westman Laundry)	2015	Hourly	20.326	20.740	21.162	21.595	22.035					22.475
		Monthly	3,413.074	3,482.592	3,553.453	3,626.160	3,700.044					3,773.927
		Annual	40,956.890	41,791.100	42,641.430	43,513.925	44,400.525					45,287.125
Laundry Equipment Operator 2 - PIO	2015	Hourly	20.326	20.740	21.162	21.596	22.035					22.475
		Monthly	3,413.074	3,482.592	3,553.453	3,626.328	3,700.044					3,773.927
		Annual	40,956.890	41,791.100	42,641.430	43,515.940	44,400.525					45,287.125
Health Records Technician	1950	Hourly	20.367	20.979	21.608	22.256	22.925	23.613				24.084
		Monthly	3,309.638	3,409.088	3,511.300	3,616.600	3,725.313	3,837.113				3,913.650
		Annual	39,715.650	40,909.050	42,135.600	43,399.200	44,703.750	46,045.350				46,963.800
Medical Records Technician II	1950	Hourly	20.367	20.979	21.608	22.256	22.925	23.613				24.084
		Monthly	3,309.638	3,409.088	3,511.300	3,616.600	3,725.313	3,837.113				3,913.650
		Annual	39,715.650	40,909.050	42,135.600	43,399.200	44,703.750	46,045.350				46,963.800
Medical Records Technician II	2015	Hourly	20.367	20.979	21.608	22.256	22.925	23.613				24.084
		Monthly	3,419.959	3,522.724	3,628.343	3,737.153	3,849.490	3,965.016				4,044.105
		Annual	41,039.505	42,272.685	43,540.120	44,845.840	46,193.875	47,580.195				48,529.260
Cook 2	2015	Hourly	20.429	21.043	21.673	22.324	22.993	23.683				24.157
		Monthly	3,430.370	3,533.470	3,639.258	3,748.572	3,860.908	3,976.770				4,056.363
		Annual	41,164.435	42,401.645	43,671.095	44,982.860	46,330.895	47,721.245				48,676.355
Purchasing Agent	1950	Hourly	20.459	21.280	22.136	22.948	23.926	24.874	25.904	26.925		27.484
		Monthly	3,324.588	3,458.000	3,597.100	3,729.050	3,887.975	4,042.025	4,209.400	4,375.313		4,462.900
		Annual	39,895.050	41,496.000	43,165.200	44,748.600	46,655.700	48,504.300	50,512.800	52,503.750		53,554.800
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	20.619									21.031
		Monthly	3,462.274									3,531.455
		Annual	41,547.285									42,377.465
Purchasing Buyer	2015	Hourly	21.014	21.645	22.295	22.964	23.652	24.362				24.849
		Monthly	3,528.601	3,634.556	3,743.702	3,856.038	3,971.565	4,090.786				4,172.561
		Annual	42,343.210	43,614.675	44,924.425	46,272.460	47,658.780	49,089.430				50,070.735
Audit / Medico-Legal	1950	Hourly	21.033	21.663	22.313	22.983	23.673	24.382				24.870
		Monthly	3,417.863	3,520.238	3,625.863	3,734.738	3,846.863	3,962.075				4,041.375
		Annual	41,014.350	42,242.850	43,510.350	44,816.850	46,162.350	47,544.900				48,496.500

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	35.516									36.227
		Monthly	5,963.728									6,083.117
		Annual	71,564.740									72,997.405
Control Systems Specialist	2015	Hourly	36.711									37.445
		Monthly	6,164.389									6,287.640
		Annual	73,972.665									75,451.675
Refrigeration / Air Cond. Mechanic	2015	Hourly	36.711									37.445
		Monthly	6,164.389									6,287.640
		Annual	73,972.665									75,451.675
Trade Lead (Journeyman)	2015	Hourly	37.591									
		Monthly	6,312.155									
		Annual	75,745.865									
Engineer 2	2015	Hourly	38.144									38.906
		Monthly	6,405.013									6,532.966
		Annual	76,860.160									78,395.590
Power Engineer 2nd Class	2080	Hourly	38.144									38.906
		Monthly	6,611.627									6,743.707
		Annual	79,339.520									80,924.480
Charge Technologist Med. Electronics	2080	Hourly	39.433	39.947	40.458							41.267
		Monthly	6,835.053	6,924.147	7,012.720							7,152.947
		Annual	82,020.640	83,089.760	84,152.640							85,835.360
Communicable Disease Technician	2015	Hourly	23.766	24.592	25.458	26.307	27.294	28.216	29.226	30.136		30.741
		Monthly	3,990.708	4,129.407	4,274.823	4,417.384	4,583.118	4,737.937	4,907.533	5,060.337		5,161.926
		Annual	47,888.490	49,552.880	51,297.870	53,008.605	54,997.410	56,855.240	58,890.390	60,724.040		61,943.115
Home Support Worker *	2080	Hourly	13.068	13.348	13.567	13.896	14.127					
		Monthly	2,265.120	2,313.653	2,351.613	2,408.640	2,448.680					
		Annual	27,181.440	27,763.840	28,219.360	28,903.680	29,384.160					
Clerk I *	1885	Hourly	15.194	15.613	16.031	16.495						
		Monthly	2,386.724	2,452.542	2,518.203	2,591.090						
		Annual	28,640.690	29,430.505	30,218.435	31,093.075						
Admin. Secretary 1 *	1885	Hourly	16.857	17.232	17.725	18.206	18.699					
		Monthly	2,647.954	2,706.860	2,784.302	2,859.859	2,937.301					
		Annual	31,775.445	32,482.320	33,411.625	34,318.310	35,247.615					
Consumer Peer Support Facilitator *	2080	Hourly	17.926	18.525	19.170	19.816	20.438	21.129				
		Monthly	3,107.173	3,211.000	3,322.800	3,434.773	3,542.587	3,662.360				
		Annual	37,286.080	38,532.000	39,873.600	41,217.280	42,511.040	43,948.320				
Clerk II *	1885	Hourly	17.997	18.428	18.893	19.432	19.929	20.510				
		Monthly	2,827.029	2,894.732	2,967.775	3,052.443	3,130.514	3,221.779				
		Annual	33,924.345	34,736.780	35,613.305	36,629.320	37,566.165	38,661.350				
Support Services to Seniors *	1885	Hourly	18.853									
		Monthly	2,961.492									
		Annual	35,537.905									
Admin. Secretary 2 *	1885	Hourly	19.075	19.509	20.002	20.510	21.097	21.634				
		Monthly	2,996.365	3,064.539	3,141.981	3,221.779	3,313.987	3,398.341				
		Annual	35,956.375	36,774.465	37,703.770	38,661.350	39,767.845	40,780.090				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator *	1950	Hourly	19.888	20.510	21.202	21.950	22.669	23.403					
		Monthly	3,228.500	3,332.875	3,445.325	3,566.875	3,683.713	3,802.988					
		Annual	38,742.600	39,994.500	41,343.900	42,802.500	44,204.550	45,635.850					
Housing Developer (Housing Resource Wrkr) *	2080	Hourly	19.888	20.510	21.202	21.950	22.669	23.403					
		Monthly	3,443.787	3,555.067	3,675.013	3,804.667	3,929.293	4,056.520					
		Annual	41,325.440	42,660.800	44,100.160	45,656.000	47,151.520	48,678.240					
Admin. Secretary 3 *	1885	Hourly	21.784	22.371	22.986	23.599	24.245	24.918					
		Monthly	3,421.903	3,514.111	3,610.718	3,707.010	3,808.485	3,914.203					
		Annual	41,062.840	42,169.335	43,328.610	44,484.115	45,701.825	46,970.430					
Community Health Facilitator *	1885	Hourly	21.784	22.371	22.986	23.599	24.245	24.918					
		Monthly	3,421.903	3,514.111	3,610.718	3,707.010	3,808.485	3,914.203					
		Annual	41,062.840	42,169.335	43,328.610	44,484.115	45,701.825	46,970.430					
Clerk III *	1885	Hourly	21.845	22.416	23.013	23.645	24.289	25.052					
		Monthly	3,431.485	3,521.180	3,614.959	3,714.235	3,815.397	3,935.252					
		Annual	41,177.825	42,254.160	43,379.505	44,570.825	45,784.765	47,223.020					
Accounting Clerk *	1885	Hourly	22.535	23.134	23.764	24.378	25.081	25.787					
		Monthly	3,539.873	3,633.966	3,732.928	3,829.378	3,939.807	4,050.708					
		Annual	42,478.475	43,607.590	44,795.140	45,952.530	47,277.685	48,608.495					
Home Care Resource Coordinator *	1885	Hourly	24.901	25.759	26.685	27.571	28.593	29.572	30.635	31.575		32.206	
		Monthly	3,911.532	4,046.310	4,191.769	4,330.945	4,491.484	4,645.268	4,812.248	4,959.906		5,059.026	
		Annual	46,938.385	48,555.715	50,301.225	51,971.335	53,897.805	55,743.220	57,746.975	59,518.875		60,708.310	
Clerk IV *	1885	Hourly	25.639	26.267	26.970	27.677	28.423	29.188					
		Monthly	4,027.460	4,126.108	4,236.538	4,347.595	4,464.780	4,584.948					
		Annual	48,329.515	49,513.295	50,838.450	52,171.145	53,577.355	55,019.380					
Patient Representative *	2015	Hourly	32.657	33.761	35.019	36.264	37.616	39.017	40.536	42.105		42.949	
		Monthly	5,483.655	5,669.035	5,880.274	6,089.330	6,316.353	6,551.605	6,806.670	7,070.131		7,211.853	
		Annual	65,803.855	68,028.415	70,563.285	73,071.960	75,796.240	78,619.255	81,680.040	84,841.575		86,542.235	
Palliative Care Coordinator *	1885	Hourly	32.658	33.763	35.021	36.266	37.616	39.018	40.538	42.106	43.745	45.030	45.931
		Monthly	5,130.028	5,303.605	5,501.215	5,696.784	5,908.847	6,129.078	6,367.844	6,614.151	6,871.610	7,073.463	7,214.995
		Annual	61,560.330	63,643.255	66,014.585	68,361.410	70,906.160	73,548.930	76,414.130	79,369.810	82,459.325	84,881.550	86,579.935
Cook 1 - AFM **	2080	Hourly	16.540	17.060	17.590	18.180	18.740	19.370					
		Monthly	2,866.933	2,957.067	3,048.933	3,151.200	3,248.267	3,357.467					
		Annual	34,403.200	35,484.800	36,587.200	37,814.400	38,979.200	40,289.600					
Cook 2 AFM **	2080	Hourly	21.260	21.780	22.330	22.910	23.550	24.220					
		Monthly	3,685.067	3,775.200	3,870.533	3,971.067	4,082.000	4,198.133					
		Annual	44,220.800	45,302.400	46,446.400	47,652.800	48,984.000	50,377.600					
Cook 3 AFM **	2080	Hourly	21.870	22.420	23.010	23.610	24.230	24.900					
		Monthly	3,790.800	3,886.133	3,988.400	4,092.400	4,199.867	4,316.000					
		Annual	45,489.600	46,633.600	47,860.800	49,108.800	50,398.400	51,792.000					
Administrative Officer (A03) **	1885	Hourly	25.450	26.390	27.270	28.300	29.330	30.380					
		Monthly	3,997.771	4,145.429	4,283.663	4,445.458	4,607.254	4,772.192					
		Annual	47,973.250	49,745.150	51,403.950	53,345.500	55,287.050	57,266.300					
Maintenance - AFM **	1885	Hourly	17.980	18.560	19.130	19.710	20.360	21.000					
		Monthly	2,824.358	2,915.467	3,005.004	3,096.113	3,198.217	3,298.750					
		Annual	33,892.300	34,985.600	36,060.050	37,153.350	38,378.600	39,585.000					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2) **	1885	Hourly	21.190	21.730	22.350	22.930	23.590	24.330				
		Monthly	3,328.596	3,413.421	3,510.813	3,601.921	3,705.596	3,821.838				
		Annual	39,943.150	40,961.050	42,129.750	43,223.050	44,467.150	45,862.050				
Office Assistant AFM (0A3) **	1885	Hourly	23.010	23.650	24.280	24.920	25.670	26.390				
		Monthly	3,614.488	3,715.021	3,813.983	3,914.517	4,032.329	4,145.429				
		Annual	43,373.850	44,580.250	45,767.800	46,974.200	48,387.950	49,745.150				
Cook Assistant ***	2015	Hourly	16.983	17.472	17.998	18.536	19.093	19.666				20.059
		Monthly	2,848.370	2,933.840	3,021.828	3,112.503	3,206.033	3,302.249				3,368.240
		Annual	34,180.445	35,206.080	36,261.940	37,350.040	38,472.395	39,626.990				40,418.885
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	17.083	17.596	18.124	18.667	19.228	19.803				20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988				3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850				39,388.050
Clerk II (Medical Records) ***	1950	Hourly	17.083	17.596	18.124	18.667	19.228	19.803				20.199
		Monthly	2,775.988	2,859.350	2,945.150	3,033.388	3,124.225	3,217.988				3,282.338
		Annual	33,311.850	34,312.200	35,341.800	36,400.650	37,490.700	38,615.850				39,388.050
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	17.390	17.911	18.450	19.003	19.573	20.161				20.564
		Monthly	2,920.071	3,007.555	3,098.063	3,190.920	3,286.633	3,385.368				3,453.038
		Annual	35,040.850	36,090.665	37,176.750	38,291.045	39,439.595	40,624.415				41,436.460
Technician Library (Uncertified) ***	1950	Hourly	17.416	17.938	18.476	19.031	19.602	20.190				20.594
		Monthly	2,830.100	2,914.925	3,002.350	3,092.538	3,185.325	3,280.875				3,346.525
		Annual	33,961.200	34,979.100	36,028.200	37,110.450	38,223.900	39,370.500				40,158.300
Housekeeping Aide -PIO - DRHC ***	2015	Hourly	17.542	18.067	18.609	19.170	19.743	20.337				20.744
		Monthly	2,945.594	3,033.750	3,124.761	3,218.963	3,315.179	3,414.921				3,483.263
		Annual	35,347.130	36,405.005	37,497.135	38,627.550	39,782.145	40,979.055				41,799.160
Clerk II ***	1950	Hourly	17.744	18.277	18.825	19.389	19.972	20.571				20.982
		Monthly	2,883.400	2,970.013	3,059.063	3,150.713	3,245.450	3,342.788				3,409.575
		Annual	34,600.800	35,640.150	36,708.750	37,808.550	38,945.400	40,113.450				40,914.900
Clerk II (Medical Records) - PIO ***	1950	Hourly	17.994	18.441	18.886	19.361	19.914	20.419	21.018			21.439
		Monthly	2,924.025	2,996.663	3,068.975	3,146.163	3,236.025	3,318.088	3,415.425			3,483.838
		Annual	35,088.300	35,959.950	36,827.700	37,753.950	38,832.300	39,817.050	40,985.100			41,806.050
Parking Attendant ***	1950	Hourly	18.045	18.586	19.143	19.717	20.311	20.919				21.337
		Monthly	2,932.313	3,020.225	3,110.738	3,204.013	3,300.538	3,399.338				3,467.263
		Annual	35,187.750	36,242.700	37,328.850	38,448.150	39,606.450	40,792.050				41,607.150
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	18.326	18.734	19.139	19.550	19.956					20.355
		Monthly	2,977.975	3,044.275	3,110.088	3,176.875	3,242.850					3,307.688
		Annual	35,735.700	36,531.300	37,321.050	38,122.500	38,914.200					39,692.250
Health Records Technician / Admitting Clerk ***	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Secretary I ***	1950	Hourly	18.455	19.009	19.579	20.166	20.770	21.394				21.822
		Monthly	2,998.938	3,088.963	3,181.588	3,276.975	3,375.125	3,476.525				3,546.075
		Annual	35,987.250	37,067.550	38,179.050	39,323.700	40,501.500	41,718.300				42,552.900
Junior Accountant - PIO ***	1950	Hourly	18.908	19.191	19.821	20.459	21.092	21.721	22.359	23.142		23.604
		Monthly	3,072.550	3,118.538	3,220.913	3,324.588	3,427.450	3,529.663	3,633.338	3,760.575		3,835.650
		Annual	36,870.600	37,422.450	38,650.950	39,895.050	41,129.400	42,355.950	43,600.050	45,126.900		46,027.800

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Painter ***	2015	Hourly	29.145									29.730
		Monthly	4,893.931									4,992.163
		Annual	58,727.175									59,905.950
Environmental Control Technician ***	2015	Hourly	38.711									37.445
		Monthly	6,164.389									6,287.640
		Annual	73,972.665									75,451.675

* Former MGEU Community Support Agreement. 0.5% General Increase in 2018/19

** Former MGEU AFM Agreement. 0.0% General Increase in 2018/19

*** Discontinued Classifications in F2023/24

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.489	12.865	13.249	13.646	14.056	14.477				14.788
		Monthly	2,029.463	2,090.563	2,152.963	2,217.475	2,284.100	2,352.513				2,399.800
		Annual	24,353.550	25,086.750	25,835.550	26,609.700	27,409.200	28,230.150				28,797.600
Cleaner	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Dietary Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Dietetic Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Housekeeping Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Incinerator Operator	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Laundry Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Linen / Laundry Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Linen / Laundry Attendant	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Linen Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Linen Aide II	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Linen Equipment Operator	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Potwasher	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065
Seamstress	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874				3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485				38,428.065

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Service Worker II	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071	
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874					3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485					38,428.065
Environmental Services Aide	2015	Hourly	16.129	16.613	17.111	17.625	18.154	18.699				19.071	
		Monthly	2,708.328	2,789.600	2,873.222	2,959.531	3,048.359	3,139.874					3,202.339
		Annual	32,499.935	33,475.195	34,478.665	35,514.375	36,580.310	37,678.485					38,428.065
Pharmacy Aide - Ste Rose	2015	Hourly	16.323	16.813	17.318	17.836	18.373	18.923				19.303	
		Monthly	2,740.904	2,823.183	2,907.981	2,994.962	3,085.133	3,177.487					3,241.295
		Annual	32,890.845	33,878.195	34,895.770	35,939.540	37,021.595	38,129.845					38,895.545
Dietary Aide - Lead Hand	2015	Hourly	16.435	16.928	17.436	17.959	18.496	19.052				19.434	
		Monthly	2,759.710	2,842.493	2,927.795	3,015.615	3,105.787	3,199.148					3,263.293
		Annual	33,116.525	34,109.920	35,133.540	36,187.385	37,269.440	38,389.780					39,159.510
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	17.200	17.717	18.247	18.797	19.360	19.941				20.340	
		Monthly	2,888.167	2,974.980	3,063.975	3,156.330	3,250.867	3,348.426					3,415.425
		Annual	34,658.000	35,699.755	36,767.705	37,875.955	39,010.400	40,181.115					40,985.100
File Clerk	1950	Hourly	17.261	17.778	18.312	18.862	19.428	20.011				20.411	
		Monthly	2,804.913	2,888.925	2,975.700	3,065.075	3,157.050	3,251.788					3,316.788
		Annual	33,658.950	34,667.100	35,708.400	36,780.900	37,884.600	39,021.450					39,801.450
Seamstress - PIO	2015	Hourly	17.316	17.688	18.031	18.397	18.774					19.148	
		Monthly	2,907.645	2,966.752	3,027.705	3,089.163	3,152.468						3,215.268
		Annual	34,891.740	35,601.020	36,332.465	37,069.955	37,829.610						38,583.220
Attendant II	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230
C.S.R. Tech II (Uncertified)	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230
Clerk I	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
Clerk I / Receptionist	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
CSR Aide (Non-Certified)	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230
CSR Aide (Non-Certified)	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230
Lab Assistant / Clerk	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
Laundry Attendant 3	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Laundry Equipment Operator 1	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767					3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200					41,271.230
RDS Receptionist II (Diagnostic)	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
RDS Receptionist III (Diagnostic)	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080				20.482	
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
Maintenance II	2015	Hourly	17.498	18.021	18.561	19.119	19.692	20.283				20.689	
		Monthly	2,937.870	3,026.026	3,116.701	3,210.399	3,306.615	3,405.854					3,474.028
		Annual	35,254.440	36,312.315	37,400.415	38,524.785	39,679.380	40,870.245					41,688.335
Maintenance Worker I	2015	Hourly	17.498	18.021	18.561	19.119	19.692	20.283				20.689	
		Monthly	2,937.870	3,026.026	3,116.701	3,210.399	3,306.615	3,405.854					3,474.028
		Annual	35,254.440	36,312.315	37,400.415	38,524.785	39,679.380	40,870.245					41,688.335
Attendant II - PIO (Westman Laundry)	2015	Hourly	17.621	18.153	18.703	19.267	19.848	20.431				20.840	
		Monthly	2,958.860	3,048.191	3,140.545	3,235.250	3,332.810	3,430.705					3,499.383
		Annual	35,506.315	36,578.295	37,686.545	38,823.005	39,993.720	41,168.465					41,992.600
Material Management Technician	2015	Hourly	17.951	18.488	19.044	19.615	20.203	20.808				21.225	
		Monthly	3,014.272	3,104.443	3,197.805	3,293.685	3,392.420	3,494.010					3,564.031
		Annual	36,171.265	37,253.320	38,373.660	39,524.225	40,709.045	41,928.120					42,768.375
Switchboard Operator	1950	Hourly	17.992	18.533	19.089	19.660	20.252	20.859				21.276	
		Monthly	2,923.700	3,011.613	3,101.963	3,194.750	3,290.950	3,389.588					3,457.350
		Annual	35,084.400	36,139.350	37,223.550	38,337.000	39,491.400	40,675.050					41,488.200
Lab Assistant / Clerk - PIO	1950	Hourly	18.147	18.421	18.886	19.437	20.017	20.547	21.180			21.604	
		Monthly	2,948.888	2,993.413	3,068.975	3,158.513	3,252.763	3,338.888	3,441.750				3,510.650
		Annual	35,386.650	35,920.950	36,827.700	37,902.150	39,033.150	40,066.650	41,301.000				42,127.800
Housekeeping / Laundry Supervisor	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730
Housekeeping Supervisor	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730
Housekeeping Team Leader	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730
Laundry Supervisor	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730
Lead Hand - Housekeeping	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730
Supervisor Lead Hand	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.159				21.582	
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.949					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,635.385					43,487.730

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Protection Officer	2015	Hourly	18.298	18.846	19.411	19.993	20.595	21.212				21.636	
		Monthly	3,072.539	3,164.558	3,259.430	3,357.158	3,458.244	3,561.848					3,633.045
		Annual	36,870.470	37,974.690	39,113.165	40,285.895	41,498.925	42,742.180					43,596.540
P.C.A. (Untrained)	2015	Hourly	18.434									18.803	
		Monthly	3,095.376										3,157.337
		Annual	37,144.510										37,888.045
Clerk III	1950	Hourly	18.677	19.237	19.814	20.408	21.021	21.652				22.085	
		Monthly	3,035.013	3,126.013	3,219.775	3,316.300	3,415.913	3,518.450					3,588.813
		Annual	36,420.150	37,512.150	38,637.300	39,795.600	40,990.950	42,221.400					43,065.750
Clerk III - Admin / Finance Reception	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652				22.085	
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Clerk III - Medical Dictatypist	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652				22.085	
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Clerk III - Nutritional/Environmental Services	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652				22.085	
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Clerk III - Receptionist	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652				22.085	
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Word Process Operator	1950	Hourly	18.713	19.275	19.853	20.448	21.061	21.694				22.128	
		Monthly	3,040.863	3,132.188	3,226.113	3,322.800	3,422.413	3,525.275					3,595.800
		Annual	36,490.350	37,586.250	38,713.350	39,873.600	41,068.950	42,303.300					43,149.600
Driver 1 - PIO	2015	Hourly	18.716	19.278	19.856	20.452	21.065	21.698				22.131	
		Monthly	3,142.728	3,237.098	3,334.153	3,434.232	3,537.165	3,643.456					3,716.164
		Annual	37,712.740	38,845.170	40,009.840	41,210.780	42,445.975	43,721.470					44,593.965
Clerk III	1950	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,085.225	3,177.850	3,273.075	3,371.225	3,472.463	3,576.788					3,648.125
		Annual	37,022.700	38,134.200	39,276.900	40,454.700	41,669.550	42,921.450					43,777.500
CPS Technician I	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014					3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165					45,236.750
CSR Aide - Ste Rose	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014					3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165					45,236.750
CSR Tech	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014					3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165					45,236.750
Material Management Aide	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014					3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165					45,236.750
Material Management Aide	1950	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450	
		Monthly	3,085.225	3,177.850	3,273.075	3,371.225	3,472.463	3,576.788					3,648.125
		Annual	37,022.700	38,134.200	39,276.900	40,454.700	41,669.550	42,921.450					43,777.500

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.765
Stores Clerk	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Stores helper	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Unit Clerk	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Hearing Screener	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Unit Clerk III (Ward Clerk)	1950	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.450
		Monthly	3,085.225	3,177.850	3,273.075	3,371.225	3,472.463	3,576.788				3,648.125
		Annual	37,022.700	38,134.200	39,276.900	40,454.700	41,669.550	42,921.450				43,777.500
Ward Clerk	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011				22.451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.765
Maintenance II - PIO	2015	Hourly	19.008	19.390	19.772	20.124	20.494					20.904
		Monthly	3,191.424	3,255.904	3,320.048	3,379.155	3,441.284					3,510.130
		Annual	38,297.090	39,070.850	39,840.580	40,549.860	41,295.410					42,121.560
Maintenance Helper	2015	Hourly	19.254	19.831	20.427	21.038	21.671	22.320				22.766
		Monthly	3,233.068	3,329.955	3,430.034	3,532.631	3,638.922	3,747.900				3,822.791
		Annual	38,796.810	39,959.465	41,160.405	42,391.570	43,667.065	44,974.800				45,873.490
Maintenance 1	2015	Hourly	19.254	19.831	20.427	21.038	21.671	22.320				22.766
		Monthly	3,233.068	3,329.955	3,430.034	3,532.631	3,638.922	3,747.900				3,822.791
		Annual	38,796.810	39,959.465	41,160.405	42,391.570	43,667.065	44,974.800				45,873.490
Maintenance II - Dinsdale	2015	Hourly	19.254	19.830	20.427	21.038	21.671	22.320				22.767
		Monthly	3,233.068	3,329.788	3,430.034	3,532.631	3,638.922	3,747.900				3,822.959
		Annual	38,796.810	39,957.450	41,160.405	42,391.570	43,667.065	44,974.800				45,875.505
Maintenance Worker I Ste Rose/Dr Gendreau	2015	Hourly	19.254	19.831	20.427	21.038	21.671	22.320				22.766
		Monthly	3,233.068	3,329.955	3,430.034	3,532.631	3,638.922	3,747.900				3,822.791
		Annual	38,796.810	39,959.465	41,160.405	42,391.570	43,667.065	44,974.800				45,873.490
Maintenance Worker II	2015	Hourly	19.254	19.831	20.427	21.038	21.671	22.320				22.766
		Monthly	3,233.068	3,329.955	3,430.034	3,532.631	3,638.922	3,747.900				3,822.791
		Annual	38,796.810	39,959.465	41,160.405	42,391.570	43,667.065	44,974.800				45,873.490
Attendant I (Westman Laundry)	2015	Hourly	19.258	19.834	20.429	21.042	21.673	22.323				22.769
		Monthly	3,233.403	3,330.459	3,430.370	3,533.303	3,639.258	3,748.404				3,823.295
		Annual	38,800.840	39,965.510	41,164.435	42,399.630	43,671.095	44,980.845				45,879.535
Medical Transcriptionist I	2015	Hourly	19.315	19.895	20.491	21.106	21.740	22.392				22.840
		Monthly	3,243.310	3,340.702	3,440.780	3,544.049	3,650.508	3,759.990				3,835.217
		Annual	38,919.725	40,088.425	41,289.365	42,528.590	43,806.100	45,119.880				46,022.600

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Secretary Medical	1950	Hourly	19.316	19.895	20.491	21.107	21.740	22.392				22.840
		Monthly	3,138.850	3,232.938	3,329.788	3,429.888	3,532.750	3,638.700				3,711.500
		Annual	37,666.200	38,795.250	39,957.450	41,158.650	42,393.000	43,664.400				44,538.000
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	19.369	19.819	20.272	20.784	21.312	21.823	22.480			22.931
		Monthly	3,147.463	3,220.588	3,294.200	3,377.400	3,463.200	3,562.488	3,653.000			3,726.288
		Annual	37,769.550	38,647.050	39,530.400	40,528.800	41,558.400	42,749.850	43,836.000			44,715.450
Admitting Clerk	2015	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,255.233	3,352.960	3,453.374	3,557.147	3,663.774	3,773.759				3,849.154
		Annual	39,062.790	40,235.520	41,440.490	42,685.760	43,965.285	45,285.110				46,189.845
Clerk IV	1950	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,150.225	3,244.800	3,341.975	3,442.400	3,545.588	3,652.025				3,724.988
		Annual	37,802.700	38,937.600	40,103.700	41,308.800	42,547.050	43,824.300				44,699.850
Clerk IV - Emergency	1950	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,150.225	3,244.800	3,341.975	3,442.400	3,545.588	3,652.025				3,724.988
		Annual	37,802.700	38,937.600	40,103.700	41,308.800	42,547.050	43,824.300				44,699.850
Clerk IV - Nursing	1950	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,150.225	3,244.800	3,341.975	3,442.400	3,545.588	3,652.025				3,724.988
		Annual	37,802.700	38,937.600	40,103.700	41,308.800	42,547.050	43,824.300				44,699.850
Purchasing Agent	2015	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,255.233	3,352.960	3,453.374	3,557.147	3,663.774	3,773.759				3,849.154
		Annual	39,062.790	40,235.520	41,440.490	42,685.760	43,965.285	45,285.110				46,189.845
Scheduling Clerk	2015	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,255.233	3,352.960	3,453.374	3,557.147	3,663.774	3,773.759				3,849.154
		Annual	39,062.790	40,235.520	41,440.490	42,685.760	43,965.285	45,285.110				46,189.845
Staffing Clerk	1950	Hourly	19.386	19.968	20.566	21.184	21.819	22.474				22.923
		Monthly	3,150.225	3,244.800	3,341.975	3,442.400	3,545.588	3,652.025				3,724.988
		Annual	37,802.700	38,937.600	40,103.700	41,308.800	42,547.050	43,824.300				44,699.850
Medical Transcriptionist I - PIO	1950	Hourly	19.387	19.968	20.566	21.183	21.819	22.473	22.485			22.936
		Monthly	3,150.388	3,244.800	3,341.975	3,442.238	3,545.588	3,651.863	3,653.813			3,727.100
		Annual	37,804.650	38,937.600	40,103.700	41,306.850	42,547.050	43,822.350	43,845.750			44,725.200
Admin Secretary 2 - PIO	1950	Hourly	19.522	19.814	20.270	20.790	21.280	21.820	22.485			22.936
		Monthly	3,172.325	3,219.775	3,293.875	3,378.375	3,458.000	3,562.000	3,653.813			3,727.100
		Annual	38,067.900	38,637.300	39,526.500	40,540.500	41,496.000	42,744.000	43,845.750			44,725.200
Protection Officer - PIO	2015	Hourly	19.581	19.982	20.390	20.804	21.232					21.656
		Monthly	3,287.976	3,355.311	3,423.821	3,493.338	3,565.207					3,636.403
		Annual	39,455.715	40,263.730	41,085.850	41,920.060	42,782.480					43,636.840
C.S.R. Tech I	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930				3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165				47,294.065
Clerk IV - Nursing (Slatng)	1950	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,225.625	3,322.150	3,421.763	3,524.463	3,630.250	3,739.288				3,814.038
		Annual	38,707.500	39,865.800	41,061.150	42,293.550	43,563.000	44,871.450				45,768.450
Cook 1 (Uncertified)	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930				3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165				47,294.065

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930				3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165				47,294.065
CSR Technician II	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930				3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165				47,294.065
Slatng Clerk	1950	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,225.625	3,322.150	3,421.763	3,524.463	3,630.250	3,739.288				3,814.038
		Annual	38,707.500	39,865.800	41,061.150	42,293.550	43,563.000	44,871.450				45,768.450
Storeskeeper	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011				23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930				3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165				47,294.065
Stores Lead Hand	2015	Hourly	20.053	20.653	21.275	21.912	22.570	23.247				23.711
		Monthly	3,367.233	3,467.983	3,572.427	3,679.390	3,789.879	3,903.559				3,981.472
		Annual	40,406.795	41,615.795	42,869.125	44,152.680	45,478.550	46,842.705				47,777.665
Staffing Clerk	2015	Hourly	20.228	20.837	21.460	22.105	22.768	23.452				23.920
		Monthly	3,396.618	3,498.880	3,603.492	3,711.798	3,823.127	3,937.982				4,016.567
		Annual	40,759.420	41,986.555	43,241.900	44,541.575	45,877.520	47,255.780				48,198.800
Parking Attendant - PIO	1950	Hourly	20.234	20.647	21.070	21.500	21.938					22.376
		Monthly	3,288.025	3,355.138	3,423.875	3,493.750	3,564.925					3,636.100
		Annual	39,456.300	40,261.650	41,086.500	41,925.000	42,779.100					43,633.200
Admin. Secretary 2	1950	Hourly	20.259	20.866	21.492	22.137	22.801	23.484				23.955
		Monthly	3,292.088	3,390.725	3,492.450	3,597.263	3,705.163	3,816.150				3,892.688
		Annual	39,505.050	40,688.700	41,909.400	43,167.150	44,461.950	45,793.800				46,712.250
Program Secretary	1950	Hourly	20.259	20.866	21.492	22.137	22.801	23.484				23.955
		Monthly	3,292.088	3,390.725	3,492.450	3,597.263	3,705.163	3,816.150				3,892.688
		Annual	39,505.050	40,688.700	41,909.400	43,167.150	44,461.950	45,793.800				46,712.250
Secretary II	1950	Hourly	20.259	20.866	21.492	22.137	22.801	23.484				23.955
		Monthly	3,292.088	3,390.725	3,492.450	3,597.263	3,705.163	3,816.150				3,892.688
		Annual	39,505.050	40,688.700	41,909.400	43,167.150	44,461.950	45,793.800				46,712.250
Cook 2	2015	Hourly	20.286	20.894	21.522	22.168	22.833	23.517				23.987
		Monthly	3,406.358	3,508.451	3,613.903	3,722.377	3,834.041	3,948.896				4,027.817
		Annual	40,876.290	42,101.410	43,366.830	44,668.520	46,008.495	47,386.755				48,333.805
Dietary Supervisor	2015	Hourly	20.286	20.894	21.522	22.168	22.833	23.517				23.987
		Monthly	3,406.358	3,508.451	3,613.903	3,722.377	3,834.041	3,948.896				4,027.817
		Annual	40,876.290	42,101.410	43,366.830	44,668.520	46,008.495	47,386.755				48,333.805
Housekeeping Supervisor - Wpsosis	2015	Hourly	20.286	20.894	21.522	22.168	22.833	23.517				23.987
		Monthly	3,406.358	3,508.451	3,613.903	3,722.377	3,834.041	3,948.896				4,027.817
		Annual	40,876.290	42,101.410	43,366.830	44,668.520	46,008.495	47,386.755				48,333.805
Support Services Supervisor	2015	Hourly	20.286	20.894	21.522	22.168	22.833	23.517				23.987
		Monthly	3,406.358	3,508.451	3,613.903	3,722.377	3,834.041	3,948.896				4,027.817
		Annual	40,876.290	42,101.410	43,366.830	44,668.520	46,008.495	47,386.755				48,333.805
Nutritional Supervisor - Dinsdale	2015	Hourly	20.287	20.894	21.522	22.168	22.832	23.517				23.987
		Monthly	3,406.525	3,508.451	3,613.903	3,722.377	3,833.873	3,948.896				4,027.817
		Annual	40,878.305	42,101.410	43,366.830	44,668.520	46,006.480	47,386.755				48,333.805

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Volunteer Coordinator	2015	Hourly	20.417	21.028	21.659	22.309	22.978	23.668				24.141	
		Monthly	3,428.355	3,530.952	3,636.907	3,746.053	3,858.389	3,974.252					4,053.676
		Annual	41,140.255	42,371.420	43,642.885	44,952.635	46,300.670	47,691.020					48,644.115
Accounting Office Clerk - St Rose Hosp	2015	Hourly	20.544	21.160	21.795	22.449	23.122	23.816				24.292	
		Monthly	3,449.680	3,553.117	3,659.744	3,769.561	3,882.569	3,999.103					4,079.032
		Annual	41,396.160	42,637.400	43,916.925	45,234.735	46,590.830	47,989.240					48,948.380
Financial Analyst	2015	Hourly	20.544	21.160	21.795	22.449	23.122	23.816				24.292	
		Monthly	3,449.680	3,553.117	3,659.744	3,769.561	3,882.569	3,999.103					4,079.032
		Annual	41,396.160	42,637.400	43,916.925	45,234.735	46,590.830	47,989.240					48,948.380
Admitting Officer - PIO	1950	Hourly	20.551	20.860	21.249	21.601	21.954					22.394	
		Monthly	3,339.538	3,389.750	3,452.963	3,510.163	3,567.525						3,639.025
		Annual	40,074.450	40,677.000	41,435.550	42,121.950	42,810.300						43,668.300
Service Worker II - PIO	2015	Hourly	20.599	21.162	21.728	22.342	23.007	23.622				24.095	
		Monthly	3,458.915	3,553.453	3,648.493	3,751.594	3,863.259	3,966.528					4,045.952
		Annual	41,506.985	42,641.430	43,781.920	45,019.130	46,359.105	47,598.330					48,551.425
Attendant I - PIO (Westman Laundry)	2015	Hourly	20.611	21.030	21.458	21.897	22.343					22.790	
		Monthly	3,460.930	3,531.288	3,603.156	3,676.871	3,751.762						3,826.821
		Annual	41,531.165	42,375.450	43,237.870	44,124.455	45,021.145						45,921.850
Laundry Equipment Operator 2 - PIO	2015	Hourly	20.611	21.030	21.458	21.898	22.343					22.790	
		Monthly	3,460.930	3,531.288	3,603.156	3,677.039	3,751.762						3,826.821
		Annual	41,531.165	42,375.450	43,237.870	44,124.470	45,021.145						45,921.850
Health Records Technician	1950	Hourly	20.652	21.273	21.911	22.568	23.246	23.944				24.421	
		Monthly	3,355.950	3,456.863	3,560.538	3,667.300	3,777.475	3,890.900					3,968.413
		Annual	40,271.400	41,482.350	42,726.450	44,007.600	45,329.700	46,690.800					47,620.950
Medical Records Technician II	1950	Hourly	20.652	21.273	21.911	22.568	23.246	23.944				24.421	
		Monthly	3,355.950	3,456.863	3,560.538	3,667.300	3,777.475	3,890.900					3,968.413
		Annual	40,271.400	41,482.350	42,726.450	44,007.600	45,329.700	46,690.800					47,620.950
Medical Records Technician II	2015	Hourly	20.652	21.273	21.911	22.568	23.246	23.944				24.421	
		Monthly	3,467.815	3,572.091	3,679.222	3,789.543	3,903.391	4,020.597					4,100.693
		Annual	41,613.780	42,865.095	44,150.665	45,474.520	46,840.690	48,247.160					49,208.315
Cook 2	2015	Hourly	20.715	21.338	21.976	22.637	23.315	24.015				24.495	
		Monthly	3,478.394	3,583.006	3,690.137	3,801.130	3,914.977	4,032.519					4,113.119
		Annual	41,740.725	42,996.070	44,281.640	45,613.555	46,979.725	48,390.225					49,357.425
Purchasing Agent	1950	Hourly	20.745	21.578	22.446	23.269	24.261	25.222	26.267	27.302		27.848	
		Monthly	3,371.063	3,506.425	3,647.475	3,781.213	3,942.413	4,098.575	4,268.388	4,436.575			4,525.300
		Annual	40,452.750	42,077.100	43,769.700	45,374.550	47,308.950	49,182.900	51,220.650	53,238.900			54,303.600
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	20.908									21.325	
		Monthly	3,510.802										3,580.823
		Annual	42,129.620										42,969.875
Purchasing Buyer	2015	Hourly	21.308	21.948	22.607	23.285	23.983	24.703				25.197	
		Monthly	3,577.968	3,685.435	3,796.092	3,909.940	4,027.145	4,148.045					4,230.996
		Annual	42,935.620	44,225.220	45,553.105	46,919.275	48,325.745	49,776.545					50,771.955
Audit / Medico-Legal	1950	Hourly	21.327	21.966	22.625	23.305	24.004	24.723				25.218	
		Monthly	3,465.638	3,569.475	3,676.563	3,787.063	3,900.650	4,017.488					4,097.925
		Annual	41,587.650	42,833.700	44,118.750	45,444.750	46,807.800	48,209.850					49,175.100

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	38.013									38.734
		Monthly	6,047.183									6,168.251
		Annual	72,566.195									74,019.010
Control Systems Specialist	2015	Hourly	37.225									37.989
		Monthly	6,250.698									6,375.628
		Annual	75,008.375									76,507.535
Refrigeration / Air Cond. Mechanic	2015	Hourly	37.225									37.989
		Monthly	6,250.698									6,375.628
		Annual	75,008.375									76,507.535
Trade Lead (Journeyman)	2015	Hourly	38.117									
		Monthly	6,400.480									
		Annual	76,805.755									
Engineer 2	2015	Hourly	38.678									39.451
		Monthly	6,494.681									6,624.480
		Annual	77,936.170									79,493.765
Power Engineer 2nd Class	2080	Hourly	38.678									39.451
		Monthly	6,704.187									6,838.173
		Annual	80,450.240									82,058.080
Charge Technologist Med. Electronics	2080	Hourly	39.985	40.506	41.024							41.845
		Monthly	6,930.733	7,021.040	7,110.827							7,253.133
		Annual	83,168.800	84,252.480	85,329.920							87,037.600
Communicable Disease Technician	2015	Hourly	24.099	24.936	25.814	26.675	27.676	28.611	29.635	30.558		31.171
		Monthly	4,046.624	4,187.170	4,334.601	4,479.177	4,647.262	4,804.264	4,976.210	5,131.198		5,234.130
		Annual	48,559.485	50,246.040	52,015.210	53,750.125	55,767.140	57,651.165	59,714.525	61,574.370		62,809.565
Home Support Worker	2080	Hourly	13.251	13.535	13.757	14.091	14.325					
		Monthly	2,296.840	2,346.067	2,384.547	2,442.440	2,483.000					
		Annual	27,562.080	28,152.800	28,614.560	29,309.280	29,796.000					
Clerk I	1885	Hourly	15.407	15.832	16.255	16.726						
		Monthly	2,420.183	2,486.943	2,553.390	2,627.376						
		Annual	29,042.195	29,843.320	30,640.675	31,528.510						
Admin. Secretary 1	1885	Hourly	17.093	17.473	17.873	18.481	18.961					
		Monthly	2,685.025	2,744.717	2,823.259	2,899.915	2,978.457					
		Annual	32,220.305	32,936.605	33,879.105	34,798.985	35,741.485					
Consumer Peer Support Facilitator	2080	Hourly	18.177	18.784	19.438	20.093	20.724	21.425				
		Monthly	3,150.680	3,255.893	3,369.253	3,482.787	3,592.160	3,713.667				
		Annual	37,808.160	39,070.720	40,431.040	41,793.440	43,105.920	44,564.000				
Clerk II	1885	Hourly	18.249	18.686	19.158	19.704	20.208	20.797				
		Monthly	2,866.614	2,935.259	3,009.403	3,095.170	3,174.340	3,266.862				
		Annual	34,399.365	35,223.110	36,112.830	37,142.040	38,092.080	39,202.345				
Support Services to Seniors	1885	Hourly	19.117									
		Monthly	3,002.962									
		Annual	36,035.545									
Admin. Secretary 2	1885	Hourly	19.342	19.782	20.282	20.797	21.392	21.937				
		Monthly	3,038.306	3,107.423	3,185.964	3,266.862	3,360.327	3,445.937				
		Annual	36,459.670	37,289.070	38,231.570	39,202.345	40,323.920	41,351.245				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator	1950	Hourly	20.146	20.797	21.499	22.257	22.988	23.731					
		Monthly	3,273.725	3,379.513	3,493.588	3,616.763	3,735.225	3,856.288					
		Annual	39,284.700	40,554.150	41,923.050	43,401.150	44,822.700	46,275.450					
Housing Developer (Housing Resource Wrkr)	2080	Hourly	20.146	20.797	21.499	22.257	22.988	23.731					
		Monthly	3,491.973	3,604.813	3,726.493	3,857.880	3,984.240	4,113.373					
		Annual	41,903.680	43,257.760	44,717.920	46,294.560	47,810.880	49,360.480					
Admin. Secretary 3	1885	Hourly	22.089	22.684	23.308	23.929	24.584	25.267					
		Monthly	3,469.814	3,563.278	3,661.298	3,758.847	3,861.737	3,969.025					
		Annual	41,637.765	42,759.340	43,935.580	45,106.165	46,340.840	47,628.295					
Community Health Facilitator	1885	Hourly	22.089	22.684	23.308	23.929	24.584	25.267					
		Monthly	3,469.814	3,563.278	3,661.298	3,758.847	3,861.737	3,969.025					
		Annual	41,637.765	42,759.340	43,935.580	45,106.165	46,340.840	47,628.295					
Clerk III	1885	Hourly	22.151	22.730	23.335	23.976	24.629	25.403					
		Monthly	3,479.553	3,570.504	3,665.540	3,766.230	3,868.805	3,990.388					
		Annual	41,754.635	42,846.050	43,986.475	45,194.760	46,425.665	47,884.655					
Accounting Clerk	1885	Hourly	22.850	23.458	24.097	24.719	25.432	26.148					
		Monthly	3,589.354	3,684.861	3,785.237	3,882.943	3,994.943	4,107.415					
		Annual	43,072.250	44,218.330	45,422.845	46,595.315	47,939.320	49,288.980					
Home Care Resource Coordinator	1885	Hourly	25.250	26.120	27.059	27.957	28.993	29.986	31.064	32.017			32.657
		Monthly	3,966.354	4,103.017	4,250.518	4,391.579	4,554.317	4,710.301	4,879.637	5,029.337			5,129.870
		Annual	47,596.250	49,236.200	51,006.215	52,698.945	54,651.805	56,523.610	58,555.640	60,352.045			61,558.445
Clerk IV	1885	Hourly	25.988	26.835	27.348	28.064	28.821	29.597					
		Monthly	4,083.853	4,183.915	4,295.915	4,408.387	4,527.299	4,649.195					
		Annual	49,006.230	50,206.975	51,550.980	52,900.640	54,327.585	55,790.345					
Patient Representative	2015	Hourly	33.114	34.234	35.509	36.772	38.143	39.563	41.104	42.694			43.550
		Monthly	5,560.393	5,748.459	5,962.553	6,174.632	6,404.845	6,643.287	6,902.047	7,169.034			7,312.771
		Annual	66,724.710	68,981.510	71,550.635	74,095.580	76,858.145	79,719.445	82,824.560	86,028.410			87,753.250
Palliative Care Coordinator	1885	Hourly	33.115	34.236	35.511	36.774	38.143	39.564	41.106	42.695	44.357	45.680	46.574
		Monthly	5,201.815	5,377.905	5,578.186	5,776.583	5,991.630	6,214.845	6,457.068	6,706.673	6,967.745	7,172.425	7,315.999
		Annual	62,421.775	64,534.860	66,938.235	69,318.990	71,899.555	74,578.140	77,484.810	80,480.075	83,612.945	86,069.100	87,791.990
Cook 1 - AFM **	2080	Hourly	16.540	17.060	17.590	18.180	18.740	19.370					
		Monthly	2,866.933	2,957.067	3,048.933	3,151.200	3,248.267	3,357.467					
		Annual	34,403.200	35,484.800	36,587.200	37,814.400	38,979.200	40,289.600					
Cook 2 AFM **	2080	Hourly	21.260	21.780	22.330	22.910	23.550	24.220					
		Monthly	3,685.067	3,775.200	3,870.533	3,971.067	4,082.000	4,198.133					
		Annual	44,220.800	45,302.400	46,446.400	47,652.800	48,984.000	50,377.600					
Cook 3 AFM **	2080	Hourly	21.670	22.420	23.010	23.610	24.230	24.900					
		Monthly	3,790.800	3,886.133	3,988.400	4,092.400	4,199.867	4,316.000					
		Annual	45,489.600	46,633.600	47,860.800	49,108.800	50,398.400	51,792.000					
Administrative Officer (A03) **	1885	Hourly	25.450	26.390	27.270	28.300	29.330	30.380					
		Monthly	3,997.771	4,145.429	4,283.663	4,445.458	4,607.254	4,772.192					
		Annual	47,973.250	49,745.150	51,403.950	53,345.500	55,287.050	57,266.300					
Maintenance - AFM **	1885	Hourly	17.980	18.560	19.130	19.710	20.360	21.000					
		Monthly	2,824.358	2,915.467	3,005.004	3,096.113	3,198.217	3,298.750					
		Annual	33,892.300	34,985.600	36,060.050	37,153.350	38,378.600	39,585.000					

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2) **	1885	Hourly	21.190	21.730	22.350	22.930	23.590	24.330					
		Monthly	3,328.596	3,413.421	3,510.813	3,601.921	3,705.596	3,821.838					
		Annual	39,943.150	40,961.050	42,129.750	43,223.050	44,467.150	45,862.050					
Office Assistant AFM (0A3) **	1885	Hourly	23.010	23.650	24.280	24.920	25.670	26.390					
		Monthly	3,614.488	3,715.021	3,813.983	3,914.517	4,032.329	4,145.429					
		Annual	43,373.850	44,580.250	45,767.800	46,974.200	48,387.950	49,745.150					
Cook Assistant ***	2015	Hourly	17.200	17.717	18.248	18.796	19.360	19.941					20.340
		Monthly	2,888.167	2,974.980	3,064.143	3,156.162	3,250.867	3,348.426					3,415.425
		Annual	34,658.000	35,699.755	36,769.720	37,873.940	39,010.400	40,181.115					40,985.100
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080					20.482
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
Clerk II (Medical Records) ***	1950	Hourly	17.322	17.842	18.378	18.928	19.495	20.080					20.482
		Monthly	2,814.825	2,899.325	2,986.425	3,075.800	3,167.938	3,263.000					3,328.325
		Annual	33,777.900	34,791.900	35,837.100	36,909.600	38,015.250	39,156.000					39,939.900
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	17.633	18.162	18.708	19.268	19.847	20.443					20.852
		Monthly	2,960.875	3,049.703	3,141.385	3,235.586	3,332.642	3,432.720					3,501.398
		Annual	35,530.495	36,596.430	37,696.620	38,827.035	39,991.705	41,192.645					42,016.780
Technician Library (Uncertified) ***	1950	Hourly	17.660	18.189	18.735	19.297	19.876	20.473					20.882
		Monthly	2,869.750	2,955.713	3,044.438	3,135.763	3,229.850	3,326.863					3,393.325
		Annual	34,437.000	35,468.550	36,533.250	37,629.150	38,758.200	39,922.350					40,719.900
Housekeeping Aide - PIO - DRHC ***	2015	Hourly	17.788	18.320	18.870	19.438	20.019	20.622					21.034
		Monthly	2,986.902	3,076.233	3,168.588	3,263.964	3,361.524	3,462.778					3,531.959
		Annual	35,842.820	36,914.800	38,023.050	39,167.570	40,338.285	41,553.330					42,383.510
Clerk II ***	1950	Hourly	17.992	18.533	19.089	19.660	20.252	20.859					21.276
		Monthly	2,923.700	3,011.613	3,101.963	3,194.750	3,290.950	3,389.588					3,457.350
		Annual	35,084.400	36,139.350	37,223.550	38,337.000	39,491.400	40,675.050					41,488.200
Clerk II (Medical Records) - PIO ***	1950	Hourly	18.248	18.699	19.150	19.632	20.193	20.705	21.312				21.739
		Monthly	2,964.975	3,038.588	3,111.875	3,190.200	3,281.363	3,364.563	3,463.200				3,532.588
		Annual	35,579.700	36,463.050	37,342.500	38,282.400	39,376.350	40,374.750	41,558.400				42,391.050
Parking Attendant ***	1950	Hourly	18.298	18.846	19.411	19.993	20.595	21.212					21.636
		Monthly	2,973.425	3,062.475	3,154.288	3,248.863	3,346.688	3,446.950					3,515.850
		Annual	35,681.100	36,749.700	37,851.450	38,986.350	40,160.250	41,363.400					42,190.200
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	18.583	18.996	19.407	19.824	20.235	20.640					21.040
		Monthly	3,019.738	3,086.850	3,153.638	3,221.400	3,288.188						3,354.000
		Annual	36,236.850	37,042.200	37,843.650	38,656.800	39,458.250						40,248.000
Health Records Technician / Admitting Clerk ***	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652					22.085
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Secretary I ***	1950	Hourly	18.713	19.275	19.853	20.448	21.061	21.694					22.128
		Monthly	3,040.863	3,132.188	3,226.113	3,322.800	3,422.413	3,525.275					3,595.800
		Annual	36,490.350	37,586.250	38,713.350	39,873.600	41,068.950	42,303.300					43,149.600
Junior Accountant - PIO ***	1950	Hourly	19.173	19.480	20.098	20.745	21.387	22.025	22.672	23.466			23.934
		Monthly	3,115.613	3,162.250	3,265.925	3,371.063	3,475.388	3,579.063	3,684.200	3,813.225			3,889.275
		Annual	37,387.350	37,947.000	39,191.100	40,452.750	41,704.650	42,948.750	44,210.400	45,758.700			46,671.300

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Painter ***	2015	Hourly	29,553										30,148
		Monthly	4,962.441										5,062.016
		Annual	59,549.295										60,744.190
Environmental Control Technician ***	2015	Hourly	37,225										37,989
		Monthly	6,250.698										6,375.628
		Annual	75,008.375										76,507.535

** Former MGEU AFM Agreement. 0.0% General Increase in 2019/20

*** Discontinued Classifications in F2023/24

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.551	12.929	13.315	13.714	14.126	14.549				14.842
		Monthly	2,039.538	2,100.963	2,163.688	2,228.525	2,295.475	2,364.213				2,411.825
		Annual	24,474.450	25,211.550	25,964.250	26,742.300	27,545.700	28,370.550				28,941.900
Cleaner	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Dietary Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Dietetic Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Housekeeping Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Incinerator Operator	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Laundry Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Linen / Laundry Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Linen / Laundry Attendant	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Linen Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Linen Aide II	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Linen Equipment Operator	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Potwasher	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Seamstress	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Service Worker II	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Environmental Services Aide	2015	Hourly	16.210	16.896	17.197	17.713	18.245	18.792				19.166
		Monthly	2,721.929	2,803.537	2,887.663	2,974.308	3,063.640	3,155.490				3,218.291
		Annual	32,663.150	33,642.440	34,651.955	35,691.695	36,763.675	37,865.880				38,619.490
Pharmacy Aide - Ste Rose	2015	Hourly	16.405	16.897	17.405	17.925	18.465	19.018				19.400
		Monthly	2,754.673	2,837.288	2,922.590	3,009.906	3,100.581	3,193.439				3,257.583
		Annual	33,056.075	34,047.455	35,071.075	36,118.875	37,206.975	38,321.270				39,091.000
Dietary Aide - Lead Hand	2015	Hourly	16.517	17.013	17.523	18.049	18.588	19.147				19.531
		Monthly	2,773.480	2,856.766	2,942.404	3,030.728	3,121.235	3,215.100				3,279.580
		Annual	33,281.755	34,281.195	35,308.845	36,368.735	37,454.820	38,581.205				39,354.965
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	17.286	17.806	18.338	18.891	19.457	20.041				20.442
		Monthly	2,902.608	2,989.924	3,079.256	3,172.114	3,267.155	3,365.218				3,432.553
		Annual	34,831.290	35,879.090	36,951.070	38,065.365	39,205.855	40,382.615				41,190.630
File Clerk	1950	Hourly	17.347	17.867	18.404	18.956	19.525	20.111				20.513
		Monthly	2,818.888	2,903.388	2,990.650	3,080.350	3,172.813	3,268.038				3,333.363
		Annual	33,826.650	34,840.650	35,887.800	36,964.200	38,073.750	39,216.450				40,000.350
Seamstress - PIO	2015	Hourly	17.403	17.756	18.121	18.489	18.868					19.244
		Monthly	2,922.254	2,981.528	3,042.818	3,104.611	3,168.252					3,231.388
		Annual	35,067.045	35,778.340	36,513.815	37,255.335	38,019.020					38,776.660
Attendant II	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760
C.S.R. Tech II (Uncertified)	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760
Clerk I	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250				3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000				40,138.800
Clerk I / Receptionist	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250				3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000				40,138.800
CSR Aide (Non-Certified)	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760
CSR Aide (Non-Certified)	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760
Lab Assistant / Clerk	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250				3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000				40,138.800
Laundry Attendant 3	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Laundry Equipment Operator 1	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584	
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558					3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700					41,476.760
RDS Receptionist II (Diagnostic)	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584	
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250					3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000					40,138.800
RDS Receptionist III (Diagnostic)	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584	
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250					3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000					40,138.800
Maintenance II	2015	Hourly	17.583	18.111	18.654	19.215	19.790	20.384				20.792	
		Monthly	2,952.479	3,041.139	3,132.318	3,226.519	3,323.071	3,422.813					3,491.323
		Annual	35,429.745	36,493.665	37,587.810	38,718.225	39,876.850	41,073.760					41,895.880
Maintenance Worker I	2015	Hourly	17.583	18.111	18.654	19.215	19.790	20.384				20.792	
		Monthly	2,952.479	3,041.139	3,132.318	3,226.519	3,323.071	3,422.813					3,491.323
		Annual	35,429.745	36,493.665	37,587.810	38,718.225	39,876.850	41,073.760					41,895.880
Attendant II - PIO (Westman Laundry)	2015	Hourly	17.709	18.244	18.797	19.363	19.947	20.533				20.944	
		Monthly	2,973.636	3,063.472	3,156.330	3,251.370	3,349.434	3,447.833					3,516.847
		Annual	35,683.635	36,761.660	37,875.955	39,016.445	40,193.205	41,373.995					42,202.160
Material Management Technician	2015	Hourly	18.041	18.580	19.139	19.713	20.304	20.912				21.331	
		Monthly	3,029.385	3,119.892	3,213.757	3,310.141	3,409.380	3,511.473					3,581.830
		Annual	36,352.615	37,438.700	38,565.085	39,721.695	40,912.560	42,137.680					42,981.965
Switchboard Operator	1950	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382	
		Monthly	2,938.325	3,026.725	3,117.400	3,210.675	3,307.363	3,406.488					3,474.575
		Annual	35,259.900	36,320.700	37,408.800	38,528.100	39,688.350	40,877.850					41,694.900
Lab Assistant / Clerk - PIO	1950	Hourly	18.238	18.513	18.980	19.534	20.117	20.650	21.286			21.712	
		Monthly	2,963.675	3,008.363	3,084.250	3,174.275	3,269.013	3,355.625	3,458.975				3,528.200
		Annual	35,564.100	36,100.350	37,011.000	38,091.300	39,228.150	40,267.500	41,507.700				42,338.400
Housekeeping / Laundry Supervisor	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350
Housekeeping Supervisor	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350
Housekeeping Team Leader	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350
Laundry Supervisor	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350
Lead Hand - Housekeeping	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350
Supervisor Lead Hand	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.265				21.690	
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.748					3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,848.975					43,705.350

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Protection Officer	2015	Hourly	18.389	18.940	19.508	20.093	20.698	21.318				21.744
		Monthly	3,087.820	3,180.342	3,275.718	3,373.950	3,475.539	3,579.648				3,651.180
		Annual	37,053.835	38,164.100	39,308.620	40,487.395	41,706.470	42,955.770				43,814.160
P.C.A. (Untrained)	2015	Hourly	18.526									18.897
		Monthly	3,110.824									3,173.121
		Annual	37,329.890									38,077.455
Clerk III	1950	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,050.125	3,141.613	3,235.863	3,332.875	3,432.975	3,536.000				3,606.688
		Annual	36,601.500	37,699.350	38,830.350	39,994.500	41,195.700	42,432.000				43,280.250
Clerk III - Admin / Finance Reception	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Clerk III - Medical Dictatypist	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Clerk III - Nutritional/Environmental Services	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Clerk III - Receptionist	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Word Process Operator	1950	Hourly	18.807	19.371	19.952	20.550	21.166	21.802				22.239
		Monthly	3,056.138	3,147.788	3,242.200	3,339.375	3,439.475	3,542.825				3,613.838
		Annual	36,673.650	37,773.450	38,906.400	40,072.500	41,273.700	42,513.900				43,366.050
Driver 1 - PIO	2015	Hourly	18.810	19.374	19.955	20.554	21.170	21.806				22.242
		Monthly	3,158.513	3,253.218	3,350.777	3,451.359	3,554.796	3,661.591				3,734.803
		Annual	37,902.150	39,038.610	40,209.325	41,416.310	42,657.550	43,939.090				44,817.630
Clerk III	1950	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,100.663	3,193.775	3,289.488	3,388.125	3,489.850	3,594.663				3,666.325
		Annual	37,207.950	38,325.300	39,473.850	40,657.500	41,878.200	43,135.950				43,995.900
CPS Technician I	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
CSR Aide - Ste Rose	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
CSR Tech	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Material Management Aide	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Material Management Aide	1950	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,100.663	3,193.775	3,289.488	3,388.125	3,489.850	3,594.663				3,666.325
		Annual	37,207.950	38,325.300	39,473.850	40,657.500	41,878.200	43,135.950				43,995.900

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.563
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Stores Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Stores helper	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Unit Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Hearing Screener	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Unit Clerk III (Ward Clerk)	1950	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.562
		Monthly	3,100.663	3,193.775	3,289.488	3,388.125	3,489.850	3,594.663				3,666.325
		Annual	37,207.950	38,325.300	39,473.850	40,657.500	41,878.200	43,135.950				43,995.900
Ward Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.563
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Maintenance II - PIO	2015	Hourly	19.101	19.487	19.871	20.225	20.596					21.009
		Monthly	3,207.376	3,272.192	3,336.672	3,396.115	3,458.412					3,527.761
		Annual	38,488.515	39,266.305	40,040.065	40,753.375	41,500.940					42,333.135
Maintenance Helper	2015	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,249.188	3,346.579	3,447.161	3,550.262	3,657.057	3,766.707				3,841.933
		Annual	38,990.250	40,158.950	41,365.935	42,603.145	43,884.685	45,200.480				46,103.200
Maintenance 1	2015	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,249.188	3,346.579	3,447.161	3,550.262	3,657.057	3,766.707				3,841.933
		Annual	38,990.250	40,158.950	41,365.935	42,603.145	43,884.685	45,200.480				46,103.200
Maintenance II - Dinsdale	2015	Hourly	19.350	19.929	20.529	21.143	21.779	22.432				22.881
		Monthly	3,249.188	3,346.411	3,447.161	3,550.262	3,657.057	3,766.707				3,842.101
		Annual	38,990.250	40,156.935	41,365.935	42,603.145	43,884.685	45,200.480				46,105.215
Maintenance Worker I Ste Rose/Dr Gendreau	2015	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,249.188	3,346.579	3,447.161	3,550.262	3,657.057	3,766.707				3,841.933
		Annual	38,990.250	40,158.950	41,365.935	42,603.145	43,884.685	45,200.480				46,103.200
Maintenance Worker II	2015	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,249.188	3,346.579	3,447.161	3,550.262	3,657.057	3,766.707				3,841.933
		Annual	38,990.250	40,158.950	41,365.935	42,603.145	43,884.685	45,200.480				46,103.200
Attendant I (Westman Laundry)	2015	Hourly	19.352	19.933	20.531	21.147	21.781	22.435				22.883
		Monthly	3,249.523	3,347.083	3,447.497	3,550.934	3,657.393	3,767.210				3,842.437
		Annual	38,994.280	40,164.995	41,369.965	42,611.205	43,888.715	45,206.525				46,109.245
Medical Transcriptionist I	2015	Hourly	19.412	19.994	20.593	21.212	21.849	22.504				22.954
		Monthly	3,259.598	3,357.326	3,457.908	3,561.848	3,668.811	3,778.797				3,854.359
		Annual	39,115.180	40,287.910	41,494.895	42,742.180	44,025.735	45,345.560				46,252.310

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Secretary Medical	1950	Hourly	19.413	19.994	20.593	21.213	21.849	22.504				22.954	
		Monthly	3,154.613	3,249.025	3,346.363	3,447.113	3,550.463	3,656.900				3,730.025	
		Annual	37,855.350	38,988.300	40,156.350	41,365.350	42,605.550	43,882.800				44,760.300	
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	19.486	19.918	20.373	20.888	21.419	22.033	22.592				23.046
		Monthly	3,163.225	3,236.675	3,310.613	3,394.300	3,480.588	3,580.363	3,671.200				3,744.975
		Annual	37,958.700	38,840.100	39,727.350	40,731.600	41,767.050	42,964.350	44,054.400				44,939.700
Admitting Clerk	2015	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,271.520	3,369.752	3,470.670	3,574.946	3,682.077	3,792.566					3,868.464
		Annual	39,258.245	40,437.020	41,648.035	42,899.350	44,184.920	45,510.790					46,421.570
Clerk IV	1950	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,165.988	3,261.050	3,358.713	3,459.625	3,563.300	3,670.225					3,743.675
		Annual	37,991.850	39,132.600	40,304.550	41,515.500	42,759.600	44,042.700					44,924.100
Clerk IV - Emergency	1950	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,165.988	3,261.050	3,358.713	3,459.625	3,563.300	3,670.225					3,743.675
		Annual	37,991.850	39,132.600	40,304.550	41,515.500	42,759.600	44,042.700					44,924.100
Clerk IV - Nursing	1950	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,165.988	3,261.050	3,358.713	3,459.625	3,563.300	3,670.225					3,743.675
		Annual	37,991.850	39,132.600	40,304.550	41,515.500	42,759.600	44,042.700					44,924.100
Purchasing Agent	2015	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,271.520	3,369.752	3,470.670	3,574.946	3,682.077	3,792.566					3,868.464
		Annual	39,258.245	40,437.020	41,648.035	42,899.350	44,184.920	45,510.790					46,421.570
Scheduling Clerk	2015	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,271.520	3,369.752	3,470.670	3,574.946	3,682.077	3,792.566					3,868.464
		Annual	39,258.245	40,437.020	41,648.035	42,899.350	44,184.920	45,510.790					46,421.570
Staffing Clerk	1950	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,165.988	3,261.050	3,358.713	3,459.625	3,563.300	3,670.225					3,743.675
		Annual	37,991.850	39,132.600	40,304.550	41,515.500	42,759.600	44,042.700					44,924.100
Medical Transcriptionist I - PIO	1950	Hourly	19.484	20.068	20.669	21.289	21.928	22.585	22.597				23.051
		Monthly	3,166.150	3,261.050	3,358.713	3,459.463	3,563.300	3,670.063	3,672.013				3,745.788
		Annual	37,993.800	39,132.600	40,304.550	41,513.550	42,759.600	44,040.750	44,064.150				44,949.450
Admin Secretary 2 - PIO	1950	Hourly	19.620	19.913	20.371	20.894	21.386	22.030	22.597				23.051
		Monthly	3,188.250	3,235.863	3,310.288	3,395.275	3,475.225	3,579.875	3,672.013				3,745.788
		Annual	38,259.000	38,830.350	39,723.450	40,743.300	41,702.700	42,958.500	44,064.150				44,949.450
Protection Officer - PIO	2015	Hourly	19.679	20.082	20.492	20.908	21.338						21.764
		Monthly	3,304.432	3,372.103	3,440.948	3,510.802	3,583.006						3,654.538
		Annual	39,653.185	40,465.230	41,291.380	42,129.620	42,996.070						43,854.460
C.S.R. Tech I	2015	Hourly	19.949	20.546	21.162	21.797	22.452	23.126					23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241					3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890					47,529.820
Clerk IV - Nursing (Slating)	1950	Hourly	19.949	20.546	21.162	21.797	22.452	23.126					23.588
		Monthly	3,241.713	3,338.725	3,438.825	3,542.013	3,648.450	3,757.975					3,833.050
		Annual	38,900.550	40,064.700	41,265.900	42,504.150	43,781.400	45,095.700					45,996.600
Cook 1 (Uncertified)	2015	Hourly	19.949	20.546	21.162	21.797	22.452	23.126					23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241					3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890					47,529.820

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	19.949	20.546	21.162	21.797	22.452	23.126				23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241				3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890				47,529.820
CSR Technician II	2015	Hourly	19.949	20.546	21.162	21.797	22.452	23.126				23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241				3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890				47,529.820
Slatting Clerk	1950	Hourly	19.949	20.546	21.162	21.797	22.452	23.126				23.588
		Monthly	3,241.713	3,338.725	3,438.825	3,542.013	3,648.450	3,757.975				3,833.050
		Annual	38,900.550	40,064.700	41,265.900	42,504.150	43,781.400	45,095.700				45,996.600
Storeskeeper	2015	Hourly	19.949	20.546	21.162	21.797	22.452	23.126				23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241				3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890				47,529.820
Stores Lead Hand	2015	Hourly	20.153	20.756	21.381	22.022	22.683	23.363				23.830
		Monthly	3,384.025	3,485.278	3,590.226	3,697.861	3,808.854	3,923.037				4,001.454
		Annual	40,608.295	41,823.340	43,082.715	44,374.330	45,706.245	47,076.445				48,017.450
Staffing Clerk	2015	Hourly	20.329	20.941	21.567	22.216	22.882	23.569				24.040
		Monthly	3,413.578	3,516.343	3,621.459	3,730.437	3,842.269	3,957.628				4,036.717
		Annual	40,962.935	42,196.115	43,457.505	44,765.240	46,107.230	47,491.535				48,440.600
Parking Attendant - PIO	1950	Hourly	20.335	20.750	21.175	21.608	22.048					22.488
		Monthly	3,304.438	3,371.875	3,440.938	3,511.300	3,582.800					3,654.300
		Annual	39,653.250	40,462.500	41,291.250	42,135.600	42,993.600					43,851.600
Admin. Secretary 2	1950	Hourly	20.360	20.970	21.599	22.248	22.915	23.601				24.075
		Monthly	3,308.500	3,407.625	3,509.838	3,615.300	3,723.688	3,835.163				3,912.188
		Annual	39,702.000	40,891.500	42,118.050	43,383.600	44,684.250	46,021.950				46,946.250
Program Secretary	1950	Hourly	20.360	20.970	21.599	22.248	22.915	23.601				24.075
		Monthly	3,308.500	3,407.625	3,509.838	3,615.300	3,723.688	3,835.163				3,912.188
		Annual	39,702.000	40,891.500	42,118.050	43,383.600	44,684.250	46,021.950				46,946.250
Secretary II	1950	Hourly	20.360	20.970	21.599	22.248	22.915	23.601				24.075
		Monthly	3,308.500	3,407.625	3,509.838	3,615.300	3,723.688	3,835.163				3,912.188
		Annual	39,702.000	40,891.500	42,118.050	43,383.600	44,684.250	46,021.950				46,946.250
Cook 2	2015	Hourly	20.387	20.998	21.630	22.279	22.947	23.635				24.107
		Monthly	3,423.317	3,525.914	3,632.038	3,741.015	3,853.184	3,968.710				4,047.967
		Annual	41,079.805	42,310.970	43,584.450	44,892.185	46,238.205	47,624.525				48,575.605
Dietary Supervisor	2015	Hourly	20.387	20.998	21.630	22.279	22.947	23.635				24.107
		Monthly	3,423.317	3,525.914	3,632.038	3,741.015	3,853.184	3,968.710				4,047.967
		Annual	41,079.805	42,310.970	43,584.450	44,892.185	46,238.205	47,624.525				48,575.605
Housekeeping Supervisor - Wpsosis	2015	Hourly	20.387	20.998	21.630	22.279	22.947	23.635				24.107
		Monthly	3,423.317	3,525.914	3,632.038	3,741.015	3,853.184	3,968.710				4,047.967
		Annual	41,079.805	42,310.970	43,584.450	44,892.185	46,238.205	47,624.525				48,575.605
Support Services Supervisor	2015	Hourly	20.387	20.998	21.630	22.279	22.947	23.635				24.107
		Monthly	3,423.317	3,525.914	3,632.038	3,741.015	3,853.184	3,968.710				4,047.967
		Annual	41,079.805	42,310.970	43,584.450	44,892.185	46,238.205	47,624.525				48,575.605
Nutritional Supervisor - Dinsdale	2015	Hourly	20.388	20.998	21.630	22.279	22.946	23.635				24.107
		Monthly	3,423.485	3,525.914	3,632.038	3,741.015	3,853.016	3,968.710				4,047.967
		Annual	41,081.820	42,310.970	43,584.450	44,892.185	46,236.190	47,624.525				48,575.605

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	20.519	21.133	21.767	22.421	23.093	23.786				24.262
		Monthly	3,445.482	3,548.583	3,655.042	3,764.860	3,877.700	3,994.066				4,073.994
		Annual	41,345.785	42,582.995	43,860.505	45,178.315	46,532.395	47,928.790				48,887.930
Accounting Office Clerk - St Rose Hosp	2015	Hourly	20.647	21.266	21.904	22.561	23.238	23.935				24.413
		Monthly	3,466.975	3,570.916	3,678.047	3,788.368	3,902.048	4,019.085				4,099.350
		Annual	41,603.705	42,850.990	44,136.560	45,460.415	46,824.570	48,229.025				49,192.195
Financial Analyst	2015	Hourly	20.647	21.266	21.904	22.561	23.238	23.935				24.413
		Monthly	3,466.975	3,570.916	3,678.047	3,788.368	3,902.048	4,019.085				4,099.350
		Annual	41,603.705	42,850.990	44,136.560	45,460.415	46,824.570	48,229.025				49,192.195
Admitting Officer - PIO	1950	Hourly	20.654	20.964	21.355	21.709	22.064					22.506
		Monthly	3,356.275	3,406.650	3,470.188	3,527.713	3,585.400					3,657.225
		Annual	40,275.300	40,879.800	41,642.250	42,332.550	43,024.800					43,886.700
Service Worker II - PIO	2015	Hourly	20.702	21.268	21.837	22.454	23.122	23.740				24.215
		Monthly	3,476.211	3,571.252	3,666.796	3,770.401	3,882.569	3,986.342				4,066.102
		Annual	41,714.530	42,855.020	44,001.555	45,244.810	46,590.830	47,836.100				48,793.225
Attendant I - PIO (Westman Laundry)	2015	Hourly	20.714	21.135	21.565	22.006	22.455					22.904
		Monthly	3,478.226	3,548.919	3,621.123	3,695.174	3,770.569					3,845.963
		Annual	41,738.710	42,587.025	43,453.475	44,342.090	45,246.825					46,151.560
Laundry Equipment Operator 2 - PIO	2015	Hourly	20.714	21.135	21.565	22.007	22.455					22.904
		Monthly	3,478.226	3,548.919	3,621.123	3,695.342	3,770.569					3,845.963
		Annual	41,738.710	42,587.025	43,453.475	44,344.105	45,246.825					46,151.560
Health Records Technician	1950	Hourly	20.755	21.379	22.021	22.681	23.362	24.064				24.543
		Monthly	3,372.688	3,474.088	3,578.413	3,685.663	3,796.325	3,910.400				3,988.238
		Annual	40,472.250	41,689.050	42,940.950	44,227.950	45,555.900	46,924.800				47,858.850
Medical Records Technician II	1950	Hourly	20.755	21.379	22.021	22.681	23.362	24.064				24.543
		Monthly	3,372.688	3,474.088	3,578.413	3,685.663	3,796.325	3,910.400				3,988.238
		Annual	40,472.250	41,689.050	42,940.950	44,227.950	45,555.900	46,924.800				47,858.850
Medical Records Technician II	2015	Hourly	20.755	21.379	22.021	22.681	23.362	24.064				24.543
		Monthly	3,485.110	3,589.890	3,697.693	3,808.518	3,922.869	4,040.747				4,121.179
		Annual	41,821.325	43,078.685	44,372.315	45,702.215	47,074.430	48,488.960				49,454.145
Cook 2	2015	Hourly	20.819	21.445	22.086	22.750	23.432	24.135				24.617
		Monthly	3,495.857	3,600.973	3,708.608	3,820.104	3,934.623	4,052.669				4,133.605
		Annual	41,950.285	43,211.675	44,503.290	45,841.250	47,215.480	48,632.025				49,603.255
Purchasing Agent	1950	Hourly	20.849	21.686	22.558	23.385	24.382	25.348	26.398	27.439		27.987
		Monthly	3,387.963	3,523.975	3,665.675	3,800.063	3,962.075	4,119.050	4,289.675	4,458.838		4,547.888
		Annual	40,655.550	42,287.700	43,988.100	45,600.750	47,544.900	49,428.600	51,476.100	53,506.050		54,574.650
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	21.013									21.432
		Monthly	3,528.433									3,598.790
		Annual	42,341.195									43,185.480
Purchasing Buyer	2015	Hourly	21.415	22.058	22.720	23.401	24.103	24.827				25.323
		Monthly	3,595.935	3,703.906	3,815.067	3,929.418	4,047.295	4,168.867				4,252.154
		Annual	43,151.225	44,446.870	45,780.800	47,153.015	48,567.545	50,026.405				51,025.845
Audit / Medico-Legal	1950	Hourly	21.434	22.076	22.738	23.422	24.124	24.847				25.344
		Monthly	3,483.025	3,587.350	3,694.925	3,806.075	3,920.150	4,037.638				4,118.400
		Annual	41,796.300	43,048.200	44,339.100	45,672.900	47,041.800	48,451.650				49,420.800

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	36.193									36,918
		Monthly	6,077.408									6,199,148
		Annual	72,928.895									74,389,770
Control Systems Specialist	2015	Hourly	37.411									38,159
		Monthly	6,281.930									6,407,532
		Annual	75,383.165									76,890,385
Refrigeration / Air Cond. Mechanic	2015	Hourly	37.411									38,159
		Monthly	6,281.930									6,407,532
		Annual	75,383.165									76,890,385
Trade Lead (Journeyman)	2015	Hourly	38.308									
		Monthly	6,432.552									
		Annual	77,190.620									
Engineer 2	2015	Hourly	38.871									39,648
		Monthly	6,527.089									6,657,560
		Annual	78,325.065									79,890,720
Power Engineer 2nd Class	2080	Hourly	38.871									39,648
		Monthly	6,737.640									6,872,320
		Annual	80,851.680									82,467,840
Charge Technologist Med. Electronics	2080	Hourly	40.185	40.709	41.229							42,054
		Monthly	6,965.400	7,056.227	7,146.360							7,289,360
		Annual	83,584.800	84,674.720	85,756.320							87,472,320
Communicable Disease Technician	2015	Hourly	24.219	25.081	25.943	26.808	27.814	28.754	29.783	30.711		31,327
		Monthly	4,066.774	4,208.160	4,356.262	4,501.510	4,670.434	4,828.276	5,001.062	5,156.889		5,260,325
		Annual	48,801.285	50,497.915	52,275.145	54,018.120	56,045.210	57,939.310	60,012.745	61,882.665		63,123,905
Home Support Worker	2080	Hourly	13.317	13.603	13.826	14.161	14.397					
		Monthly	2,308.280	2,357.853	2,396.507	2,454.573	2,495.480					
		Annual	27,699.360	28,294.240	28,758.080	29,454.880	29,945.760					
Clerk I	1885	Hourly	15.484	15.911	16.336	16.810						
		Monthly	2,432.278	2,499.353	2,566.113	2,640.571						
		Annual	29,187.340	29,992.235	30,793.360	31,686.850						
Admin. Secretary 1	1885	Hourly	17.178	17.580	18.063	18.533	19.058					
		Monthly	2,698.378	2,758.383	2,837.396	2,914.367	2,993.380					
		Annual	32,380.530	33,100.600	34,048.755	34,972.405	35,920.560					
Consumer Peer Support Facilitator	2080	Hourly	18.268	18.878	19.535	20.193	20.828	21.532				
		Monthly	3,166.453	3,272.187	3,386.067	3,500.120	3,610.187	3,732.213				
		Annual	37,997.440	39,266.240	40,632.800	42,001.440	43,322.240	44,786.560				
Clerk II	1885	Hourly	18.340	18.779	19.254	19.803	20.309	20.901				
		Monthly	2,880.908	2,949.868	3,024.483	3,110.721	3,190.205	3,283.199				
		Annual	34,570.900	35,398.415	36,293.790	37,328.655	38,282.465	39,398.385				
Support Services to Seniors	1885	Hourly	19.213									
		Monthly	3,018.042									
		Annual	36,216.505									
Admin. Secretary 2	1885	Hourly	19.439	19.881	20.383	20.901	21.499	22.047				
		Monthly	3,053.543	3,122.974	3,201.830	3,283.199	3,377.135	3,463.216				
		Annual	36,642.515	37,475.685	38,421.955	39,398.385	40,525.615	41,558.595				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator	1950	Hourly	20.247	20.901	21.606	22.368	23.101	23.850					
		Monthly	3,290.138	3,396.413	3,510.975	3,634.800	3,753.913	3,875.625					
		Annual	39,481.650	40,756.950	42,131.700	43,617.600	45,046.950	46,507.500					
Housing Developer (Housing Resource Wrkr)	2080	Hourly	20.247	20.901	21.606	22.368	23.101	23.850					
		Monthly	3,509.480	3,622.840	3,745.040	3,877.120	4,004.173	4,134.000					
		Annual	42,113.760	43,474.080	44,940.480	46,525.440	48,050.080	49,608.000					
Admin. Secretary 3	1885	Hourly	22.199	22.797	23.425	24.049	24.707	25.393					
		Monthly	3,487.093	3,581.029	3,679.677	3,777.697	3,881.058	3,988.817					
		Annual	41,845.115	42,972.345	44,156.125	45,332.365	46,572.695	47,865.805					
Community Health Facilitator	1885	Hourly	22.199	22.797	23.425	24.049	24.707	25.393					
		Monthly	3,487.093	3,581.029	3,679.677	3,777.697	3,881.058	3,988.817					
		Annual	41,845.115	42,972.345	44,156.125	45,332.365	46,572.695	47,865.805					
Clerk III	1885	Hourly	22.262	22.844	23.452	24.096	24.752	25.530					
		Monthly	3,496.989	3,588.412	3,683.918	3,785.080	3,888.127	4,010.338					
		Annual	41,963.870	43,060.940	44,207.020	45,420.960	46,657.520	48,124.050					
Accounting Clerk	1885	Hourly	22.984	23.575	24.217	24.843	25.559	26.279					
		Monthly	3,607.262	3,703.240	3,804.087	3,902.421	4,014.893	4,127.993					
		Annual	43,287.140	44,438.875	45,649.045	46,829.055	48,178.715	49,535.915					
Home Care Resource Coordinator	1885	Hourly	25.376	26.251	27.194	28.097	29.138	30.136	31.219	32.177		32.820	
		Monthly	3,986.147	4,123.595	4,271.724	4,413.570	4,577.094	4,733.863	4,903.985	5,054.470		5,155.475	
		Annual	47,833.760	49,483.135	51,260.690	52,962.845	54,925.130	56,806.360	58,847.815	60,653.645		61,865.700	
Clerk IV	1885	Hourly	26.128	26.768	27.485	28.204	28.965	29.745					
		Monthly	4,104.273	4,204.807	4,317.435	4,430.378	4,549.919	4,672.444					
		Annual	49,251.280	50,457.680	51,809.225	53,164.540	54,599.025	56,069.325					
Patient Representative	2015	Hourly	33.280	34.405	35.687	36.956	38.334	39.761	41.310	42.907		43.768	
		Monthly	5,588.267	5,777.173	5,992.442	6,205.528	6,436.918	6,676.535	6,936.638	7,204.800		7,349.377	
		Annual	67,059.200	69,326.075	71,909.305	74,466.340	77,243.010	80,118.415	83,239.650	86,457.605		88,192.520	
Palliative Care Coordinator	1885	Hourly	33.281	34.407	35.889	36.958	38.334	39.762	41.312	42.908	44.579	45.888	46.807
		Monthly	5,227.890	5,404.766	5,606.147	5,805.486	6,021.633	6,245.948	6,489.427	6,740.132	7,002.618	7,208.240	7,352.600
		Annual	62,734.685	64,857.195	67,273.765	69,665.830	72,259.590	74,951.370	77,873.120	80,881.580	84,031.415	86,498.880	88,231.195
Cook 1 - AFM	2080	Hourly	16.606	17.128	17.660	18.253	18.815	19.447					
		Monthly	2,878.373	2,968.853	3,061.067	3,163.853	3,261.267	3,370.813					
		Annual	34,540.480	35,626.240	36,732.800	37,966.240	39,135.200	40,449.760					
Cook 2 AFM	2080	Hourly	21.345	21.867	22.419	23.002	23.644	24.317					
		Monthly	3,699.800	3,790.280	3,885.960	3,987.013	4,098.293	4,214.947					
		Annual	44,397.600	45,483.360	46,631.520	47,844.160	49,179.520	50,579.360					
Cook 3 AFM	2080	Hourly	21.957	22.510	23.102	23.704	24.327	25.000					
		Monthly	3,805.880	3,901.733	4,004.347	4,108.693	4,216.680	4,333.333					
		Annual	45,670.560	46,820.800	48,052.160	49,304.320	50,600.160	52,000.000					
Administrative Officer (A03)	1885	Hourly	25.552	26.496	27.379	28.413	29.447	30.502					
		Monthly	4,013.793	4,162.080	4,300.785	4,463.209	4,625.633	4,791.356					
		Annual	48,165.520	49,944.960	51,609.415	53,558.505	55,507.595	57,496.270					
Maintenance - AFM	1885	Hourly	18.052	18.634	19.207	19.789	20.441	21.084					
		Monthly	2,835.668	2,927.091	3,017.100	3,108.522	3,210.940	3,311.945					
		Annual	34,028.020	35,125.090	36,205.195	37,302.265	38,531.285	39,743.340					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2)	1885	Hourly	21.275	21.817	22.439	23.022	23.684	24.427				
		Monthly	3,341.948	3,427.087	3,524.793	3,616.373	3,720.362	3,837.075				
		Annual	40,103.375	41,125.045	42,297.515	43,396.470	44,644.340	46,044.895				
Office Assistant AFM (0A3)	1885	Hourly	23.102	23.745	24.377	25.020	25.773	26.496				
		Monthly	3,628.939	3,729.944	3,829.220	3,930.225	4,048.509	4,162.080				
		Annual	43,547.270	44,759.325	45,950.645	47,162.700	48,582.105	49,944.960				
Cook Assistant ***	2015	Hourly	17.286	17.806	18.339	18.890	19.457	20.041				20.442
		Monthly	2,902.608	2,989.924	3,079.424	3,171.946	3,267.155	3,365.218				3,432.553
		Annual	34,831.290	35,879.090	36,953.085	38,063.350	39,205.855	40,382.615				41,190.630
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250				3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000				40,138.800
Clerk II (Medical Records) ***	1950	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,828.963	2,913.788	3,001.375	3,091.238	3,183.700	3,279.250				3,344.900
		Annual	33,947.550	34,965.450	36,016.500	37,094.850	38,204.400	39,351.000				40,138.800
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	17.721	18.253	18.802	19.365	19.946	20.545				20.956
		Monthly	2,975.651	3,064.983	3,157.169	3,251.706	3,349.266	3,449.848				3,518.862
		Annual	35,707.815	36,779.795	37,886.030	39,020.475	40,191.190	41,398.175				42,226.340
Technician Library (Uncertified) ***	1950	Hourly	17.748	18.280	18.829	19.393	19.975	20.575				20.986
		Monthly	2,884.050	2,970.500	3,059.713	3,151.363	3,245.938	3,343.438				3,410.225
		Annual	34,608.600	35,646.000	36,716.550	37,816.350	38,951.250	40,121.250				40,922.700
Housekeeping Aide -PIO - DRHC ***	2015	Hourly	17.877	18.412	18.964	19.535	20.119	20.725				21.139
		Monthly	3,001.846	3,091.682	3,184.372	3,280.252	3,378.315	3,480.073				3,549.590
		Annual	36,022.155	37,100.180	38,212.460	39,363.025	40,539.785	41,760.875				42,595.085
Clerk II ***	1950	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382
		Monthly	2,938.325	3,026.725	3,117.400	3,210.675	3,307.363	3,406.488				3,474.575
		Annual	35,259.900	36,320.700	37,408.800	38,528.100	39,688.350	40,877.850				41,694.900
Clerk II (Medical Records) - PIO ***	1950	Hourly	18.337	18.792	19.246	19.730	20.294	20.809	21.419			21.848
		Monthly	2,979.763	3,053.700	3,127.475	3,206.125	3,297.775	3,381.463	3,480.588			3,550.300
		Annual	35,757.150	36,644.400	37,529.700	38,473.500	39,573.300	40,577.550	41,767.050			42,603.600
Parking Attendant ***	1950	Hourly	18.389	18.940	19.508	20.093	20.698	21.318				21.744
		Monthly	2,988.213	3,077.750	3,170.050	3,265.113	3,363.425	3,464.175				3,533.400
		Annual	35,858.550	36,933.000	38,040.600	39,181.350	40,361.100	41,570.100				42,400.800
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	18.676	19.091	19.504	19.923	20.338					20.743
		Monthly	3,034.850	3,102.288	3,169.400	3,237.488	3,304.600					3,370.738
		Annual	36,418.200	37,227.450	38,032.800	38,849.850	39,655.200					40,448.850
Health Records Technician / Admitting Clerk ***	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.780				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Secretary I ***	1950	Hourly	18.807	19.371	19.952	20.550	21.166	21.802				22.239
		Monthly	3,056.138	3,147.788	3,242.200	3,339.375	3,439.475	3,542.825				3,613.838
		Annual	36,673.650	37,773.450	38,906.400	40,072.500	41,273.700	42,513.900				43,366.050
Junior Accountant - PIO ***	1950	Hourly	19.289	19.557	20.198	20.849	21.494	22.135	22.785	23.583		24.054
		Monthly	3,131.213	3,178.013	3,282.175	3,387.963	3,492.775	3,596.938	3,702.563	3,832.238		3,908.775
		Annual	37,574.550	38,136.150	39,386.100	40,655.550	41,913.300	43,163.250	44,430.750	45,986.850		46,905.300

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Painter ***	2015	Hourly	29.701									30.297
		Monthly	4,987.293									5,087.371
		Annual	59,847.515									61,048.455
Environmental Control Technician ***	2015	Hourly	37.411									38.159
		Monthly	6,281.930									6,407.532
		Annual	75,383.165									76,890.385

** Former MGEU AFM Agreement. 0.4% General Increase in 2020/21

*** Discontinued Classifications in F2023/24

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.702	13.084	13.475	13.879	14.296	14.724				15.020
		Monthly	2,064.075	2,126.150	2,189.688	2,255.338	2,323.100	2,392.650				2,440.750
		Annual	24,768.900	25,513.800	26,276.250	27,064.050	27,877.200	28,711.800				29,289.000
Cleaner	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Dietary Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Dietetic Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Housekeeping Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Incinerator Operator	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Laundry Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Linen / Laundry Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Linen / Laundry Attendant	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Linen Aide	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Linen Aide II	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Linen Equipment Operator	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Potwasher	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Seamstress	2015	Hourly	16.405	16.896	17.403	17.926	18.464	19.018				19.396
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Service Worker II	2015	Hourly	16.405	18.898	17.403	17.926	18.464	19.018				19.398
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Environmental Services Aide	2015	Hourly	16.405	18.898	17.403	17.926	18.464	19.018				19.398
		Monthly	2,754.673	2,837.120	2,922.254	3,010.074	3,100.413	3,193.439				3,256.912
		Annual	33,056.075	34,045.440	35,067.045	36,120.890	37,204.960	38,321.270				39,082.940
Pharmacy Aide - Ste Rose	2015	Hourly	16.602	17.100	17.614	18.140	18.687	19.246				19.633
		Monthly	2,787.753	2,871.375	2,957.684	3,046.008	3,137.859	3,231.724				3,296.708
		Annual	33,453.030	34,456.500	35,492.210	36,552.100	37,654.305	38,780.690				39,560.495
Dietary Aide - Lead Hand	2015	Hourly	16.715	17.217	17.733	18.268	18.811	19.377				19.765
		Monthly	2,806.727	2,891.021	2,977.666	3,067.166	3,158.680	3,253.721				3,318.873
		Annual	33,680.725	34,692.255	35,731.995	36,805.990	37,904.165	39,044.655				39,826.475
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	17.493	18.020	18.558	19.118	19.690	20.281				20.687
		Monthly	2,937.366	3,025.858	3,116.198	3,210.231	3,306.279	3,405.518				3,473.692
		Annual	35,248.395	36,310.300	37,394.370	38,522.770	39,675.350	40,866.215				41,684.305
File Clerk	1950	Hourly	17.555	18.081	18.625	19.183	19.759	20.352				20.759
		Monthly	2,852.688	2,938.163	3,026.563	3,117.238	3,210.838	3,307.200				3,373.338
		Annual	34,232.250	35,257.950	36,318.750	37,406.850	38,530.050	39,686.400				40,880.050
Seamstress - PIO	2015	Hourly	17.612	17.989	18.338	18.711	19.094					19.475
		Monthly	2,957.348	3,017.295	3,079.256	3,141.889	3,206.201					3,270.177
		Annual	35,488.180	36,207.535	36,951.070	37,702.665	38,474.410					39,242.125
Attendant II	2015	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194				3,497.872
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330				41,974.465
C.S.R. Tech II (Uncertified)	2015	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194				3,497.872
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330				41,974.465
Clerk I	1950	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575				3,385.038
		Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900				40,620.450
Clerk I / Receptionist	1950	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575				3,385.038
		Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900				40,620.450
CSR Aide (Non-Certified)	2015	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194				3,497.872
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330				41,974.465
CSR Aide (Non-Certified)	2015	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194				3,497.872
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330				41,974.465
Lab Assistant / Clerk	1950	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575				3,385.038
		Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900				40,620.450
Laundry Attendant 3	2015	Hourly	17.618	18.148	18.692	19.251	19.827	20.422				20.831
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194				3,497.872
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330				41,974.465

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Laundry Equipment Operator 1	2015	Hourly	17.618	18.146	18.692	19.251	19.827	20.422				20.831
	Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194					3,497.872
	Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330					41,974.465
RDS Receptionist II (Diagnostic)	1950	Hourly	17.618	18.146	18.692	19.251	19.827	20.422				20.831
	Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575					3,385.038
	Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900					40,620.450
RDS Receptionist III (Diagnostic)	1950	Hourly	17.618	18.146	18.692	19.251	19.827	20.422				20.831
	Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575					3,385.038
	Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900					40,620.450
Maintenance II	2015	Hourly	17.794	18.328	18.878	19.446	20.027	20.629				21.042
	Monthly	2,987.909	3,077.577	3,169.931	3,265.308	3,362.867	3,463.953					3,533.303
	Annual	35,854.910	36,930.920	38,039.170	39,183.690	40,354.405	41,567.435					42,399.630
Maintenance Worker I	2015	Hourly	17.794	18.328	18.878	19.446	20.027	20.629				21.042
	Monthly	2,987.909	3,077.577	3,169.931	3,265.308	3,362.867	3,463.953					3,533.303
	Annual	35,854.910	36,930.920	38,039.170	39,183.690	40,354.405	41,567.435					42,399.630
Attendant II - PIO (Westman Laundry)	2015	Hourly	17.922	18.463	19.023	19.595	20.180	20.779				21.195
	Monthly	3,009.403	3,100.245	3,194.279	3,290.327	3,389.566	3,489.140					3,558.994
	Annual	36,112.830	37,202.945	38,331.345	39,483.925	40,674.790	41,869.685					42,707.925
Material Management Technician	2015	Hourly	18.257	18.803	19.369	19.950	20.548	21.163				21.587
	Monthly	3,065.655	3,157.337	3,252.378	3,349.938	3,450.352	3,553.620					3,624.817
	Annual	36,787.855	37,888.045	39,028.535	40,199.250	41,404.220	42,643.445					43,497.805
Switchboard Operator	1950	Hourly	18.299	18.850	19.414	19.995	20.597	21.215				21.639
	Monthly	2,973.588	3,063.125	3,154.775	3,249.188	3,347.013	3,447.438					3,516.338
	Annual	35,683.050	36,757.500	37,857.300	38,990.250	40,164.150	41,369.250					42,196.050
Lab Assistant / Clerk - PIO	1950	Hourly	18.457	18.735	19.208	19.768	20.358	20.898	21.541			21.973
	Monthly	2,999.263	3,044.438	3,121.300	3,212.300	3,308.175	3,395.925	3,500.413				3,570.613
	Annual	35,991.150	36,533.250	37,455.600	38,547.600	39,698.100	40,751.100	42,004.950				42,847.350
Housekeeping / Laundry Supervisor	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250
Housekeeping Supervisor	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250
Housekeeping Team Leader	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250
Laundry Supervisor	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250
Lead Hand - Housekeeping	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250
Supervisor Lead Hand	2015	Hourly	18.582	19.121	19.694	20.285	20.894	21.520				21.950
	Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.567					3,685.771
	Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,362.800					44,229.250

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Protection Officer	2015	Hourly	18.610	19.167	19.742	20.334	20.946	21.574				22.005	
		Monthly	3,124.929	3,218.459	3,315.011	3,414.418	3,517.183	3,622.634					3,695.006
		Annual	37,499.150	38,621.505	39,780.130	40,973.010	42,206.190	43,471.610					44,340.075
P.C.A. (Untrained)	2015	Hourly	18.748									19.124	
		Monthly	3,148.102										3,211.238
		Annual	37,777.220										38,534.860
Clerk III	1950	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461	
		Monthly	3,086.688	3,179.313	3,274.700	3,372.850	3,474.250	3,578.413					3,649.913
		Annual	37,040.250	38,151.750	39,296.400	40,474.200	41,691.000	42,940.950					43,798.950
Clerk III - Admin / Finance Reception	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461	
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693					3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315					45,258.915
Clerk III - Medical Dictatypist	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461	
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693					3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315					45,258.915
Clerk III - Nutritional/Environmental Services	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461	
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693					3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315					45,258.915
Clerk III - Receptionist	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461	
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693					3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315					45,258.915
Word Process Operator	1950	Hourly	19.033	19.603	20.191	20.797	21.420	22.064				22.506	
		Monthly	3,092.863	3,185.488	3,281.038	3,379.513	3,480.750	3,585.400					3,657.225
		Annual	37,114.350	38,225.850	39,372.450	40,554.150	41,769.000	43,024.800					43,886.700
Driver 1 - PIO	2015	Hourly	19.036	19.606	20.194	20.801	21.424	22.068				22.509	
		Monthly	3,196.462	3,292.174	3,390.909	3,492.835	3,597.447	3,705.585					3,779.636
		Annual	38,357.540	39,506.090	40,690.910	41,914.015	43,169.360	44,467.020					45,355.635
Clerk III	1950	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,137.875	3,232.125	3,328.975	3,428.750	3,531.775	3,637.725					3,710.363
		Annual	37,654.500	38,785.500	39,947.700	41,145.000	42,381.300	43,652.700					44,524.350
CPS Technician I	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983					3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790					46,008.495
CSR Aide - Ste Rose	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983					3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790					46,008.495
CSR Tech	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983					3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790					46,008.495
Material Management Aide	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983					3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790					46,008.495
Material Management Aide	1950	Hourly	19.310	19.890	20.486	21.100	21.734	22.386				22.833	
		Monthly	3,137.875	3,232.125	3,328.975	3,428.750	3,531.775	3,637.725					3,710.363
		Annual	37,654.500	38,785.500	39,947.700	41,145.000	42,381.300	43,652.700					44,524.350

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained)	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,010.510
Stores Clerk	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,008.495
Stores helper	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,008.495
Unit Clerk	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,008.495
Hearing Screener	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,008.495
Unit Clerk III (Ward Clerk)	1950	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,137.875	3,232.125	3,328.975	3,428.750	3,531.775	3,637.725				3,710.363
		Annual	37,654.500	38,785.500	39,947.700	41,145.000	42,381.300	43,652.700				44,524.350
Ward Clerk	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,010.510
Maintenance II - PIO	2015	Hourly	19.330	19.721	20.109	20.488	20.843					21.281
		Monthly	3,245.829	3,311.485	3,376.636	3,436.918	3,499.887					3,570.076
		Annual	38,949.950	39,737.815	40,519.635	41,243.020	41,998.645					42,840.915
Maintenance Helper	2015	Hourly	19.582	20.189	20.775	21.397	22.040	22.701				23.155
		Monthly	3,288.144	3,386.711	3,488.469	3,592.913	3,700.883	3,811.876				3,888.110
		Annual	39,457.730	40,640.535	41,861.625	43,114.955	44,410.600	45,742.515				46,657.325
Maintenance I	2015	Hourly	19.582	20.189	20.775	21.397	22.040	22.701				23.155
		Monthly	3,288.144	3,386.711	3,488.469	3,592.913	3,700.883	3,811.876				3,888.110
		Annual	39,457.730	40,640.535	41,861.625	43,114.955	44,410.600	45,742.515				46,657.325
Maintenance II - Dinsdale	2015	Hourly	19.582	20.188	20.775	21.397	22.040	22.701				23.158
		Monthly	3,288.144	3,386.543	3,488.469	3,592.913	3,700.883	3,811.876				3,888.278
		Annual	39,457.730	40,638.520	41,861.625	43,114.955	44,410.600	45,742.515				46,659.340
Maintenance Worker I Ste Rose/Dr Gendreau	2015	Hourly	19.582	20.189	20.775	21.397	22.040	22.701				23.155
		Monthly	3,288.144	3,386.711	3,488.469	3,592.913	3,700.883	3,811.876				3,888.110
		Annual	39,457.730	40,640.535	41,861.625	43,114.955	44,410.600	45,742.515				46,657.325
Maintenance Worker II	2015	Hourly	19.582	20.189	20.775	21.397	22.040	22.701				23.155
		Monthly	3,288.144	3,386.711	3,488.469	3,592.913	3,700.883	3,811.876				3,888.110
		Annual	39,457.730	40,640.535	41,861.625	43,114.955	44,410.600	45,742.515				46,657.325
Attendant I (Westman Laundry)	2015	Hourly	19.584	20.172	20.777	21.401	22.042	22.704				23.158
		Monthly	3,288.480	3,387.215	3,488.805	3,593.585	3,701.219	3,812.380				3,888.614
		Annual	39,461.760	40,646.580	41,865.655	43,123.015	44,414.630	45,748.560				46,663.370
Medical Transcriptionist I	2015	Hourly	19.645	20.234	20.840	21.487	22.111	22.774				23.229
		Monthly	3,298.723	3,397.626	3,499.383	3,604.667	3,712.805	3,824.134				3,900.536
		Annual	39,584.675	40,771.510	41,992.600	43,256.005	44,553.665	45,889.610				46,806.435

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Secretary Medical	1950	Hourly	19.648	20.234	20.840	21.488	22.111	22.774				23.229	
		Monthly	3,192.475	3,288.025	3,386.500	3,488.550	3,593.038	3,700.775					3,774.713
		Annual	38,309.700	39,456.300	40,638.000	41,862.600	43,116.450	44,409.300					45,296.550
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	19.700	20.157	20.617	21.139	21.676	22.297	22.863			23.323	
		Monthly	3,201.250	3,275.513	3,350.263	3,435.088	3,522.350	3,623.263	3,715.238				3,789.988
		Annual	38,415.000	39,306.150	40,203.150	41,221.050	42,268.200	43,479.150	44,582.850				45,479.850
Admitting Clerk	2015	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,310.813	3,410.220	3,512.313	3,617.765	3,726.239	3,838.071					3,914.809
		Annual	39,729.755	40,922.635	42,147.755	43,413.175	44,714.865	46,056.855					46,977.710
Clerk IV	1950	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,204.013	3,300.213	3,399.013	3,501.063	3,606.038	3,714.263					3,788.525
		Annual	38,448.150	39,602.550	40,788.150	42,012.750	43,272.450	44,571.150					45,462.300
Clerk IV - Emergency	1950	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,204.013	3,300.213	3,399.013	3,501.063	3,606.038	3,714.263					3,788.525
		Annual	38,448.150	39,602.550	40,788.150	42,012.750	43,272.450	44,571.150					45,462.300
Clerk IV - Nursing	1950	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,204.013	3,300.213	3,399.013	3,501.063	3,606.038	3,714.263					3,788.525
		Annual	38,448.150	39,602.550	40,788.150	42,012.750	43,272.450	44,571.150					45,462.300
Purchasing Agent	2015	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,310.813	3,410.220	3,512.313	3,617.765	3,726.239	3,838.071					3,914.809
		Annual	39,729.755	40,922.635	42,147.755	43,413.175	44,714.865	46,056.855					46,977.710
Scheduling Clerk	2015	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,310.813	3,410.220	3,512.313	3,617.765	3,726.239	3,838.071					3,914.809
		Annual	39,729.755	40,922.635	42,147.755	43,413.175	44,714.865	46,056.855					46,977.710
Staffing Clerk	1950	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314	
		Monthly	3,204.013	3,300.213	3,399.013	3,501.063	3,606.038	3,714.263					3,788.525
		Annual	38,448.150	39,602.550	40,788.150	42,012.750	43,272.450	44,571.150					45,462.300
Medical Transcriptionist I - PIO	1950	Hourly	19.718	20.309	20.917	21.544	22.191	22.858	22.868			23.328	
		Monthly	3,204.175	3,300.213	3,399.013	3,500.900	3,606.038	3,714.100	3,716.050				3,790.800
		Annual	38,450.100	39,602.550	40,788.150	42,010.800	43,272.450	44,569.200	44,592.600				45,489.600
Admin Secretary 2 - PIO	1950	Hourly	19.855	20.152	20.615	21.145	21.643	22.294	22.868			23.328	
		Monthly	3,226.438	3,274.700	3,349.938	3,436.063	3,516.988	3,622.775	3,716.050				3,790.800
		Annual	38,717.250	39,296.400	40,199.250	41,232.750	42,203.850	43,473.300	44,592.600				45,489.600
Protection Officer - PIO	2015	Hourly	19.915	20.323	20.738	21.159	21.594					22.025	
		Monthly	3,344.060	3,412.570	3,482.256	3,552.949	3,625.993						3,698.365
		Annual	40,128.725	40,950.845	41,787.070	42,635.385	43,511.910						44,380.375
C.S.R. Tech I	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871	
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922					4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060					48,100.065
Clerk IV - Nursing (Slating)	1950	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871	
		Monthly	3,280.550	3,378.863	3,480.100	3,584.588	3,692.163	3,803.150					3,879.038
		Annual	39,366.600	40,546.350	41,761.200	43,015.050	44,305.950	45,637.800					46,548.450
Cook 1 (Uncertified)	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871	
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922					4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060					48,100.065

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
CSR Technician II	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
Slatting Clerk	1950	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,280.550	3,378.863	3,480.100	3,584.588	3,692.163	3,803.150				3,879.038
		Annual	39,366.600	40,546.350	41,761.200	43,015.050	44,305.950	45,637.800				46,548.450
Storeskeeper	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
Stores Lead Hand	2015	Hourly	20.395	21.005	21.638	22.286	22.955	23.643				24.116
		Monthly	3,424.660	3,527.090	3,633.381	3,742.191	3,854.527	3,970.054				4,049.478
		Annual	41,095.925	42,325.075	43,600.570	44,906.290	46,254.325	47,640.645				48,593.740
Staffing Clerk	2015	Hourly	20.573	21.192	21.826	22.483	23.157	23.852				24.328
		Monthly	3,454.550	3,558.490	3,664.949	3,775.270	3,888.446	4,005.148				4,085.077
		Annual	41,454.595	42,701.880	43,979.390	45,303.245	46,661.355	48,061.780				49,020.920
Parking Attendant - PIO	1950	Hourly	20.579	20.999	21.429	21.867	22.313					22.758
		Monthly	3,344.088	3,412.338	3,482.213	3,553.388	3,625.863					3,698.175
		Annual	40,129.050	40,948.050	41,786.550	42,640.650	43,510.350					44,378.100
Admin. Secretary 2	1950	Hourly	20.604	21.222	21.858	22.515	23.190	23.884				24.384
		Monthly	3,348.150	3,448.575	3,551.925	3,658.688	3,768.375	3,881.150				3,959.150
		Annual	40,177.800	41,382.900	42,623.100	43,904.250	45,220.500	46,573.800				47,509.800
Program Secretary	1950	Hourly	20.604	21.222	21.858	22.515	23.190	23.884				24.384
		Monthly	3,348.150	3,448.575	3,551.925	3,658.688	3,768.375	3,881.150				3,959.150
		Annual	40,177.800	41,382.900	42,623.100	43,904.250	45,220.500	46,573.800				47,509.800
Secretary II	1950	Hourly	20.604	21.222	21.858	22.515	23.190	23.884				24.384
		Monthly	3,348.150	3,448.575	3,551.925	3,658.688	3,768.375	3,881.150				3,959.150
		Annual	40,177.800	41,382.900	42,623.100	43,904.250	45,220.500	46,573.800				47,509.800
Cook 2	2015	Hourly	20.632	21.250	21.890	22.546	23.222	23.919				24.396
		Monthly	3,464.457	3,568.229	3,675.696	3,785.849	3,899.361	4,016.399				4,096.495
		Annual	41,573.480	42,818.750	44,108.350	45,430.190	46,792.330	48,196.785				49,157.940
Dietary Supervisor	2015	Hourly	20.632	21.250	21.890	22.546	23.222	23.919				24.396
		Monthly	3,464.457	3,568.229	3,675.696	3,785.849	3,899.361	4,016.399				4,096.495
		Annual	41,573.480	42,818.750	44,108.350	45,430.190	46,792.330	48,196.785				49,157.940
Housekeeping Supervisor - Wpsosis	2015	Hourly	20.632	21.250	21.890	22.546	23.222	23.919				24.396
		Monthly	3,464.457	3,568.229	3,675.696	3,785.849	3,899.361	4,016.399				4,096.495
		Annual	41,573.480	42,818.750	44,108.350	45,430.190	46,792.330	48,196.785				49,157.940
Support Services Supervisor	2015	Hourly	20.632	21.250	21.890	22.546	23.222	23.919				24.396
		Monthly	3,464.457	3,568.229	3,675.696	3,785.849	3,899.361	4,016.399				4,096.495
		Annual	41,573.480	42,818.750	44,108.350	45,430.190	46,792.330	48,196.785				49,157.940
Nutritional Supervisor - Dinsdale	2015	Hourly	20.633	21.250	21.890	22.546	23.221	23.919				24.396
		Monthly	3,464.625	3,568.229	3,675.696	3,785.849	3,899.193	4,016.399				4,096.495
		Annual	41,575.495	42,818.750	44,108.350	45,430.190	46,790.315	48,196.785				49,157.940

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	20.765	21.387	22.028	22.690	23.370	24.071				24.553
		Monthly	3,486.790	3,591.234	3,698.868	3,810.029	3,924.213	4,041.922				4,122.858
		Annual	41,841.475	43,094.805	44,386.420	45,720.350	47,090.550	48,503.065				49,474.295
Accounting Office Clerk - St Rose Hosp	2015	Hourly	20.895	21.521	22.167	22.832	23.517	24.222				24.706
		Monthly	3,508.619	3,613.735	3,722.209	3,833.873	3,948.896	4,067.278				4,148.549
		Annual	42,103.425	43,364.815	44,666.505	46,006.480	47,386.755	48,807.330				49,782.590
Financial Analyst	2015	Hourly	20.895	21.521	22.167	22.832	23.517	24.222				24.706
		Monthly	3,508.619	3,613.735	3,722.209	3,833.873	3,948.896	4,067.278				4,148.549
		Annual	42,103.425	43,364.815	44,666.505	46,006.480	47,386.755	48,807.330				49,782.590
Admitting Officer - PIO	1950	Hourly	20.902	21.216	21.611	21.970	22.329					22.776
		Monthly	3,396.575	3,447.600	3,511.788	3,570.125	3,628.463					3,701.100
		Annual	40,758.900	41,371.200	42,141.450	42,841.500	43,541.550					44,413.200
Service Worker II - PIO	2015	Hourly	20.950	21.523	22.099	22.723	23.399	24.025				24.506
		Monthly	3,517.854	3,614.070	3,710.790	3,815.570	3,929.082	4,034.198				4,114.966
		Annual	42,214.250	43,368.845	44,529.485	45,786.845	47,148.985	48,410.375				49,379.590
Attendant I - PIO (Westman Laundry)	2015	Hourly	20.963	21.389	21.824	22.270	22.724					23.179
		Monthly	3,520.037	3,591.570	3,664.613	3,739.504	3,815.738					3,892.140
		Annual	42,240.445	43,098.835	43,975.360	44,874.050	45,788.860					46,705.685
Laundry Equipment Operator 2 - PIO	2015	Hourly	20.963	21.389	21.824	22.271	22.724					23.179
		Monthly	3,520.037	3,591.570	3,664.613	3,739.672	3,815.738					3,892.140
		Annual	42,240.445	43,098.835	43,975.360	44,876.065	45,788.860					46,705.685
Health Records Technician	1950	Hourly	21.004	21.636	22.285	22.953	23.642	24.353				24.838
		Monthly	3,413.150	3,515.850	3,621.313	3,729.863	3,841.825	3,957.363				4,036.175
		Annual	40,957.800	42,190.200	43,455.750	44,758.350	46,101.900	47,488.350				48,434.100
Medical Records Technician II	1950	Hourly	21.004	21.636	22.285	22.953	23.642	24.353				24.838
		Monthly	3,413.150	3,515.850	3,621.313	3,729.863	3,841.825	3,957.363				4,036.175
		Annual	40,957.800	42,190.200	43,455.750	44,758.350	46,101.900	47,488.350				48,434.100
Medical Records Technician II	2015	Hourly	21.004	21.636	22.285	22.953	23.642	24.353				24.838
		Monthly	3,526.922	3,633.045	3,742.023	3,854.191	3,969.886	4,089.275				4,170.714
		Annual	42,323.060	43,596.540	44,904.275	46,250.295	47,638.630	49,071.295				50,048.570
Cook 2	2015	Hourly	21.089	21.702	22.351	23.023	23.713	24.425				24.912
		Monthly	3,537.836	3,644.128	3,753.105	3,865.945	3,981.808	4,101.365				4,183.140
		Annual	42,454.035	43,729.530	45,037.265	46,391.345	47,781.695	49,216.375				50,197.680
Purchasing Agent	1950	Hourly	21.089	21.946	22.829	23.688	24.675	25.652	26.715	27.768		28.323
		Monthly	3,428.588	3,566.225	3,709.713	3,845.725	4,009.688	4,168.450	4,341.188	4,512.300		4,602.488
		Annual	41,143.050	42,794.700	44,516.550	46,148.700	48,116.250	50,021.400	52,094.250	54,147.600		55,229.850
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	21.265									21.689
		Monthly	3,570.748									3,641.945
		Annual	42,848.975									43,703.335
Purchasing Buyer	2015	Hourly	21.672	22.323	22.993	23.682	24.392	25.125				25.627
		Monthly	3,639.090	3,748.404	3,860.908	3,976.603	4,095.823	4,218.906				4,303.200
		Annual	43,669.080	44,980.845	46,330.895	47,719.230	49,149.880	50,626.875				51,638.405
Audit / Medico-Legal	1950	Hourly	21.691	22.341	23.011	23.703	24.413	25.145				25.648
		Monthly	3,524.788	3,630.413	3,739.288	3,851.738	3,967.113	4,086.063				4,167.800
		Annual	42,297.450	43,564.950	44,871.450	46,220.850	47,605.350	49,032.750				50,013.600

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	38.627									37.361
		Monthly	6,150.284									6,273.535
		Annual	73,803.405									75,282.415
Control Systems Specialist	2015	Hourly	37.880									38.617
		Monthly	6,357.325									6,484.438
		Annual	76,287.900									77,813.255
Refrigeration / Air Cond. Mechanic	2015	Hourly	37.880									38.617
		Monthly	6,357.325									6,484.438
		Annual	76,287.900									77,813.255
Trade Lead (Journeyman)	2015	Hourly	38.788									
		Monthly	6,509.793									
		Annual	78,117.520									
Engineer 2	2015	Hourly	39.337									40.124
		Monthly	6,605.338									6,737.488
		Annual	79,264.055									80,849.860
Power Engineer 2nd Class	2080	Hourly	39.337									40.124
		Monthly	6,818.413									6,954.827
		Annual	81,820.960									83,457.920
Charge Technologist Med. Electronics	2080	Hourly	40.667	41.198	41.724							42.559
		Monthly	7,048.947	7,140.987	7,232.160							7,376.893
		Annual	84,587.360	85,691.840	86,785.920							88,522.720
Communicable Disease Technician	2015	Hourly	24.510	25.362	26.254	27.130	28.148	29.099	30.140	31.080		31.703
		Monthly	4,115.638	4,258.703	4,408.484	4,555.579	4,726.518	4,886.207	5,061.008	5,218.850		5,323.462
		Annual	49,387.650	51,104.430	52,901.810	54,666.950	56,718.220	58,634.485	60,732.100	62,626.200		63,881.545
Home Support Worker	2080	Hourly	13.477	13.766	13.992	14.331	14.570					
		Monthly	2,336.013	2,386.107	2,425.280	2,484.040	2,525.467					
		Annual	28,032.160	28,633.280	29,103.360	29,808.480	30,305.600					
Clerk I	1885	Hourly	15.670	16.102	16.532	17.012						
		Monthly	2,461.496	2,529.356	2,596.902	2,672.302						
		Annual	29,537.950	30,352.270	31,162.820	32,067.620						
Admin. Secretary 1	1885	Hourly	17.384	17.771	18.280	18.776	19.285					
		Monthly	2,730.737	2,791.528	2,871.483	2,949.397	3,029.352					
		Annual	32,768.840	33,498.335	34,457.800	35,392.760	36,352.225					
Consumer Peer Support Facilitator	2080	Hourly	18.487	19.105	19.769	20.435	21.078	21.790				
		Monthly	3,204.413	3,311.533	3,426.627	3,542.067	3,653.520	3,776.933				
		Annual	38,452.960	39,738.400	41,119.520	42,504.800	43,842.240	45,323.200				
Clerk II	1885	Hourly	18.580	19.004	19.485	20.041	20.553	21.152				
		Monthly	2,915.467	2,985.212	3,060.769	3,148.107	3,228.534	3,322.627				
		Annual	34,985.600	35,822.540	36,729.225	37,777.285	38,742.405	39,871.520				
Support Services to Seniors	1885	Hourly	19.444									
		Monthly	3,054.328									
		Annual	36,651.940									
Admin. Secretary 2	1885	Hourly	19.672	20.120	20.628	21.152	21.757	22.312				
		Monthly	3,090.143	3,160.517	3,240.315	3,322.627	3,417.662	3,504.843				
		Annual	37,081.720	37,926.200	38,883.780	39,871.520	41,011.945	42,058.120				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator	1950	Hourly	20.490	21.152	21.865	22.636	23.378	24.136					
		Monthly	3,329.625	3,437.200	3,553.063	3,678.350	3,798.925	3,922.100					
		Annual	39,955.500	41,246.400	42,636.750	44,140.200	45,587.100	47,065.200					
Housing Developer (Housing Resource Wrkr)	2080	Hourly	20.490	21.152	21.865	22.636	23.378	24.136					
		Monthly	3,551.600	3,666.347	3,789.933	3,923.573	4,052.187	4,183.573					
		Annual	42,619.200	43,996.160	45,479.200	47,082.880	48,626.240	50,202.880					
Admin. Secretary 3	1885	Hourly	22.465	23.071	23.708	24.338	25.003	25.698					
		Monthly	3,528.877	3,624.070	3,723.818	3,823.094	3,927.555	4,036.728					
		Annual	42,346.525	43,488.835	44,685.810	45,877.130	47,130.655	48,440.730					
Community Health Facilitator	1885	Hourly	22.465	23.071	23.708	24.338	25.003	25.698					
		Monthly	3,528.877	3,624.070	3,723.818	3,823.094	3,927.555	4,036.728					
		Annual	42,346.525	43,488.835	44,685.810	45,877.130	47,130.655	48,440.730					
Clerk III	1885	Hourly	22.529	23.118	23.733	24.385	25.049	25.836					
		Monthly	3,538.930	3,631.453	3,728.059	3,830.477	3,934.780	4,058.405					
		Annual	42,467.165	43,577.430	44,736.705	45,965.725	47,217.365	48,700.860					
Accounting Clerk	1885	Hourly	23.240	23.858	24.508	25.141	25.866	26.594					
		Monthly	3,650.617	3,747.694	3,849.798	3,949.232	4,063.118	4,177.474					
		Annual	43,807.400	44,972.330	46,197.580	47,390.785	48,757.410	50,129.690					
Home Care Resource Coordinator	1885	Hourly	25.681	26.566	27.520	28.434	29.488	30.498	31.594	32.563		33.214	
		Monthly	4,034.057	4,173.076	4,322.933	4,466.508	4,632.073	4,790.728	4,962.891	5,115.105		5,217.366	
		Annual	48,408.685	50,076.910	51,875.200	53,598.090	55,584.880	57,488.730	59,554.690	61,381.255		62,608.390	
Clerk IV	1885	Hourly	26.442	27.089	27.815	28.542	29.313	30.102					
		Monthly	4,153.598	4,255.230	4,369.273	4,483.473	4,604.584	4,728.523					
		Annual	49,843.170	51,062.765	52,431.275	53,801.670	55,255.005	56,742.270					
Patient Representative	2015	Hourly	33.679	34.818	36.115	37.399	38.794	40.238	41.806	43.422		44.293	
		Monthly	5,655.265	5,846.523	6,064.310	6,279.915	6,514.159	6,756.631	7,019.924	7,291.278		7,437.533	
		Annual	67,863.185	70,158.270	72,771.725	75,358.985	78,169.910	81,079.570	84,239.090	87,495.330		89,250.395	
Palliative Care Coordinator	1885	Hourly	33.680	34.820	36.117	37.401	38.794	40.239	41.808	43.423	45.114	46.439	47.369
		Monthly	5,290.567	5,469.642	5,673.379	5,875.074	6,093.891	6,320.876	6,567.340	6,821.030	7,086.658	7,294.793	7,440.880
		Annual	63,486.800	65,635.700	68,080.545	70,500.885	73,126.690	75,850.515	78,808.080	81,852.355	85,039.890	87,537.515	89,290.565
Cook 1 - AFM	2080	Hourly	18.805	17.334	17.872	18.472	19.041	19.680					
		Monthly	2,912.867	3,004.560	3,097.813	3,201.813	3,300.440	3,411.200					
		Annual	34,954.400	36,054.720	37,173.760	38,421.760	39,605.280	40,934.400					
Cook 2 - AFM	2080	Hourly	21.601	22.129	22.688	23.278	23.928	24.609					
		Monthly	3,744.173	3,835.693	3,932.587	4,034.853	4,147.520	4,265.560					
		Annual	44,930.080	46,028.320	47,191.040	48,418.240	49,770.240	51,186.720					
Cook 3 - AFM	2080	Hourly	22.220	22.780	23.379	23.988	24.619	25.300					
		Monthly	3,851.467	3,948.533	4,052.360	4,157.920	4,267.293	4,385.333					
		Annual	46,217.600	47,382.400	48,628.320	49,895.040	51,207.520	52,624.000					
Administrative Officer (A03)	1885	Hourly	25.659	26.814	27.708	28.754	29.800	30.868					
		Monthly	4,062.018	4,212.033	4,352.465	4,516.774	4,681.083	4,848.848					
		Annual	48,744.215	50,544.390	52,229.580	54,201.290	56,173.000	58,186.180					
Maintenance - AFM	1885	Hourly	18.269	18.858	19.437	20.026	20.686	21.337					
		Monthly	2,869.755	2,962.278	3,053.229	3,145.751	3,249.426	3,351.687					
		Annual	34,437.065	35,547.330	36,638.745	37,749.010	38,993.110	40,220.245					

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2)	1885	Hourly	21.530	22.079	22.708	23.298	23.968	24.720					
		Monthly	3,382.004	3,468.243	3,567.048	3,659.728	3,764.973	3,883.100					
		Annual	40,584.050	41,618.915	42,804.580	43,916.730	45,179.680	46,597.200					
Office Assistant AFM (0A3)	1885	Hourly	23.379	24.030	24.670	25.320	26.082	26.814					
		Monthly	3,672.451	3,774.713	3,875.246	3,977.350	4,097.048	4,212.033					
		Annual	44,069.415	45,296.550	46,502.950	47,728.200	49,164.570	50,544.390					
Cook Assistant ***	2015	Hourly	17.493	18.020	18.559	19.117	19.690	20.281					20.687
		Monthly	2,937.366	3,025.858	3,116.365	3,210.063	3,306.279	3,405.518					3,473.692
		Annual	35,248.395	36,310.300	37,396.385	38,520.755	39,675.350	40,866.215					41,684.305
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	17.818	18.146	18.692	19.251	19.827	20.422					20.831
		Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575					3,385.038
		Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900					40,620.450
Clerk II (Medical Records) ***	1950	Hourly	17.818	18.146	18.692	19.251	19.827	20.422					20.831
		Monthly	2,862.925	2,948.725	3,037.450	3,128.288	3,221.888	3,318.575					3,385.038
		Annual	34,355.100	35,384.700	36,449.400	37,539.450	38,662.650	39,822.900					40,620.450
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	17.934	18.472	19.028	19.597	20.185	20.792					21.207
		Monthly	3,011.418	3,101.757	3,195.118	3,290.663	3,389.398	3,491.323					3,561.009
		Annual	36,137.010	37,221.080	38,341.420	39,487.955	40,672.775	41,895.880					42,732.105
Technician Library (Uncertified) ***	1950	Hourly	17.961	18.499	19.055	19.626	20.215	20.822					21.238
		Monthly	2,918.663	3,006.088	3,096.438	3,189.225	3,284.938	3,383.575					3,451.175
		Annual	35,023.950	36,073.050	37,157.250	38,270.700	39,419.250	40,602.900					41,414.100
Housekeeping Aide -PIO - DRHC ***	2015	Hourly	18.092	18.633	19.192	19.769	20.360	20.974					21.393
		Monthly	3,037.948	3,128.791	3,222.657	3,319.545	3,418.783	3,521.884					3,592.241
		Annual	36,455.380	37,545.495	38,671.880	39,834.535	41,025.400	42,262.610					43,106.895
Clerk II ***	1950	Hourly	18.299	18.850	19.414	19.995	20.597	21.215					21.639
		Monthly	2,973.588	3,063.125	3,154.775	3,249.188	3,347.013	3,447.438					3,516.338
		Annual	35,683.050	36,757.500	37,857.300	38,990.250	40,164.150	41,369.250					42,196.050
Clerk II (Medical Records) - PIO ***	1950	Hourly	18.557	19.018	19.477	19.967	20.538	21.059	21.676				22.110
		Monthly	3,015.513	3,090.425	3,165.013	3,244.638	3,327.425	3,422.088	3,522.350				3,592.875
		Annual	36,186.150	37,085.100	37,980.150	38,935.650	40,049.100	41,065.050	42,268.200				43,114.500
Parking Attendant ***	1950	Hourly	18.810	19.167	19.742	20.334	20.946	21.574					22.005
		Monthly	3,024.125	3,114.638	3,208.075	3,304.275	3,403.725	3,505.775					3,575.813
		Annual	36,289.500	37,375.650	38,496.900	39,651.300	40,844.700	42,069.300					42,909.750
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	18.900	19.320	19.738	20.162	20.580					20.992	
		Monthly	3,071.250	3,139.500	3,207.425	3,276.325	3,344.250					3,411.200	
		Annual	36,855.000	37,674.000	38,489.100	39,315.900	40,131.000					40,934.400	
Health Records Technician / Admitting Clerk ***	2015	Hourly	18.995	19.585	20.152	20.756	21.380	22.021					22.481
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693					3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315					45,258.915
Secretary I ***	1950	Hourly	19.033	19.603	20.191	20.797	21.420	22.064					22.506
		Monthly	3,092.863	3,185.488	3,281.038	3,379.513	3,480.750	3,585.400					3,657.225
		Annual	37,114.350	38,225.850	39,372.450	40,554.150	41,769.000	43,024.800					43,886.700
Junior Accountant - PIO ***	1950	Hourly	19.500	19.792	20.440	21.099	21.752	22.401	23.058	23.866			24.343
		Monthly	3,168.750	3,216.200	3,321.500	3,428.588	3,534.700	3,640.163	3,746.925	3,878.225			3,955.738
		Annual	38,025.000	38,594.400	39,858.000	41,143.050	42,416.400	43,681.950	44,963.100	46,538.700			47,468.850

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Painter ***	2015	Hourly	30.057										30.061
		Monthly	5,047.071										5,148.493
		Annual	60,564.855										61,781.915
Environmental Control Technician ***	2015	Hourly	37.880										38.017
		Monthly	6,357.325										6,484.438
		Annual	76,287.900										77,813.255

*** Discontinued Classifications in F2023/24

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	12.958	13.346	13.745	14.157	14.582	15.018				15.320
		Monthly	2,105.350	2,168.725	2,233.563	2,300.513	2,369.575	2,440.425				2,489.500
		Annual	25,264.200	26,024.700	26,802.750	27,606.150	28,434.900	29,285.100				29,874.000
Cleaner	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Dietary Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Dietetic Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Housekeeping Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Incinerator Operator	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Laundry Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Linen / Laundry Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Linen / Laundry Attendant	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Linen Aide	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Linen Aide II	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Linen Equipment Operator	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Potwasher	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760
Seamstress	2015	Hourly	18.733	17.234	17.751	18.285	18.833	19.398				19.784
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248				3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970				39,864.760

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Service Worker II	2015	Hourly	16.733	17.234	17.751	18.285	18.833	19.398				19.784	
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248					3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970					39,864.760
Environmental Services Aide	2015	Hourly	16.733	17.234	17.751	18.285	18.833	19.398				19.784	
		Monthly	2,809.750	2,893.876	2,980.689	3,070.356	3,162.375	3,257.248					3,322.063
		Annual	33,716.995	34,726.510	35,768.265	36,844.275	37,948.495	39,086.970					39,864.760
Pharmacy Aide - Ste Rose	2015	Hourly	18.934	17.442	17.966	18.503	19.061	19.631				20.026	
		Monthly	2,843.501	2,928.803	3,016.791	3,106.962	3,200.660	3,296.372					3,362.699
		Annual	34,122.010	35,145.630	36,201.490	37,283.545	38,407.915	39,556.465					40,352.390
Dietary Aide - Lead Hand	2015	Hourly	17.049	17.561	18.088	18.631	19.187	19.765				20.160	
		Monthly	2,862.811	2,948.785	3,037.277	3,128.455	3,221.817	3,318.873					3,385.200
		Annual	34,353.735	35,385.415	36,447.320	37,541.465	38,661.805	39,826.475					40,622.400
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	17.843	18.380	18.929	19.500	20.084	20.687				21.101	
		Monthly	2,996.137	3,086.308	3,178.495	3,274.375	3,372.438	3,473.692					3,543.210
		Annual	35,953.645	37,035.700	38,141.935	39,292.500	40,469.260	41,684.305					42,518.515
File Clerk	1950	Hourly	17.906	18.443	18.998	19.567	20.154	20.759				21.174	
		Monthly	2,909.725	2,996.988	3,087.175	3,179.638	3,275.025	3,373.338					3,440.775
		Annual	34,916.700	35,963.850	37,046.100	38,155.650	39,300.300	40,480.050					41,289.300
Seamstress - PIO	2015	Hourly	17.964	18.328	18.705	19.085	19.476					19.865	
		Monthly	3,016.455	3,077.577	3,140.881	3,204.690	3,270.345						3,335.665
		Annual	36,197.460	36,930.920	37,690.575	38,456.275	39,244.140						40,027.975
Attendant II	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720
C.S.R. Tech II (Uncertified)	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720
Clerk I	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875					3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500					41,433.600
Clerk I / Receptionist	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875					3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500					41,433.600
CSR Aide (Non-Certified)	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720
CSR Aide (Non-Certified)	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720
Lab Assistant / Clerk	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875					3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500					41,433.600
Laundry Attendant 3	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Laundry Equipment Operator 1	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830					21.248
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704					3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450					42,814.720
RDS Receptionist II (Diagnostic)	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830					21.248
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875					3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500					41,433.600
RDS Receptionist III (Diagnostic)	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830					21.248
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875					3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500					41,433.600
Maintenance II	2015	Hourly	18.150	18.695	19.256	19.835	20.428	21.042					21.463
		Monthly	3,047.688	3,139.202	3,233.403	3,330.627	3,430.202	3,533.303					3,603.995
		Annual	36,572.250	37,670.425	38,800.840	39,967.525	41,162.420	42,399.630					43,247.945
Maintenance Worker I	2015	Hourly	18.150	18.695	19.256	19.835	20.428	21.042					21.463
		Monthly	3,047.688	3,139.202	3,233.403	3,330.627	3,430.202	3,533.303					3,603.995
		Annual	36,572.250	37,670.425	38,800.840	39,967.525	41,162.420	42,399.630					43,247.945
Attendant II - PIO (Westman Laundry)	2015	Hourly	18.280	18.832	19.403	19.987	20.590	21.195					21.619
		Monthly	3,069.517	3,162.207	3,258.087	3,356.150	3,457.404	3,558.994					3,630.190
		Annual	36,834.200	37,946.480	39,097.045	40,273.805	41,488.850	42,707.925					43,562.285
Material Management Technician	2015	Hourly	18.622	19.179	19.756	20.349	20.959	21.586					22.019
		Monthly	3,126.944	3,220.474	3,317.362	3,416.936	3,519.365	3,624.649					3,697.357
		Annual	37,523.330	38,645.685	39,808.340	41,003.235	42,232.385	43,495.790					44,368.285
Switchboard Operator	1950	Hourly	18.665	19.227	19.802	20.395	21.009	21.639					22.072
		Monthly	3,033.063	3,124.388	3,217.825	3,314.188	3,413.963	3,516.338					3,586.700
		Annual	36,396.750	37,492.650	38,613.900	39,770.250	40,967.550	42,196.050					43,040.400
Lab Assistant / Clerk - PIO	1950	Hourly	18.828	19.110	19.592	20.163	20.765	21.316	21.972				22.412
		Monthly	3,059.225	3,105.375	3,183.700	3,276.488	3,374.313	3,463.850	3,570.450				3,641.950
		Annual	36,710.700	37,264.500	38,204.400	39,317.850	40,491.750	41,566.200	42,845.400				43,703.400
Housekeeping / Laundry Supervisor	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835
Housekeeping Supervisor	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835
Housekeeping Team Leader	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835
Laundry Supervisor	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835
Lead Hand - Housekeeping	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835
Supervisor Lead Hand	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.950					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.771					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,229.250					45,113.835

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Protection Officer	2015	Hourly	18,982	19,550	20,137	20,741	21,365	22,005				22,445
		Monthly	3,187.394	3,282.771	3,381.338	3,482.760	3,587.540	3,695.006				3,768.890
		Annual	38,248.730	39,393.250	40,576.055	41,793.115	43,050.475	44,340.075				45,226.675
P.C.A. (Untrained)	2015	Hourly	19,123									19,506
		Monthly	3,211.070									3,275.383
		Annual	38,532.845									39,304.590
Clerk III	1950	Hourly	19,375	19,956	20,555	21,171	21,808	22,461				22,910
		Monthly	3,148.438	3,242.850	3,340.188	3,440.288	3,543.800	3,649.913				3,722.875
		Annual	37,781.250	38,914.200	40,082.250	41,283.450	42,525.600	43,798.950				44,674.500
Clerk III - Admin / Finance Reception	2015	Hourly	19,375	19,956	20,555	21,171	21,808	22,461				22,910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576				3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915				46,163.650
Clerk III - Medical Dictatypist	2015	Hourly	19,375	19,956	20,555	21,171	21,808	22,461				22,910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576				3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915				46,163.650
Clerk III - Nutritional/Environmental Services	2015	Hourly	19,375	19,956	20,555	21,171	21,808	22,461				22,910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576				3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915				46,163.650
Clerk III - Receptionist	2015	Hourly	19,375	19,956	20,555	21,171	21,808	22,461				22,910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576				3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915				46,163.650
Word Process Operator	1950	Hourly	19,414	19,995	20,595	21,213	21,848	22,505				22,956
		Monthly	3,154.775	3,249.188	3,346.688	3,447.113	3,550.300	3,657.063				3,730.350
		Annual	37,857.300	38,990.250	40,160.250	41,365.350	42,603.600	43,884.750				44,764.200
Driver 1 - PIO	2015	Hourly	19,417	19,998	20,598	21,217	21,852	22,509				22,959
		Monthly	3,260.438	3,357.998	3,458.748	3,562.688	3,669.315	3,779.636				3,855.199
		Annual	39,125.255	40,295.970	41,504.970	42,752.255	44,031.780	45,355.635				46,262.385
Clerk III	1950	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,200.600	3,296.800	3,395.600	3,497.325	3,602.463	3,710.525				3,784.625
		Annual	38,407.200	39,561.600	40,747.200	41,967.900	43,229.550	44,526.300				45,415.500
CPS Technician I	2015	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
CSR Aide - Ste Rose	2015	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
CSR Tech	2015	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Material Management Aide	2015	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Material Management Aide	1950	Hourly	19,696	20,288	20,896	21,522	22,169	22,834				23,290
		Monthly	3,200.600	3,296.800	3,395.600	3,497.325	3,602.463	3,710.525				3,784.625
		Annual	38,407.200	39,561.600	40,747.200	41,967.900	43,229.550	44,526.300				45,415.500

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Stores Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Stores helper	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Unit Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Hearing Screener	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,929.350
Unit Clerk III (Ward Clerk)	1950	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290
		Monthly	3,200.600	3,296.800	3,395.600	3,497.325	3,602.463	3,710.525				3,784.625
		Annual	38,407.200	39,561.600	40,747.200	41,967.900	43,229.550	44,526.300				45,415.500
Ward Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209				3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510				46,931.365
Maintenance II - PIO	2015	Hourly	19.717	20.115	20.511	20.877	21.260					21.686
		Monthly	3,310.813	3,377.644	3,444.139	3,505.596	3,569.908					3,641.441
		Annual	39,729.755	40,531.725	41,329.665	42,067.155	42,838.900					43,697.290
Maintenance Helper	2015	Hourly	19.974	20.572	21.191	21.825	22.481	23.155				23.618
		Monthly	3,353.968	3,454.382	3,558.322	3,664.781	3,774.935	3,888.110				3,965.856
		Annual	40,247.610	41,452.580	42,699.865	43,977.375	45,299.215	46,657.325				47,590.270
Maintenance 1	2015	Hourly	19.974	20.572	21.191	21.825	22.481	23.155				23.618
		Monthly	3,353.968	3,454.382	3,558.322	3,664.781	3,774.935	3,888.110				3,965.856
		Annual	40,247.610	41,452.580	42,699.865	43,977.375	45,299.215	46,657.325				47,590.270
Maintenance II - Dinsdale	2015	Hourly	19.974	20.571	21.191	21.825	22.481	23.155				23.619
		Monthly	3,353.968	3,454.214	3,558.322	3,664.781	3,774.935	3,888.110				3,966.024
		Annual	40,247.610	41,450.565	42,699.865	43,977.375	45,299.215	46,657.325				47,592.285
Maintenance Worker I Ste Rose/Dr Gendreau	2015	Hourly	19.974	20.572	21.191	21.825	22.481	23.155				23.618
		Monthly	3,353.968	3,454.382	3,558.322	3,664.781	3,774.935	3,888.110				3,965.856
		Annual	40,247.610	41,452.580	42,699.865	43,977.375	45,299.215	46,657.325				47,590.270
Maintenance Worker II	2015	Hourly	19.974	20.572	21.191	21.825	22.481	23.155				23.618
		Monthly	3,353.968	3,454.382	3,558.322	3,664.781	3,774.935	3,888.110				3,965.856
		Annual	40,247.610	41,452.580	42,699.865	43,977.375	45,299.215	46,657.325				47,590.270
Attendant I (Westman Laundry)	2015	Hourly	19.976	20.575	21.193	21.829	22.483	23.158				23.621
		Monthly	3,354.303	3,454.885	3,558.658	3,665.453	3,775.270	3,888.614				3,966.360
		Annual	40,251.640	41,458.625	42,703.895	43,985.435	45,303.245	46,663.370				47,596.315
Medical Transcriptionist I	2015	Hourly	20.038	20.639	21.257	21.896	22.553	23.229				23.694
		Monthly	3,364.714	3,465.632	3,569.405	3,676.703	3,787.025	3,900.536				3,978.618
		Annual	40,376.570	41,587.585	42,832.855	44,120.440	45,444.295	46,806.435				47,743.410

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Secretary Medical	1950	Hourly	20.039	20.639	21.257	21.897	22.553	23.229				23.694	
		Monthly	3,256.338	3,353.838	3,454.263	3,558.263	3,664.863	3,774.713					3,850.275
		Annual	39,076.050	40,246.050	41,451.150	42,699.150	43,978.350	45,296.550					46,203.300
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	20.094	20.580	21.029	21.582	22.110	22.743	23.320				23.789
		Monthly	3,265.275	3,341.000	3,417.213	3,503.825	3,592.875	3,695.738	3,789.500				3,865.713
		Annual	39,183.300	40,092.000	41,006.550	42,045.900	43,114.500	44,348.850	45,474.000				46,388.550
Admitting Clerk	2015	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,376.972	3,478.394	3,582.502	3,690.137	3,800.794	3,914.809					3,993.058
		Annual	40,523.665	41,740.725	42,990.025	44,281.640	45,609.525	46,977.710					47,916.700
Clerk IV	1950	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,268.038	3,366.188	3,466.938	3,571.100	3,678.188	3,788.525					3,864.250
		Annual	39,216.450	40,394.250	41,603.250	42,853.200	44,138.250	45,462.300					46,371.000
Clerk IV - Emergency	1950	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,268.038	3,366.188	3,466.938	3,571.100	3,678.188	3,788.525					3,864.250
		Annual	39,216.450	40,394.250	41,603.250	42,853.200	44,138.250	45,462.300					46,371.000
Clerk IV - Nursing	1950	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,268.038	3,366.188	3,466.938	3,571.100	3,678.188	3,788.525					3,864.250
		Annual	39,216.450	40,394.250	41,603.250	42,853.200	44,138.250	45,462.300					46,371.000
Purchasing Agent	2015	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,376.972	3,478.394	3,582.502	3,690.137	3,800.794	3,914.809					3,993.058
		Annual	40,523.665	41,740.725	42,990.025	44,281.640	45,609.525	46,977.710					47,916.700
Scheduling Clerk	2015	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,376.972	3,478.394	3,582.502	3,690.137	3,800.794	3,914.809					3,993.058
		Annual	40,523.665	41,740.725	42,990.025	44,281.640	45,609.525	46,977.710					47,916.700
Staffing Clerk	1950	Hourly	20.111	20.715	21.335	21.976	22.635	23.314					23.780
		Monthly	3,268.038	3,366.188	3,466.938	3,571.100	3,678.188	3,788.525					3,864.250
		Annual	39,216.450	40,394.250	41,603.250	42,853.200	44,138.250	45,462.300					46,371.000
Medical Transcriptionist I - PIO	1950	Hourly	20.112	20.715	21.335	21.975	22.635	23.313	23.325				23.795
		Monthly	3,268.200	3,366.188	3,466.938	3,570.938	3,678.188	3,788.363	3,790.313				3,866.688
		Annual	39,218.400	40,394.250	41,603.250	42,851.250	44,138.250	45,460.350	45,483.750				46,400.250
Admin Secretary 2 - PIO	1950	Hourly	20.252	20.555	21.027	21.588	22.078	22.740	23.325				23.795
		Monthly	3,290.950	3,340.188	3,416.888	3,504.800	3,587.350	3,695.250	3,790.313				3,866.688
		Annual	39,491.400	40,082.250	41,002.650	42,057.600	43,048.200	44,343.000	45,483.750				46,400.250
Protection Officer - PIO	2015	Hourly	20.313	20.729	21.153	21.582	22.028						22.466
		Monthly	3,410.891	3,480.745	3,551.941	3,623.978	3,698.533						3,772.416
		Annual	40,930.695	41,768.935	42,623.295	43,487.730	44,382.390						45,268.990
C.S.R. Tech I	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872					24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507					4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080					49,061.220
Clerk IV - Nursing (Slatng)	1950	Hourly	20.592	21.209	21.844	22.500	23.175	23.872					24.348
		Monthly	3,346.200	3,446.463	3,549.650	3,656.250	3,765.938	3,879.200					3,956.550
		Annual	40,154.400	41,357.550	42,595.800	43,875.000	45,191.250	46,550.400					47,478.600
Cook 1 (Uncertified)	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872					24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507					4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080					49,061.220

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
CSR Technician II	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
Slating Clerk	1950	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,346.200	3,446.463	3,549.650	3,656.250	3,765.938	3,879.200				3,956.550
		Annual	40,154.400	41,357.550	42,595.800	43,875.000	45,191.250	46,550.400				47,478.600
Storeskeeper	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
Stores Lead Hand	2015	Hourly	20.803	21.425	22.071	22.732	23.414	24.116				24.598
		Monthly	3,493.170	3,597.615	3,706.089	3,817.082	3,931.601	4,049.478				4,130.414
		Annual	41,918.045	43,171.375	44,473.065	45,804.980	47,179.210	48,593.740				49,564.970
Staffing Clerk	2015	Hourly	20.984	21.616	22.263	22.933	23.620	24.329				24.815
		Monthly	3,523.563	3,629.687	3,738.329	3,850.833	3,966.192	4,085.245				4,166.852
		Annual	42,282.760	43,556.240	44,859.945	46,209.995	47,594.300	49,022.935				50,002.225
Parking Attendant - PIO	1950	Hourly	20.991	21.419	21.858	22.304	22.759					23.213
		Monthly	3,411.038	3,480.588	3,551.925	3,624.400	3,698.338					3,772.113
		Annual	40,932.450	41,767.050	42,623.100	43,492.800	44,380.050					45,265.350
Admin. Secretary 2	1950	Hourly	21.016	21.646	22.295	22.965	23.654	24.362				24.851
		Monthly	3,415.100	3,517.475	3,622.938	3,731.813	3,843.775	3,958.825				4,038.288
		Annual	40,981.200	42,209.700	43,475.250	44,781.750	46,125.300	47,505.900				48,459.450
Program Secretary	1950	Hourly	21.016	21.646	22.295	22.965	23.654	24.362				24.851
		Monthly	3,415.100	3,517.475	3,622.938	3,731.813	3,843.775	3,958.825				4,038.288
		Annual	40,981.200	42,209.700	43,475.250	44,781.750	46,125.300	47,505.900				48,459.450
Secretary II	1950	Hourly	21.016	21.646	22.295	22.965	23.654	24.362				24.851
		Monthly	3,415.100	3,517.475	3,622.938	3,731.813	3,843.775	3,958.825				4,038.288
		Annual	40,981.200	42,209.700	43,475.250	44,781.750	46,125.300	47,505.900				48,459.450
Cook 2	2015	Hourly	21.045	21.675	22.328	22.997	23.686	24.397				24.884
		Monthly	3,533.806	3,639.594	3,749.243	3,861.580	3,977.274	4,096.663				4,178.438
		Annual	42,405.675	43,675.125	44,990.920	46,338.955	47,727.290	49,159.955				50,141.260
Dietary Supervisor	2015	Hourly	21.045	21.675	22.328	22.997	23.686	24.397				24.884
		Monthly	3,533.806	3,639.594	3,749.243	3,861.580	3,977.274	4,096.663				4,178.438
		Annual	42,405.675	43,675.125	44,990.920	46,338.955	47,727.290	49,159.955				50,141.260
Housekeeping Supervisor - Wpsgosis	2015	Hourly	21.045	21.675	22.328	22.997	23.686	24.397				24.884
		Monthly	3,533.806	3,639.594	3,749.243	3,861.580	3,977.274	4,096.663				4,178.438
		Annual	42,405.675	43,675.125	44,990.920	46,338.955	47,727.290	49,159.955				50,141.260
Support Services Supervisor	2015	Hourly	21.045	21.675	22.328	22.997	23.686	24.397				24.884
		Monthly	3,533.806	3,639.594	3,749.243	3,861.580	3,977.274	4,096.663				4,178.438
		Annual	42,405.675	43,675.125	44,990.920	46,338.955	47,727.290	49,159.955				50,141.260
Nutritional Supervisor - Dinsdale	2015	Hourly	21.046	21.675	22.328	22.997	23.685	24.397				24.884
		Monthly	3,533.974	3,639.594	3,749.243	3,861.580	3,977.106	4,096.663				4,178.438
		Annual	42,407.690	43,675.125	44,990.920	46,338.955	47,725.275	49,159.955				50,141.260

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	21.180	21.815	22.489	23.144	23.837	24.552				25.044
		Monthly	3,556.475	3,663.102	3,772.920	3,886.263	4,002.630	4,122.690				4,205.305
		Annual	42,677.700	43,957.225	45,275.035	46,635.160	48,031.555	49,472.280				50,463.660
Accounting Office Clerk - St Rose Hosp	2015	Hourly	21.313	21.951	22.610	23.289	23.987	24.706				25.200
		Monthly	3,578.808	3,685.939	3,796.596	3,910.611	4,027.817	4,148.549				4,231.500
		Annual	42,945.695	44,231.265	45,559.150	46,927.335	48,333.805	49,782.590				50,778.000
Financial Analyst	2015	Hourly	21.313	21.951	22.610	23.289	23.987	24.706				25.200
		Monthly	3,578.808	3,685.939	3,796.596	3,910.611	4,027.817	4,148.549				4,231.500
		Annual	42,945.695	44,231.265	45,559.150	46,927.335	48,333.805	49,782.590				50,778.000
Admitting Officer - PIO	1950	Hourly	21.320	21.840	22.043	22.409	22.776					23.232
		Monthly	3,464.500	3,516.500	3,581.988	3,641.463	3,701.100					3,775.200
		Annual	41,574.000	42,198.000	42,983.850	43,697.550	44,413.200					45,302.400
Service Worker II - PIO	2015	Hourly	21.389	21.953	22.541	23.177	23.867	24.506				24.996
		Monthly	3,588.211	3,686.275	3,785.010	3,891.805	4,007.667	4,114.966				4,197.245
		Annual	43,058.535	44,235.295	45,420.115	46,701.655	48,092.005	49,379.590				50,366.940
Attendant I - PIO (Westman Laundry)	2015	Hourly	21.382	21.817	22.280	22.715	23.178					23.643
		Monthly	3,590.394	3,663.438	3,737.825	3,814.227	3,891.973					3,970.054
		Annual	43,084.730	43,961.255	44,853.900	45,770.725	46,703.670					47,640.645
Laundry Equipment Operator 2 - PIO	2015	Hourly	21.382	21.817	22.280	22.716	23.178					23.643
		Monthly	3,590.394	3,663.438	3,737.825	3,814.395	3,891.973					3,970.054
		Annual	43,084.730	43,961.255	44,853.900	45,772.740	46,703.670					47,640.645
Health Records Technician	1950	Hourly	21.424	22.069	22.731	23.412	24.115	24.840				25.335
		Monthly	3,481.400	3,586.213	3,693.788	3,804.450	3,918.688	4,036.500				4,116.938
		Annual	41,776.800	43,034.550	44,325.450	45,653.400	47,024.250	48,438.000				49,403.250
Medical Records Technician II	1950	Hourly	21.424	22.069	22.731	23.412	24.115	24.840				25.335
		Monthly	3,481.400	3,586.213	3,693.788	3,804.450	3,918.688	4,036.500				4,116.938
		Annual	41,776.800	43,034.550	44,325.450	45,653.400	47,024.250	48,438.000				49,403.250
Medical Records Technician II	2015	Hourly	21.424	22.069	22.731	23.412	24.115	24.840				25.335
		Monthly	3,597.447	3,705.753	3,816.914	3,931.265	4,049.310	4,171.050				4,254.169
		Annual	43,169.360	44,469.035	45,802.965	47,175.180	48,591.725	50,052.600				51,050.025
Cook 2	2015	Hourly	21.490	22.138	22.798	23.483	24.187	24.914				25.410
		Monthly	3,608.529	3,717.003	3,828.164	3,943.187	4,061.400	4,183.476				4,266.763
		Annual	43,302.350	44,604.040	45,937.970	47,318.245	48,736.805	50,201.710				51,201.150
Purchasing Agent	1950	Hourly	21.521	22.385	23.286	24.139	25.169	26.165	27.249	28.323		28.889
		Monthly	3,497.163	3,637.563	3,783.975	3,922.588	4,089.963	4,251.813	4,427.963	4,602.488		4,694.463
		Annual	41,965.950	43,650.750	45,407.700	47,071.050	49,079.550	51,021.750	53,135.550	55,229.850		56,333.550
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	21.690									22.123
		Monthly	3,642.113									3,714.820
		Annual	43,705.350									44,577.845
Purchasing Buyer	2015	Hourly	22.105	22.769	23.453	24.156	24.880	25.628				26.140
		Monthly	3,711.798	3,823.295	3,938.150	4,056.195	4,177.767	4,303.368				4,389.342
		Annual	44,541.575	45,879.535	47,257.795	48,674.340	50,133.200	51,640.420				52,672.100
Audit / Medico-Legal	1950	Hourly	22.125	22.788	23.471	24.177	24.901	25.648				26.161
		Monthly	3,595.313	3,703.050	3,814.038	3,928.763	4,046.413	4,167.800				4,251.163
		Annual	43,143.750	44,436.600	45,768.450	47,145.150	48,556.950	50,013.600				51,013.950

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	37,360									38,108
		Monthly	6,273.367									6,398.968
		Annual	75,280.400									76,787.620
Control Systems Specialist	2015	Hourly	38,617									39,389
		Monthly	6,484.438									6,614.070
		Annual	77,813.255									79,368.835
Refrigeration / Air Cond. Mechanic	2015	Hourly	38,617									39,389
		Monthly	6,484.438									6,614.070
		Annual	77,813.255									79,368.835
Trade Lead (Journeyman)	2015	Hourly	39,543									
		Monthly	6,639.929									
		Annual	79,679.145									
Engineer 2	2015	Hourly	40,124									40,926
		Monthly	6,737.488									6,872.158
		Annual	80,849.860									82,465.890
Power Engineer 2nd Class	2080	Hourly	40,124									40,926
		Monthly	6,954.827									7,093.840
		Annual	83,457.920									85,126.080
Charge Technologist Med. Electronics	2080	Hourly	41,480	42,022	42,558							43,410
		Monthly	7,189.867	7,283.813	7,376.720							7,524.400
		Annual	86,278.400	87,405.760	88,520.640							90,292.800
Communicable Disease Technician	2015	Hourly	25,000	25,889	26,779	27,673	28,711	29,881	30,743	31,702		32,337
		Monthly	4,197.917	4,343.836	4,496.640	4,646.758	4,821.055	4,983.935	5,162.262	5,323.294		5,429.921
		Annual	50,375.000	52,126.035	53,959.685	55,761.095	57,852.665	59,807.215	61,947.145	63,879.530		65,159.055
Home Support Worker	2080	Hourly	13,747	14,041	14,272	14,818	14,861					
		Monthly	2,382.813	2,433.773	2,473.813	2,533.787	2,575.907					
		Annual	28,593.760	29,205.280	29,685.760	30,405.440	30,910.880					
Clerk I	1885	Hourly	15,983	16,424	16,863	17,352						
		Monthly	2,510.663	2,579.937	2,648.896	2,725.710						
		Annual	30,127.955	30,959.240	31,786.755	32,708.520						
Admin. Secretary 1	1885	Hourly	17,732	18,126	18,648	19,152	19,671					
		Monthly	2,785.402	2,847.293	2,928.976	3,008.460	3,089.986					
		Annual	33,424.820	34,167.510	35,147.710	36,101.520	37,079.835					
Consumer Peer Support Facilitator	2080	Hourly	18,857	19,487	20,164	20,844	21,500	22,226				
		Monthly	3,268.547	3,377.747	3,495.093	3,612.960	3,726.667	3,852.507				
		Annual	39,222.560	40,532.960	41,941.120	43,355.520	44,720.000	46,230.080				
Clerk II	1885	Hourly	18,931	19,384	19,875	20,442	20,964	21,575				
		Monthly	2,973.745	3,044.903	3,122.031	3,211.098	3,293.095	3,389.073				
		Annual	35,684.935	36,538.840	37,464.375	38,533.170	39,517.140	40,668.875				
Support Services to Seniors	1885	Hourly	19,833									
		Monthly	3,115.434									
		Annual	37,385.205									
Admin. Secretary 2	1885	Hourly	20,065	20,522	21,041	21,575	22,192	22,758				
		Monthly	3,151.877	3,223.664	3,305.190	3,389.073	3,485.993	3,574.903				
		Annual	37,822.525	38,683.970	39,662.285	40,668.875	41,831.920	42,898.830				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator	1950	Hourly	20.900	21.575	22.302	23.089	23.846	24.619					
		Monthly	3,396.250	3,505.938	3,624.075	3,751.963	3,874.975	4,000.588					
		Annual	40,755.000	42,071.250	43,488.900	45,023.550	46,499.700	48,007.050					
Housing Developer (Housing Resource Wrkr)	2080	Hourly	20.900	21.575	22.302	23.089	23.846	24.619					
		Monthly	3,622.667	3,739.667	3,865.680	4,002.093	4,133.307	4,267.293					
		Annual	43,472.000	44,876.000	46,388.160	48,025.120	49,599.680	51,207.520					
Admin. Secretary 3	1885	Hourly	22.914	23.532	24.180	24.825	25.503	26.212					
		Monthly	3,599.408	3,696.485	3,798.275	3,899.594	4,006.096	4,117.468					
		Annual	43,192.890	44,357.820	45,579.300	46,795.125	48,073.155	49,409.620					
Community Health Facilitator	1885	Hourly	22.914	23.532	24.180	24.825	25.503	26.212					
		Monthly	3,599.408	3,696.485	3,798.275	3,899.594	4,006.096	4,117.468					
		Annual	43,192.890	44,357.820	45,579.300	46,795.125	48,073.155	49,409.620					
Clerk III	1885	Hourly	22.980	23.580	24.208	24.873	25.550	26.353					
		Monthly	3,609.775	3,704.025	3,802.673	3,907.134	4,013.479	4,139.617					
		Annual	43,317.300	44,448.300	45,632.080	46,885.605	48,161.750	49,675.405					
Accounting Clerk	1885	Hourly	23.705	24.335	24.998	25.644	26.383	27.126					
		Monthly	3,723.660	3,822.623	3,926.769	4,028.245	4,144.330	4,261.043					
		Annual	44,683.925	45,871.475	47,121.230	48,338.940	49,731.955	51,132.510					
Home Care Resource Coordinator	1885	Hourly	26.195	27.097	28.070	29.003	30.078	31.108	32.226	33.214		33.878	
		Monthly	4,114.798	4,256.487	4,409.329	4,555.888	4,724.753	4,886.548	5,062.168	5,217.366		5,321.669	
		Annual	49,377.575	51,077.845	52,911.950	54,670.655	56,697.030	58,638.580	60,746.010	62,608.390		63,860.030	
Clerk IV	1885	Hourly	26.071	27.631	28.371	29.113	29.899	30.704					
		Monthly	4,236.695	4,340.370	4,456.611	4,573.167	4,696.635	4,823.087					
		Annual	50,840.335	52,084.435	53,479.335	54,878.005	56,359.615	57,877.040					
Patient Representative	2015	Hourly	34.353	35.514	36.837	38.147	39.570	41.043	42.642	44.290		45.179	
		Monthly	5,768.441	5,963.393	6,185.546	6,405.517	6,644.463	6,891.804	7,160.303	7,437.029		7,586.307	
		Annual	69,221.295	71,560.710	74,226.555	76,866.205	79,733.550	82,701.645	85,923.630	89,244.350		91,035.685	
Palliative Care Coordinator	1885	Hourly	34.354	35.516	36.839	38.149	39.570	41.044	42.644	44.291	46.016	47.368	48.316
		Monthly	5,396.441	5,578.972	5,786.793	5,992.572	6,215.788	6,447.328	6,698.662	6,957.378	7,228.347	7,440.723	7,589.638
		Annual	64,757.290	66,947.660	69,441.515	71,910.865	74,589.450	77,367.940	80,383.940	83,488.535	86,740.160	89,288.680	91,075.660
Cook 1 - AFM	2080	Hourly	17.141	17.681	18.229	18.841	19.422	20.074					
		Monthly	2,971.107	3,064.707	3,159.693	3,265.773	3,366.480	3,479.493					
		Annual	35,653.280	36,776.480	37,916.320	39,189.280	40,397.760	41,753.920					
Cook 2 AFM	2080	Hourly	22.033	22.572	23.142	23.744	24.407	25.101					
		Monthly	3,819.053	3,912.480	4,011.280	4,115.627	4,230.547	4,350.840					
		Annual	45,828.640	46,949.760	48,135.360	49,387.520	50,766.560	52,210.080					
Cook 3 AFM	2080	Hourly	22.664	23.236	23.847	24.488	25.111	25.806					
		Monthly	3,928.427	4,027.573	4,133.480	4,241.120	4,352.573	4,473.040					
		Annual	47,141.120	48,330.880	49,601.760	50,893.440	52,230.880	53,676.480					
Administrative Officer (A03)	1885	Hourly	26.376	27.350	28.262	29.329	30.396	31.485					
		Monthly	4,143.230	4,296.229	4,439.489	4,607.097	4,774.705	4,945.769					
		Annual	49,718.760	51,554.750	53,273.870	55,285.165	57,296.460	59,349.225					
Maintenance - AFM	1885	Hourly	18.634	19.235	19.826	20.427	21.100	21.764					
		Monthly	2,927.091	3,021.498	3,114.334	3,208.741	3,314.458	3,418.762					
		Annual	35,125.090	36,257.975	37,372.010	38,504.895	39,773.500	41,025.140					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2)	1885	Hourly	21.961	22.521	23.162	23.764	24.447	25.214				
		Monthly	3,449.707	3,537.674	3,638.364	3,732.928	3,840.216	3,960.699				
		Annual	41,396.485	42,452.085	43,660.370	44,795.140	46,082.595	47,528.390				
Office Assistant AFM (0A3)	1885	Hourly	23.847	24.511	25.163	25.826	26.604	27.350				
		Monthly	3,745.966	3,850.270	3,952.688	4,056.834	4,179.045	4,296.229				
		Annual	44,951.595	46,203.235	47,432.255	48,682.010	50,148.540	51,554.750				
Cook Assistant ***	2015	Hourly	17.843	18.380	18.930	19.499	20.084	20.687				21.101
		Monthly	2,996.137	3,086.308	3,178.663	3,274.207	3,372.438	3,473.692				3,543.210
		Annual	35,953.645	37,035.700	38,143.950	39,290.485	40,469.260	41,684.305				42,518.515
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875				3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500				41,433.600
Clerk II (Medical Records) ***	1950	Hourly	17.970	18.509	19.066	19.636	20.224	20.830				21.248
		Monthly	2,920.125	3,007.713	3,098.225	3,190.850	3,286.400	3,384.875				3,452.800
		Annual	35,041.500	36,092.550	37,178.700	38,290.200	39,436.800	40,618.500				41,433.600
Cleaner Lead Hand - Environmental Services ***	2015	Hourly	18.293	18.841	19.409	19.989	20.589	21.208				21.831
		Monthly	3,071.700	3,163.718	3,259.095	3,356.486	3,457.236	3,561.177				3,632.205
		Annual	36,860.395	37,964.615	39,109.135	40,277.835	41,486.835	42,734.120				43,586.465
Technician Library (Uncertified) ***	1950	Hourly	18.320	18.869	19.438	20.019	20.619	21.238				21.863
		Monthly	2,977.000	3,066.213	3,158.350	3,253.088	3,350.588	3,451.175				3,520.238
		Annual	35,724.000	36,794.550	37,900.200	39,037.050	40,207.050	41,414.100				42,242.850
Housekeeping Aide -PIO - DRHC ***	2015	Hourly	18.454	19.006	19.576	20.164	20.767	21.393				21.821
		Monthly	3,098.734	3,191.424	3,287.137	3,385.872	3,487.125	3,592.241				3,664.110
		Annual	37,184.810	38,297.090	39,445.640	40,630.460	41,845.505	43,106.895				43,969.315
Clerk II ***	1950	Hourly	18.665	19.227	19.802	20.395	21.009	21.639				22.072
		Monthly	3,033.063	3,124.388	3,217.825	3,314.188	3,413.963	3,516.338				3,586.700
		Annual	36,396.750	37,492.650	38,613.900	39,770.250	40,967.550	42,196.050				43,040.400
Clerk II (Medical Records) - PIO ***	1950	Hourly	18.928	19.398	19.867	20.366	20.949	21.480	22.110			22.552
		Monthly	3,075.800	3,152.175	3,228.388	3,309.475	3,404.213	3,490.500	3,592.875			3,664.700
		Annual	36,909.600	37,826.100	38,740.650	39,713.700	40,850.550	41,886.000	43,114.500			43,976.400
Parking Attendant ***	1950	Hourly	18.982	19.550	20.137	20.741	21.365	22.005				22.445
		Monthly	3,084.575	3,176.875	3,272.263	3,370.413	3,471.813	3,575.813				3,647.313
		Annual	37,014.900	38,122.500	39,267.150	40,444.950	41,661.750	42,909.750				43,767.750
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly	19.278	19.706	20.133	20.565	20.992					21.412
		Monthly	3,132.675	3,202.225	3,271.613	3,341.813	3,411.200					3,479.450
		Annual	37,592.100	38,426.700	39,259.350	40,101.750	40,934.400					41,753.400
Health Records Technician / Admitting Clerk ***	2015	Hourly	19.375	19.956	20.555	21.171	21.808	22.461				22.910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576				3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915				46,163.650
Secretary I ***	1950	Hourly	19.414	19.995	20.595	21.213	21.848	22.505				22.956
		Monthly	3,154.775	3,249.188	3,346.688	3,447.113	3,550.300	3,657.063				3,730.350
		Annual	37,857.300	38,990.250	40,160.250	41,365.350	42,603.600	43,884.750				44,764.200
Junior Accountant - PIO ***	1950	Hourly	19.890	20.188	20.849	21.521	22.187	22.849	23.519	24.343		24.830
		Monthly	3,232.125	3,280.550	3,387.963	3,497.163	3,605.388	3,712.963	3,821.838	3,955.738		4,034.875
		Annual	38,785.500	39,366.600	40,655.550	41,965.950	43,264.650	44,555.550	45,862.050	47,468.850		48,418.500

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Painter ***	2015	Hourly	30.658									31.274	
		Monthly	5,147.989										5,251.426
		Annual	61,775.870										63,017.110
Environmental Control Technician ***	2015	Hourly	38.617									39.389	
		Monthly	6,484.438										6,614.070
		Annual	77,813.255										79,368.835

*** Discontinued Classifications in F2023/24

A1. Effective October 1, 2022

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1,950 Hourly	13.500	13.500	13.745	14.157	14.582	15.018					15.320
	Monthly	2193.75	2193.75	2233.5625	2300.5125	2369.575	2,440.425					2,489.500
	Annual	26325	26325	26802.75	27606.15	28434.9	29,285.100					29,874.000

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
TV Representative	1950	Hourly	14.150	14.150	14.150	14.440	14.874	15.318				15.628
		Monthly	2,299.375	2,212.113	2,278.250	2,346.500	2,417.025	2,489.175				2,539.225
		Annual	27,592.500	26,545.350	27,339.000	28,158.000	29,004.300	29,870.100				30,470.700
Cleaner	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Dietary Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Dietetic Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Housekeeping Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Incinerator Operator	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Laundry Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Linen / Laundry Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Linen / Laundry Attendant	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Linen Aide	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Linen Aide II	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Linen Equipment Operator	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Potwasher	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Seamstress	2015	Hourly	17.088	17.579	18.108	18.651	19.210	19.786				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Service Worker II	2015	Hourly	17.088	17.579	18.106	18.651	19.210	19.788				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Environmental Services Aide	2015	Hourly	17.088	17.579	18.106	18.651	19.210	19.788				20.180
		Monthly	2,866.002	2,951.807	3,040.299	3,131.814	3,225.679	3,322.399				3,388.558
		Annual	34,392.020	35,421.685	36,483.590	37,581.765	38,708.150	39,868.790				40,662.700
Pharmacy Aide - Ste Rose	2015	Hourly	17.273	17.791	18.325	18.873	19.442	20.024				20.427
		Monthly	2,900.425	2,987.405	3,077.073	3,169.091	3,264.636	3,362.363				3,430.034
		Annual	34,805.095	35,848.865	36,924.875	38,029.095	39,175.630	40,348.360				41,160.405
Dietary Aide - Lead Hand	2015	Hourly	17.390	17.912	18.450	19.004	19.571	20.160				20.563
		Monthly	2,920.071	3,007.723	3,098.063	3,191.088	3,286.297	3,385.200				3,452.870
		Annual	35,040.850	36,092.680	37,176.750	38,293.060	39,435.565	40,622.400				41,434.445
Cook 1 - Ste Rose / Wpgosis	2015	Hourly	18.200	18.748	19.308	19.890	20.488	21.101				21.523
		Monthly	3,056.083	3,148.102	3,242.135	3,339.863	3,439.941	3,543.210				3,614.070
		Annual	36,673.000	37,777.220	38,905.620	40,078.350	41,279.290	42,518.515				43,368.845
File Clerk	1950	Hourly	18.284	18.812	19.378	19.958	20.557	21.174				21.597
		Monthly	2,967.900	3,056.950	3,148.925	3,243.175	3,340.513	3,440.775				3,509.513
		Annual	35,614.800	36,683.400	37,787.100	38,918.100	40,086.150	41,289.300				42,114.150
Seamstress - PIO	2015	Hourly	18.323	18.895	19.079	19.467	19.866					20.262
		Monthly	3,076.737	3,139.202	3,203.682	3,268.834	3,335.833					3,402.328
		Annual	36,920.845	37,670.425	38,444.185	39,226.005	40,029.990					40,827.930
Attendant II	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095
C.S.R. Tech II (Uncertified)	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095
Clerk I	1950	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	2,978.463	3,067.838	3,160.138	3,254.713	3,352.050	3,452.638				3,521.863
		Annual	35,741.550	36,814.050	37,921.650	39,056.550	40,224.600	41,431.650				42,262.350
Clerk I / Receptionist	1950	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	2,978.463	3,067.838	3,160.138	3,254.713	3,352.050	3,452.638				3,521.863
		Annual	35,741.550	36,814.050	37,921.650	39,056.550	40,224.600	41,431.650				42,262.350
CSR Aide (Non-Certified)	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095
CSR Aide (Non-Certified)	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095
Lab Assistant / Clerk	1950	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	2,978.463	3,067.838	3,160.138	3,254.713	3,352.050	3,452.638				3,521.863
		Annual	35,741.550	36,814.050	37,921.650	39,056.550	40,224.600	41,431.650				42,262.350
Laundry Attendant 3	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Laundry Equipment Operator 1	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095
RDS Receptionist II (Diagnostic)	1950	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	2,978.463	3,067.838	3,160.138	3,254.713	3,352.050	3,452.638				3,521.863
		Annual	35,741.550	36,814.050	37,921.650	39,056.550	40,224.600	41,431.650				42,262.350
RDS Receptionist III (Diagnostic)	1950	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	2,978.463	3,067.838	3,160.138	3,254.713	3,352.050	3,452.638				3,521.863
		Annual	35,741.550	36,814.050	37,921.650	39,056.550	40,224.600	41,431.650				42,262.350
Maintenance II	2015	Hourly	18.513	19.009	19.641	20.232	20.837	21.463				21.892
		Monthly	3,108.641	3,202.003	3,298.051	3,397.290	3,498.880	3,603.995				3,676.032
		Annual	37,303.695	38,424.035	39,576.615	40,767.480	41,986.555	43,247.945				44,112.380
Maintenance Worker I	2015	Hourly	18.513	19.009	19.641	20.232	20.837	21.463				21.892
		Monthly	3,108.641	3,202.003	3,298.051	3,397.290	3,498.880	3,603.995				3,676.032
		Annual	37,303.695	38,424.035	39,576.615	40,767.480	41,986.555	43,247.945				44,112.380
Attendant II - PIO (Westman Laundry)	2015	Hourly	18.648	19.209	19.791	20.387	21.002	21.619				22.051
		Monthly	3,130.974	3,225.511	3,323.239	3,423.317	3,526.586	3,630.190				3,702.730
		Annual	37,571.690	38,706.135	39,878.865	41,079.805	42,319.030	43,562.285				44,432.765
Material Management Technician	2015	Hourly	18.994	19.583	20.151	20.758	21.378	22.018				22.459
		Monthly	3,189.409	3,284.954	3,383.689	3,485.278	3,589.723	3,697.189				3,771.240
		Annual	38,272.910	39,419.445	40,604.265	41,823.340	43,076.670	44,366.270				45,254.885
Switchboard Operator	1950	Hourly	19.038	19.612	20.198	20.803	21.429	22.072				22.513
		Monthly	3,093.675	3,186.950	3,282.175	3,380.488	3,482.213	3,586.700				3,658.363
		Annual	37,124.100	38,243.400	39,386.100	40,565.850	41,786.550	43,040.400				43,900.350
Lab Assistant / Clerk - PIO	1950	Hourly	19.203	19.492	19.984	20.588	21.180	21.742	22.411			22.800
		Monthly	3,120.488	3,167.450	3,247.400	3,341.975	3,441.750	3,533.075	3,641.788			3,714.750
		Annual	37,445.850	38,009.400	38,968.800	40,103.700	41,301.000	42,396.900	43,701.450			44,577.000
Housekeeping / Laundry Supervisor	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555
Housekeeping Supervisor	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555
Housekeeping Team Leader	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555
Laundry Supervisor	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555
Lead Hand - Housekeeping	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555
Supervisor Lead Hand	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.389				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.486				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,113.835				46,016.555

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Protection Officer	2015	Hourly	19,362	19,941	20,540	21,158	21,792	22,445				22,894
		Monthly	3,251,203	3,348,426	3,449,008	3,552,445	3,659,240	3,768,890				3,844,284
		Annual	39,014,430	40,181,115	41,388,100	42,629,340	43,910,880	45,226,675				46,131,410
P. C. A. (Untrained)	2015	Hourly	19,505									19,896
		Monthly	3,275,215									3,340,870
		Annual	39,302,575									40,090,440
Clerk III	1950	Hourly	19,763	20,355	20,966	21,594	22,244	22,910				23,368
		Monthly	3,211,488	3,307,688	3,406,975	3,509,025	3,614,650	3,722,875				3,797,300
		Annual	38,537,850	39,692,250	40,883,700	42,108,300	43,375,800	44,674,500				45,567,600
Clerk III - Admin / Finance Reception	2015	Hourly	19,763	20,355	20,966	21,594	22,244	22,910				23,368
		Monthly	3,318,537	3,417,944	3,520,541	3,625,993	3,735,138	3,846,971				3,923,877
		Annual	39,822,445	41,015,325	42,246,490	43,511,910	44,821,660	46,163,650				47,086,520
Clerk III - Medical Dictatypist	2015	Hourly	19,763	20,355	20,966	21,594	22,244	22,910				23,368
		Monthly	3,318,537	3,417,944	3,520,541	3,625,993	3,735,138	3,846,971				3,923,877
		Annual	39,822,445	41,015,325	42,246,490	43,511,910	44,821,660	46,163,650				47,086,520
Clerk III - Nutritional/Environmental Services	2015	Hourly	19,763	20,355	20,966	21,594	22,244	22,910				23,368
		Monthly	3,318,537	3,417,944	3,520,541	3,625,993	3,735,138	3,846,971				3,923,877
		Annual	39,822,445	41,015,325	42,246,490	43,511,910	44,821,660	46,163,650				47,086,520
Clerk III - Receptionist	2015	Hourly	19,763	20,355	20,966	21,594	22,244	22,910				23,368
		Monthly	3,318,537	3,417,944	3,520,541	3,625,993	3,735,138	3,846,971				3,923,877
		Annual	39,822,445	41,015,325	42,246,490	43,511,910	44,821,660	46,163,650				47,086,520
Word Process Operator	1950	Hourly	19,802	20,395	21,007	21,637	22,285	22,955				23,415
		Monthly	3,217,825	3,314,188	3,413,638	3,516,013	3,621,313	3,730,188				3,804,938
		Annual	38,613,900	39,770,250	40,963,650	42,192,150	43,455,750	44,762,250				45,659,250
Driver 1 - PIO	2015	Hourly	19,805	20,398	21,010	21,641	22,289	22,959				23,418
		Monthly	3,325,590	3,425,164	3,527,929	3,633,885	3,742,695	3,855,199				3,932,273
		Annual	39,907,075	41,101,970	42,335,150	43,606,615	44,912,335	46,262,385				47,187,270
Clerk III	1950	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,264,625	3,362,775	3,463,525	3,567,200	3,674,450	3,784,788				3,860,350
		Annual	39,175,500	40,353,300	41,562,300	42,806,400	44,093,400	45,417,450				46,324,200
CPS Technician I	2015	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,373,446	3,474,868	3,578,976	3,686,107	3,796,932	3,910,947				3,989,028
		Annual	40,481,350	41,698,410	42,947,710	44,233,280	45,563,180	46,931,365				47,868,340
CSR Aide - Ste Rose	2015	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,373,446	3,474,868	3,578,976	3,686,107	3,796,932	3,910,947				3,989,028
		Annual	40,481,350	41,698,410	42,947,710	44,233,280	45,563,180	46,931,365				47,868,340
CSR Tech	2015	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,373,446	3,474,868	3,578,976	3,686,107	3,796,932	3,910,947				3,989,028
		Annual	40,481,350	41,698,410	42,947,710	44,233,280	45,563,180	46,931,365				47,868,340
Material Management Aide	2015	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,373,446	3,474,868	3,578,976	3,686,107	3,796,932	3,910,947				3,989,028
		Annual	40,481,350	41,698,410	42,947,710	44,233,280	45,563,180	46,931,365				47,868,340
Material Management Aide	1950	Hourly	20,090	20,694	21,314	21,952	22,612	23,291				23,756
		Monthly	3,264,625	3,362,775	3,463,525	3,567,200	3,674,450	3,784,788				3,860,350
		Annual	39,175,500	40,353,300	41,562,300	42,806,400	44,093,400	45,417,450				46,324,200

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
P.C.A. (trained) <i>Addition of 6th step</i>	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291	23.990			24.470
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947	4,028.321			4,108.921
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365	48,339.850			49,307.050
Stores Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947				3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365				47,868.340
Stores helper	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947				3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365				47,868.340
Unit Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947				3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365				47,868.340
Hearing Screener	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947				3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365				47,868.340
Unit Clerk III (Ward Clerk)	1950	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.756
		Monthly	3,264.625	3,362.775	3,463.525	3,567.200	3,674.450	3,784.788				3,860.350
		Annual	39,175.500	40,353.300	41,562.300	42,806.400	44,093.400	45,417.450				46,324.200
Ward Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291				23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947				3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365				47,870.355
Maintenance II - PIO	2015	Hourly	20.111	20.517	20.921	21.295	21.685					22.120
		Monthly	3,376.972	3,445.146	3,512.985	3,575.785	3,641.273					3,714.317
		Annual	40,523.665	41,341.755	42,155.815	42,909.425	43,695.275					44,571.800
Maintenance Helper	2015	Hourly	20.373	20.983	21.615	22.262	22.931	23.618				24.090
		Monthly	3,420.966	3,523.395	3,629.519	3,738.161	3,850.497	3,965.856				4,045.113
		Annual	41,051.595	42,280.745	43,554.225	44,857.930	46,205.965	47,590.270				48,541.350
Maintenance 1	2015	Hourly	20.373	20.983	21.615	22.262	22.931	23.618				24.090
		Monthly	3,420.966	3,523.395	3,629.519	3,738.161	3,850.497	3,965.856				4,045.113
		Annual	41,051.595	42,280.745	43,554.225	44,857.930	46,205.965	47,590.270				48,541.350
Maintenance II - Dinsdale	2015	Hourly	20.373	20.982	21.615	22.262	22.931	23.618				24.091
		Monthly	3,420.966	3,523.228	3,629.519	3,738.161	3,850.497	3,965.856				4,045.280
		Annual	41,051.595	42,278.730	43,554.225	44,857.930	46,205.965	47,590.270				48,543.365
Maintenance Worker I Ste Rose/Dr Gendreau	2015	Hourly	20.373	20.983	21.615	22.262	22.931	23.618				24.090
		Monthly	3,420.966	3,523.395	3,629.519	3,738.161	3,850.497	3,965.856				4,045.113
		Annual	41,051.595	42,280.745	43,554.225	44,857.930	46,205.965	47,590.270				48,541.350
Maintenance Worker II	2015	Hourly	20.373	20.983	21.615	22.262	22.931	23.618				24.090
		Monthly	3,420.966	3,523.395	3,629.519	3,738.161	3,850.497	3,965.856				4,045.113
		Annual	41,051.595	42,280.745	43,554.225	44,857.930	46,205.965	47,590.270				48,541.350
Attendant I (Westman Laundry)	2015	Hourly	20.376	20.987	21.617	22.266	22.933	23.621				24.093
		Monthly	3,421.470	3,524.067	3,629.855	3,738.833	3,850.833	3,966.360				4,045.616
		Annual	41,057.640	42,288.805	43,558.255	44,865.990	46,209.995	47,596.315				48,547.395
Medical Transcriptionist I	2015	Hourly	20.439	21.052	21.682	22.334	23.004	23.694				24.188
		Monthly	3,432.049	3,534.982	3,640.769	3,750.251	3,862.755	3,978.618				4,058.210
		Annual	41,184.585	42,419.780	43,689.230	45,003.010	46,353.060	47,743.410				48,698.520

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Secretary Medical	1950	Hourly	20.440	21.052	21.682	22.335	23.004	23.694				24.188
		Monthly	3,321.500	3,420.950	3,523.325	3,629.438	3,738.150	3,850.275				3,927.300
		Annual	39,858.000	41,051.400	42,279.900	43,553.250	44,857.800	46,203.300				47,127.600
RDS Receptionist II (Diagnostic) - PIO	1950	Hourly	20.498	20.971	21.450	21.993	22.552	23.198	23.786			24.285
		Monthly	3,330.600	3,407.788	3,485.625	3,573.863	3,664.700	3,769.675	3,865.225			3,943.063
		Annual	39,967.200	40,893.450	41,827.500	42,886.350	43,976.400	45,236.100	46,382.700			47,316.750
Admitting Clerk	2015	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,444.475	3,547.911	3,654.203	3,764.020	3,876.860	3,993.058				4,072.987
		Annual	41,333.695	42,574.935	43,850.430	45,168.240	46,522.320	47,916.700				48,875.840
Clerk IV	1950	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,333.363	3,433.463	3,536.325	3,642.600	3,751.800	3,864.250				3,941.600
		Annual	40,000.350	41,201.550	42,435.900	43,711.200	45,021.600	46,371.000				47,299.200
Clerk IV - Emergency	1950	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,333.363	3,433.463	3,536.325	3,642.600	3,751.800	3,864.250				3,941.600
		Annual	40,000.350	41,201.550	42,435.900	43,711.200	45,021.600	46,371.000				47,299.200
Clerk IV - Nursing	1950	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,333.363	3,433.463	3,536.325	3,642.600	3,751.800	3,864.250				3,941.600
		Annual	40,000.350	41,201.550	42,435.900	43,711.200	45,021.600	46,371.000				47,299.200
Purchasing Agent	2015	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,444.475	3,547.911	3,654.203	3,764.020	3,876.860	3,993.058				4,072.987
		Annual	41,333.695	42,574.935	43,850.430	45,168.240	46,522.320	47,916.700				48,875.840
Scheduling Clerk	2015	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,444.475	3,547.911	3,654.203	3,764.020	3,876.860	3,993.058				4,072.987
		Annual	41,333.695	42,574.935	43,850.430	45,168.240	46,522.320	47,916.700				48,875.840
Staffing Clerk	1950	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.256
		Monthly	3,333.363	3,433.463	3,536.325	3,642.600	3,751.800	3,864.250				3,941.600
		Annual	40,000.350	41,201.550	42,435.900	43,711.200	45,021.600	46,371.000				47,299.200
Medical Transcriptionist I - PIO	1950	Hourly	20.514	21.129	21.762	22.415	23.088	23.779	23.792			24.271
		Monthly	3,333.525	3,433.463	3,536.325	3,642.438	3,751.800	3,864.088	3,866.200			3,944.038
		Annual	40,002.300	41,201.550	42,435.900	43,709.250	45,021.600	46,369.050	46,394.400			47,328.450
Admin Secretary 2 - PIO	1950	Hourly	20.857	20.986	21.448	21.999	22.518	23.195	23.792			24.271
		Monthly	3,356.763	3,406.975	3,485.300	3,574.838	3,659.175	3,769.188	3,866.200			3,944.038
		Annual	40,281.150	40,883.700	41,823.600	42,898.050	43,910.100	45,230.250	46,394.400			47,328.450
Protection Officer - PIO	2015	Hourly	20.719	21.144	21.578	22.014	22.467					22.915
		Monthly	3,479.065	3,550.430	3,622.970	3,696.518	3,772.584					3,847.810
		Annual	41,748.785	42,605.160	43,475.640	44,358.210	45,271.005					46,173.725
C.S.R. Tech I	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Clerk IV - Nursing (Slating)	1950	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,413.150	3,515.363	3,620.663	3,729.375	3,841.338	3,956.713				4,035.688
		Annual	40,957.800	42,184.350	43,447.950	44,752.500	46,096.050	47,480.550				48,428.250
Cook 1 (Uncertified)	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Cook 2 (Certified)	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
CSR Technician II	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Slatting Clerk	1950	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,413.150	3,515.363	3,620.663	3,729.375	3,841.338	3,956.713				4,035.688
		Annual	40,957.800	42,184.350	43,447.950	44,752.500	46,096.050	47,480.550				48,428.250
Storeskeeper	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Stores Lead Hand	2015	Hourly	21.219	21.854	22.512	23.187	23.882	24.598				25.090
		Monthly	3,563.024	3,669.651	3,780.140	3,893.484	4,010.186	4,130.414				4,213.029
		Annual	42,756.285	44,035.810	45,361.680	46,721.805	48,122.230	49,564.970				50,556.350
Staffing Clerk	2015	Hourly	21.404	22.048	22.708	23.392	24.092	24.816				25.311
		Monthly	3,594.088	3,702.227	3,813.052	3,927.907	4,045.448	4,167.020				4,250.139
		Annual	43,129.060	44,426.720	45,756.620	47,134.880	48,545.380	50,004.240				51,001.665
Parking Attendant - PIO	1950	Hourly	21.411	21.847	22.295	22.750	23.214					23.677
		Monthly	3,479.288	3,550.138	3,622.938	3,696.875	3,772.275					3,847.513
		Annual	41,751.450	42,601.650	43,475.250	44,362.500	45,267.300					46,170.150
Admin. Secretary 2	1950	Hourly	21.436	22.079	22.741	23.424	24.127	24.849				25.348
		Monthly	3,483.350	3,587.838	3,695.413	3,806.400	3,920.638	4,037.963				4,119.050
		Annual	41,800.200	43,054.050	44,344.950	45,676.800	47,047.650	48,455.550				49,428.600
Program Secretary	1950	Hourly	21.436	22.079	22.741	23.424	24.127	24.849				25.348
		Monthly	3,483.350	3,587.838	3,695.413	3,806.400	3,920.638	4,037.963				4,119.050
		Annual	41,800.200	43,054.050	44,344.950	45,676.800	47,047.650	48,455.550				49,428.600
Secretary II	1950	Hourly	21.436	22.079	22.741	23.424	24.127	24.849				25.348
		Monthly	3,483.350	3,587.838	3,695.413	3,806.400	3,920.638	4,037.963				4,119.050
		Annual	41,800.200	43,054.050	44,344.950	45,676.800	47,047.650	48,455.550				49,428.600
Cook 2	2015	Hourly	21.486	22.109	22.775	23.457	24.160	24.885				25.382
		Monthly	3,604.499	3,712.470	3,824.302	3,938.821	4,056.867	4,178.606				4,262.061
		Annual	43,253.990	44,549.635	45,891.625	47,265.855	48,682.400	50,143.275				51,144.730
Dietary Supervisor	2015	Hourly	21.486	22.109	22.775	23.457	24.160	24.885				25.382
		Monthly	3,604.499	3,712.470	3,824.302	3,938.821	4,056.867	4,178.606				4,262.061
		Annual	43,253.990	44,549.635	45,891.625	47,265.855	48,682.400	50,143.275				51,144.730
Housekeeping Supervisor - Wpsosis	2015	Hourly	21.486	22.109	22.775	23.457	24.160	24.885				25.382
		Monthly	3,604.499	3,712.470	3,824.302	3,938.821	4,056.867	4,178.606				4,262.061
		Annual	43,253.990	44,549.635	45,891.625	47,265.855	48,682.400	50,143.275				51,144.730
Support Services Supervisor	2015	Hourly	21.486	22.109	22.775	23.457	24.160	24.885				25.382
		Monthly	3,604.499	3,712.470	3,824.302	3,938.821	4,056.867	4,178.606				4,262.061
		Annual	43,253.990	44,549.635	45,891.625	47,265.855	48,682.400	50,143.275				51,144.730
Nutritional Supervisor - Dinsdale	2015	Hourly	21.487	22.109	22.775	23.457	24.159	24.885				25.382
		Monthly	3,604.667	3,712.470	3,824.302	3,938.821	4,056.699	4,178.606				4,262.061
		Annual	43,256.005	44,549.635	45,891.625	47,265.855	48,680.385	50,143.275				51,144.730

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Volunteer Coordinator	2015	Hourly	21.604	22.251	22.918	23.007	24.314	25.043				25.545
		Monthly	3,627.672	3,736.314	3,848.314	3,964.009	4,082.726	4,205.137				4,289.431
		Annual	43,532.060	44,835.765	46,179.770	47,568.105	48,992.710	50,461.645				51,473.175
Accounting Office Clerk - St Rose Hosp	2015	Hourly	21.739	22.390	23.062	23.755	24.467	25.200				25.704
		Monthly	3,650.340	3,759.654	3,872.494	3,988.860	4,108.417	4,231.500				4,316.130
		Annual	43,804.085	45,115.850	46,469.930	47,866.325	49,301.005	50,778.000				51,793.560
Financial Analyst	2015	Hourly	21.739	22.390	23.062	23.755	24.467	25.200				25.704
		Monthly	3,650.340	3,759.654	3,872.494	3,988.860	4,108.417	4,231.500				4,316.130
		Annual	43,804.085	45,115.850	46,469.930	47,866.325	49,301.005	50,778.000				51,793.560
Admitting Officer - PIO	1950	Hourly	21.746	22.073	22.484	22.857	23.232					23.897
		Monthly	3,533.725	3,586.863	3,653.650	3,714.263	3,775.200					3,850.763
		Annual	42,404.700	43,042.350	43,843.800	44,571.150	45,302.400					46,209.150
Service Worker II - PIO	2015	Hourly	21.796	22.392	22.992	23.641	24.344	24.996				25.496
		Monthly	3,659.912	3,759.990	3,860.740	3,969.718	4,087.763	4,197.245				4,281.203
		Annual	43,918.940	45,119.880	46,328.880	47,636.615	49,053.160	50,366.940				51,374.440
Attendant I - PIO (Westman Laundry)	2015	Hourly	21.810	22.253	22.705	23.169	23.642					24.116
		Monthly	3,662.263	3,736.650	3,812.548	3,890.461	3,969.886					4,049.478
		Annual	43,947.150	44,839.795	45,750.575	46,685.535	47,638.630					48,593.740
Laundry Equipment Operator 2 - PIO	2015	Hourly	21.810	22.253	22.705	23.170	23.642					24.116
		Monthly	3,662.263	3,736.650	3,812.548	3,890.629	3,969.886					4,049.478
		Annual	43,947.150	44,839.795	45,750.575	46,687.550	47,638.630					48,593.740
Health Records Technician	1950	Hourly	21.852	22.510	23.186	23.880	24.597	25.337				25.842
		Monthly	3,550.950	3,657.875	3,767.725	3,880.500	3,997.013	4,117.263				4,199.325
		Annual	42,611.400	43,894.500	45,212.700	46,566.000	47,964.150	49,407.150				50,391.900
Medical Records Technician II	1950	Hourly	21.852	22.510	23.186	23.880	24.597	25.337				25.842
		Monthly	3,550.950	3,657.875	3,767.725	3,880.500	3,997.013	4,117.263				4,199.325
		Annual	42,611.400	43,894.500	45,212.700	46,566.000	47,964.150	49,407.150				50,391.900
Medical Records Technician II	2015	Hourly	21.852	22.510	23.186	23.880	24.597	25.337				25.842
		Monthly	3,669.315	3,779.804	3,893.316	4,009.850	4,130.246	4,254.505				4,339.303
		Annual	44,031.780	45,357.650	46,719.790	48,118.200	49,562.955	51,054.055				52,071.630
Cook 2	2015	Hourly	21.920	22.579	23.254	23.953	24.671	25.412				25.918
		Monthly	3,680.733	3,791.390	3,904.734	4,022.108	4,142.672	4,267.098				4,352.064
		Annual	44,168.800	45,496.685	46,856.810	48,265.295	49,712.065	51,205.180				52,224.770
Purchasing Agent	1950	Hourly	21.951	22.833	23.752	24.622	25.672	26.888	27.794	28.889		29.467
		Monthly	3,567.038	3,710.363	3,859.700	4,001.075	4,171.700	4,336.800	4,516.525	4,694.463		4,788.388
		Annual	42,804.450	44,524.350	46,316.400	48,012.900	50,060.400	52,041.600	54,198.300	56,333.550		57,460.650
Laundry Attendant 3- PIO (Westman Laundry)	2015	Hourly	22.124									22.585
		Monthly	3,714.988									3,789.040
		Annual	44,579.860									45,468.475
Purchasing Buyer	2015	Hourly	22.547	23.224	23.922	24.639	25.378	26.141				26.663
		Monthly	3,786.017	3,899.697	4,016.903	4,137.299	4,261.389	4,389.510				4,477.162
		Annual	45,432.205	46,796.360	48,202.830	49,647.585	51,136.670	52,674.115				53,725.945
Audit / Medico-Legal	1950	Hourly	22.588	23.244	23.940	24.661	25.399	26.161				26.684
		Monthly	3,667.300	3,777.150	3,890.250	4,007.413	4,127.338	4,251.163				4,336.150
		Annual	44,007.600	45,325.800	46,683.000	48,088.950	49,528.050	51,013.950				52,033.800

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Plumber	2015	Hourly	38.107									38.870
		Monthly	6,398.800									6,526.921
		Annual	76,785.605									78,323.050
Control Systems Specialist	2015	Hourly	39.389									40.177
		Monthly	6,614.070									6,746.388
		Annual	79,368.835									80,956.655
Refrigeration / Air Cond. Mechanic	2015	Hourly	39.389									40.177
		Monthly	6,614.070									6,746.388
		Annual	79,368.835									80,956.655
Trade Lead (Journeyman)	2015	Hourly	40.334									
		Monthly	6,772.751									
		Annual	81,273.010									
Engineer 2	2015	Hourly	40.928									41.745
		Monthly	6,872.158									7,009.681
		Annual	82,465.890									84,116.175
Power Engineer 2nd Class	2080	Hourly	40.928									41.745
		Monthly	7,093.840									7,235.800
		Annual	85,126.080									86,829.600
Charge Technologist Med. Electronics	2080	Hourly	42.310	42.882	43.409							44.278
		Monthly	7,333.733	7,429.413	7,524.227							7,674.853
		Annual	88,004.800	89,152.960	90,290.720							92,098.240
Communicable Disease Technician	2015	Hourly	25.500	28.388	27.315	28.228	29.285	30.275	31.358	32.338		32.984
		Monthly	4,281.875	4,430.649	4,586.644	4,739.616	4,917.440	5,083.677	5,265.531	5,429.753		5,538.563
		Annual	51,382.500	53,167.790	55,039.725	56,875.390	59,009.275	61,004.125	63,186.370	65,157.040		66,462.760
Home Support Worker Addition of 20 Yr Step	2080	Hourly	14.150	14.322	14.557	14.910	15.158					15.481
		Monthly	2,430.480	2,482.480	2,523.213	2,584.400	2,627.387					2,679.907
		Annual	29,165.760	29,789.760	30,278.560	31,012.800	31,528.640					32,158.880
Clerk I Addition of 20 Yr Step	1885	Hourly	16.303	16.752	17.200	17.699						18.053
		Monthly	2,560.930	2,631.460	2,701.833	2,780.218						2,835.825
		Annual	30,731.155	31,577.520	32,422.000	33,362.615						34,029.905
Admin. Secretary 1 Addition of 20 Yr Step	1885	Hourly	18.087	18.489	19.019	19.535	20.064					20.485
		Monthly	2,841.166	2,904.314	2,987.568	3,068.623	3,151.720					3,214.710
		Annual	34,093.995	34,851.765	35,850.815	36,823.475	37,820.640					38,576.525
Consumer Peer Support Facilitator Addition of 20 Yr Step	2080	Hourly	19.234	19.877	20.567	21.261	21.930	22.671				23.124
		Monthly	3,333.893	3,445.347	3,564.947	3,685.240	3,801.200	3,929.640				4,008.160
		Annual	40,006.720	41,344.160	42,779.360	44,222.880	45,614.400	47,155.680				48,097.920
Clerk II Addition of 20 Yr Step	1885	Hourly	19.310	19.772	20.273	20.851	21.383	22.007				22.447
		Monthly	3,033.279	3,105.852	3,184.550	3,275.345	3,358.913	3,456.933				3,526.050
		Annual	36,399.350	37,270.220	38,214.605	39,304.135	40,306.955	41,483.195				42,312.595
Support Services to Seniors	1885	Hourly	20.230									20.635
		Monthly	3,177.796									3,241.415
		Annual	38,133.550									38,896.975
Admin. Secretary 2 Addition of 20 Yr Step	1885	Hourly	20.468	20.932	21.462	22.007	22.636	23.213				23.677
		Monthly	3,214.868	3,288.068	3,371.323	3,456.933	3,555.738	3,646.375				3,719.262
		Annual	38,578.410	39,456.820	40,455.870	41,483.195	42,668.860	43,756.505				44,631.145

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Cultural Facilitator	1950	Hourly	21.318	22.007	22.748	23.551	24.323	25.111				25.813	
Addition of 20 Yr Step		Monthly	3,464.175	3,576.138	3,696.550	3,827.038	3,952.488	4,080.538				4,162.113	
		Annual	41,570.100	42,913.650	44,358.600	45,924.450	47,429.850	48,966.450				49,945.350	
Housing Developer (Housing Resource Wrkr)	2080	Hourly	21.318	22.007	22.748	23.551	24.323	25.111				25.813	
Addition of 20 Yr Step		Monthly	3,695.120	3,814.547	3,942.987	4,082.173	4,215.987	4,352.573				4,439.587	
		Annual	44,341.440	45,774.560	47,315.840	48,986.080	50,591.840	52,230.880				53,275.040	
Admin. Secretary 3	1885	Hourly	23.372	24.003	24.684	25.322	26.013	26.738				27.271	
Addition of 20 Yr Step		Monthly	3,671.352	3,770.471	3,874.303	3,977.664	4,086.209	4,199.780				4,283.820	
		Annual	44,056.220	45,245.655	46,491.640	47,731.970	49,034.505	50,397.360				51,405.835	
Community Health Facilitator	1885	Hourly	23.372	24.003	24.684	25.322	26.013	26.738				27.271	
Addition of 20 Yr Step		Monthly	3,671.352	3,770.471	3,874.303	3,977.664	4,086.209	4,199.780				4,283.820	
		Annual	44,056.220	45,245.655	46,491.640	47,731.970	49,034.505	50,397.360				51,405.835	
Clerk III	1885	Hourly	23.440	24.052	24.692	25.370	26.061	26.880				27.418	
Addition of 20 Yr Step		Monthly	3,682.033	3,778.168	3,878.702	3,985.204	4,093.749	4,222.400				4,306.911	
		Annual	44,184.400	45,338.020	46,544.420	47,822.450	49,124.985	50,668.800				51,682.930	
Accounting Clerk	1885	Hourly	24.179	24.822	25.498	26.157	26.911	27.669				28.222	
Addition of 20 Yr Step		Monthly	3,798.118	3,899.123	4,005.311	4,108.829	4,227.270	4,346.339				4,433.206	
		Annual	45,577.415	46,789.470	48,063.730	49,305.945	50,727.235	52,156.065				53,198.470	
Home Care Resource Coordinator	1885	Hourly	26.719	27.839	28.631	29.583	30.680	31.730	32.871	33.878		34.558	
		Monthly	4,197.110	4,341.626	4,497.453	4,646.996	4,819.317	4,984.254	5,163.486	5,321.669		5,428.172	
		Annual	50,365.315	52,099.515	53,969.435	55,763.955	57,831.800	59,811.050	61,961.835	63,860.030		65,138.060	
Clerk IV	1885	Hourly	27.510	28.184	28.938	29.695	30.497	31.318				31.944	
Addition of 20 Yr Step		Monthly	4,321.363	4,427.237	4,545.678	4,664.590	4,790.570	4,919.536				5,017.870	
		Annual	51,856.350	53,126.840	54,548.130	55,975.075	57,486.845	59,034.430				60,214.440	
Patient Representative	2015	Hourly	35.040	36.224	37.574	38.910	40.361	41.864	43.495	45.176		46.083	
		Monthly	5,883.800	6,082.613	6,309.301	6,533.638	6,777.285	7,029.663	7,303.535	7,585.803		7,738.104	
		Annual	70,605.600	72,991.360	75,711.610	78,403.650	81,327.415	84,355.960	87,642.425	91,029.640		92,857.245	
Palliative Care Coordinator	1885	Hourly	35.041	36.228	37.576	38.912	40.361	41.865	43.497	45.177	46.936	48.315	49.282
		Monthly	5,504.357	5,690.501	5,902.563	6,112.427	6,340.040	6,576.294	6,832.654	7,096.554	7,372.863	7,589.481	7,741.381
		Annual	66,052.285	68,286.010	70,830.760	73,349.120	76,080.485	78,915.525	81,991.845	85,158.645	88,474.360	91,073.775	92,896.570
Cook 1 - AFM	2080	Hourly	17.484	18.035	18.594	19.218	19.810	20.475					
		Monthly	3,030.560	3,126.067	3,222.960	3,331.120	3,433.733	3,549.000					
		Annual	36,366.720	37,512.800	38,675.520	39,973.440	41,204.800	42,588.000					
Cook 2 - AFM	2080	Hourly	22.474	23.023	23.605	24.219	24.895	25.603					
		Monthly	3,895.493	3,990.653	4,091.533	4,197.960	4,315.133	4,437.853					
		Annual	46,745.920	47,887.840	49,098.400	50,375.520	51,781.600	53,254.240					
Cook 3 - AFM	2080	Hourly	23.117	23.701	24.324	24.957	25.613	26.322					
		Monthly	4,006.947	4,108.173	4,216.160	4,325.880	4,439.587	4,562.480					
		Annual	48,083.360	49,298.080	50,593.920	51,910.560	53,275.040	54,749.760					
Administrative Officer (A03)	1885	Hourly	26.904	27.897	28.827	29.916	31.004	32.115					
		Monthly	4,226.170	4,382.154	4,528.241	4,699.305	4,870.212	5,044.731					
		Annual	50,714.040	52,585.845	54,338.895	56,391.660	58,442.540	60,536.775					
Maintenance - AFM	1885	Hourly	19.007	19.820	20.223	20.836	21.522	22.199					
		Monthly	2,985.683	3,081.975	3,176.696	3,272.988	3,380.748	3,487.093					
		Annual	35,828.195	36,983.700	38,120.355	39,275.860	40,568.970	41,845.115					

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Office Assistant AFM (0A2)	1885	Hourly	22,400	22,971	23,625	24,239	24,938	25,718					
		Monthly	3,518.667	3,608.361	3,711.094	3,807.543	3,917.030	4,039.869					
		Annual	42,224.000	43,300.335	44,533.125	45,690.515	47,004.360	48,478.430					
Office Assistant AFM (0A3)	1885	Hourly	24,324	25,001	25,688	26,343	27,138	27,897					
		Monthly	3,820.895	3,927.240	4,031.701	4,138.046	4,262.613	4,382.154					
		Annual	45,850.740	47,126.885	48,380.410	49,656.555	51,151.360	52,585.845					
Cook Assistant ***	2015	Hourly											
		Monthly											
		Annual							Discontinued				
Clerk I / Receptionist (Diagnostic) ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Clerk II (Medical Records) ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Cleaner Lead Hand - Environmental Services ***	2015	Hourly											
		Monthly											
		Annual							Discontinued				
Technician Library (Uncertified) ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Housekeeping Aide -PIO - DRHC ***	2015	Hourly											
		Monthly											
		Annual							Discontinued				
Clerk II ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Clerk II (Medical Records) - PIO ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Parking Attendant ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Clerk I / Receptionist (Diagnostic) - PIO ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Health Records Technician / Admitting Clerk ***	2015	Hourly											
		Monthly											
		Annual							Discontinued				
Secretary I ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				
Junior Accountant - PIO ***	1950	Hourly											
		Monthly											
		Annual							Discontinued				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Secretary II (Staffing) ***	1950	Hourly Monthly Annual					Discontinued					
Material Management Technician - PIO ***	2015	Hourly Monthly Annual					Discontinued					
Planning Assistant ***	1950	Hourly Monthly Annual					Discontinued					
Technician Library (Certified) ***	1950	Hourly Monthly Annual					Discontinued					
Secretary I - PIO ***	1950	Hourly Monthly Annual					Discontinued					
Word Process Operator - PIO ***	1950	Hourly Monthly Annual					Discontinued					
Health Records / Office Clerk ***	2015	Hourly Monthly Annual					Discontinued					
Secretary II (Staffing) - PIO ***	1950	Hourly Monthly Annual					Discontinued					
Medical Records Technician I - Ste Rose ***	2015	Hourly Monthly Annual					Discontinued					
Nutritional Supervisor - PIO - Dinsdale ***	2015	Hourly Monthly Annual					Discontinued					
Medical Transcription Supervisor - Ste Rose ***	2015	Hourly Monthly Annual					Discontinued					
Cook 2 - PIO ***	2015	Hourly Monthly Annual					Discontinued					
Cook 3 - PIO ***	2015	Hourly Monthly Annual					Discontinued					
Buyer ***	1950	Hourly Monthly Annual					Discontinued					
Maintenance - Lead Hand - PIO Ste Rose ***	2015	Hourly Monthly Annual					Discontinued					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Painter ***	2015	Hourly Monthly Annual					Discontinued					
Environmental Control Technician ***	2015	Hourly Monthly Annual					Discontinued					

*** Discontinued Classifications in F2023/24