

SUBSIDIARY AGREEMENT #009

BETWEEN

THE

GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING

HEALTH AND THERAPY

AND

INSTITUTIONAL AND PATIENT SUPPORT SERVICES

NOVEMBER 27, 2001

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ARTICLE 1

PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict, other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment, and rates of compensation for those classes assigned by the Parties to Schedule "A" and Schedule "C" of the Health and Therapy and Institutional and Patient Support Services subsidiary agreement.

ARTICLE 2

EFFECTIVE DATE

- 2.01 This Agreement shall be effective from the beginning of the month following the date of signing and shall continue in force from year to year thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, the regular rates of pay as outlined in Schedules "A" and "C" (Assignment of Classes to Pay Grades) and Schedules "B" and "D" (Salary Grids) shall be effective on the dates as set out in the Schedules.

ARTICLE 3

PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement, the probationary period for all classifications covered by this Agreement shall be six (6) months.
- 3.02 Pursuant to Article 27 of the Master Agreement, a temporary Employee who has not completed the probationary period specified in Article 3.01 above and is appointed to a permanent position at the same class shall have such continuous temporary employment considered as part of the probationary period.

- 3.03 Notwithstanding Article 27 of the Master Agreement a wage Employee who has worked 1450 hours within a twelve (12) month period immediately preceding the date of appointment to a permanent position at the same class shall have such hours contribute to one-half (1/2) of the probation period.

ARTICLE 4

HOURS OF WORK

- 4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement, the normal hours of work for all Employees covered by this Agreement shall be thirty-eight and three-quarter (38 3/4) hours per week or the equivalent on a monthly or annual basis. The above to be worked at seven and three-quarter (7 3/4) consecutive hours per day, except for lunch periods where applicable.

ARTICLE 5

OVERTIME

- 5.01 Pursuant to Clauses 17.03(a) and 17.04 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.

ARTICLE 6

PROTECTIVE CLOTHING

- 6.01 The Employing Department shall maintain all current Employee entitlements with respect to the provision, maintenance, and laundering of protective clothing and uniforms. Where the wearing of such clothing is optional such option remains with the individual Employee.
- 6.02 Uniforms so provided shall remain the property of the Employing Department.
- 6.03 Safety Clothing shall be provided in accordance with the Occupational Health and Safety Act, and the Radiation Protection Act.

- 6.04 Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety dollars (\$90.00) per annum.

ARTICLE 7

MEDICAL EXAMINATIONS

- 7.01 Where the Employing Department requires an Employee to undergo periodic compulsory medical examinations, the cost of such examination shall be paid by the Employing Department. This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 8

LONG SERVICE INCREMENT

- 8.01 An Employee shall be eligible for the long service increment (L.S.I.) provided he:
- (a) has completed seven (7) years of current continuous service; and
 - (b) has been paid at the maximum salary of his classification during the immediately preceding period of two (2) years*; and
 - (c) is recommended for the increase by his Deputy Head.

(Note: * Effective September 1, 2002 the period in 8.01(b) above will be one (1) year.)

- 8.02 An Employee who meets the provisions of Clause 8.01 shall be eligible for the L.S.I. effective from the 1st day of the following month.
- 8.03 An Employee who has qualified for L.S.I. pursuant to Clause 8.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-clause 8.01(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

ARTICLE 9

CASHIER POLICY

- 9.01 Employees may experience cash differences that are in excess or deficient of that total which would allow the Employee to balance within the limits prescribed from their operation. In such circumstances the following procedures will apply:
- (a) Each Employee's name will be entered in a ledger to be maintained by the Supervisor;
 - (b) Each Employee will report all cash overages and shortages to the Supervisor;
 - (c) Where an Employee has a cash overage, the overage will be turned over to the Supervisor, who will issue a receipt for the money, and record the transaction in his ledger;
 - (d) Where an Employee has a cash shortage, it will be reported to the Supervisor. If the Employee has sufficient cash credit in the ledger to cover the amount of the shortage, such shortage will be entered debited to that Employee. If there is no credit balance or the credit balance is insufficient to cover the total amount of the shortage, the shortage may be carried forward to the next reconciliation period at which time the Employee will be required to pay any shortage or difference, whichever is applicable. The Employer may not deduct from earnings a sum for a cash shortage if an individual covered by the Collective Agreement, other than the employee, had access to the cash;
 - (e) In the event of an unusual or exceedingly large overage or shortage, the reason for which cannot be ascertained by normal accounting methods, the disposition shall be determined by the Deputy Minister of the Department concerned;
 - (f) Employees will be allowed to accumulate cash overages up to, but not exceeding one hundred dollars (\$100.00). Any overage exceeding one hundred dollars (\$100.00) will be transferred to General Revenue;
 - (g) When an Employee terminates employment as a cashier, all overages credited to that Employee shall be transferred to General Revenue;
 - (h) Notwithstanding the foregoing, present practices that exceed this provision shall be retained for the life of this Agreement.

ARTICLE 10

SHIFT SCHEDULE FOR CONTINUOUS OPERATIONS

- 10.01 The first shift of the day shall be the shift wherein the majority of hours fall between 00:00 and 08:00 hours.
- 10.02 The work week shall commence at 00:00 hours on Sunday.
- 10.03 Employees may, in the course of their regular duties, be required to work various shifts throughout the twenty-four (24) hour period of the day and the seven (7) day period of the week.
- 10.04 The schedule of hours to be worked and days off work shall be posted at the Employee's work station at least two (2) weeks in advance and the schedule shall be for a duration of at least three (3) weeks.
- 10.05 Where operational requirements permit, each Employee shall have two (2) consecutive days off per seven (7) consecutive calendar days; however, no Employee shall be required to work more than eight (8) consecutive calendar days without consecutive days off, unless otherwise mutually agreed. This clause is not intended to provide for only a 5 on 2 off shift rotation.
- 10.06 Where operational requirements permit, Employees shall be scheduled so that their days of rest fall on a Saturday and the following Sunday at least once in every three (3) weeks or the equivalent ratio, unless otherwise mutually agreed.
- 10.07 Except where otherwise mutually agreed, Employees who are required to rotate shifts shall under normal circumstances be assigned day duty at least one-third (1/3) of the assigned work days during a three (3) month period.
- 10.08 Subject to approval of the Employer, Employees may exchange shifts.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class No.</u>	<u>Class Title</u>	<u>Pay Grade</u>
9165	Houseparent I	36*3
9166	Houseparent II	40*3
9167	Houseparent III	50*3
9173	Residential Care Worker I	36*3
9174	Residential Care Worker II	39*3
9302	Therapy Aide	36*3
9303	Therapy Woodworker	41*3
9304	Therapy Assistant	39*3

*3 Indicates Periods 3, 4, 5, 6

SCHEDULE "C"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class No.</u>	<u>Class Title</u>	<u>Grid</u>	<u>Pay Grade</u>
9401	Institutional Service Worker I	#1	27*4
9403	Institutional Service Worker II	#1	29*4
9405	Cleaning Porter	#1	33*4
9421	Kitchen Helper	#1	33*4
9451	Laundry Washer	#1	33*4
9463	Garment Worker I	#1	30*4
9465	Garment Worker II	#1	33*4
9411	Institutional Service Supervisor I	#2	35*4
9412	Institutional Service Supervisor II	#2	40*4
9414	Institutional Service Supervisor III	#2	43*4
9452	Laundry Supervisor I	#2	35*4
9453	Laundry Supervisor II	#2	40*4
9454	Laundry Supervisor III	#2	47*4
9455	Laundry Supervisor IV	#2	52*4
9475	Hair Groomer	#2	36*4

*4 Indicates Periods 4, 5, 6

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that where Employees work in an environment where there is a danger of contracting communicable diseases, the Employing Departments may receive input from Employees covered by this Subsidiary Agreement with regard to issues and policies dealing with communicable diseases. This input shall be received through Health and Safety Committees, Joint Consultation Committees, or other such Committees that may be established.

This Letter of Understanding shall take effect on the date of implementation and remain in effect for the duration of this Agreement.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING

EMPLOYEE RELATIONS COMMITTEE

The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #009, Health and Therapy and Institutional and Patient Support Services.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of once per year or as necessary. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

The members of this Committee shall be appointed within thirty calendar days of the signing of the new Subsidiary Agreement #009.

Where matters of mutual interest affect Employees from any other subsidiary agreements, a joint committee will be the forum for discussion, with Employee representation from those affected subsidiary agreements.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING

MITIGATING SHORTFALL OF ANNUAL HOURS OF WORK

Notwithstanding Article 10, where a 6 (six) on, 3 (three) off shift schedule is implemented which results in a shortfall in the annual hours of work, each Department, after meaningful consultation with the Union, will implement a method of mitigating that shortfall which does not require Employees to work payback days.

The mitigation arrangement shall not constitute a violation of Article 4 of this Subsidiary #009 Agreement, nor of Article 17 of the Master Agreement.

This Letter of Understanding shall take effect on the date of implementation of this Subsidiary #009 Agreement, and remain in effect for the duration of the above noted Agreements.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

Dated this 27th day of November, 2001

Witness

SHIRLEY R. HOWE
Acting Public Service Commissioner

Witness

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

EMPLOYEE RELATIONS COMMITTEE

HEALTH AND THERAPY SUPPORT SERVICES AND INSTITUTIONAL AND PATIENT SUPPORT SERVICES - SUBSIDIARY #009

TERMS OF REFERENCE*

1.0 PREAMBLE

- 1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Health and Therapy and Institutional and Patient Support Services, Subsidiary #009.
- 1.2 The committee shall be comprised of equal representation of the Parties and shall be co-chaired. The committee shall meet a minimum of once per year or as necessary. Salary and expenses pertaining to the operation of the committee shall be borne by the respective Parties.
- 1.3 Any recommendations for changes must be approved by the majority of the members of the committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

2.0 NAME OF COMMITTEE

- 2.1 The name of the committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

- 3.1 To promote and maintain effective communications in the areas of:
 - (a) working conditions;
 - (b) policies and procedures;
 - (c) staff development;
 - (d) suggestions for improved efficiency;
 - (e) information exchange relative to proposed operational changes;
 - (f) other matters as agreed to mutually by the committee;
 - (g) Class series;
 - (h) it is agreed that the committee will not deal with:
 - (i) issues for which there exist avenues for discussion or resolution which have not been explored,
 - (ii) pending or potential grievances,
 - (iii) terms and conditions of the Master Agreement.

4.0 MEMBERSHIP

- 4.1 The committee shall be composed of equal representatives from Local 009 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Local 009 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Local 009.
- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the committee. The Management Co-Chairperson will similarly be appointed from and elected by the Management representatives of the committee.
- 4.5 Ideally the Co-Chairperson will serve for a period of at least one year.

5.0 GENERAL

- 5.1 All members of the committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of once per year or as necessary - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.
- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.

5.7 The Committee shall be entitled to have, upon approval by the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.

5.8 These terms of reference may be amended at any regular meeting of the committee, providing that a proper notice to amend was made at the preceding regular meeting.

6.0 Notwithstanding the above, the Parties agree that agenda items that will be reviewed will include matters of:

- orientation;
- in-service programs;
- preventative health;
- hazardous working conditions;
- assignment and execution of responsibilities.

For Management

For A.U.P.E., Local #009

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #009**

LETTER OF UNDERSTANDING

MEDICATION ADMINISTRATION

The issue of medication administration by wage R.C.W. I.'s, Resources for Dependent Handicapped was raised at Subsidiary #009 negotiations. Additionally R.C.W. I.'s at the Michener Centre and at Gunn Centre are regularly called upon to administer medications.

This will confirm that where R.C.W. I.'s are working a scheduled shift in a home and are required to administer medications for that shift in that home, they will be compensated as an R.C.W. II for that shift, and any succeeding shift so required.

Signed at Edmonton this 27th day of November, 2001

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #009**

LETTER OF INTENT

EMPLOYEE SAFETY

It is recognized that at certain work sites and in certain work situations employee safety may be potentially at risk. The Employer is prepared to review issues of this nature at Employee Relations Committees and review, if necessary, training and protective measures for employees.

Signed at Edmonton this 27th day of November, 2001

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #009**

LETTER OF UNDERSTANDING

AIDS AND HIV

During the Subsidiary #009 negotiations, the Parties discussed at length the Union's proposal on AIDS and HIV.

It was agreed that this is a Health and Safety issue and is global in nature. As such it was the view of the Parties that this issue be raised and dealt with by the Occupational Health & Safety Provincial Committee.

Signed on behalf of the Parties at Edmonton this 27th day of November, 2001

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #009**

LETTER OF UNDERSTANDING

JOINT CONSULTATION COMMITTEE*

JOINT CONSULTATION COMMITTEE

The Parties agree to establish a Joint Consultation Committee.

PURPOSES OF THE JOINT CONSULTATION COMMITTEE

- To facilitate ongoing Union review and input into the development and implementation of a Human Resources Plan to respond to future changes to the role, structure and operation of Michener Services.
- To recommend action to the Chief Executive Officer (CEO), Michener Services, or Chief Executive Officer (CEO), Persons with Developmental Disabilities (PDD) Provincial Board, as applicable, for his/her consideration.
- To establish and maintain improved communication structures between the Union, the employees and Michener Services management.
- To foster and maintain improved working relationships between the Union, the employees and Michener Services management.
- To reduce uncertainty by providing timely and accurate information to concerned employees.

GENERAL GUIDELINES

The Committee will ensure that employee rights under Article 12 and 15 of the Master Agreement are properly considered and are communicated to employees.

The Committee will monitor Michener Services' objective to accomplish staff adjustments, by attrition, to the extent feasible and in reverse order of permanency.

The Committee will monitor Michener Services' efforts to ensure that resources are available to assist interested employees to contact other employers.

The Committee will monitor the Michener Services' efforts to ensure that employees retrained under collective agreement provisions will have prior access to open or new positions for which they are qualified in accordance with the collective agreement.

COMMITTEE PROCESSES

The Committee shall be established when a need is identified by either of the Parties. The Committee shall consist of management representatives and one employee representative, unless otherwise agreed by the co-chairs, from any or all Subsidiary Agreements, appointed by the applicable participating Local Council of A.U.P.E.

The Committee will normally meet during working hours and Committee members shall receive time off without loss of regular earnings for time spent in joint meetings.

The Committee shall be chaired by either a nominee from the participating Locals or a management representative.

Committee members shall not vote on recommendations. However, agreed recommendations shall be submitted jointly to the applicable CEO listed above. An individual members is also free to submit their recommendations to the applicable CEO.

The Employer will endeavour to encourage any new employer to offer employment opportunities to existing employees.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #009**

SCHEDULE "B"

HEALTH AND THERAPY SUPPORT SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2001

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
29	22,788	23,448	24,288	25,140	25,932	26,844	27,852
	1,899	1,954	2,024	2,095	2,161	2,237	2,321
30	23,076	23,892	24,672	25,500	26,424	27,312	28,368
	1,923	1,991	2,056	2,125	2,202	2,276	2,364
31	23,448	24,288	25,140	25,932	26,844	27,852	28,872
	1,954	2,024	2,095	2,161	2,237	2,321	2,406
32	23,892	24,672	25,500	26,424	27,312	28,368	29,376
	1,991	2,056	2,125	2,202	2,276	2,364	2,448
33	24,288	25,140	25,932	26,844	27,852	28,872	29,880
	2,024	2,095	2,161	2,237	2,321	2,406	2,490
34	24,672	25,500	26,424	27,312	28,368	29,376	30,420
	2,056	2,125	2,202	2,276	2,364	2,448	2,535
35	25,140	25,932	26,844	27,852	28,872	29,880	30,984
	2,095	2,161	2,237	2,321	2,406	2,490	2,582
36	25,500	26,424	27,312	28,368	29,376	30,420	31,404
	2,125	2,202	2,276	2,364	2,448	2,535	2,617
37	25,932	26,844	27,852	28,872	29,880	30,984	32,016
	2,161	2,237	2,321	2,406	2,490	2,582	2,668
38	26,424	27,312	28,368	29,376	30,420	31,404	32,580
	2,202	2,276	2,364	2,448	2,535	2,617	2,715
39	26,844	27,852	28,872	29,880	30,984	32,016	33,192
	2,237	2,321	2,406	2,490	2,582	2,668	2,766
40	27,312	28,368	29,376	30,420	31,404	32,580	33,816
	2,276	2,364	2,448	2,535	2,617	2,715	2,818
41	27,852	28,872	29,880	30,984	32,016	33,192	34,404
	2,321	2,406	2,490	2,582	2,668	2,766	2,867
42	28,368	29,376	30,420	31,404	32,580	33,816	35,040
	2,364	2,448	2,535	2,617	2,715	2,818	2,920
43	28,872	29,880	30,984	32,016	33,192	34,404	35,688
	2,406	2,490	2,582	2,668	2,766	2,867	2,974
44	29,376	30,420	31,404	32,580	33,816	35,040	36,360
	2,448	2,535	2,617	2,715	2,818	2,920	3,030

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
45	29,880	30,984	32,016	33,192	34,404	35,688	37,128
	2,490	2,582	2,668	2,766	2,867	2,974	3,094
46	30,420	31,404	32,580	33,816	35,040	36,360	37,788
	2,535	2,617	2,715	2,818	2,920	3,030	3,149
47	30,984	32,016	33,192	34,404	35,688	37,128	38,436
	2,582	2,668	2,766	2,867	2,974	3,094	3,203
48	31,404	32,580	33,816	35,040	36,360	37,788	39,264
	2,617	2,715	2,818	2,920	3,030	3,149	3,272
49	32,016	33,192	34,404	35,688	37,128	38,436	40,080
	2,668	2,766	2,867	2,974	3,094	3,203	3,340
50	32,580	33,816	35,040	36,360	37,788	39,264	40,932
	2,715	2,818	2,920	3,030	3,149	3,272	3,411

* Indicates Long Service Increment Only

SCHEDULE "B"

HEALTH AND THERAPY SUPPORT SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2002

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
29	23,700	24,384	25,260	26,148	26,964	27,912	28,968
	1,975	2,032	2,105	2,179	2,247	2,326	2,414
30	24,000	24,852	25,656	26,520	27,480	28,404	29,508
	2,000	2,071	2,138	2,210	2,290	2,367	2,459
31	24,384	25,260	26,148	26,964	27,912	28,968	30,024
	2,032	2,105	2,179	2,247	2,326	2,414	2,502
32	24,852	25,656	26,520	27,480	28,404	29,508	30,552
	2,071	2,138	2,210	2,290	2,367	2,459	2,546
33	25,260	26,148	26,964	27,912	28,968	30,024	31,080
	2,105	2,179	2,247	2,326	2,414	2,502	2,590
34	25,656	26,520	27,480	28,404	29,508	30,552	31,632
	2,138	2,210	2,290	2,367	2,459	2,546	2,636
35	26,148	26,964	27,912	28,968	30,024	31,080	32,220
	2,179	2,247	2,326	2,414	2,502	2,590	2,685
36	26,520	27,480	28,404	29,508	30,552	31,632	32,664
	2,210	2,290	2,367	2,459	2,546	2,636	2,722
37	26,964	27,912	28,968	30,024	31,080	32,220	33,300
	2,247	2,326	2,414	2,502	2,590	2,685	2,775
38	27,480	28,404	29,508	30,552	31,632	32,664	33,888
	2,290	2,367	2,459	2,546	2,636	2,722	2,824
39	27,912	28,968	30,024	31,080	32,220	33,300	34,524
	2,326	2,414	2,502	2,590	2,685	2,775	2,877
40	28,404	29,508	30,552	31,632	32,664	33,888	35,172
	2,367	2,459	2,546	2,636	2,722	2,824	2,931
41	28,968	30,024	31,080	32,220	33,300	34,524	35,784
	2,414	2,502	2,590	2,685	2,775	2,877	2,982
42	29,508	30,552	31,632	32,664	33,888	35,172	36,444
	2,459	2,546	2,636	2,722	2,824	2,931	3,037
43	30,024	31,080	32,220	33,300	34,524	35,784	37,116
	2,502	2,590	2,685	2,775	2,877	2,982	3,093
44	30,552	31,632	32,664	33,888	35,172	36,444	37,812
	2,546	2,636	2,722	2,824	2,931	3,037	3,151

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
45	31,080	32,220	33,300	34,524	35,784	37,116	38,616
	2,590	2,685	2,775	2,877	2,982	3,093	3,218
46	31,632	32,664	33,888	35,172	36,444	37,812	39,300
	2,636	2,722	2,824	2,931	3,037	3,151	3,275
47	32,220	33,300	34,524	35,784	37,116	38,616	39,972
	2,685	2,775	2,877	2,982	3,093	3,218	3,331
48	32,664	33,888	35,172	36,444	37,812	39,300	40,836
	2,722	2,824	2,931	3,037	3,151	3,275	3,403
49	33,300	34,524	35,784	37,116	38,616	39,972	41,688
	2,775	2,877	2,982	3,093	3,218	3,331	3,474
50	33,888	35,172	36,444	37,812	39,300	40,836	42,564
	2,824	2,931	3,037	3,151	3,275	3,403	3,547

* Indicates Long Service Increment Only

SCHEDULE "D"

INSTITUTIONAL AND PATIENT SUPPORT SERVICES - SALARY GRID #2

EFFECTIVE SEPTEMBER 1, 2001

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
34	23,928	24,708	25,608	26,520	27,516	28,464	29,388
	1,994	2,059	2,134	2,210	2,293	2,372	2,449
35	24,324	25,140	26,016	26,976	27,924	28,896	29,952
	2,027	2,095	2,168	2,248	2,327	2,408	2,496
36	24,708	25,608	26,520	27,516	28,464	29,388	30,504
	2,059	2,134	2,210	2,293	2,372	2,449	2,542
37	25,140	26,016	26,976	27,924	28,896	29,952	31,056
	2,095	2,168	2,248	2,327	2,408	2,496	2,588
38	25,608	26,520	27,516	28,464	29,388	30,504	31,644
	2,134	2,210	2,293	2,372	2,449	2,542	2,637
39	26,016	26,976	27,924	28,896	29,952	31,056	32,244
	2,168	2,248	2,327	2,408	2,496	2,588	2,687
40	26,520	27,516	28,464	29,388	30,504	31,644	32,772
	2,210	2,293	2,372	2,449	2,542	2,637	2,731
41	26,976	27,924	28,896	29,952	31,056	32,244	33,396
	2,248	2,327	2,408	2,496	2,588	2,687	2,783
42	27,516	28,464	29,388	30,504	31,644	32,772	34,020
	2,293	2,372	2,449	2,542	2,637	2,731	2,835
43	27,924	28,896	29,952	31,056	32,244	33,396	34,620
	2,327	2,408	2,496	2,588	2,687	2,783	2,885
44	28,464	29,388	30,504	31,644	32,772	34,020	35,316
	2,372	2,449	2,542	2,637	2,731	2,835	2,943
45	28,896	29,952	31,056	32,244	33,396	34,620	36,012
	2,408	2,496	2,588	2,687	2,783	2,885	3,001
46	29,388	30,504	31,644	32,772	34,020	35,316	36,672
	2,449	2,542	2,637	2,731	2,835	2,943	3,056
47	29,952	31,056	32,244	33,396	34,620	36,012	37,248
	2,496	2,588	2,687	2,783	2,885	3,001	3,104
48	30,504	31,644	32,772	34,020	35,316	36,672	38,076
	2,542	2,637	2,731	2,835	2,943	3,056	3,173
49	31,056	32,244	33,396	34,620	36,012	37,248	38,844
	2,588	2,687	2,783	2,885	3,001	3,104	3,237

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
50	31,644	32,772	34,020	35,316	36,672	38,076	39,720
	2,637	2,731	2,835	2,943	3,056	3,173	3,310
51	32,244	33,396	34,620	36,012	37,248	38,844	40,536
	2,687	2,783	2,885	3,001	3,104	3,237	3,378
52	32,772	34,020	35,316	36,672	38,076	39,720	41,340
	2,731	2,835	2,943	3,056	3,173	3,310	3,445
53	33,396	34,620	36,012	37,248	38,844	40,536	42,264
	2,783	2,885	3,001	3,104	3,237	3,378	3,522

* Indicates Long Service Increment Only

SCHEDULE "D"

INSTITUTIONAL AND PATIENT SUPPORT SERVICES - SALARY GRID #2

EFFECTIVE SEPTEMBER 1, 2002

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
34	24,888	25,692	26,628	27,576	28,620	29,604	30,564
	2,074	2,141	2,219	2,298	2,385	2,467	2,547
35	25,296	26,148	27,060	28,056	29,040	30,048	31,152
	2,108	2,179	2,255	2,338	2,420	2,504	2,596
36	25,692	26,628	27,576	28,620	29,604	30,564	31,728
	2,141	2,219	2,298	2,385	2,467	2,547	2,644
37	26,148	27,060	28,056	29,040	30,048	31,152	32,304
	2,179	2,255	2,338	2,420	2,504	2,596	2,692
38	26,628	27,576	28,620	29,604	30,564	31,728	32,904
	2,219	2,298	2,385	2,467	2,547	2,644	2,742
39	27,060	28,056	29,040	30,048	31,152	32,304	33,528
	2,255	2,338	2,420	2,504	2,596	2,692	2,794
40	27,576	28,620	29,604	30,564	31,728	32,904	34,080
	2,298	2,385	2,467	2,547	2,644	2,742	2,840
41	28,056	29,040	30,048	31,152	32,304	33,528	34,728
	2,338	2,420	2,504	2,596	2,692	2,794	2,894
42	28,620	29,604	30,564	31,728	32,904	34,080	35,376
	2,385	2,467	2,547	2,644	2,742	2,840	2,948
43	29,040	30,048	31,152	32,304	33,528	34,728	36,000
	2,420	2,504	2,596	2,692	2,794	2,894	3,000
44	29,604	30,564	31,728	32,904	34,080	35,376	36,732
	2,467	2,547	2,644	2,742	2,840	2,948	3,061
45	30,048	31,152	32,304	33,528	34,728	36,000	37,452
	2,504	2,596	2,692	2,794	2,894	3,000	3,121
46	30,564	31,728	32,904	34,080	35,376	36,732	38,136
	2,547	2,644	2,742	2,840	2,948	3,061	3,178
47	31,152	32,304	33,528	34,728	36,000	37,452	38,736
	2,596	2,692	2,794	2,894	3,000	3,121	3,228
48	31,728	32,904	34,080	35,376	36,732	38,136	39,600
	2,644	2,742	2,840	2,948	3,061	3,178	3,300
49	32,304	33,528	34,728	36,000	37,452	38,736	40,392
	2,692	2,794	2,894	3,000	3,121	3,228	3,366

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
50	32,904	34,080	35,376	36,732	38,136	39,600	41,304
	2,742	2,840	2,948	3,061	3,178	3,300	3,442
51	33,528	34,728	36,000	37,452	38,736	40,392	42,156
	2,794	2,894	3,000	3,121	3,228	3,366	3,513
52	34,080	35,376	36,732	38,136	39,600	41,304	42,996
	2,840	2,948	3,061	3,178	3,300	3,442	3,583
53	34,728	36,000	37,452	38,736	40,392	42,156	43,956
	2,894	3,000	3,121	3,228	3,366	3,513	3,663

* Indicates Long Service Increment Only