

Collective Agreement

between

Winnipeg Regional Health Authority (WRHA)

(hereinafter referred to as the Employer),

of the first part

and

**The Manitoba Government and General Employees’
Union**

(hereinafter referred to as the Union),

of the second part.

April 1, 2010 - March 31, 2014

Table of Contents

Article 1	Interpretation	2
Article 2	Duration and Retroactive Wages.....	5
Article 3	Amendment to the Salary Schedule	6
Article 4	Application of Agreement.....	7
Article 5	Term Employees.....	7
Article 6	Management Rights	9
Article 7	Pay.....	10
Article 8	Recruitment and Appointment.....	11
Article 9	Medical Fitness.....	12
Article 10	Probation.....	13
Article 11	Position Descriptions.....	14
Article 12	Performance Appraisal	15
Article 13	Merit Increases	15
Article 14	Disciplinary Action	18
Article 15	Resignations	18
Article 16	Contracting Out.....	19
Article 17	Technological Change	21
Article 18	Change of Work Location.....	22
Article 19	Layoff	22
Article 20	Severance Pay.....	25
Article 21	Pre-Retirement Bonus	28
Article 22	Holidays	30
Article 23	Vacation	33
Article 24	Income Protection (Sick Leave)	36
Article 25	Workers Compensation and Manitoba Public Insurance (IRI)	39

Article 26	Bereavement Leave	43
Article 27	Special Leave	47
Article 28	Special Parenting Leave.....	47
Article 29	Maternity Leave	47
Article 30	Adoptive Parent Leave	51
Article 31	Parental Leave.....	52
Article 32	Bridging of Service.....	53
Article 33	Loss of or Damage to Personal Effects	54
Article 34	Benefits	55
Article 35	Health and Safety.....	58
Article 36	Union Business	64
Article 37	Rights of Stewards	66
Article 38	Union Security	67
Article 39	Labour Management Committee	69
Article 40	Grievance Procedure.....	70
Article 41	Grievance Arbitration Procedure	75
Article 42	Harassment and Discrimination	79
Article 43	Reclassification Procedure	80
Article 44	Civil Liability.....	81
Article 45	Employee Files	82
Article 46	Seniority	83
Article 47	Part-time Employees	86
Article 48	Hours of Work	86
Article 49	Overtime	90
Article 50	Shift Premium	92
Article 51	Weekend Premium	93
Article 52	Standby.....	93
Article 53	Court Leave	94

Article 54	Acting Status	95
Article 55	Qualification Pay	95
Article 56	Employees Occupying More Than One Position	96
Article 57	Rehabilitation, Return to Work and Accommodation	97
Article 58	Inclement Weather.....	98
Article 59	Leave of Absence	98
Article 60	Overpayments	99
Appendix “A”	.....	102
Appendix “B”	.....	103
Appendix “C”	.....	107
Appendix “D”	.....	112
Appendix “E”	.....	113
Memorandum of Agreement		116
	Subject: Job Sharing	
Memorandum of Agreement		118
	Subject: Bargaining Unit Members Temporarily Assigned to Out of Scope Positions	
Memorandum of Agreement		119
	Subject: Mobile Crisis Service, Crisis Stabilization Unit(s) and PACT	
Letter of Understanding		121
	Subject: Representative Workforce	
Letter of Understanding		123
	Subject: Mobility	
Memorandum of Agreement		124
	Subject: Civil Service Pension Plan (CSSB) – Vacation Carry-Over for CSSB Pension Plan Purposes	
Memorandum of Agreement		125
	Subject: PACT – Telephone Client Service	

Memorandum of Agreement.....	127
Subject: Union Membership Form	
Memorandum of Agreement.....	128
Subject: Transfer Policy with the Following Guidelines	
Memorandum of Understanding	130
Re: Schedule “A” – Nursing Related Salaries	
Memorandum of Understanding	132
Re: Health Spending Account	
Memorandum of Understanding	134
Re: Emergency Disaster and Fire Plans	
Letter of Understanding.....	136
RE: HEPP COLA	
Letter of Understanding.....	140
Re: Times of Work/Days of Work	
Flexible Hours Guidelines	141
Schedule “A” - Salary Scales	141

Alphabetical Table of Contents

Article 54 Acting Status	95
Article 30 Adoptive Parent Leave	51
Article 3 Amendment to the Salary Schedule	6
Article 4 Application of Agreement	7
Article 34 Benefits	55
Article 26 Bereavement Leave	43
Article 32 Bridging of Service	53
Article 18 Change of Work Location	22
Article 44 Civil Liability	81
Article 16 Contracting Out	19
Article 53 Court Leave	94
Article 14 Disciplinary Action	18
Article 2 Duration and Retroactive Wages	5
Article 45 Employee Files	82
Article 56 Employees Occupying More Than One Position	96
Article 41 Grievance Arbitration Procedure	75
Article 40 Grievance Procedure	70
Article 42 Harassment and Discrimination	79
Article 35 Health and Safety	58
Article 22 Holidays	30
Article 48 Hours of Work	86
Article 58 Inclement Weather	98
Article 24 Income Protection (Sick Leave)	36
Article 1 Interpretation	2
Article 39 Labour Management Committee	69
Article 19 Layoff	22

Article 59	Leave of Absence	98
Article 33	Loss of or Damage to Personal Effects	54
Article 6	Management Rights	9
Article 29	Maternity Leave	47
Article 9	Medical Fitness.....	12
Article 13	Merit Increases	15
Article 60	Overpayments	99
Article 49	Overtime	90
Article 31	Parental Leave	52
Article 47	Part-time Employees	86
Article 7	Pay.....	10
Article 12	Performance Appraisal	15
Article 11	Position Descriptions	14
Article 21	Pre-Retirement Bonus	28
Article 10	Probation.....	13
Article 55	Qualification Pay	95
Article 43	Reclassification Procedure	80
Article 8	Recruitment and Appointment.....	11
Article 57	Rehabilitation, Return to Work and Accommodation	97
Article 15	Resignations	18
Article 37	Rights of Stewards	66
Article 46	Seniority	83
Article 20	Severance Pay	25
Article 50	Shift Premium.....	92
Article 27	Special Leave	47
Article 28	Special Parenting Leave	47
Article 52	Standby	93
Article 17	Technological Change.....	21

Article 5 Term Employees.....	7
Article 36 Union Business	64
Article 38 Union Security	67
Article 23 Vacation	33
Article 51 Weekend Premium	93
Article 25 Workers Compensation and Manitoba Public Insurance (IRI)	39
Appendix “A”	102
Appendix “B”	103
Appendix “C”	107
Appendix “D”	112
Appendix “E”	113
Memorandum of Agreement.....	116
Subject: Job Sharing	
Memorandum of Agreement.....	118
Subject: Bargaining Unit Members Temporarily Assigned to Out of Scope Positions	
Memorandum of Agreement.....	119
Subject: Mobile Crisis Service, Crisis Stabilization Unit(s) and PACT	
Letter of Understanding.....	121
Subject: Representative Workforce	
Letter of Understanding.....	123
Subject: Mobility	
Memorandum of Agreement:.....	124
Subject: Civil Service Pension Plan (CSSB) – Vacation Carry-Over for CSSB Pension Plan Purposes	
Memorandum of Agreement.....	125
Subject: PACT – Telephone Client Service	

Memorandum of Agreement..... 127
Subject: Union Membership Form

Memorandum of Agreement..... 128
Subject: Transfer Policy with the Following Guidelines

Memorandum of Understanding 130
Re: Schedule “A” – Nursing Related Salaries

Memorandum of Understanding 132
Re: Health Spending Account

Memorandum of Understanding 134
Re: Emergency Disaster and Fire Plans

Letter of Understanding..... 136
RE: HEPP COLA

Letter of Understanding..... 140
Re: Times of Work/Days of Work

Flexible Hours Guidelines 141

Schedule “A” Salary Scales 141

***All Changes Appear in Bold**

This Agreement made this 3rd day of January, 2012.

between

Winnipeg Regional Health Authority (WRHA)
(hereinafter referred to as the Employer),

of the first part

and

**The Manitoba Government and General Employees’
Union**
(hereinafter referred to as the Union),

of the second part.

For the purpose of promoting co-operation and understanding between the Employer and its employees affected hereby, and to recognize the mutual value of joint discussions and negotiations with respect to compensation for employees, including the establishment of pay ranges for new classes of employees and the adjustment from time to time of pay ranges for existing classes of employees and working conditions of employees, the parties hereto agree as follows:

Article 1 Interpretation

- 1:01** In this Agreement, unless the context otherwise requires, the expression:
- (a) “authorized overtime” shall mean overtime authorized by the Employer and where the term “overtime” is used in this Agreement, it shall mean “authorized overtime”;
 - (b) “casual employee” means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis. Notwithstanding the foregoing casual employees may be employed for a short duration to replace employees who are absent for any reason;
 - (c) “classification” means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can be reasonably applied to, all positions in the group;
 - (d) “continuous service” or “continuous employment” means consecutive and contiguous days, weeks, months and/or years of employment with the Employer where there has been no break in service involving termination of the employee. In the calculation of continuous service, any approved leave of absence with pay shall not affect continuous service and any authorized leave of absence without pay or a temporary or seasonal layoff, while not considered a break in service, shall not be counted in the total continuous service. Example: ten (10) years

consecutive and contiguous service with six (6) months leave of absence without pay or six (6) months seasonal layoff = nine and one-half (9½) years continuous service;

- (e) “dismissal” means the removal for disciplinary reasons from a position of employment for just cause;
- (f) “employee” means a person employed in a position in the bargaining unit;
- (g) “grade of pay,” “pay range” or “pay grade” means a series of rates of remuneration for a classification that provides for a minimum rate, a maximum rate, and such intermediate rates if any as may be considered necessary to permit periodic increases in remuneration and as set out in the salary schedule (Schedule A);
- (h) “increment” means the amount per annum provided as a rate of increase in the applicable salary payable to any eligible employee, which unless the context of the relevant approved pay range otherwise clearly indicates, may be granted annually on the applicable anniversary dates;
- (i) “layoff” means to temporarily remove from a position of employment subject to the employee retaining such rights as set out under this Agreement;
- (j) “part-time employee” means an employee who normally works less than the full normal daily, weekly or monthly hours, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis;
- (k) “permanent employee” means an employee who carries out and occupies a continuing function and who has all the rights and privileges of permanent status;

- (l) “position” means a job function within the bargaining unit for which a person is employed by the WRHA;
- (m) “promotion” means a change of employment from one (1) position to another having a higher maximum salary;
- (n) “transfer” means the removal of an employee from a position in a classification and appointing the employee to another position having the same maximum rate of pay.
- (o) **“Length of Employment” shall mean the period of time since an employee last became a full-time, part-time or temporary employee for purposes of calculating all entitlements pursuant to this Agreement including, but not limited to, vacation, bonus vacation and pre-retirement leave and “Length of Service”, “Continuous Service”, “Continuous Employment” shall have similar meaning. Conversation from full-time, part-time or temporary status to casual status shall be considered a break in services and no period of casual employment or prior full-time, part-time or temporary employment shall be included in an employee’s length of service even when a casual employee subsequently becomes a full-time, part-time or temporary employee.**

1:02 Wherever the singular and the masculine are used in this Agreement, the same shall be construed as meaning the plural, or the feminine or the neuter where the context so admits or requires and the converse shall hold as applicable.

Article 2 Duration and Retroactive Wages

2:01 This Agreement shall become effective from and including April 1, **2010** and shall continue in effect up to and including March 31, **2014** and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal is given by either party in accordance with Article 2:02.

During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.

2:02 Should either party desire to propose changes to this 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 expiration date of this Agreement. Within thirty (30) calendar days of the receipt of this notice, the parties shall meet to exchange proposals and enter into negotiations for the revision and renewal of this Agreement. These time limits may be changed by mutual agreement between the parties.

2:03 All additions, deletions, amendments, and/or revisions from the previous Agreement to this Agreement shall be effective the first day of the bi-weekly pay period following the date of signing of this Agreement unless otherwise specified.

2:04 Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall apply to:

- (a) employees who are in the employ of the WRHA on the date of the signing of this Agreement;

- (b) employees who have retired or who have died during the above mentioned period;
- (c) employees who have been permanently laid off during the above mentioned period;
- (d) term employees terminated at the end of a specific term of employment or after the completion of the specific job for which they were employed.

2:05 Upon written request to the Employer, within sixty (60) days of the date of the signing of this Agreement, retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall be made to employees who have voluntarily terminated their services (resigned).

Article 3 Amendment to the Salary Schedule

3:01 During the term of this Agreement, amendments to the salary schedule resulting from the introduction of a new classification, or amendments to Appendix "A" of the Agreement in respect of exclusions from the terms of this Agreement shall be determined through negotiation between the parties hereto.

3:02 If it is necessary for the purpose of recruitment or retention to effect an upward adjustment to the pay range of an established classification, the Employer shall consult with the Union and may amend the salary schedule to give effect to the required change. In no case shall such pay range be less than that already existing for the classification.

Article 4 Application of Agreement

4:01 The terms of this Agreement shall apply as herein stated to:

- (a) permanent employees;
- (b) full-time term employees;
- (c) **Casual Employees. The only provisions of this Agreement which apply to casual employees are those listed in Appendix “E” Special Understanding, Re: Casual Employees.**

4:02 The terms of this Agreement shall not apply to:

- (a) incumbents of the positions set forth in Appendix “A” attached hereto; and
- (b) summer student assistants; and

4:03 The Employer recognizes the Union as the sole and exclusive bargaining agent for those employees within the bargaining unit as set out in Section :01 herein and as well such further classifications of employees as may be agreed upon by the parties during the term of this Agreement.

Article 5 Term Employees

5:01 “Term employee” means an employee hired for a specific term of employment. The term of employment may be based on a specific period of time or the completion of a specific job or until the occurrence of a specified event.

5:02 Where the employment of a term employee terminates at the end of a specific term of employment, then:

- (a) the Employer shall not be required to give any notice or payment in lieu thereof;
- (b) the employee shall not be required to give any notice of resignation.

5:03 Where a term employee is laid off, then the following shall apply:

- (a) if the layoff is at the end of a specific term of employment, no notice of layoff is required;
- (b) if the layoff is prior to the end of a specific term of employment, an employee will receive written notice prior to the layoff or granted payment in lieu thereof based on the following:
 - (i) four (4) weeks' notice to an employee with one (1) or more years of full-time continuous service or
 - (ii) two (2) weeks' notice to an employee with less than one (1) year of full-time continuous service.

5:04 Where a term **employee is employed in the same position performing the same function** for a period of more than twenty-four (24) continuous months, the Employer shall convert the employee to permanent status, unless the employee is replacing an absent employee.

5:05 **The Employer shall provide written confirmation of the start and expiry dates of the term position prior to the employee's commencement in the position.** Failure to comply with the foregoing shall not in itself negate the employee's status as a term employee. **This period may be extended if the Employer so requests and the Union agrees. A term position will expire, prior to the posted**

expiry date, at the discretion of the Employer, upon four (4) weeks written notice to the employee occupying the term position.

- 5:06** An employee, other than a term employee, who accepts a term position will be returned to her former position at the completion of the temp position if reasonably possible. An employee not returned to her former position shall be returned to her former occupational classification and employment status.
- 5:07** (a) For situations related to WCB and/or illness and/or accident, or where there is a term vacancy due to leave for public office where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire upon the return of the current incumbent to her position, subject to the employee occupying the said term position receiving as much notice as is reasonably possible but not less than forty-eight (48) hours that the term is ending. Upon mutual agreement notice of less than forty-eight (48) hours may be given. Any term positions directly resulting from the above procedure will be posted in the same manner.
- (b) The absent employee returning from an indefinite leave shall provide as much notice as is reasonably possible but not less than forty-eight (48) hours notice prior to her return to work.

Article 6 Management Rights

- 6:01** All the functions, rights, personnel pay practices, powers and authority which the Employer has not specifically

abridged, delegated or modified by this Agreement are recognized by the Union as being retained by the Employer.

- 6:02** In administering this Agreement, the Employer shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

Article 7 Pay

- 7:01** Employees shall be paid on the basis of the hourly rates for the classification in accordance with the rates set out in Appendix "A". The bi-weekly pay shall be calculated by multiplying the applicable hourly rate of pay by the number of hours worked in a bi-weekly pay period including any leave with pay in that period for which the employee is eligible.
- 7:02** Upon promotion, an employee shall be placed at an hourly rate for the classification in Schedule "A" that is, if possible not less than three percent (3%) above the employees former hourly rate. Increments due within one (1) year immediately following the promotion shall also be granted.
- 7:03** Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, the Employer shall consult with the Union, and may make such provisions as may be necessary to maintain equity or parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the

incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.

Article 8 Recruitment and Appointment

- 8:01** (a) All permanent and term vacancies, which fall within the scope of the Agreement, shall be posted for at least seven (7) working days.
- (b) Except for circumstances described in Article 5:07, this Article does not apply to term vacancies of three (3) months or less expected duration. For term vacancies of three (3) months or less expected duration, the Employer may fill the vacancy at its discretion by utilizing one or more available part-time and/or casual employees. Where it becomes apparent during the period of the vacancy that it will exceed beyond three (3) months, the duration may be extended with the approval of the Union. Such approval shall not be unreasonably denied.
- 8:02** The bulletin shall state the closing date for applications, the **location(s)** of the position, the classification, a summary of duties of the position, the qualifications required and the salary range. The Union will be provided with a copy of all bulletins as they are issued.
- 8:03** In accordance with Article 19:06 preference for the filling of vacancies shall be given to employees who are in layoff status and who have submitted an application for the vacant position. Where two or more such employees apply, the selection shall be made in accordance with Article 8:04.

- 8:04** When filling a vacancy through competition, selection shall be based on qualifications, ability and prior work performance. Where qualifications, ability and prior work performance are deemed to be relatively equal, seniority shall be the determining factor.
- 8:05** Employees will be advised of their employment status (permanent, term, full-time, part-time) and shall be assigned and committed to work for the number of hours; equivalent to full-time (EFT), as agreed to in writing at the time of commencement of employment and at any time of any subsequent change.
- 8:06** An employee who applies for a posted vacancy and is unsuccessful shall be given the reasons in writing, upon request, as soon as reasonably possible.
- 8:07** The Employer may establish an eligibility list with respect to a posted vacancy. The posting shall indicate that the Employer may be establishing an eligibility list. Such lists may be maintained for a period of time not exceeding six (6) months. Notwithstanding 8:01 and 8:02, a permanent or term vacancy will not require posting while an eligibility list is in effect.

Article 9 Medical Fitness

- 9:01** A physical and/or psychiatric examination by a duly qualified medical practitioner acceptable to the Employer is required for any employee in respect of whom the Employer, in writing, requires such an examination.

- 9:02** A duly qualified medical practitioner giving a psychiatric or physical examination shall complete the forms required by the Employer.
- 9:03** The cost of any such examination will be paid by the Employer.

Article 10 Probation

- 10:01** Every person hired by the Employer shall be on probation for a period of six (6) months.
- 10:02** An employee's initial probation period may be extended by the Employer. Such extension may be for a maximum period of six (6) months and shall be considered part of the initial probation period.
- 10:03** An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.
- 10:04** An employee who is rejected during his/her initial probation period may grieve the rejection to the Vice President of Community Care within fifteen (15) working days from the date the employee received notice of the rejection. The Vice President of Community Care or designate shall hold a hearing to discuss the grievance. The decision of the Vice President or designate shall be final for all such grievances.
- 10:05** Promotions are subject to a six (6) month probation period, after which the employee shall be declared permanent in the

new classification. During this probation period, if the employee proves to be unsatisfactory or if she wishes to revert voluntarily, she will revert to her former classification without loss of seniority.

- 10:06** An employee shall not be required to serve a further probation period when:
- (a) the employee is promoted without competition as a result of reclassification of the employee's position;
 - (b) the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities;
 - (c) the Employer initiates the transfer or demotion of an employee from one (1) position to another for any reason.
- 10:07** Subject to Section :04, the rejection of an employee on probation is neither grievable nor arbitrable.
- 10:08** An employee who is being rejected during the employee's probation period shall be provided with two (2) week's notice or payment in lieu thereof.
- 10:09** An employee who is temporarily appointed to another position on an acting basis is not considered to be on probation. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's probation period.

Article 11 Position Descriptions

- 11:01** **Upon request,** the Employer shall provide each employee with a current copy of their position description **in a timely manner.**

- 11:02** Upon request, the Employer shall provide the Union with a copy of the position descriptions that fall within the scope of this Collective Agreement in a timely manner.
- 11:03** If an existing position description is revised with respect to job content and/or qualifications the Employer shall provide a copy of the amended or modified position description to the Union.

Article 12 Performance Appraisal

- 12:01** Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

Article 13 Merit Increases

- 13:01** "Merit increase" means an increase in the rate of pay of an employee within the employee's pay range which may be granted in recognition of satisfactory service on the employee's anniversary date.
- 13:02** (a) Applicable to employees hired on or after January 1, 2005, the anniversary date of an employee is the date on which the employee is employed in a position in the bargaining unit.

- (b) For employees employed prior to January 1, 2005, the anniversary date of the employee is the 1st of the month which follows the date on which the employee was employed in a position in the bargaining unit.
- (c) An employee's anniversary date shall not be affected by a change in classification or position.

13:03 Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increase twelve (12) months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated one thousand and eight (1,008) regular hours of work during that twelve (12) month period. If an employee has not accumulated one thousand and eight (1,008) regular hours during that twelve (12) month period and as a result has not received a merit increase, the employee is eligible for a merit increase at the employee's next subsequent anniversary date twelve (12) months hence provided the employee has accumulated one thousand and eight (1,008) regular hours during the preceding twenty-four (24) month period. In a similar manner an employee who has not accumulated one thousand and eight (1,008) regular hours over the preceding twenty-four (24) month period is eligible for a merit increase at the employee's next anniversary date following the accumulation of one thousand and eight (1,008) regular hours.

13:04 Where an employee has been on maternity leave and/or parental leave and as a result of such leave(s) fails to be eligible for a merit increase under Subsection :03, the employee will be eligible for a merit increase on the first of

the month following the date on which the employee accumulates the necessary regular hours of work. The effective date of the increase shall be the first of the bi-weekly pay period, which includes the first of the month.

- 13:05** Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increase on the employee's anniversary date.
- 13:06** The effective date for an employee's merit increase shall be the employee's anniversary date. An employee must be in the classification on the employee's anniversary date in order that the merit increase take effect.
- 13:07** Where a merit increase is not granted to an employee on the employee's anniversary date:
- (a) the employee shall be notified of the merit increase denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increase was denied;
 - (b) the merit increase may be granted to the employee on any subsequent monthly anniversary date, which is not less than three (3) months from the employee's anniversary date;
 - (c) the employee may file a grievance at Step 1 of the grievance procedure. No grievance may be initiated where a merit increase is not granted to an employee under Subsection :07 (b);
 - (d) the employee is eligible for a merit increase at the employee's next anniversary date notwithstanding that the

employee was granted a merit increase under Subsection :07 (b).

Article 14 Disciplinary Action

- 14:01** An employee shall only be disciplined for just cause.
- 14:02** A hearing may be held with an employee prior to making a determination to suspend or dismiss an employee. The employee has the option to have a representative present.
- 14:03** Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall **have an opportunity to** sign a copy only to acknowledge its receipt and shall retain a copy.
- 14:04** An employee may grieve any disciplinary action according to the grievance procedure. Grievances concerning demotion, suspension or dismissal shall be initiated at Step 2 of the grievance procedure.
- 14:05** No notice or payment in lieu thereof is required where an employee is dismissed for just cause.

Article 15 Resignations

- 15:01** Employment may be terminated voluntarily by an employee, by giving at least four (4) weeks notice in writing exclusive of any vacation due.
- 15:02** Employment may be terminated with less notice or without notice:

- (a) **By mutual agreement between the Employer and the employee;**
- (b) **During the employee's probationary period;**
- (c) **Where an employee is discharged for just cause.**

15:03 An employee may, with the approval of the Employer, withdraw the notice of resignation at any time before the resignation becomes effective.

15:04 The employee agrees to return all equipment, keys, identification and materials belonging to the Employer prior to the termination date. Failure to return assigned items may result in the cost of such items being deducted from the employees final pay.

Article 16 Contracting Out

16:01 The Employer will give all reasonable consideration to continued employment of employees who would otherwise become redundant because work is contracted out.

16:02 Where work is to be contracted out which would result in the redundancy of employees in the bargaining unit, then the following procedure shall apply:

- (a) The Employer will provide the Union with one hundred and twenty (120) days' notice; and
- (b) During the notice period the parties shall meet to facilitate potential retraining and/or re-deployment opportunities.

16:03 (a) It will not be considered contracting out should the Employer:

- (i) Merge or amalgamate with another health care facility, health care related facility or another public sector/non-profit health care service provider, or
 - (ii) Transfer or combine any of its operations or functions with another health care facility, or health care related facility or another public sector/non-profit health care service provider, or
 - (iii) Take over any of the operations or functions of another health care facility or another public sector/non-profit health care service provider, or
 - (iv) Centralize or consolidate with another public sector/non-profit health care service provider.
- (b) In the event any of the foregoing is going to occur, the Union shall be notified not less than one hundred and twenty (120) days prior to any such action. The Employer and the Union shall establish a joint committee to facilitate an orderly transfer of affected employees.
- (c) Where the successorship provisions of the Manitoba Labour Relations Act have been determined to apply by the Manitoba Labour Board, the provisions of this Collective Agreement shall continue to be in effect for the affected employees unless otherwise modified by the Manitoba Labour Board. The Employer and the Union will work cooperatively with the successor Employer to negotiate a Transition Agreement respecting the administration and interpretation of the Collective Agreement applicable during the

period of time required to negotiate a new Collective Agreement.

Article 17 Technological Change

- 17:01** The Employer and the Union recognize that technological change can offer significant improvements in the quality and quantity of health care services provided to the public.
- 17:02** For purposes of this Article, technological change means the introduction of equipment or material into WRHA operations which is likely to affect the security of employment of permanent employees.
- 17:03** The Employer agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.
- 17:04** Where the Employer intends to introduce technological change, the following procedure will be followed:
- (a) The Employer will provide the Union with one hundred and twenty (120) days' notice prior to the date the change is to be effective;
 - (b) During this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected;
 - (c) Where retraining is to be provided, it shall be provided during the employees' normal working hours where possible;
 - (d) At the request of either party, an on-site technological change implementation committee

shall be established at the work location(s) affected. The Committee will consist of two (2) worker representatives and two (2) management representatives. The role of the Committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.

- 17:05** The provisions of this Article are intended to assist employees affected by technological change and Sections 83, 84 and 85 of The Labour Relations Act do not apply during the term of this Agreement.

Article 18 Change of Work Location

- 18:01** The Employer shall provide ten (10) working days notice to an employee when the Employer initiates a permanent transfer of the employee from one office site to another.

Article 19 Layoff

- 19:01** Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, the Employer determines that a layoff(s) is necessary, the Employer shall determine the classification(s) from which the layoff(s) are to take place.
- 19:02** In the event of a layoff, employees other than probationary and term employees, shall receive four (4) weeks' notice or pay in lieu of such notice.
- 19:03** An employee who is laid off shall:
- (a) Be entitled to exercise her seniority to bump into any classification within the scope of this Agreement with the same or lower salary range, provided she

possesses the qualifications and ability sufficient to perform the required work; or

(b) Accept layoff.

Any employee displaced under Subsection (a) shall have the same rights.

- 19:04** Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.
- 19:05** An employee who is on layoff shall not be entitled to notice of layoff when she returns to work on an incidental basis.
- 19:06** No new employee shall be hired to fill vacancies when employees who are in layoff status are qualified, able and available to fill the vacancy except in an emergency.
- 19:07** Employees on layoff are to be recalled in order of seniority within their classification. Such recall shall be made by registered mail, and shall provide a minimum of (1) week's notice to report back to work. The employee is required to contact the Employer within one (1) week of such notice, confirming her intention to return to work as schedule. The employee shall return to work within fourteen (14) days of receipt of the notification. An employee who declines to return to a position comparable to that held prior to layoff, without reasonable cause, shall be considered terminated.
- 19:08** An employee recalled to work in a different classification from which she was laid off shall have the right to return to the position she held prior to the layoff should it become vacant within one (1) year of being called back and such vacancy shall not be subject to the job posting procedure.

- 19:09** To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with her current address, and further, must inform the Employer of any address changes.
- 19:10** An employee who exercises her seniority rights shall be entitled to a four (4) week familiarization period. In the event that the employee cannot function effectively in the position at the conclusion of the familiarization period, she shall be placed directly onto layoff status and the person originally displaced from the position shall, if not yet recalled, be returned to the position.
- 19:11** The right of an employee who has been laid off to be rehired under this Agreement will be forfeited in the following circumstances:
- (a) If the employee did not communicate with the Employer as specified, and
 - (b) If the employee did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer,
 - (c) A twenty-four (24) month period has elapsed since the initial date of layoff.
- 19:12** Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.
- 19:13** Accumulated vacation entitlement shall be paid out at time of layoff, unless the parties agree otherwise.
- 19:14** Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in

accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

19:15 Where an employee alleges that the employee's layoff has not been in accordance with this Agreement, the grievance procedure set forth in this agreement shall apply except that the grievance shall be initiated at the second step of the procedure.

19:16 For purposes of this Article, "qualifications" refers to education, knowledge, training, skills and experience. "Ability" refers to mental and physical capability. The Employer, in making a decision with respect to determining which employees are to be retained and which employees are to be laid off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the Employer in any dispute over the application of qualifications and ability to perform the duties, which the remaining employees will be required to perform.

Article 20 Severance Pay

This Article is applicable to persons employed by the WRHA on or before June 6, 2001.

20:01 Employees with nine (9) or more years of continuous service who retires shall be paid severance pay in the amount of one (1) week's pay for each complete year of

accumulated service or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. Example: ten (10) years, eight (8) complete months of continuous service equals ten and eight-twelfths (10 8/12) weeks of severance pay.

20:02 Where an employee in the employee's ninth (9th) year of continuous service fails to complete nine (9) years' service as a result of retirement the employee shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.

20:03 In addition to the severance pay set out in Section :01, employees who retire will also be eligible for the following severance pay:

- (a) for employees with twenty (20) or more years of accumulated service, an additional two (2) weeks' pay;
- (b) for employees with twenty-five (25) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsection (a);
- (c) for employees with thirty (30) or more years of accumulated service, two (2) week's pay in addition to the amount in Subsections (a) and (b);
- (d) for employees with thirty-five (35) or more years of accumulated service, two (2) weeks' pay in addition to the amounts in Subsections (a), (b) and (c).

- 20:04** In the case of employees with nine (9) or more years of continuous service whose services are terminated as a result of death, the employee's estate shall be paid severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay.
- 20:05** Where an employee in the employee's ninth (9th) year of continuous service fails to complete nine (9) years' service as a result of death, the employee's estate shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.
- 20:06** Employees with one (1) or more years of continuous 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 complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-six (26) weeks' pay.
- 20:07** Where an employee in the employee's first (1st) year of accumulated service fails to complete one (1) year's accumulated service as a result of permanent layoff, the employee shall be paid severance pay on the basis of one (1) week's pay multiplied by the factor of the number of complete months service completed in the employee's first (1st) year divided by twelve (12) months.
- 20:08** An employee who is eligible to receive severance pay in accordance with this Article may elect to receive the

severance pay in two equal payments provided both payments occur within the same fiscal year as the effective date of the retirement or permanent layoff. In the case of severance payable on permanent layoff upon receiving notice of layoff and waives the right to be recalled.

- 20:09** The rate of pay referred to in this Article shall be determined on the basis of the last regular bi-weekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent layoff, or death.
- 20:10** In the case of employees eligible for severance pay who are on standby or temporary layoff at the time of retirement, permanent layoff or death, the weekly hours shall be, the normal weekly hours of work in effect for the classification of the employees at the time of the retirement, permanent layoff or death.
- 20:11** Severance pay may be utilized to directly fund buy back of pension service in accordance with Canada Revenue Agency (CRA) limits and restrictions. Contributions for this purpose must also conform to the terms and conditions of the Civil Service Superannuation Plan.
- 20:12** An employee that terminates employment at anytime due to permanent disability shall be granted severance pay payable in lump sum in accordance with the calculation methods prescribed in this Article.

Article 21 Pre-Retirement Bonus

This Article is applicable to persons hired by the WRHA after June 6, 2001.

21:01 A full-time employee who retires at or after age fifty-five (55) with ten (10) or more years of service, or at any time due to permanent disability, or when the sum of the employee's years of age and length of continuous employment total eighty (80) or more, shall be granted four (4) days of paid pre-retirement leave per year of service or portion thereof.

21:02 Payment of Pre-Retirement Leave

- (a) 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 is reached.
- (b) Where the employee chooses to take a lump sum payment, the last day worked shall be considered the retirement day and benefits shall cease on that day.
- (c) Where the employee chooses to take pre-retirement leave as a continuation of salary until the scheduled retirement date, all benefits shall continue until that date.
- (d) Employees who have worked on a part-time basis during their employment with the Employer shall receive a pro-rated portion of pre-retirement leave based on their actual hours worked as compared to those of a full-time employee.
- (e) Calculation of pre-retirement leave shall begin from the date of the employee's last commencing employment with the Employer and shall be based on the employee's total length of continuous employment as at the date of retirement.

21:03 The retirement bonus may be utilized to directly fund buy back of pension service in accordance with Canada Revenue Agency (CRA) limits and restrictions. Contributions for this purpose must also conform to the Health Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

Article 22 Holidays

22:01 The following holidays shall be observed by the WRHA:

New Year's Day (January 1st)	Louis Riel Day
Labour Day	Good Friday
Thanksgiving Day	Easter Monday
Remembrance Day (November 11th)	Victoria Day
Christmas Day (December 25th)	Canada Day (July 1st)
Boxing Day (December 26th)	Civic Holiday

Any other holiday proclaimed by Federal or Provincial Statute.

For calculation purposes holidays shall be observed as indicated below:

- (a) For all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. For purposes of this Article, a shift employee**

is one whose regular workweek is not Monday to Friday inclusive.

- (b) For all non-shift employees, where any of the holidays fall on a Saturday or Sunday, the holiday shall be observed on the following Monday. Where holidays fall on both Saturday and Sunday, the holidays shall be observed on the following Monday and Tuesday.

22:02 (a) Wherever practicable the Employer shall not require an employee to work past one o'clock in the afternoon (1:00 p.m.) on December 24th when that day falls on Monday through Friday. This day shall be considered a full workday for purposes of calculation.

- (b) Where the Employer requires an employee to work a regular workday on December 24th falling on Monday through Friday, the employee shall receive one-half ($\frac{1}{2}$) day of compensatory leave with pay up to a maximum of four (4) hours.

22:03 An employee is entitled to the employee's regular pay for a holiday on which the employee does not work provided the employee:

- (a) did not fail to report for work after having been scheduled to work on the day of the holiday;
- (b) has not absented himself or herself from work without the consent of the Employer on the regular working day immediately preceding or following the

holiday unless the absence is by reason of established illness.

- 22:04** Notwithstanding Subsection :03 (b) an employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive the employee's regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday.
- 22:05** If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03 does work on the holiday, the employee shall be paid wages equivalent to one and one-half times ($1\frac{1}{2}x$) the employee's regular rate for the time worked on that day.
- 22:06** (a) An employee who is entitled to pay for a holiday and who works on a holiday when it is the employee's regularly scheduled working day shall, in addition to the holiday pay, be compensated at the rate of time and one-half ($1\frac{1}{2}x$) for all regular hours worked on the holiday, in the form of pay or compensatory leave. Any overtime hours worked on the holiday shall be compensated on the same basis as set out in Article 49:02 (d).
- (b) Subject to Subsection :07 (c), the accumulated compensatory leave referred to in Subsection :07 (a) above, shall be taken in the fiscal year in which it is earned.

- (c) The Employer may allow accumulated compensatory leave in lieu of statutory holidays to be carried forward to the next vacation year.
- (d) In the event that an employee is terminated, the accumulated compensatory leave in lieu of statutory holidays shall be paid out at the final rate in effect for the employee.

22:07 An employee who leaves the WRHA, shall receive pay in lieu of the compensatory leave that has not been granted.

22:08 Where a holiday falls within the vacation period of an employee, one (1) additional working day shall be added to the employee's vacation entitlement in lieu of the statutory holiday.

Article 23 Vacation

23:01 For purposes of this Agreement, a vacation year is the period beginning on April 1 and ending on March 31st of the next year.

23:02 Employees shall earn vacation leave credits on the following basis:

- (a) Employees who have completed less than two (2) years service, one and one-quarter ($1\frac{1}{4}$) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned;
- (b) Commencing from the beginning of the vacation year in which two (2) years of service will be completed, one and two-thirds ($1\frac{2}{3}$) working days per complete month of

service in each vacation year to be taken in the year in which three (3) years of service are completed and yearly thereafter;

- (c) Commencing from the beginning of the vacation year in which nine (9) years of service will be completed, two and one-twelfth ($2 \frac{1}{12}$) working days per complete month of service in each vacation year to be taken in the year in which ten (10) years of service are completed and yearly thereafter;
- (d) Commencing from the beginning of the vacation year in which nineteen (19) years of service will be completed, two and one-half ($2\frac{1}{2}$) working days per complete month of service in each vacation year to be taken in the year in which twenty (20) years of service are completed and yearly thereafter;

23:03 An employee shall accumulate vacation credits from date of employment.

23:04 The whole of the calendar year shall be available for vacations to be taken; however, vacation earned in any vacation year is to be taken the following vacation year, unless otherwise mutually agreed between the employee and the Employer.

With the approval of the Employer, vacation leave up to a maximum of five (5) working day may be granted in advance to an employee in the employee's first twelve (12) months of service.

- 23:05** Where the Employer has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee, the Employer may authorize payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions. An employee whose vacation leave has been restricted may, in lieu of receiving such pay, elect to carry over such vacation leave to the following year.
- 23:06** Subject to operational requirements vacation leave shall be rotated regardless of seniority of employment.
- 23:07** Where for any reason other than death, an employee leaves the service after having been granted more vacation leave than the employee has earned in accordance with this Agreement, the employee shall repay to the Employer all salary paid for such excess period of leave.
- 23:08** Where an employee dies, the employee's accumulated vacation credits shall be paid out to his/her estate.
- 23:09** Annual vacation will not be reduced as a result of a paid leave of absence, or unpaid leave of absence of four (4) weeks or less.
- 23:10** **Effective April 1, 2012, in recognition of length of service, each employee shall receive an additional five (5) days of vacation on completion of twenty (20) years of continuous service, and on each subsequent fifth (5th) anniversary of employment (i.e. 25th, 30th, 35th, 40th, etcetera). Such days shall be taken during the**

vacation year in which the 20th or subsequent 5th anniversary occurs.

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

Article 24 Income Protection (Sick Leave)

- 24:01** An employee who is absent due to illness or injury which is not eligible for compensation by either the WCB subject to 25:01 (1) or by MPI as a result of a motor vehicle accident subject to 25:01 (2), shall be paid her regular basic salary to the extent that she has accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to any injury for which lost earnings are compensated by MPI.
- 24:02** Applicable to employees hired prior to June 8, 2001 income protection (sick leave) shall accumulate:
- (a) during the first four (4) years of service at the rate of one-half ($\frac{1}{2}$) working day per bi-weekly pay period;
 - (b) after the first four (4) years of service, at the rate of one (1) working day per bi-weekly pay period; and
 - (c) income protection (sick leave) shall not accumulate to beyond two hundred and eight (208) working days.
- 24:03** Applicable to employees hired on or after June 8, 2001, all income protection (sick leave) shall accumulate at the rate of one and one quarter ($1\frac{1}{4}$) working days per full month of employment with no maximum accumulation.

- 24:04** Income protection (sick leave) with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on income protection (sick leave).
- 24:05** An employee who has been absent on income protection (sick leave) with pay, upon returning to work, shall continue to accumulate income protection (sick leave) in accordance with Sections :02 or :03.
- 24:06** An employee shall accumulate income protection (sick leave) credits commencing from the first working day of employment.
- 24:07** A new employee may be granted income protection (sick leave) in advance of it being earned during the first six (6) months of service, provided that the amount advanced, when combined with credits already accumulated, does not exceed five (5) working days. If an employee who has used more income protection (sick leave) than has been earned has the employee's services terminated for a reason other than layoff or death, the salary over-payment resulting from the use of unearned income protection (sick leave) shall be recovered by the Employer.
- 24:08** Income protection (sick leave) shall not accumulate during periods when an employee is:
- (a) absent on income protection (sick leave) and/or absent on Workers Compensation for a period of more than ten (10) consecutive working days; or
 - (b) absent without leave; or

(c) absent on leave of absence without pay.

Subsections :08 (b) and :08 (c) apply where the period of absence is greater than one (1) week.

- 24:09** Where an employee is to be absent because of illness, the employee shall endeavour to notify the employee's immediate supervisor of the absence due to illness at least one hour (1) prior to and not more than thirty (30) minutes after the normal hour of beginning work, or as soon thereafter as the means of communication permit.
- 24:10** The Employer, either at the time of notification by the employee of claiming income protection (sick leave), during the leave or by advance notice prior to future income protection (sick leave) claims, may require a medical certificate or report acceptable to the Employer as proof of the validity of any claim for income protection (sick leave) and as proof of the employee's fitness to return to work. Failure to provide such a certificate when requested may disqualify an employee from receiving paid income protection (sick leave) or may result in a refusal of permission for her to resume her work duties. Any cost of obtaining such certificates or reports shall be the responsibility of the employee.
- 24:11** Notwithstanding 24:01, **subject to operational requirements and** upon sufficient notification to the Employer, an employee shall be allowed time off with pay to attend appointments with a doctor, dentist, chiropractor, physiotherapist or other recognized therapist recommended by a physician. The time utilized for such appointments shall be deducted from accumulated income protection (sick

leave). This section is applicable only when the employee is unable to schedule such appointments during non-working hours.

24:12 Where an employee becomes ill during the period of the employee's scheduled annual vacation, the Employer may grant income protection (sick leave) and credit the employee with alternate days vacation equivalent to the number of days approved income protection (sick leave) providing the illness is over three (3) days and may require hospitalization. The employee will be responsible to provide proof of illness and/or hospitalization satisfactory to the Employer.

24:13 **Family Leave**

An employee may use up to seven (7) days of sick leave in any one (1) calendar year for illness of a spouse, child or parent. Sick leave that may be utilized for this purpose is limited to days earned in excess of nine (9) days during the employee's first year of employment and twelve (12) days in each year of employment thereafter.

Article 25 Workers Compensation and Manitoba Public Insurance (IRI)

25:01 **WCB/MPI**

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

- (b) An employee unable to work because of a work-related injury or illness will inform the Employer immediately, in accordance with established procedures and a claim for WCB benefits will be initiated.

(2) MPI

Where an employee is unable to work because of injuries sustained in a motor vehicle accident, she will inform the Employer immediately, in accordance with established procedures, and she 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.

(3) WCB/MPI Advance

Subject to (4), where an employee has applied for WCB/MPI benefits and where a loss of normal salary would result while awaiting the WCB/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 salary as defined in Schedule “A” (exclusive of overtime), less the employee’s usual income tax deductions, Canada Pension Plan (CPP) contributions, and Employment Insurance (EI) contributions.
- (b) The advance(s) will cover the period of time from the date of injury or illness until the date the final decision is rendered. In no case shall the total amount of the advance exceed the lesser of:

(i) The total net income protection which would otherwise be claimed by the employee in the one hundred and nineteen (119) calendar day elimination period, for former Civil Service employees - one hundred and twenty (120) calendar day elimination period, or

(ii) 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/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 WCB/MPI directly to the employee.

(d) In the event that WCB/MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.

(e) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment made and repayment received by the Employer.

(4) WCB/MPI Supplement

(a) Subject to (3), an employee who accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement the WCB/MPI payments.

- (b) 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 salary as defined in Schedule "A" of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, CPP contributions and EI contributions.
- (c) 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.
- (d) If at any time it is decided by WCB/MPI that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by WCB/MPI, then such payment shall not be payable.

25:02 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the injury or disability occurred.

25:03 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.

25:04 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an

on-the-job accident shall be provided by or at the expense of the Employer if it is not covered by a medical plan.

Article 26 Bereavement Leave

26:01 An employee shall be entitled to bereavement leave of five (5) working days without loss of salary in the event of the death of a member of the employee's immediate family.

Immediate family is defined as father, mother, step-father, step-mother, mother-in-law, father-in-law, brother, sister, sister-in-law, brother-in-law, spouse, fiancé, live in partner, child or ward of the employee, grandparent, grandparent-in-law, grandchild or relative permanently residing in the employee's household or with whom the employee permanently resides.

Such days may be taken only in the period which extends from the date of death up to and including the day following interment, or five (5) working days following the death, whichever is the greater.

One (1) bereavement leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.

26:02 An employee who is entitled to bereavement leave under Sections :01 during vacation leave shall receive vacation credits equal to the number of days of bereavement leave granted.

26:03 Provided an employee has not received bereavement leave for the death in question, the employee shall be entitled to bereavement leave up to a maximum of one (1) day without

loss of salary for attending a funeral as a pallbearer or mourner.

26:04 Where travel in excess of two hundred kilometres (200 km) is required, bereavement leave referenced in Article 26:01 shall be extended by up to two (2) additional working days.

26:05 **Compassionate Care Leave**

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

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

- (i) The day the certificate is issued; or
 - (ii) If the leave was begun before the certificate was issued, the day the leave began; and
- (2) The family member requires the care or support of one (1) or more family members.

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

26:05 (e) A family member for the purpose of this article shall be defined as:

- (i) a spouse or common-law partner of the employee;**
- (ii) a child of the employee or a child of the employee's spouse or common-law partner;**
- (iii) a parent of the employee or a 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 clauses (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.

(ix) Or any other person described in the applicable regulations of the Employment Standards Code.

- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 46:02 (e).
- (h) Subject to the provisions of Article 27:01 the employee may apply to utilize income protection credits to cover part of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Article 26:01.

Article 27 Special Leave

27:01 Leave for purposes other than death, such as serious personal loss due to fire, flood, or theft, may be granted at the Employer's discretion.

Article 28 Special Parenting Leave

28:01 An employee, excluding a birth mother, shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of his/her child. Such day shall be taken within seven (7) days of the birth of the child or such other day as may be mutually agreed.

Article 29 Maternity Leave

29:01 An employee who qualifies for maternity leave may apply for such leave in accordance with either Plan A or Plan B but not both.

PLAN A

29:02 In order to qualify for Plan A, a pregnant employee must:

- (a) have completed seven (7) continuous months of employment for or with the WRHA;
- (b) submit to the Employer an application in writing for leave under Plan A at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and
- (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

- 29:03** An employee who qualifies is entitled to and shall be granted maternity leave without pay consisting of:
- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :02 (c); or
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :02 (c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.
 - (c) The WRHA may vary the length of maternity leave upon proper certification by the attending physician.
- 29:04** An employee who has been granted maternity leave shall be permitted to apply up to a maximum of ten (10) days of her accumulated income protection (sick leave) against the Employment Insurance waiting period. Should the employee not return to work following her maternity leave for a period of employment sufficient to allow for reaccumulation of the number of sick days granted, the employee shall compensate the employer for the balance of the outstanding days at the time of termination. Approved income protection (sick leave) with pay granted during the period of return shall be counted as days worked.

PLAN B

- 29:05** In order to qualify for Plan B a pregnant employee must:

- (a) have completed seven (7) continuous months of employment for or with the WRHA;
- (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
- (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
- (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that Human Resources Development Canada (HRDC) has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22, Employment Insurance Act.

29:06 An applicant for maternity leave under Plan B must sign an agreement with the Employer providing that:

- (a) she will return to work and remain in the employ of the WRHA on a full-time basis for at least six (6) months, or on a part-time basis for a period of twelve (12) months following her return to work; and
- (b) if she does not take parental leave as provided in Article 31 - Parental Leave, she will return to work on the date of the expiry of her maternity leave; and

- (c) if she does take parental leave as provided in Article 31 - Parental Leave, she will return to work on the date of the expiry of her parental leave; and
- (d) should she fail to return to work as provided above, she is indebted to the WRHA for the full amount of pay received from the WRHA as a maternity allowance during her entire period of maternity leave.

29:07 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 mentioned in Subsection :05 (c); or
- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Subsection :05 (c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.
- (c) The WRHA may vary the length of maternity leave upon proper certification by the attending physician.

29:08 During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with the Supplementary Unemployment Benefit (SUB) plan as follows:

- (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;

- (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay;
- (c) all other time as may be provided under Section :08 shall be on a leave without pay basis.

29:09 Plan B does not apply to term employees or employees who normally are subject to seasonal layoff.

29:10 During the period of maternity leave, benefits will not accrue. However, the period of maternity leave will count as service towards eligibility for long service vacation and long service income protection (sick leave) entitlement.

29:11 Where an employee's anniversary date falls during the period of maternity leave under Plan A or B, the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.

29:12 Sections 55 through 57 inclusive of The Employment Standards Code respecting maternity leave shall apply "mutatis mutandis".

Article 30 Adoptive Parent Leave

30:01 An employee shall be granted one (1) day's leave with pay to attend to needs directly related to the adoption of the child. At the employee's option such leave shall be granted on the day of or the day following the adoption or such other day as may be mutually agreed.

Article 31 Parental Leave

- 31:01** In order to qualify for parental leave, an employee must:
- (a) be the natural mother of a child; or
 - (b) be the natural father of a child or he must assume actual care and custody of his newborn child; or
 - (c) adopt a child under the law of a province.
- 31:02** An employee who qualifies under Section :01 must:
- (a) have completed seven (7) continuous months of employment and
 - (b) submit to the Employer an application in writing for parental leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.
- 31:03** An employee who qualifies in accordance with Sections :01 and :02 is entitled to parental leave without pay for a continuous period of up to thirty-seven (37) weeks.
- 31:04** Subject to Section :05, parental leave must commence no later than the first anniversary date of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee.
- 31:05** Where an employee takes parental leave in addition to maternity leave, the employee must commence the parental leave immediately on expiry of the maternity leave without a return to work unless otherwise approved by the Employer.

Article 32 Bridging of Service

32:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children **and at the time of resignation notifies the employer of a potential to return to work, who is subsequently re-employed, with the Employer shall be credited with the length of service accumulated up to the time of resignation for the purposes of income protection (sick leave) and long service vacation entitlement benefits as defined in this Agreement and based on service seniority. The following conditions shall apply:**

- (a) the employee must have accumulated at least four (4) years of continuous service at the time of resigning;
- (b) the resignation itself must indicate the reason for resigning;
- (c) the break in service shall be for no longer than six (6) years, and during that time the employee must not have been engaged in remunerative employment for more than three (3) months;
- (d) the previous length of service shall not be reinstated until successful completion of the probationary period;
- (e) upon successful completion of the probationary period, the employee will be credited with the accumulated income protection (sick leave) credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

Article 33 Loss of or Damage to Personal Effects

33:01 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 comparable compensation **up to a maximum amount of five hundred (\$500) dollars, providing established Employer procedures and policies have been followed and proof of purchase of the replacement item is submitted. The employee shall be reimbursed at:**

- (a) **Replacement cost (up to the maximum amount of five hundred (\$500) dollars) provided that the item that is lost or damaged beyond repair has been purchased within six (6) months of the incident;**
- (b) **If the item has been purchased within six (6) months to two (2) years of the incident, at eight-five percent (85%) of the maximum replacement cost;**
- (c) **at seventy-five percent (75%) of the maximum replacement cost in all other cases.**

In calculating replacement cost, proof of purchase must be submitted and Provincial Sales Tax (PST) and Goods and Services Tax (GST) are included.

33:02 No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss of theft or damage to the employee's tools, equipment or personal effects, or for luxury items.

- 33:03** 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 34 Benefits

- 34:01** All Civil Service employees transitioned to the WRHA prior to April 1, 1999, 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 WRHA. These benefit plans include the Dental Plan, Long Term Disability Plan, Ambulance and Hospital Semi-Private Plan (AHSP), Group Extended Health Plan, Group Life Insurance Plan, Pension Plan, and the Vision Care Plan, and these employees will be "grandparented" to those plans for the duration of their employment. In addition, all Civil Service employees transitioned to the WRHA prior to April 1, 1999, will be provided a Health Spending Account as detailed in Appendix "B".
- 34:02** These benefit plans will be adjusted in accordance with the changes as set out in Appendix "B".
- 34:03** All employees, other than those referenced in :01 above, shall participate in the jointly trusted Health Employees Pension Plan and the Health Employees Benefit Plan (HEPP HEBP) in accordance with the provisions of these plans.

Employer and employee contribution rates for the Health Care Employees' Pension Plan – Manitoba (HEPP) shall be increased as follows:

January 1, 2011

Employer contribution rate to increase by 1.0%

April 1, 2012

Employee contribution rate to increase by 0.8%

April 1, 2013

Employer contribution rate to increase by 0.1% resulting in an overall contribution rate increase of 1.1%.

Employee contribution rate to increase by 0.3% resulting in an overall contribution rate increase of 1.1% (resulting in the new rates of 7.9% for earnings up to YMPE and 9.5% for earnings in excess of YMPE).

34:04 HEBP - Disability and Rehabilitation Plan

- (a) The Employer shall continue to participate in the HEBP Jointly Trusteed Disability and Rehabilitation Plan.
- (b) The Employer will contribute to a maximum of two point three percent (2.3%) of base salary to fund the HEBP Disability and Rehabilitation Plan.
- (c) The parties agree that income protection credits and Workers Compensation benefits will be used where applicable, to offset the elimination period. Once the elimination period has been exhausted, and subject to

the approval of the employees' application for D&R benefits by HEB, the employee may commence drawing disability benefits. It is understood that the elimination period for the Disability and Rehabilitation Plan is one hundred and nineteen (119) calendar days. An employee may claim income protection benefits for the period of time not to exceed this elimination period and payment of accrued income protection within the elimination period represents the maximum, amount of income protection available to the employee regardless of the dispensation of the D&R application or the status of the D&R application on the 120th calendar day. An employee may not utilize income protection contiguous to the date of termination of D&R coverage.

- (d) Where an employee has been away from work due to illness for four consecutive weeks the employee must complete all required documentation and make application for coverage under the HEB D&R Plan. The Employer and the Union are willing to assist the employee with completion of the documentation/application should the employee request.
- (e) Subject to compliance with 34:04(d), in the event;
 - (i) An employee does not have sufficient accrued income protection to cover the 119 calendar day elimination period, or

(ii) The employee's D&R application has not been approved by the end of the elimination period, the Employer shall pay the D&R Premium, Health Plan Premium, and Dental Plan Premium in respect of any portion of the elimination period where the employee is not in receipt of paid income protection or in respect of the period of time between the end of the elimination period and the date of final disposition of the employee's D&R application.

Article 35 Health and Safety

- 35:01** The Employer and the Union recognize that safety, accident prevention and the preservation of health are of primary importance in all operations and that these activities require the combined efforts of the WRHA, employees, and the Union.
- 35:02** The WRHA will continue to provide its employees with safe working conditions, equipment and materials, and will continue to ensure that all reasonable precautions are taken.
- 35:03** The Union will continue to make every effort to obtain the cooperation of each employee within the bargaining unit in the observation of all reasonable safety rules, practices and procedures.
- 35:04** Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect the employee's safety and health and the safety and health of any other persons who may be affected by the employee's acts or omissions at work.

- 35:05** The parties recognize the importance of establishing Workplace Health and Safety Committees to enhance the ability of employees and managers to resolve health and safety concerns. It is recognized that the initiative in requesting the establishment of a Workplace Health and Safety Committee may come from management and/or the employees in the workplace and/or the Union.
- 35:06** The parties agree to the establishment of Workplace Health and Safety Committees in workplaces where it is deemed necessary having regard for:
- (a) the number of employees in the workplace;
 - (b) the type of work performed in the workplace and the degree of hazard involved;
 - (c) the complexity of the workplace operations, and the size, location and nature of the workplace.
- 35:07** Where it is not deemed appropriate to establish a Workplace Health and Safety Committee in a workplace the parties may agree to the designation of a Workplace Health and Safety representative who may, in conjunction with a management representative, perform the duties of a committee.
- 35:08** Where it is deemed appropriate to establish a Workplace Health and Safety Committee in a workplace, the following shall apply:
- (a) The size of the committee shall be determined taking into account the factors listed in Section :06. The number of employee representatives should not be less than two (2) or more than six (6). The number of management representatives may be less than or

equal to the number of employee representatives on a committee.

- (b) Each party shall elect or appoint its representatives to a committee freely and without interference.
- (c) Committee members shall have a term of office of one (1) year and members are eligible for re-election or re-appointment.
- (d) Committees shall have two (2) co-chairpersons, one (1) chosen by and from the management representatives and one (1) chosen by and from the employee representatives. The co-chairpersons shall alternate the function of chairing the meetings of the committee and may participate fully in the deliberations and discussions of the committee.
- (e) Committees shall meet regularly at intervals to be determined by the committee but normally not less than once in each calendar quarter.
- (f) Except for the calling of special meetings, there shall be at least seventy-two (72) hours' prior notice of the calling of committee meetings.
- (g) Efforts should be made to schedule committee meetings, functions or duties during the employees' work time but if this is not possible meetings may be held during an employee's off duty hours. Employee representatives who are members of a Workplace Health and Safety Committee and who are scheduled to meet during off duty hours shall be compensated at straight time rates or at the employee's option be

granted time off in lieu for time spent in such meetings, functions or duties.

- (h) The quorum for meetings shall consist of one-half ($\frac{1}{2}$) of the management members and one-half ($\frac{1}{2}$) of the employee members.
- (i) Each work place shall provide a prominent place where information relating to health and safety subjects may be posted. Information posted shall include:
 - (i) the names of all committee members and their terms of office;
 - (ii) the scheduled meeting dates of the committee;
 - (iii) the agenda for each meeting;
 - (iv) the minutes of the previous meeting;
 - (v) informational and educational materials which have specific relevance to the safety and health of employees in that workplace.
- (j) Minutes of all committee meetings are required. Minutes shall consist of matters relating to the receipt and disposition of safety and health concerns. The minutes shall be signed by both chairpersons. Where there is disagreement as to the accuracy or content, either party may so note the disagreement and place their comments on the minutes prior to signing. When the minutes are signed by both co-chairpersons, the management co-chairperson shall retain the original for the records of the committee, forward a copy to the Workplace Safety and Health Branch, post a copy

as provided in Subsection (i) above and forward a copy to members of the committee.

- (k) Any material addressed to the committee shall be distributed as soon as practicable by the person receiving same to the other committee members.

35:09 The objectives of Workplace Health and Safety Committees include:

- (a) assisting employees to identify, record, examine, evaluate and resolve health and safety concerns in the workplace;
- (b) developing practical procedures and conditions to help achieve health and safety in the workplace;
- (c) promoting education and training programs to develop detailed knowledge of health and safety concerns and responsibilities in each individual workplace.

35:10 The parties agree to the establishment of a Central Workplace Health and Safety Committee to be composed of two (2) members appointed by each party. The WRHA agrees that one (1) of the members appointed by the Union shall be on a time off with pay basis. The sole purpose of the Committee shall be to:

- (a) assist in the establishment of Workplace Health and Safety Committees within work locations;
- (b) assist in resolving disputes as to the establishment of a committee or the number of representatives to be placed on a committee.

- 35:11** Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.
- 35:12** (a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to the employee's safety or health in the performance of the employee's work, the employee shall report that condition to the employee's supervisor.
- (b) The supervisor upon being notified under (a) above shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a health and safety committee at the workplace, the co-chairpersons may be asked to participate.
- (c) If the employee is unsatisfied with the supervisor's decision or if the supervisor refuses to inspect the condition, the employee shall contact, in writing or by telephone, the Workplace Safety and Health Branch without delay.
- (d) If the employee refuses to work because of the employee's belief that the condition is dangerous, the employee must be available to perform other work assigned.
- 35:13** Where an employee has refused to perform work in accordance with Section :12, no other employee shall be assigned the particular work unless such employee is

notified of the refusal and the reasons for the refusal, if known.

- 35:14** Nothing in this Article prevents the doing of any work or thing that may be necessary in order to remedy the dangerous condition described in Sections :11 and :12.
- 35:15** Disciplinary action shall not be taken against an employee solely for the reason that the employee:
- (a) made a report under Section :12; and
 - (b) refused to work or continue to work under the conditions described under Section :12 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to the employee's safety or health.
- 35:16** Where an employee wilfully takes unfair advantage of the provisions described in Section :12, the employee may be subject to disciplinary action up to and including suspension or dismissal.

Article 36 Union Business

- 36:01** Leave of absence to attend to Union business may be granted to employees under the following conditions:
- (a) Requests for leave shall be made in writing by the Union by providing the employee with a letter of request. The employee shall submit the letter to the employee's immediate **supervisor**. The Union will also provide a copy of the written request to the Director of Human Resources.

- (b) Requests for leave shall be made with reasonable advance notice but not less than **five (5)** working days and shall be granted only where operational requirements permit. Where special or unusual circumstances prevent compliance with the **five (5)** working days notice, the request shall be considered and shall not be unreasonably denied.
- (c) Where such leave of absence has been granted the Union shall reimburse the WRHA for salary **and benefits (up to a maximum of twenty [20%] of salary).**

- 36:02** For time spent with WRHA representatives during negotiations of the Agreement, the Union will be allowed to have no more than three (3) employees present at each bargaining session on a time-off with pay basis.
- 36:03** Prior to the commencement of negotiations, the Union shall supply the WRHA with a list of employee representatives. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.
- 36:04** Subject to the mutual agreement of the parties, the total number of employees referred to in Section :02 above may be changed provided any additional employees are on leave without pay or on wage recovery as per Subsection :01 (c).
- 36:05** Union staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.
- 36:06** The WRHA agrees to allow the Union use of space on existing bulletin boards for the purpose of posting official

Union information relating to business affairs, meetings, and social events provided the information does not contain anything that is adverse to the interests of the employer. The Employer or designate shall have the right to refuse to post or remove the posting of any information.

- 36:07** Where a new employee(s) is hired, the Union may request up to fifteen (15) minutes for an individual and up to thirty (30) minutes for a group orientation, during normal working hours, for the purpose of acquainting the new employee(s) with the Union.

Article 37 Rights of Stewards

- 37:01** “Steward” means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 37:02** The WRHA recognizes the Union’s right to select stewards to represent employees.
- 37:03** The Union shall determine the number of stewards and the jurisdiction of each steward having regard to the plan of organization, the distribution of employees at the workplace, and the administrative structure implied by the grievance procedure.
- 37:04** The Union agrees to provide the WRHA with a list of stewards and any subsequent changes for each work location. The Union shall provide appropriate identification for stewards.
- 37:05** Stewards and employees shall not conduct Union business during their working time.

- 37:06** The duties of the stewards shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the grievance procedure.
- 37:07** For complaints of an urgent nature, a steward shall first obtain the permission of the steward's immediate supervisor before leaving work to investigate such complaint with the employee and supervisor or WRHA. Such permission shall not be unreasonably sought or withheld. On resuming the steward's normal duties, the steward shall notify the steward's supervisor.
- 37:08** When it is necessary for a steward to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the steward or employee concerned, provided that each has obtained approval from their supervisor(s) for the time required to deal with the complaint or grievance. On resuming their duties, the steward and employee shall notify their supervisor(s).

Article 38 Union Security

- 38:01** During the term of this Agreement, employees covered by this Agreement, whether members of the Union or not, shall pay to the Union, by payroll deduction, an amount equal to the bi-weekly membership dues determined by the Union. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the bi-weekly pay period, following the date the employee is covered under the terms of this Agreement.

- 38:02** The WRHA shall forward to the Union the amount of the dues deducted under Section :01 above on a bi-weekly basis per each applicable bi-weekly pay period system.
- 38:03** (a) The Employer shall provide the Union, on a bi-weekly basis per each applicable bi-weekly pay period system, the name, bargaining unit, classification, work location, home address and rate of pay of the employees from whose wages dues have been deducted showing opposite each employee's name, the amount of dues deducted for that employee.
- (b) The personal information as identified in :03 (a) above may only be used by the Union for the purpose of communicating with the members. The Union acknowledges that it shall have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of personal information. The Union further agrees that when disposing of or storing this information it shall take care that this information is transported, stored or destroyed in a secure manner.
- 38:04** The Union agrees to indemnify and save the WRHA harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the WRHA.
- 38:05** Notwithstanding any other provision in this Agreement, the WRHA shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the following:

- (a) the name of each employee;
- (b) the classification of each employee;
- (c) the current rate of pay of each employee.

Article 39 Labour Management Committee

- 39:01** The Employer and the Union agree to maintain a Labour Management Committee with equal representation from both parties to a maximum of three (3) representatives each. This Committee shall meet at the request of either party, for the purpose of discussing matters of concern to either party. The parties shall co-chair this Committee and shall chair alternate meetings.
- 39:02** This Committee shall be advisory in nature and shall not substitute for staff meetings or normal lines of communication in effect in the Authority.
- 39:03** Employees appointed by, and acting on behalf of the Union, shall receive basic pay or the equivalent time off to attend meetings.
- 39:04** The Committee shall meet as and when required at a mutually agreeable time within ten (10) calendar days of written notice being given by either party. An agenda will be prepared by the calling party with input for the other party and shall be distributed four (4) calendar days prior to the meeting taking place.
- 39:05** 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.

Article 40 Grievance Procedure

- 40:01** The parties to this Agreement recognize the desirability for prompt resolution of grievances through an orderly process without stoppage of work or refusal to perform work.
- 40:02** A grievance is defined as a complaint in writing concerning:
- (a) the application, interpretation, or alleged violation of an Article of this Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
 - (b) the discipline of an employee. The above categories of grievances can be processed up to and including Step 3 of the grievance procedure.
- 40:03** Notwithstanding Section :02, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.
- 40:04** (a) Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees; and where as a result the Union deems it impractical that each affected

employee grieve separately, the Union shall have the right to present a group grievance. A group grievance shall be presented directly to the Director of Human Resources within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.

- (b) Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. where such a grievance is initiated by the Union it shall be presented to the Director of Human Resources. Where such a grievance is initiated by the WRHA it shall be presented to the President of the Manitoba Government and General Employees' Union. In all cases the grievance shall be presented within twenty (20) working days from the date of the action-giving rise to the grievance.
- (c) where the parties fail to resolve a grievance under Subsection :04 (a) or :04 (b), either party may refer the grievance to arbitration. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.

(d) Notwithstanding Section :06, a grievance filed under Subsection :04 (b) shall not require the signature of an employee.

40:05 If an employee or the Union fails to initiate or process a grievance within the prescribed time limits, the grievance will be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end. If Management fails to reply to a grievance within the prescribed time limits, the employee or the Union may process the grievance to the next step. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.

40:06 Wherever possible, the grievance shall be presented on the Official Grievance Form. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement, such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Official Grievance Form or for failure to quote the Article in dispute.

40:07 It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion. When a

grievance cannot be presented in person at any step, it may be transmitted by registered mail.

40:08 An employee has the right to representation by an Union representative at any step of the grievance procedure.

Step 1

- (a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to the employee's Director.
- (b) The Director or designate shall sign for receipt of the grievance and if the nature of the grievance is such that the the Director or designate is authorized to deal with it, the Director or designate shall issue a decision in writing to the employee and to the Union within fifteen (15) working days.
- (c) The Director or designate may discuss the grievance with the employee and the employee's representative before giving a decision on the grievance.
- (d) If the nature of the grievance is such that a decision cannot be given below a particular level of authority, the Director shall refer the grievance to the next step of the grievance procedure and so inform the employee and the Union. The time limits and the procedures of Step 2 shall apply from the date of referral.

Step 2

- (a) If the grievance is not resolved satisfactorily at Step 1, the employee shall submit the same grievance and the redress requested to his/her Vice President of Community Care within fifteen (15) working days of the receipt of the decision at Step 1.
- (b) The Vice President or designate shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Union within fifteen (15) working days of receipt of the grievance.
- (c) The Vice President or designate may hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance.

Step 3

A decision made at Step 2 may be submitted to arbitration in accordance with Article 43. The decision of the arbitrator(s) shall be final and binding for all such grievances. Union approval is required to submit any grievance to arbitration.

40:09 Grievances concerning demotion, suspension or dismissal shall be initiated at Step 2 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.

40:10 An employee or the Union may withdraw a grievance at any step of the grievance/arbitration procedure by giving written notice to the Employer. An employee may abandon a grievance by not processing it within the prescribed time limits.

Article 41 Grievance Arbitration Procedure

- 41:01** Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to arbitration in accordance with the procedure set forth in this Article:
- (a) Grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;
 - (b) Grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
 - (c) Grievances concerning discipline of an employee.
- 41:02** The procedure for arbitrating grievances shall be the procedure as set forth below:
- (a) Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the decision at Step 2, notify the other party in writing of its desire to submit the difference or allegation to arbitration. Such notification, when initiated by the Union, shall be made directly to the Director of Human Resources, and shall set forth the issue in dispute for referral to the Arbitration Board.
 - (b) Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice referred to in Subsection :02(a) shall so state.
 - (i) Where the party who receives the notice accepts the request for a single arbitrator the parties will attempt to

reach agreement on the selection of a single arbitrator within ten (10) working days.

(ii) Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board in accordance with Subsection :02(c) within ten (10) working days.

(iii) Where the parties have agreed to a single arbitrator, the single arbitrator shall be considered to be an Arbitration Board for purposes of this Article.

(c) Where the party initiating the arbitration proceedings wishes to request arbitration by a three (3) person board, the notice referred to in Subsection :03(a) shall contain the first party's appointee to the Arbitration Board. The following procedure will then apply:

(i) The party who receives the notice shall within ten (10) working days of receiving the notice, name an appointee to the Arbitration Board and notify the other party in writing of such appointee.

(ii) The two (2) members of the Arbitration Board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the Arbitration Board who shall be the Chairperson thereof.

(iii) If either party fails to appoint its member to the Board as provided above or where the two (2) appointees of the parties fail to agree on the appointment of a third member

within the time specified, the Chief Justice for the Province of Manitoba, or in the Chief Justice's absence, the Chief Justice of the Court of Queen's Bench, upon the request of a party to the Agreement, shall nominate a member on behalf of the party failing to make an appointment or shall nominate the third member and Chairperson, as the case may be, and where the case requires, may nominate both, and where such nomination has been made, the Minister of Labour shall appoint that person as member or Chairperson or both, as the case may be.

(iv) The Chairperson and one (1) other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting.

- (d) Where the matter is submitted to the Arbitration Board, the Arbitration Board shall commence hearings within ten (10) working days of the matter being submitted to the Board and shall hear evidence and argument submitted by or on behalf of the parties relevant to the matter submitted and shall make a decision thereon in the form of an award of the Arbitration Board.
- (e) The Arbitration Board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it.
- (f) The Arbitration Board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence

as the Arbitration Board deems requisite to the full investigation and consideration of the matters referred to it.

- (g) The Arbitration Board shall submit a report on the findings and the decision of the Board within fourteen (14) days following the completion of the hearing to the parties.
- (h) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.
- (i) In the case of a three (3) person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.
- (j) The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of this Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.
- (k) The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the Board.
- (l) Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by the Employer for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.

- (m) The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:
- (i) The parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board.
 - (ii) Each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party.
 - (iii) Each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board.
 - (iv) Each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party.
 - (v) The parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.

41:03 The parties hereto agree that an employee of the WRHA and a staff member of the Manitoba Government and General Employees' Union shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board appointed pursuant to this Agreement.

Article 42 Harassment and Discrimination

42:01 The parties recognize that the problem of harassment and discrimination may exist. The parties agree that harassment and discrimination will not be tolerated in the workplace or

in connection with the workplace. Situations involving allegations of harassment or discrimination shall be treated in strict confidence by both the Employer and the Union.

- 42:02** It is agreed that there shall be no discrimination, interference, restriction, harassment, or coercion knowingly exercised or practised by the Employer or any employee by reason of age, religion, race, colour, national origin, political or religious affiliation, sex, sexual orientation, marital status, place of residence, family relationships, physical handicap nor by reason of her membership or non-membership or activity in the Union.
- 42:03** The Employer and the Union agree that no form of sexual harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems should they arise. Situations involving sexual harassment shall be treated in strict confidence by both the Employer and the Union.
- 42:04** The Employer is committed to the implementation of a Regional Harassment Policy and Procedure identifying the process for reporting, investigating and resolving issues.

Article 43 Reclassification Procedure

- 43:01** An employee who is of the opinion that the employee's position is improperly classified may submit an "Employee Originated Request for Reclassification".
- 43:02** Step I
- The employee will submit the request to the his/her Director together with the following:

- (a) a current position description;
- (b) the job classification being requested and reasons why that classification is appropriate;
- (c) any other information in support of the request. The Director has twenty (20) working days following receipt of the request to reply.

43:03 Step 2

Where the employee considers the Director's reply unsatisfactory or where no reply is received within the prescribed time limits, the employee may forward a copy of the request to the Director of Human Resources within ten (10) working days. The Director or designate will have twenty (20) working days following receipt of the request to reply.

43:04 Where no reply is received or where the employee considers the response unsatisfactory, the matter may, with the approval of the Union be referred to arbitration within twenty (20) working days upon expiry of the time limits prescribed or on receipt of the decision from the director or designate.

43:05 The time limits prescribed in this Article may be extended by mutual agreement of the employee and the party designated to respond.

Article 44 Civil Liability

44:01 (1) If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort

committed by the employee in the performance of the employee's duties, then:

- (a) The employee, upon being served with any legal process, or upon receipt of any action or proceeding as hereinbefore referred to, being commenced against the employee shall advise the **WRHA** of any such notification or legal process;
 - (b) The Employer shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees; and/or
 - (c) The Employer shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the Employer before the same is finalized. Provided **in every case** the conduct of the employee which gave rise to the action did not constitute gross negligence of the employee's duty as an employee;
- (2) In accordance with Subsection (1) above, the **Employer or Employer's Insurance Provider** shall appoint counsel. The Employer accepts full responsibility for the conduct of the action and the employee agrees to co-operate fully with appointed counsel.

Article 45 Employee Files

- 45:01** Upon the written request of an employee, the personnel file of that employee shall be made available for the employee's full examination. Such examination shall be in the presence of a representative of the Human Resources department.

The employee has the option to have a representative present.

- 45:02** An employee may request a copy of specific documents on the employee's personnel file. This provision shall not be unreasonably requested or denied.

Article 46 Seniority

- 46:01** Seniority shall be defined as the total accumulated regular hours paid from the last date the employee entered the bargaining unit. Seniority accumulated prior to the date of signing of this Agreement shall be retained.
- 46:02** Seniority shall continue to accrue during:
- (a) Any period of paid leave of absence or income protection (sick leave);
 - (b) Any period of unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, Manitoba Public Insurance or Long Term Disability/Disability & Rehabilitation for a period of up to two (2) years from the date of the first absence from work;
 - (c) Periods of maternity leave and/or parental leave;
 - (d) Approved educational leave to a maximum of two (2) years;
 - (e) Unpaid leave of absence of four (4) weeks or less;
 - (f) Any income protection (sick leave) without pay necessary to satisfy the elimination period of the Long Term Disability / Disability & Rehabilitation Plan;

- (g) Service with another Employer, immediately prior to employment with the WRHA, as mutually agreed between the Union and the Employer;
- (h) Any period of time that a bargaining unit member is temporarily assigned on an acting, secondment or term basis to an out of scope position;
- (i) Any period of approved unpaid leave of absence for Union purposes of up to one (1) year;
- (j) Layoff of twenty-six (26) weeks or less.

46:03 Seniority will terminate if an employee:

- (a) Resigns or retires or dies;
- (b) Is discharged and is not reinstated;
- (c) Is laid off in excess of two (2) years;
- (d) Is promoted or transferred to a permanent position outside of the bargaining unit and completes the trial period;
- (e) Is terminated at the expiry of the employee's term of employment. However, this Subsection does not apply to a term employee who has been employed on a full-time or part-time basis for twelve (12) continuous months and who is re-employed within one (1) year of the expiration of the employee's term of employment.

46:04 A seniority list will be prepared by February 15th by the Employer based on service up to and including December 31st of the previous year. The lists will be posted at all work locations on the bulletin board referenced in Article 36:06 and a copy sent to the Union. The list shall indicate the

employee's name, classification, accrued service and start date. This list shall be open for correction for a period of forty-five (45) calendar days from the date of the initial posting. On presentation of proof of error, the Employer will correct any errors so found. By April 15th of each year, the corrected list shall be posted in all work locations, and a copy sent to the Union. This shall be considered the accurate list and shall not be subject to further changes until the next posting.

46:05 A seniority list will be prepared for the following types of employees by classification groupings in order of seniority:

- (a) Permanent; and
- (b) Term.

46:06 Seniority will be retained but will not continue to accrue during:

- (a) Unpaid leave of absence of more than four (4) weeks;
- (b) On an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, Manitoba Public Insurance or Long Term Disability for a period of more than two (2) years from the date of the first absence from work related to injury or illness;
- (c) Educational leave in excess of two (2) years;
- (d) Layoff of more than twenty-six (26) weeks and not more than two (2) years.

Article 47 Part-time Employees

47:01 The calculation of benefits for part-time employees covered by this Agreement will be as set out in Appendix “C” - Application of Benefits to Part-time Employees.

Article 48 Hours of Work

- 48:01** (a) Regular hours of work for all employees shall be:
- (i) Seven and one-quarter ($7 \frac{1}{4}$) consecutive hours per work day excluding meal periods and including rest periods; and
 - (ii) Thirty-six and one quarter ($36 \frac{1}{4}$) hours per work week.

Except as follows:

- (b) Regular hours of work for all Dietitians - Manitoba Nutrition Program shall be:
 - (i) Seven and one half ($7 \frac{1}{2}$) consecutive hours per work day excluding meal periods and including rest periods; and
 - (ii) Thirty-seven and one half ($37 \frac{1}{2}$) hours per work week.
- (c) Regular hours of work for all Coordination Support Workers, Housing Support Workers, PACT Support Workers and Nursing Resource Coordinators shall be:
 - (i) Eight (8) consecutive hours per work day excluding meal periods and including rest periods; and
 - (ii) Forty (40) hours per work week

- (d) Effective October 1, 2007, Regular hours of work for all Coordination Support Workers and Nursing Resource Coordinators shall be:
- (i) Seven and three-quarter ($7 \frac{3}{4}$) consecutive hours excluding meal periods and including rest periods; and
 - (ii) Thirty-eight and three-quarter ($38 \frac{3}{4}$) hours per week
- (e) Regular hours of work for all Crisis **Stabilization Unit – Nurses, shall be:**
- (i) Eight (8) hours per work day **excluding 10 minutes towards the meal period and including twenty (20) minutes towards the meal period and fifteen (15) minute rest periods**
 - (ii) An average of eighty (80) hours per bi-weekly period.
- (f) **Regular hours of work for all Crisis Unit Practitioners, Crisis Stabilization Unit – Activity Workers, Crisis Stabilization Unit – Clinical Team Leaders, Crisis Stabilization Unit – Unit Attendants and Mobile Crisis Service – Clinical Team Leaders shall be:**
- (i) **Eight (8) hours per work day including meal periods and rest periods**
 - (ii) **An average of eighty (80) hours per bi-weekly period.**

- (g) Regular hours of work for all Mobile Crisis Service - Clinicians and Mobile Crisis Service - Crisis Worker shall be:
- (i) Eight (8) consecutive hours per work day including meal periods and rest periods; or
 - (ii) A combination of eight (8) and twelve (12) consecutive hours per work day including meal periods and rest periods; and
 - (iii) An average of eighty (80) hours per bi-weekly period.
- (h) Alterations to the foregoing shall only be by written mutual consent of both parties to this Collective Agreement. This provision does not relate to the times of work in Section :02 or the days of work in Section :03.

48:02 Times of Work

This provision shall only apply to employees hired before October 11, 2011 except as noted below: This provision will not apply to employees who apply for (and are successful in obtaining) positions posted stating evening, night and/or weekend work, and subsequent letters of offer clearly state the requirement for evening, night and/or weekend work.

Normal hours of work shall be between 8:30 a.m. and 5:00 p.m. Where the necessity to provide service to the public creates a need to set different times of work other than those referenced in the flexible hours guidelines the Employer, after meaningful consultation with the Union,

may set different times of work. This provision does not relate to the workday and workweek in Section :02 or the days of work in Section :04.

48:03 Days of Work

This provision shall only apply to employees hired before October 11, 2011 except as noted below: This provision will not apply to employees who apply for (and are successful in obtaining) positions posted stating evening, night and/or weekend work, and subsequent letters of offer clearly state the requirement for evening, night and/or weekend work.

The days of work shall be Monday to Friday inclusive. If it becomes necessary to provide service to the public on Saturdays and/or Sundays, an employee's day(s) of work may be altered to include a Saturday and/or Sunday, subject to the following:

- (a) The Employer shall endeavour to staff these situations through the use of volunteers from among existing staff.
- (b) In the event insufficient volunteers can be recruited, the Employer shall consult with the Union regarding any changes to the days of work existing employees. Any alteration to the days of work requires the mutual agreement of the Employer and the Union.
- (c) An employee whose days of work are changed shall then be given a minimum of thirty (30) days' notice prior to the implementation of the change to her days of work.

48:04 Notwithstanding :04 above, the Employer may post vacant or new positions with a requirement for weekend work.

- 48:05** Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such times as may be specified by the employees' immediate supervisor.
- 48:06** On an occasional basis and upon mutual agreement between the Employer and the employee, an employee may vary her hours of work and/or her workday in order to provide service. In these circumstances, any additional hours worked beyond the normal workday and all hours worked on an alternate workday shall be taken back at a time mutually agreed between the Employer and employee within six (6) weeks following the date on which the additional hours and/or alternate workday occurred. Overtime does not apply in these circumstances.
- 48:07** **If it becomes necessary to change the days of work, or hours of work for employees eligible to work days, evening and/or weekends, the employer may alter the shift schedule of impacted employees by:**
- (a) Endeavouring to staff these situations through the use of volunteers from among eligible staff, or**
 - (b) Where the employer unilaterally changes the days of work, or hours of work impacted employee(s) shall be given a minimum of sixty (60) days notice prior to the implementation of the change to her work schedule.**

Article 49 Overtime

- 49:01** (a) Overtime shall mean any authorized time worked in excess of regular hours established under Article 48:02.

- (b) A supervisor authorized to do so, may require an employee under the supervisor's authority to work overtime. Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.

49:02 Overtime rates shall be:

- (a) Employees shall receive one and one-half times ($1\frac{1}{2}x$) their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.
- (b) Employees shall receive two times ($2x$) their basic rate of pay for authorized overtime beyond the first three (3) hours in any one (1) day.
- (c) Overtime worked by full-time employees on any scheduled day off shall be paid at the rate of two times ($2x$) the employee's basic rate of pay.
- (d) All overtime worked on a General Holiday shall be paid at two and one-half times ($2\frac{1}{2}x$) the employee's basic rate of pay.

49:03 By mutual agreement between the Employer and the employee, overtime may be compensated by the granting of equivalent time off at the applicable rates. Such times shall be taken by the employee prior to March 31st of any year or paid out, unless otherwise mutually agreed.

49:04 An employee who is absent on paid time off during her scheduled workweek shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.

- 49:05** An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's regular work day. A meal break shall not be regarded as affecting contiguity.
- 49:06** An employee required to work overtime for a period in excess of two (2) hours immediately following her/his regular hours of work shall be provided with a meal allowance of eight dollars (\$8.00).

Article 50 Shift Premium

- 50:01** (a) Evening Premium:

An employee who works a shift where one-half ($\frac{1}{2}$) or more of the hours are worked between 1600 hours and 2400 hours shall receive an Evening Shift Premium of one dollar (\$1.00) for all hours worked in addition to the employee's regular pay.

- (b) Night Premium:

An employee who works a shift where one half ($\frac{1}{2}$) or more of the hours are worked between 0001 hours and 0800 hours shall receive a night premium for all hours worked in addition to the employee's regular pay of one dollar and seventy five cents (\$1.75) [**one dollar ninety cents (\$1.90) effective October 1, 2011; two dollars and five cents (\$2.05) effective March 31, 2013**] per hour.

- 50:02** The shift premiums shall not be payable while an employee is off duty for any reason.

- 50:03** The shift premium shall not be included in the calculation of overtime payments, pension, group life insurance, income protection (sick leave) payments, vacation pay, or any other employee benefits.

Article 51 Weekend Premium

- 51:01** A weekend premium of one dollar and thirty-five cents (\$1.35) [one dollar and fifty cents (\$1.50) effective October 1, 2011; one dollar and sixty-five cents (\$1.65) effective March 31, 2013] per hour shall be paid to an employee for all hours actually worked on any shift where the majority of the hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.
- 51:02** The weekend premium shall not be payable while an employee is off duty for any reason.
- 51:03** The weekend premium shall not be included in the calculation of overtime payments, pension, group life insurance, income protection (sick leave) payments, vacation pay, or any other employee benefits.

Article 52 Standby

- 52:01** Effective April 1, 2004, an employee who is designated by the Employer to be available on standby, shall be entitled to payment of two (2) hour's basic pay for each eight (8) hour period or pro rata payment for any portion thereof.

- 52:02** To be eligible for standby payment, an employee designated for standby duty must be available during the period of standby at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee, and must be available to return for duty as quickly as possible if called.
- 52:03** An employee on standby who is called back to work, shall be compensated in accordance with call-out provisions of the overtime Article **49** in addition to standby pay.
- 52:04** A call back is defined as a call, which requires an employee to **report for duty during the period between completion of regularly scheduled hours of work and subsequent starting time. A callback shall conclude when all emergent work has been completed.**

Article 53 Court Leave

- 53:01** An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all witness fees received by the employee shall be remitted to the Employer.

If requested by the employee, an employee required to attend a court proceeding as a party to that proceeding, occasioned by the employees' private affairs shall receive a leave of absence without pay for the required absence.

53:02 Should an employee be summoned or subpoenaed for matters occasioned by the employee's work during the employee's off duty hours, or while the employee is on vacation, the employee shall receive applicable overtime rates in accordance with the overtime provisions. An employee's lost vacation time will not be recredited.

Article 54 Acting Status

54:01 Where the Employer or designate directs an employee employed in one (1) position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, for ten (10) or more consecutive working days, the employee shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the acting status is revoked. Upon the acting status being revoked the employee shall, unless appointed or promoted to some other position, revert to the employee's original position and be paid at the rate of pay for the employee's original position that the employee would be paid if the employee had never held the acting status.

54:02 For purposes of interpretation of this Article, "duties and responsibilities" means the duties and responsibilities that would have been performed by the incumbent during the period in which the incumbent had been replaced.

Article 55 Qualification Pay

55:01 Employees classified as Nurse 2 (NN2), and effective May 25, 2007, Nurse 3 (NN3) and holding a Baccalaureate of

Nursing Degree (Science, Mental Health or Psychiatric Nursing) shall receive qualification pay in the amount of one hundred dollars (\$100.00) per month (forty-six dollars [\$46.00] bi-weekly). Part-time employees shall receive such amount on a prorated basis as specified in Appendix “C”, Article 2:02.

Article 56 Employees Occupying More Than One Position

- 56:01** Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position within the sites comprising the Winnipeg Regional Health Authority. 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 position, the employee will have the option of assuming the position applied for and relinquishing their former position.
- 56:02** At no time shall the sum of the positions occupied exceed the equivalent of one (1) Equivalent Full-time (EFT). However, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee and the Union.
- 56:03** 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 19 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.

- 56:04** All salary-based benefits, i.e. Group Life, Pension, LTD, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- 56:05** All accrued benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- 56:06** Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/site supervisor/manager, and will be considered independently, based on the operational requirements of each department/site, requests shall not be unreasonably denied.
- 56:07** Employees taking on an additional position will be subject to a probation period in accordance with Article 10 If, during this probation period, the applicant found by the Employer to be unsatisfactory in her new position, she shall relinquish that position.
- 56:08** Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one of the positions occupied.

Article 57 Rehabilitation, Return to Work and Accommodation

- 57:01** The Employer and the Union agree to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled employees.
- 57:02** (a) 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.

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

Article 58 Inclement Weather

58:01 When an employee is unable to attend work due to whiteout/blizzard conditions as declared by Environment Canada or the Employer, or due to road closures as declared by police agencies or the Department of Infrastructure and Transportation, the employee shall be entitled to use available vacation credits, banked over-time, banked general holidays, time off without pay and/or as otherwise specified in any applicable Employer policy(ies) as may be amended from time to time.

Article 59 Leave of Absence

59:01 Except in emergencies, all requests for any leave of absence shall be made in writing stating the reasons for and the expected duration of the leave, and submitted to the Employer at least thirty (30) calendar days in advance. The Employer shall notify the employee of the decision in writing without undue delay. Such requests shall be considered on their individual merits including the

operational needs of the department, and shall not be unreasonably denied.

Article 60 Overpayments

60:01 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

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

In the event the employee retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of


employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

In witness whereof the duly authorized representatives of the parties hereto have set their hand to execute this Collective Agreement on

This thirteenth day of January, 2012.



*On Behalf of the Winnipeg Regional
Health Authority*

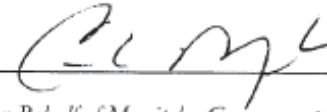


*On Behalf of the Winnipeg Regional
Health Authority*

*On Behalf of Winnipeg Regional
Health Authority*



*On Behalf of the Manitoba Government
and General Employees' Union*



*On Behalf of Manitoba Government
and General Employees' Union*



*On Behalf of the Manitoba Government
and General Employees' Union*

Appendix “A”

Exclusions from the Terms of the Agreement:

The bargaining unit shall comprise all employees in classifications listed in the Salary Schedule except those employees in positions mutually agreed to between the parties or as excluded under the provisions of the Labour Relations Act.

If the Employer and the Union disagree as to whether a person is an employee within the terms of the Manitoba Labour Relations Act and appropriate for inclusion within this Agreement, then either or both of them may refer the matter to the Manitoba Labour Board for ruling.

If the Manitoba Labour Board rules that such person is an employee within the terms of the Manitoba Labour Relations Act, and appropriate for inclusion in this Agreement, then the Employer and the Union agree to meet forthwith to negotiate the classification and salary schedule for that employee, for inclusion in this Agreement. If the Employer and the Union are unable to reach an agreement on the classification and/or salary schedule, then either or both of them may refer the matter for Arbitration.

Guidelines to be considered in negotiating exclusions shall be position classifications the incumbents of which are employed:

- (a) for the primary purpose of exercising executive management functions;
- (b) in a confidential capacity in matters relating to labour relations.

The exclusions of incumbents of new classifications established by the Employer shall be determined in accordance with the above unless specifically excluded by virtue of their being covered by another bargaining unit as determined by the Manitoba Labour Board.

Appendix "B"**Former Civil Service Employee Benefit Plans****Dental Plan**

The parties agree to the continuation of the Dental Services Plan with the following changes:

- (a) effective January 1st, 2007 and limited to dental work performed on and after that date, the basis for payment for covered services shall be the 2007 Manitoba Dental Association (MDA) Fee Guide;
- (b) the 2008 and 2009 MDA Fee Guides will be implemented effective January 1st of each respective year;
- (c) dental coverage will continue for the first seventeen (17) weeks of Maternity Leave effective the first of the month following the date of signing and limited to maternity leaves commencing on and after that date;
- (d) the annual maximum per claimant is as follows:
 - (i) One thousand four hundred and seventy five dollars (\$1,475);
- (e) the orthodontic lifetime maximum is as follows:
 - (i) One thousand six hundred and seventy-five dollars (\$1,675);
- (f) Part-time employees will be eligible for family coverage based on fifty percent (50%) of the coverage amounts applicable for full-time employees up to fifty percent (50%) of the maximum;
- (g) prior to August 1st, 2001, all part-time employees on staff as of the date of signing of this Agreement will be given the option to choose either:
 - (i) to maintain their single coverage under the dental plan; or
 - (ii) to elect family coverage on a pro-rated basis in accordance with Section (f);
- (h) all employees hired after July 31st, 2001 will be eligible for family coverage in accordance with Section (f).

Vision Care Plan

The parties agree to the continuation of the Vision Care Plan with the following changes:

- (a) effective January 1st, 2007 and limited to vision care services performed on and after that date, the basis for payment for covered services shall be the 2007 Optometric or Ophthalmological Fee Guide;
- (b) the 2008 and 2009 Fee Guides will be implemented effective January 1st of each respective year;
- (c) changes to the Dental Plan respecting eligibility during Maternity Leave and prorated family year; coverage for part-time employees will also apply to the Vision Care Plan;
- (d) the maximum per claimant is two hundred and twenty five dollars (\$225.00).

Civil Service Long Term Disability Income Plan (LTD Plan)

- (a) The parties agree that the benefits plan shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be established pursuant to the Government Employees Master Agreement.
- (b) The elimination period for the LTD plan is one hundred and twenty (120) calendar days or the exhausting of the employees' income protection (sick leave) bank to a maximum of two-hundred and eight (208) working days.
- (c) The parties agree to remove the cap on preinjury earnings applicable to claims filed on or after March 17th, 2007.

Ambulance And Hospital Semi-Private Plan

The parties agree that the benefits plan shall provide an employer paid Ambulance and Hospital Semi-Private Plan (A.H.S.P.) for eligible employees. The regulations

governing this plan will be consistent with those established pursuant to the Government Employees Master Agreement.

Drug Plan

1. The Employer agrees to implement a Drug Care plan effective October 1st, 2001 as follows:
 - (a) eligibility requirements for employees and dependents will be the same as the Dental Services Plan;
 - (b) co-insurance be based on 80% reimbursement;
 - (c) the maximum payment per contract (family) is six hundred and fifty dollars (\$650) per year.
 - (d) effective April 1st, 2008 the maximum payment per contract (family) is seven hundred dollars (\$700.00) per year.
2. Other terms and conditions of the Drug Care Plan will be similar to those currently in effect for the Drug coverage provisions of the existing employee-paid Extended Health Benefit (EHB) plan.

Health Spending Account (HSA)

The parties agree to the provision of a Health Spending Account (HSA) as follows:

- (a) Effective January 1st, 2006, the HSA benefit amounts shall be two hundred dollars (\$200.00) for full-time staff and one hundred dollars (\$100.00) for part-time staff per calendar year.
- (b) Effective January 1st, 2007, the HSA benefit shall be three hundred dollars (\$300.00) for full-time staff and one hundred and fifty dollars (\$150.00) for part-time staff per calendar year.
- (c) Effective January 1st, 2008, the HSA benefit shall be three hundred and fifty dollars (\$350.00) for full-time staff and one hundred and seventy five dollars (\$175.00) for part-time staff per calendar year.

General Principle

The parties agree that WRHA employees grand-parented to the Civil Service Benefit plans are grand-parented only to the existing benefits specifically identified in Article 34 and this Appendix, as well as any negotiated improvements to these specific benefits. Any future new benefits negotiated into the Civil Service Benefit plans will not be available.

Appendix “C”

Application of Benefits to Part-time Employees

Definitions

1:01 “accumulated service” means the equivalent length of service acquired by an employee by virtue of the employee’s employment; e.g. for an employee in an eight (8) hour per day classification. The figures for seven and one-quarter (7¼) hour per day classifications are shown in brackets.

- 8 (7¼) hours work equals one (1) day of accumulated service;
- 40 (36¼) hours work equals one (1) week of accumulated service;
- 80 (72 ½) hours work equals one (1) bi-weekly pay period of accumulated service;
- 168 (152¼) hours work equals one (1) month of accumulated service;
- 2,016 (1,827) hours work equals one (1) year of accumulated service.
 - (a) For purposes of accumulated service, overtime hours are not included.
 - (b) Accumulated service must be continuous service, i.e. there must have been no break in service involving termination of the employee.

1:02 “calendar service” is based on continuous service with the employer.
Example: one (1) year of continuous employment equals one (1) year of calendar service.

General Principles

- 2:01 Where a benefit is to be pro rated for a part-time employee it will be calculated so that if two (2) part-time employees were sharing a full-time position the total cost to the Employer of that benefit is no greater than the cost of having the position filled by a full-time employee.
- 2:02 In pro-rating a benefit, the factor used shall be determined by totaling the number of regular paid hours and dividing by the annual full-time hours for the position (i.e. 1885 or 2080) as follows:

Regular Paid Hours x Entitlement of a Full-time Employee
Full-time Hours

Benefits

- 3:01 Part-time employees will only be eligible for the benefits specifically identified in this Section.
- 3:02 Holidays
- (a) An employee will be eligible for pay for a holiday on which the employee does not work provided the employee:
 - (i) did not fail to report for work after having been scheduled to work on the day of the holiday; and
 - (ii) has not absented himself or herself from work without the consent of the Employer on the employee's regular working day immediately preceding or following the holiday unless the employee's absence is by reason of established illness.
 - (b) Part-time employees will be paid four point two five percent (4.25%) of their basic pay in lieu of time off on recognized holidays. Such holiday pay shall be calculated on all paid hours (excluding overtime hours as defined in Article 16) and shall be included in each regular pay cheque. A part-time employee shall not be obligated to pick up an extra shift by virtue of being scheduled off on a recognized holiday.
 - (c) Where the Employer requires an employee to work a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours as a regular work day on December 24th when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half (1/2) day of compensatory leave with pay to a maximum of four (4) hours.
- 3:03 Vacation
- (a) Vacation Leave will accumulate in accordance with the pro-rating factor as specified in 2:02 of this Appendix.

- (b) An employee shall accumulate vacation credits in accordance with Articles 25:02 and 25:03.
- (c) Long service vacation eligibility is based on calendar service.

3:04 Income protection (sick leave)

- (a) Income protection (sick leave) will accumulate in accordance with the pro-rating factor as specified in 2:02 of this Appendix.
- (b) The accumulation rate will be in accordance with Article 26:02 for employees hired prior to June 8, 2001 or Article 26:03 for employees hired on or after June 8, 2001.
- (c) Where applicable, calendar service is used to determine eligibility for receiving income protection (sick leave) credits at a higher rate (i.e. one (1) day per bi-weekly pay period rather than one half (1/2) day per bi-weekly pay period).

3:05 Compassionate, Court, Family, Paternity, Adoptive Parent and Parental Leaves

- (a) These types of paid leave will be pro rated by multiplying the number of days the employee would qualify for by the pro rating factor as specified in 2:02 of this Appendix.
- (b) In the case of parental leave without pay, an employee is eligible for the full calendar time benefit, i.e. thirty-seven (37) weeks.

3:06 Maternity Leave

- (a) Regular part-time employees are eligible for maternity leave Plan A or Plan B.
- (b) To qualify for maternity leave, calendar service is used, i.e. seven (7) months.
- (c) An employee who qualifies is eligible for the full calendar time leave provided under the Agreement, i.e. seventeen (17) weeks.
- (d) For Plan A, the application of ten (10) days income protection (sick leave) towards the Employment Insurance waiting period will be calculated by multiplying the number of days accumulated income

protection (sick leave) the employee has (up to ten [10] days) by the pro rating factor as specified in 2:02 of this Appendix.

- (e) For Plan B, Employer payments will be based on the difference between the percentage of weekly earnings covered by Employment Insurance and ninety-three percent (93%) of the weekly earnings. Weekly earnings will be as determined by Human Resources Development Canada (HRDC) and will be subject to the Employment Insurance maximum.

3:07 Workers Compensation

An employee who is eligible for Workers Compensation may use accumulated income protection (sick leave) to supplement Workers Compensation in accordance with Article 27 - Workers Compensation.

3:08 Bridging of Service

Calendar service shall be the basis for determining eligibility for this benefit, i.e. four (4) years.

3:09 Severance Pay/Pre-retirement Leave

Accumulated service is the basis for meeting the minimum service requirements and for the calculation of severance pay or pre-retirement leave.

3:10 Notice of Layoff, Resignation or Termination

- (a) The period of notice required to be given by the employee or the employer is the same as that applicable to full-time employees.
- (b) Pay in lieu of notice shall be calculated by multiplying the number of week's notice by the pro rating factor as specified in 2:02 of this Appendix.

3:11 Merit Increases

Eligibility for merit increases will be based on calendar service provided the employee has received pay for at least 416 (377) hours exclusive of overtime.

3:12 Overtime

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. 8 (or 7 ¼) hours.

- (b) Overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a part-time employee only has two (2) “days of rest” per week.
- (c) Certain shift configurations may require working more than five (5) days per week without payment of overtime.

3:13 Shift Premium

An employee must work an entire 8 (or 7 ¼) hour shift in order to qualify for shift premium.

3:14 Qualification Pay

Qualification pay shall be calculated by multiplying the pay an employee is eligible for by the pro rating factor as specified in 2:02 of this Appendix.

3:15 Probation

The period of probation is based on calendar service. Notwithstanding any provision of the collective agreement, this period may be extended by the Employer for any reason provided twelve (12) months probation is not exceeded.

3:16 Seniority

Seniority is based on accumulated service.

3:17 Layoff

Accumulated service is used for purposes of layoff.

3:18 Dental Plan

A part-time employee who has met the eligibility criteria for the Dental Plan shall be eligible for coverage of dental expenses, as set out for part-time employees in the respective dental plans.

Appendix “D”
Privately Owned Vehicles

1:01 Reimbursement Rates

An allowance for the use of a privately owned vehicle, for travel on authorized WRHA business, shall be paid in accordance with the following:

- (a) Effective March 19, 2005 \$0.374 per km;
Effective January 1st, 2007 \$0.384 per km;
Effective April 1st, 2007 \$0.394 per km;
Effective April 1st, 2008 \$0.397 per km;
Effective April 1st, 2009 \$0.400 per km.
- (b) When the Province of Manitoba mileage rates are adjusted and exceed the above rates the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

1:02 The above allowance covers all costs relative to the operation of the vehicle except bridge, ferry or highway tolls and parking, as authorized, which may be claimed as incurred.

1:03 Residence to Work Location

Transportation of an employee between the employee’s residence and headquarters may not be claimed except where the employee has been called back to return to work:

- (i) outside of the employee’s normal hours on the employee’s regular working day or shift; or
- (ii) on the employee’s day of rest.

Appendix “E”
Special Understanding

Re: Application of the Collective Agreement to Casual Employees

The only provisions of this Agreement which apply to casual employees as defined in 4:01 (d) are as follows:

1. A casual employee shall be paid vacation pay bi-weekly at the rate of six percent (6%) of the regular hours worked in a bi-weekly pay period.
2. Casual employees shall be paid not less than the start rate or more than the end rate of the classification to which they are assigned.
3. A casual employee shall be entitled, in accordance with the appropriate article, to a shift premium (Article 50) and a weekend premium (Article 51).
4.
 - (a) A casual employee required to work on a recognized holiday shall be paid at the rate of time and one half (1.5x) their regular rate of pay.
 - (b) A casual employee will be eligible for pay for a holiday on which the employee does not work provided the employee:
 - (i) did not fail to report for work after having been scheduled to work on the holiday; and
 - (ii) has not absented himself or herself from work without the consent of the Employer on the employees regular working day immediately preceding or following the holiday unless the employees' absence is by reason of established illness.
 - (c) Effective April 30th, 2007, casual employees will be paid four point two five percent (4.25%) of their basic pay in lieu of time off on recognized holidays. Such holiday pay shall be calculated on all paid hours (excluding overtime hours) and shall be included in each regular pay cheque.
5. Casual employees shall be entitled to compensation for overtime worked in accordance with Article 49 (Overtime).

6. There is no obligation by the Employer to offer work to a casual employee or for a casual employee to accept work that is offered.
7. The Employer agrees to deduct Union dues from casual employees in accordance with Article 38 (Union Security). In the event that no payment is made during a pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
8. A casual employee reporting for work as requested by the Employer and finding no work available shall be granted three (3) hours pay at her basic rate of pay.
9. Casual employees placed on Standby shall be entitled to compensation in accordance with Article 52 (Standby).
10. Articles 40 and 41 (Grievance and Arbitration) contained in the Collective Agreement apply to casual employees only in respect to matters contained in Appendix "E" only.
11. Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees.
12. Casual employees shall receive increments on the basis of one (1) merit increase upon completion of the full-time equivalent hours, in accordance with Article 13.
13. A casual employee who has not worked for a period of thirty (30) calendar days may be terminated at the sole discretion of the Employer.
14. A permanent or term employee who is converted to casual is no longer covered by the Collective Agreement effective the date of the employee's conversion except as outlined in 4:01 (d).
15. A casual employee who is converted to permanent or term status receives no credit for calendar or accumulated service as a casual employee.
16. Where a permanent or term employee who has been covered by the Collective Agreement has been converted to casual employment and is subsequently reconverted to term or permanent employment with no break in service, the period of casual employment shall be treated as a period of leave of absence. While this does not affect the continuity of employment,

the period of employment does not count as calendar or accumulated service for purposes of benefit determination.

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: Job Sharing

The parties herein agree to the following:

1. 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 permanent employees on a part-time basis.
2. Job sharing positions are employee initiated and may be requested by any full-time permanent employee who has completed the probationary period. Requests to job share shall be considered by the Employer and may be approved by the Employer subject to operational considerations.
3. Job sharing employees shall sign a Job Sharing Agreement.
4. A job share agreement may be terminated subject to thirty (30) days notice if:
 - one of the employees vacates his/her component of the position; or
 - the Employer determines the job share arrangement is not suitable.
5. No one job share employee shall own the position. An employee who is an incumbent in a job sharing arrangement does not have any continuing rights to the position being shared or does not retain any rights to any previous position held.
6. The Employer may require an employee who is an incumbent in a job share agreement to fill the position on a full-time basis in the event the other incumbent is not available or terminates.
7. Job sharing employees understand they will be considered part-time employees and eligible only for those benefits that apply to part-time employees.

8. Employees participating in a Job Sharing agreement commencing after the signing of this collective agreement shall not hold two (2) positions within the WRHA.

Signed this 14th day of January 2012

 Alan Mills

*For the Manitoba Government and
General Employees' Union*

 Deborah

*For the Winnipeg Regional Health
Authority*

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: Bargaining Unit Members Temporarily Assigned to Out of Scope Positions


The parties herein agree to the following with respect to bargaining unit members temporarily assigned on acting, secondment or term basis to an out of scope position:

1. During the period of the temporary assignment, the Employer shall deduct and remit Union dues on behalf of the employee in accordance with Article 40 of the Collective Agreement.
2. The employee shall continue to accrue seniority for the duration of the temporary assignment in accordance with the provisions of the Collective Agreement.
3. The conditions of employment during the period of the temporary assignment shall be the conditions of employment for the position to which the employee is temporarily assigned, and are not subject to the terms of the Collective Agreement.

Signed this 14th day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Memorandum of Agreement

between

Winnipeg Regional Health Authority

and

Manitoba Government and General Employees' Union

Subject: Mobile Crisis Service, Crisis Stabilization Unit(s) and PACT

The parties herein agree to the following:

1. Shift schedules shall be posted two (2) weeks in advance of the first scheduled shift. Schedules shall cover a period of not less than six (6) weeks. Schedules shall not be changed except by mutual consent of the Employer and employee.
2. Employees wanting to exchange shifts shall jointly apply to do so, in writing, as far in advance as possible.
3. Any exchange in shifts requested by employees and approved by the Employer shall not result in overtime costs to the Employer.
4. A part-time employee wanting to work occasional available shifts shall notify the Employer in writing. Subject to operational requirements such work shall be allocated amongst those part-time employees requesting additional shifts providing they are able to perform the required duties. It is understood that such additional shifts shall be offered only to the extent it will not incur any additional overtime costs to the Employer.
5. A part-time employee working a partial shift shall be allocated a rest period of fifteen (15) minutes during each continuous three (3) hour period of work. A part-time employee working a full eight (8) hour shift shall receive meal and rest periods on the same basis of a full-time employee.

Signed this 14th

day of January 2012

 Alan Mills

*For the Manitoba Government and
General Employees' Union*

 Dutensky

*For the Winnipeg Regional Health
Authority*

Letter of Understanding
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: Representative Workforce

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

- (a) Develop strategic initiatives and programs that:
 - (i) Foster mutual respect, trust, fairness, open communication and understanding;
 - (ii) Focus on recruiting, training and career development of Aboriginal workers;
 - (iii) Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the workforce;
 - (iv) Facilitate constructive race and cultural relations;
- (b) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative workforce;
- (c) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.

Signed this 4th

day of January 2012

 Dawn Mace

*For the Manitoba Government and
General Employees' Union*

 Dutensky

*For the Winnipeg Regional Health
Authority*

Letter of Understanding
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: Mobility

The Union agrees in principle with the terms of the Mobility agreement with the exception of language regarding accommodation and retroactivity. The Union will pursue becoming part of the Mobility agreement with the other Health Care Unions.

Signed this 14th

day of January 2012

 Alan Mills

*For the Manitoba Government and
General Employees' Union*

 Debra

*For the Winnipeg Regional Health
Authority*

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

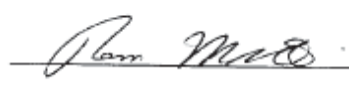
Subject: Civil Service Pension Plan (CSSB) – Vacation Carry-Over for CSSB Pension Plan Purposes

Applicable to former Civil Service Employees only.


Effective May 25th, 2007, as established under the Civil Service Superannuation Plan, former Civil Service employees may carry-over vacation credits to retirement in accordance with the following:

- a) An employee must provide in writing his or her intended retirement date at the time she/he commences banking vacation credits for this purpose.
- b) Commencing up to four (4) years prior to the employee's retirement date, an employee may bank up to fifty (50) days of vacation credits provided that up to a maximum of one year's vacation credits are carried forward from one vacation year to the next.
- c) An employee may only bank a maximum of fifty (50) vacation days.

Signed this 14th day of January 2012.



For the Manitoba Government and
General Employees' Union



For the Winnipeg Regional Health
Authority

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: PACT – Telephone Client Service

Effective April 1, 2007 or date of signing which ever is later, a PACT Service Coordinator (PSC) or PACT Team Leader (PTL) designated to be on standby and provides client service via telephone shall be compensated as follows:

- 1) A PSC or PTL who has not completed her regular daily or biweekly hours of work shall be paid at her basic rate of pay for the total time spent on telephone providing service. If the time spent on a telephone providing service is less than fifteen (15) minutes, the employee shall be compensated at her basic rate of pay for a minimum of fifteen (15) minutes per telephone call. Time spent on the telephone providing service extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval per call.
- 2) A PSC or PTL who has completed her regular daily or bi-weekly hours of work shall be paid at the applicable overtime rate for the total time spent on a telephone providing service. If the time spent on a telephone providing service is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes per telephone call. Time spent on a telephone providing service extending beyond fifteen (15) minutes shall be compensated at the higher fifteen (15) minute interval.


The PSC or PLT providing client service 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.

Signed this 14th

day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union


Subject: Union Membership Form

The Employer will provide to each newly hired employee falling within the scope of this collective agreement the Union Membership Application Card and self-addressed postage paid envelope (both provided by the Union). An employee who chooses to complete the form shall forward it to the MGEU.

Signed this 14th day of January 2012



For the Manitoba Government and
General Employees' Union



For the Winnipeg Regional Health
Authority

Memorandum of Agreement
between
Winnipeg Regional Health Authority
and
Manitoba Government and General Employees' Union

Subject: Transfer Policy with the Following Guidelines


- Employer in its sole discretion determines if transfer appropriate to staff vacancy.
- No changes in job status, classification, or EFT shall result from the MoA Re: Transfer Policy.
- Employer will post ability to transfer on internal career website for seven (7) working days.
- Employees may choose to make application to transfer during the seven (7) working day transfer period.
- Selection of successful transfer applicant will only be granted to employees who meet the requirements of the position and will be based on prior work performance and seniority.
- The MOA Re: Transfer Policy will be for a one (1) year trial period.
- Employees hired before date of ratification who subsequently transfer pursuant to this policy shall continue to have Article 48:02 and 48:03 apply unless the position to which they transferred was posted as requiring hours and/or days of work outside 48:02 and 48:03.

Signed this 14th

day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Memorandum of Understanding

Between

Labour Relations Secretariat

And

Winnipeg Regional Health Authority

And

Manitoba Government and General Employees Union, Local 220

Re: Schedule "A" – Nursing Related Salaries


1. Increases to salary scales for all nurse classifications will be as per Manitoba Nurses' Union negotiated wage scales.
2. During the term of the remainder of the agreement the salary scales will increase in accordance with the general and market increases and effective dates established in the subsequent collective agreement negotiated between the Manitoba Nurses' Union and the Health Care Employers.
3. The Schedule "A" will include the following classifications:
 - Licensed Practical Nurse
 - Nursing Instructor – Mental Health 2
 - Nursing Instructor – Mental Health 3
 - Nurse 3
 - Nurse 3 (2080)
 - Nurse Educator

Signed this 14th

day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Memorandum of Understanding
Between
Labour Relations Secretariat
And
Winnipeg Regional Health Authority
And
Manitoba Government and General Employees Union, Local 220

Re: Health Spending Account

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

The annual HSA benefit amounts shall be:

April 1, 2010	\$250.00 for full-time employees \$125.00 for part-time employees
April 1, 2011	\$400.00 for full-time employees \$250.00 for part-time employees

For the purposes of the HSA, an employee is deemed to qualify for the full-time benefit if she/he has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.

A “year” or “the annual HSA benefit” is defined as the calendar year – January 1st to December 31st.

In order to be eligible for the HSA an employee must be enrolled in the “Enhanced” Extended Health Care Plan.


New employees hired on or after April 1, 2010 who become enrolled in the “Enhanced” Extended Health Care Plan will commence HAS coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.

Unutilized HSA monies are not carried over to the subsequent year.

Signed this 14th day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Memorandum of Understanding
Between
Labour Relations Secretariat
And
Winnipeg Regional Health Authority
And
Manitoba Government and General Employees Union, Local 220

Re: Emergency Disaster and Fire Plans

- (a) The importance of disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union.
- (b) In any emergency or disaster (a sudden generally unexpected occurrence or set of circumstances that overwhelms the Employer's available resources and causes a major impact requiring immediate action) declared by the CEO/COO or designate, employees are required to perform duties as assigned notwithstanding any contrary provision in this agreement. Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union and/or by means of the grievance procedure if necessary, except that the provisions of Article 10 shall apply to overtime hours worked.
- (c) Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 10.

This Memorandum of Agreement will not supercede any other Multi-Union/Multi-Employer agreements relating to Emergency or Disaster response.

Signed this 4th

day of January 2012

[Signature]

*For the Manitoba Government and
General Employees' Union*

[Signature]

*For the Winnipeg Regional Health
Authority*

Letter of Understanding
Between
Labour Relations Secretariat
And
Winnipeg Regional Health Authority
And
Manitoba Government and General Employees Union, Local 220

RE: HEPP COLA

The Parties have reached agreement concerning the establishment of a HEPP COLA Fund in accordance with the following:

1. COLA Fund – A “COLA” Fund(s) – will be established – effective Apr 1/14

2. Dedicated COLA Monies – The monies contributed to the “COLA” Funds(s) will be “dedicated” monies – for the specific purpose – of providing ad hoc COLA adjustments to HEPP Retirees.

3. Equal contributions – The “COLA” Funds(s) – will be funded by equal contributions from employers and employees.

4. Funding: - Effective the following date – COLA contributions – in the amounts per year – listed following – from each of the employer(s) and Employee(s) – shall apply.
 1. Employer: Apr 1/14 = 0.80% - of regular pensionable earnings – to increase effective Apr 1/15 = 1.00% - of regular pensionable earnings.

2. Employee: Apr 1/14 = 0.80% - of regular pensionable earnings -
to increase effective Apr 1/15 = 1.00% - of regular
pensionable earnings.
- All contributions – to the Fund(s) shall be allocated using a method that is in compliance with applicable legislation, the HEPP Plan Text and HEPP Trust Agreement.
 - It is understood and agreed that these contributions shall continue at the specified rates notwithstanding the realization of any surplus funds in any HEPP account unless otherwise agreed by the Plan Settlers.
5. Cola Funds – The COLA monies shall be reserved solely for the creation of 2-distinct and dedicated COLA Funds with specific allocation as follows:
1. HEPP COLA Fund #1 – effective Apr 1/14 – for Employees who retire on or after October 1/09 – shall have an allocation of 0.80% - and – effective April 1/15 shall have an allocation of 0.90% - of regular pensionable earnings from each active Employee and each participating employer, (hereinafter referred to as the “Active Employees Fund”).
 2. HEPP COLA Fund #2 – effective Apr 1/15 – for Employees who retired on or before Sept 30/09 shall have an allocation of 0.10% of regular pensionable earnings from each active Employee and each participating Employer, (hereinafter referred to as the “Past Retirees Fund”).
6. Segregated Fund(s) – it is the intent of the Parties to establish segregated COLA Fund(s), accordingly:

- It is understood that statutory exception may be required to establish the COLA Funds as intended and the Plan Settlers agree to make joint application to the Province of Manitoba to seek changes and or exemptions as may be required.
 - The plan Settlers also agree to make all reasonable efforts to address and resolve any additional statutory or regulatory issues that may pose a barrier to establishing the COLA Funds(s) as intended – including whether the Plan’s status as a Specified Multi-Employer Pension Plan (SMEPP) is affected and in need of any changes as a result of additional contributions to the COLA Fund(s).
7. There shall not be any transfer or allocation of monies from the Active Employees fund to the Past Retirees fund without the express agreement of the Plan Settlers.
 8. Surplus monies from the Past Retirees Fund may be transferred to the Active Employees fund at the discretion of the Plan Trustees.
 9. Contributions to the Past Retirees Fund shall continue as long as required to pay benefits to eligible pensioners. Thereafter, the contributions dedicated to the Past Retirees Fund shall be allocated to the Active Employees fund.
 10. COLA Payment – Earliest State Date – Apr 1/18
 - Maximum = $\frac{2}{3}$ CPI – Canada per year
 - Ad hoc – as Fund will allow


11. Implementation Committee – immediately following conclusion of collective bargaining:

- An Implementation Committee shall be formed consisting of Employer Settlers, Union Settlers and HEPP Administration.
- The role of the Implementation Committee shall be to discuss, research and develop a model for the implementation of COLA as per the principles set out in this agreement.
- It is understood that the Committee may be required to seek legal and/or actuarial advice in doing their work.
- Following completion of their work – the Committee will make recommendations to the HEPP Board of Trustees for their consideration and implementation

Signed this 14th day of January 2012



*For the Manitoba Government and
General Employees' Union*



*For the Winnipeg Regional Health
Authority*

Letter of Understanding

Between

Winnipeg Regional Health Authority

And

Manitoba Government and General Employees Union

Re: Times of Work/Days of Work

During the life of this collective agreement (April 1, 2010 to March 31, 2014), the Employer agrees that it will not delete positions to change times or work and/or days of work for grand parented employees under 48:02 and 48:03. This does not prevent the Employer from deleting positions/laying off employees for legitimate business reasons.

Signed this *14th* day of *January* 201 *2*

 [Signature]

*For the Manitoba Government and
General Employees' Union*

 [Signature]

*For the Winnipeg Regional Health
Authority*

Flexible Hours Guidelines

The Employer will determine the most suitable arrangements of hours of work for employees in accordance with the following guidelines:

- (a) The office must remain open during the hours 8:30 a.m. to 4:30 p.m. with an extension to 5:00 p.m. where it is deemed necessary to provide service to the public.
- (b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.
- (c) The earliest starting time is 7:30 a.m., the latest finishing time is 6:00 p.m. and the minimum allowable lunch period is thirty (30) minutes.
- (d) Varied starting or finishing times must comprise a minimum of thirty (30) minutes prior to or after established office hours.
- (e) Service to the public must not be downgraded by the change in hours.
- (f) Hours of work shall be in accordance with Article 48:01.
- (g) All employees must be present at work during a core period of 10:00 a.m. to 3:00 p.m., less lunch periods.
- (h) The normal workweek continues to be Monday to Friday inclusive.

Salary Schedule

Effective April 1, 2010 -
0.0% General Increase

Community Support	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accounting Clerk 1	1885	hourly	\$20.13	\$20.65	\$21.23	\$21.77	\$22.39	\$23.03			
		bi-weekly	\$1,459.43	\$1,497.13	\$1,539.18	\$1,578.33	\$1,623.28	\$1,669.68			
		annual	\$38,072.02	\$39,055.50	\$40,152.46	\$41,173.76	\$42,346.37	\$43,556.81			
Activities Instructor 2	2080	hourly	\$17.76	\$18.31	\$18.94	\$19.59	\$20.25	\$20.90			
		bi-weekly	\$1,420.80	\$1,464.80	\$1,515.20	\$1,567.20	\$1,620.00	\$1,672.00			
		annual	\$37,064.41	\$38,212.24	\$39,527.02	\$40,883.54	\$42,260.94	\$43,617.46			
Admin Officer 1	1885	hourly	\$22.71	\$23.52	\$24.35	\$25.24	\$26.18	\$27.13			
		bi-weekly	\$1,646.48	\$1,705.20	\$1,765.38	\$1,829.90	\$1,898.05	\$1,966.93			
		annual	\$42,951.59	\$44,483.55	\$46,053.34	\$47,736.60	\$49,514.43	\$51,311.17			
Admin Officer 2	1885	hourly	\$25.68	\$26.66	\$27.57	\$28.61	\$29.68	\$30.79			
		bi-weekly	\$1,861.80	\$1,932.85	\$1,998.83	\$2,074.23	\$2,151.80	\$2,232.28			
		annual	\$48,568.77	\$50,422.26	\$52,143.35	\$54,110.31	\$56,134.00	\$58,233.36			
Admin Secretary 2	1885	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33			
		bi-weekly	\$1,233.95	\$1,262.23	\$1,294.13	\$1,327.48	\$1,366.63	\$1,401.43			
		annual	\$32,190.05	\$32,927.66	\$33,759.84	\$34,629.84	\$35,651.15	\$36,558.97			
Admin Secretary 2	1950	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33			
		bi-weekly	\$1,276.50	\$1,305.75	\$1,338.75	\$1,373.25	\$1,413.75	\$1,449.75			
		annual	\$33,300.05	\$34,063.10	\$34,923.97	\$35,823.97	\$36,880.49	\$37,819.63			
Admin Secretary 3	1885	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26			
		bi-weekly	\$1,410.13	\$1,447.83	\$1,487.70	\$1,527.58	\$1,568.90	\$1,613.85			
		annual	\$36,785.93	\$37,769.41	\$38,809.63	\$39,849.85	\$40,927.89	\$42,100.50			
Admin Secretary 3	1950	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26			
		bi-weekly	\$1,458.75	\$1,497.75	\$1,539.00	\$1,580.25	\$1,623.00	\$1,669.50			
		annual	\$38,054.41	\$39,071.80	\$40,147.89	\$41,223.98	\$42,339.20	\$43,552.24			

Clerk 1	1885	hourly	\$13.55	\$13.93	\$14.31	\$14.74			
		bi-weekly	\$982.38	\$1,009.93	\$1,037.48	\$1,068.65			
		annual	\$25,627.22	\$26,345.91	\$27,064.61	\$27,877.87			
Clerk 2	1885	hourly	\$16.06	\$16.46	\$16.88	\$17.36	\$17.80	\$18.31	
		bi-weekly	\$1,164.35	\$1,193.35	\$1,223.80	\$1,258.60	\$1,290.50	\$1,327.48	
		annual	\$30,374.40	\$31,130.92	\$31,925.27	\$32,833.10	\$33,665.27	\$34,629.84	
Clerk 3	1885	hourly	\$19.50	\$20.00	\$20.56	\$21.10	\$21.67	\$22.36	
		bi-weekly	\$1,413.75	\$1,450.00	\$1,490.60	\$1,529.75	\$1,571.08	\$1,621.10	
		annual	\$36,880.49	\$37,826.15	\$38,885.28	\$39,906.59	\$40,984.63	\$42,289.63	
Clerk 4	1885	hourly	\$22.88	\$23.46	\$24.07	\$24.73	\$25.39	\$26.05	
		bi-weekly	\$1,658.80	\$1,700.85	\$1,745.08	\$1,792.93	\$1,840.78	\$1,888.63	
		annual	\$43,273.11	\$44,370.07	\$45,523.77	\$46,772.03	\$48,020.30	\$49,268.56	
Community Health Worker	2015	hourly	18.10	18.38	18.66	18.94	19.23	19.51	
		bi-weekly	\$1,402.75	\$1,424.45	\$1,446.15	\$1,467.85	\$1,490.33	\$1,512.03	
		annual	\$36,593.54	\$37,159.63	\$37,725.71	\$38,291.80	\$38,878.11	\$39,444.19	
Occupational Therapy Assistant	2015	hourly	16.10	16.58	17.08	17.59	18.12	18.66	
		bi-weekly	\$1,247.75	\$1,284.95	\$1,323.70	\$1,363.23	\$1,404.30	\$1,446.15	
		annual	\$32,550.05	\$33,520.49	\$34,531.36	\$35,562.45	\$36,633.97	\$37,725.71	
Primary Care Assistant	2015	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33	
		bi-weekly	\$1,319.05	\$1,349.28	\$1,383.38	\$1,419.03	\$1,460.88	\$1,498.08	
		annual	\$34,410.06	\$35,198.54	\$36,088.10	\$37,018.10	\$38,109.84	\$39,080.28	
Senior Primary Care Assistant	2015	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26	
		bi-weekly	\$1,507.38	\$1,547.68	\$1,590.30	\$1,632.93	\$1,677.10	\$1,725.15	
		annual	\$39,322.89	\$40,374.20	\$41,486.15	\$42,598.11	\$43,750.51	\$45,003.99	
Unit Assistant	2015	hourly	16.10	16.58	17.08	17.59	18.12	18.66	
		bi-weekly	\$1,247.75	\$1,284.95	\$1,323.70	\$1,363.23	\$1,404.30	\$1,446.15	
		annual	\$32,550.05	\$33,520.49	\$34,531.36	\$35,562.45	\$36,633.97	\$37,725.71	

Professional/Technical	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Audiologist	1885	hourly	\$29.65	\$30.89	\$32.08	\$33.28	\$34.54	\$35.93	\$37.32		
		bi-weekly	\$2,149.63	\$2,239.53	\$2,325.80	\$2,412.80	\$2,504.15	\$2,604.93	\$2,705.70		
		annual	\$56,077.27	\$58,422.49	\$60,673.14	\$62,942.71	\$65,325.76	\$67,954.68	\$70,583.59		
Community Health Services Coordinator	1885	hourly	\$21.90	\$22.66	\$23.46	\$24.24	\$25.15	\$26.00	\$26.93	\$27.77	
		bi-weekly	\$1,587.75	\$1,642.85	\$1,700.85	\$1,757.40	\$1,823.38	\$1,885.00	\$1,952.43	\$2,013.33	
		annual	\$41,419.63	\$42,857.03	\$44,370.07	\$45,845.29	\$47,566.38	\$49,173.99	\$50,932.91	\$52,521.61	
Community Health Services Specialist	1885	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,081.48	\$2,152.53	\$2,232.28	\$2,312.75	\$2,398.30	\$2,486.75	\$2,583.18	\$2,684.68	\$2,788.35
		annual	\$54,299.44	\$56,152.92	\$58,233.36	\$60,332.71	\$62,564.45	\$64,871.84	\$67,387.28	\$70,035.11	\$72,739.68
Community Health Services Specialist	2080	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,296.80	\$2,375.20	\$2,463.20	\$2,552.00	\$2,646.40	\$2,744.00	\$2,850.40	\$2,962.40	\$3,076.80
		annual	\$59,916.62	\$61,961.84	\$64,257.50	\$66,574.02	\$69,036.63	\$71,582.73	\$74,358.38	\$77,280.13	\$80,264.48
Community Nutritionist - PIO	1885	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,081.48	\$2,152.53	\$2,232.28	\$2,312.75	\$2,398.30	\$2,486.75	\$2,583.18	\$2,684.68	\$2,788.35
		annual	\$54,299.44	\$56,152.92	\$58,233.36	\$60,332.71	\$62,564.45	\$64,871.84	\$67,387.28	\$70,035.11	\$72,739.68
Crisis Unit Practitioner	2080	hourly	\$27.84	\$28.96	\$30.08	\$31.09	\$32.16	\$33.19	\$34.14	\$35.17	\$36.26
		bi-weekly	\$2,227.20	\$2,316.80	\$2,406.40	\$2,487.20	\$2,572.80	\$2,655.20	\$2,731.20	\$2,813.60	\$2,900.80
		annual	\$58,100.96	\$60,438.36	\$62,775.75	\$64,883.58	\$67,116.63	\$69,266.20	\$71,248.81	\$73,398.38	\$75,673.17
Dietitian	1950	hourly	\$25.28	\$26.15	\$27.12	\$28.10	\$29.15	\$30.21	\$31.42	\$32.61	\$33.84
		bi-weekly	\$1,896.00	\$1,961.25	\$2,034.00	\$2,107.50	\$2,186.25	\$2,265.75	\$2,356.50	\$2,445.75	\$2,538.00
		annual	\$49,460.95	\$51,163.13	\$53,060.96	\$54,978.35	\$57,032.70	\$59,106.62	\$61,474.01	\$63,802.28	\$66,208.80
Health Social Development Specialist	1885	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,232.28	\$2,312.75	\$2,410.63	\$2,497.63	\$2,596.23	\$2,695.55	\$2,804.30	\$2,913.05	\$3,029.78
		annual	\$58,233.36	\$60,332.71	\$62,885.97	\$65,155.54	\$67,727.72	\$70,318.81	\$73,155.77	\$75,992.73	\$79,037.74
Health Social Development Specialist	2080	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,463.20	\$2,552.00	\$2,660.00	\$2,756.00	\$2,864.80	\$2,974.40	\$3,094.40	\$3,214.40	\$3,343.20
		annual	\$64,257.50	\$66,574.02	\$69,391.42	\$71,895.77	\$74,734.03	\$77,593.17	\$80,723.61	\$83,854.05	\$87,214.06

Home Economist 2	1885	hourly	\$25.28	\$26.15	\$27.12	\$28.10	\$29.15	\$30.21	\$31.42	\$32.61	\$33.84
		bi-weekly	\$1,832.80	\$1,895.88	\$1,966.20	\$2,037.25	\$2,113.38	\$2,190.23	\$2,277.95	\$2,364.23	\$2,453.40
		annual	\$47,812.25	\$49,457.69	\$51,292.26	\$53,145.74	\$55,131.61	\$57,136.40	\$59,424.88	\$61,675.54	\$64,001.84
Home Economist 3	1885	hourly	\$28.10	\$29.29	\$30.43	\$31.55	\$32.76	\$34.08	\$35.40		
		bi-weekly	\$2,037.25	\$2,123.53	\$2,206.18	\$2,287.38	\$2,375.10	\$2,470.80	\$2,566.50		
		annual	\$53,145.74	\$55,396.39	\$57,552.49	\$59,670.75	\$61,959.23	\$64,455.76	\$66,952.28		
Occupational Therapist	1885	hourly	\$31.11	\$31.64	\$32.31	\$32.81	\$32.91				
		bi-weekly	\$2,255.48	\$2,293.90	\$2,342.48	\$2,378.73	\$2,385.98				
		annual	\$58,838.57	\$59,840.97	\$61,108.14	\$62,053.80	\$62,242.93				
Program Consultant	1885	hourly	\$30.77	\$31.92	\$33.10	\$34.40	\$35.76	\$37.14	\$38.68		
		bi-weekly	\$2,230.83	\$2,314.20	\$2,399.75	\$2,494.00	\$2,592.60	\$2,692.65	\$2,804.30		
		annual	\$58,195.53	\$60,370.53	\$62,602.28	\$65,060.98	\$67,633.15	\$70,243.16	\$73,155.77		
Program Facilitator 1	1885	hourly	\$23.96	\$24.78	\$25.66	\$26.65	\$27.62	\$28.65	\$29.78		
		bi-weekly	\$1,737.10	\$1,796.55	\$1,860.35	\$1,932.13	\$2,002.45	\$2,077.13	\$2,159.05		
		annual	\$45,315.73	\$46,866.60	\$48,530.95	\$50,403.34	\$52,237.91	\$54,185.96	\$56,323.14		
Program Facilitator 2	1885	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,232.28	\$2,312.75	\$2,410.63	\$2,497.63	\$2,596.23	\$2,695.55	\$2,804.30	\$2,913.05	\$3,029.78
		annual	\$58,233.36	\$60,332.71	\$62,885.97	\$65,155.54	\$67,727.72	\$70,318.81	\$73,155.77	\$75,992.73	\$79,037.74
Shared Care Mental Health Counsellor	2015	hourly	\$29.79	\$30.87	\$32.17	\$33.34	\$34.65	\$35.98	\$37.43	\$38.89	\$40.44
		bi-weekly	\$2,308.73	\$2,392.43	\$2,493.18	\$2,583.85	\$2,685.38	\$2,788.45	\$2,900.83	\$3,013.98	\$3,134.10
		annual	\$60,227.71	\$62,411.19	\$65,039.45	\$67,404.89	\$70,053.37	\$72,742.29	\$75,673.82	\$78,625.56	\$81,759.26
Project Coordinator, Provincial Blood Programs Officer - PIO	1885	hourly	\$24.94	\$26.39	\$27.91	\$29.51	\$31.21	\$33.00			
		bi-weekly	\$1,808.15	\$1,913.28	\$2,023.48	\$2,139.48	\$2,262.73	\$2,392.50			
		annual	\$47,169.21	\$49,911.60	\$52,786.39	\$55,812.48	\$59,027.70	\$62,413.15			

Effective April 1, 2011 - 0.0% General Increase

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Support	Hours										
Accounting Clerk 1	1885	hourly	\$20.13	\$20.65	\$21.23	\$21.77	\$22.39	\$23.03			
		bi-weekly	\$1,459.43	\$1,497.13	\$1,539.18	\$1,578.33	\$1,623.28	\$1,669.68			
		annual	\$38,072.02	\$39,055.50	\$40,152.46	\$41,173.76	\$42,346.37	\$43,556.81			
Activities Instructor 2	2080	hourly	\$17.76	\$18.31	\$18.94	\$19.59	\$20.25	\$20.90			
		bi-weekly	\$1,420.80	\$1,464.80	\$1,515.20	\$1,567.20	\$1,620.00	\$1,672.00			
		annual	\$37,064.41	\$38,212.24	\$39,527.02	\$40,883.54	\$42,260.94	\$43,617.46			
Admin Officer 1	1885	hourly	\$22.71	\$23.52	\$24.35	\$25.24	\$26.18	\$27.13			
		bi-weekly	\$1,646.48	\$1,705.20	\$1,765.38	\$1,829.90	\$1,898.05	\$1,966.93			
		annual	\$42,951.59	\$44,483.55	\$46,053.34	\$47,736.60	\$49,514.43	\$51,311.17			
Admin Officer 2	1885	hourly	\$25.68	\$26.66	\$27.57	\$28.61	\$29.68	\$30.79			
		bi-weekly	\$1,861.80	\$1,932.85	\$1,998.83	\$2,074.23	\$2,151.80	\$2,232.28			
		annual	\$48,568.77	\$50,422.26	\$52,143.35	\$54,110.31	\$56,134.00	\$58,233.36			
Admin Secretary 2	1885	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33			
		bi-weekly	\$1,233.95	\$1,262.23	\$1,294.13	\$1,327.48	\$1,366.63	\$1,401.43			
		annual	\$32,190.05	\$32,927.66	\$33,759.84	\$34,629.84	\$35,651.15	\$36,558.97			
Admin Secretary 2	1950	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33			
		bi-weekly	\$1,276.50	\$1,305.75	\$1,338.75	\$1,373.25	\$1,413.75	\$1,449.75			
		annual	\$33,300.05	\$34,063.10	\$34,923.97	\$35,823.97	\$36,880.49	\$37,819.63			
Admin Secretary 3	1885	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26			
		bi-weekly	\$1,410.13	\$1,447.83	\$1,487.70	\$1,527.58	\$1,568.90	\$1,613.85			
		annual	\$36,785.93	\$37,769.41	\$38,809.63	\$39,849.85	\$40,927.89	\$42,100.50			
Admin Secretary 3	1950	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26			
		bi-weekly	\$1,458.75	\$1,497.75	\$1,539.00	\$1,580.25	\$1,623.00	\$1,669.50			
		annual	\$38,054.41	\$39,071.80	\$40,147.89	\$41,223.98	\$42,339.20	\$43,552.24			

Clerk 1	1885	hourly	\$13.55	\$13.93	\$14.31	\$14.74			
		bi-weekly	\$982.38	\$1,009.93	\$1,037.48	\$1,068.65			
		annual	\$25,627.22	\$26,345.91	\$27,064.61	\$27,877.87			
Clerk 2	1885	hourly	\$16.06	\$16.46	\$16.88	\$17.36	\$17.80	\$18.31	
		bi-weekly	\$1,164.35	\$1,193.35	\$1,223.80	\$1,258.60	\$1,290.50	\$1,327.48	
		annual	\$30,374.40	\$31,130.92	\$31,925.27	\$32,833.10	\$33,665.27	\$34,629.84	
Clerk 3	1885	hourly	\$19.50	\$20.00	\$20.56	\$21.10	\$21.67	\$22.36	
		bi-weekly	\$1,413.75	\$1,450.00	\$1,490.60	\$1,529.75	\$1,571.08	\$1,621.10	
		annual	\$36,880.49	\$37,826.15	\$38,885.28	\$39,906.59	\$40,984.63	\$42,289.63	
Clerk 4	1885	hourly	\$22.88	\$23.46	\$24.07	\$24.73	\$25.39	\$26.05	
		bi-weekly	\$1,658.80	\$1,700.85	\$1,745.08	\$1,792.93	\$1,840.78	\$1,888.63	
		annual	\$43,273.11	\$44,370.07	\$45,523.77	\$46,772.03	\$48,020.30	\$49,268.56	
Community Health Worker	2015	hourly	18.10	18.38	18.66	18.94	19.23	19.51	
		bi-weekly	\$1,402.75	\$1,424.45	\$1,446.15	\$1,467.85	\$1,490.33	\$1,512.03	
		annual	\$36,593.54	\$37,159.63	\$37,725.71	\$38,291.80	\$38,878.11	\$39,444.19	
Occupational Therapy Assistant	2015	hourly	16.10	16.58	17.08	17.59	18.12	18.66	
		bi-weekly	\$1,247.75	\$1,284.95	\$1,323.70	\$1,363.23	\$1,404.30	\$1,446.15	
		annual	\$32,550.05	\$33,520.49	\$34,531.36	\$35,562.45	\$36,633.97	\$37,725.71	
Primary Care Assistant	2015	hourly	\$17.02	\$17.41	\$17.85	\$18.31	\$18.85	\$19.33	
		bi-weekly	\$1,319.05	\$1,349.28	\$1,383.38	\$1,419.03	\$1,460.88	\$1,498.08	
		annual	\$34,410.06	\$35,198.54	\$36,088.10	\$37,018.10	\$38,109.84	\$39,080.28	
Senior Primary Care Assistant	2015	hourly	\$19.45	\$19.97	\$20.52	\$21.07	\$21.64	\$22.26	
		bi-weekly	\$1,507.38	\$1,547.68	\$1,590.30	\$1,632.93	\$1,677.10	\$1,725.15	
		annual	\$39,322.89	\$40,374.20	\$41,486.15	\$42,598.11	\$43,750.51	\$45,003.99	
Unit Assistant	2015	hourly	16.10	16.58	17.08	17.59	18.12	18.66	
		bi-weekly	\$1,247.75	\$1,284.95	\$1,323.70	\$1,363.23	\$1,404.30	\$1,446.15	
		annual	\$32,550.05	\$33,520.49	\$34,531.36	\$35,562.45	\$36,633.97	\$37,725.71	

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Professional/Technical	Hours										
Audiologist	1885	hourly	\$29.65	\$30.89	\$32.08	\$33.28	\$34.54	\$35.93	\$37.32		
		bi-weekly	\$2,149.63	\$2,239.53	\$2,325.80	\$2,412.80	\$2,504.15	\$2,604.93	\$2,705.70		
		annual	\$56,077.27	\$58,422.49	\$60,673.14	\$62,942.71	\$65,325.76	\$67,954.68	\$70,583.59		
Community Health Services Coordinator	1885	hourly	\$21.90	\$22.66	\$23.46	\$24.24	\$25.15	\$26.00	\$26.93	\$27.77	
		bi-weekly	\$1,587.75	\$1,642.85	\$1,700.85	\$1,757.40	\$1,823.38	\$1,885.00	\$1,952.43	\$2,013.33	
		annual	\$41,419.63	\$42,857.03	\$44,370.07	\$45,845.29	\$47,566.38	\$49,173.99	\$50,932.91	\$52,521.61	
Community Health Services Specialist	1885	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,081.48	\$2,152.53	\$2,232.28	\$2,312.75	\$2,398.30	\$2,486.75	\$2,583.18	\$2,684.68	\$2,788.35
		annual	\$54,299.44	\$56,152.92	\$58,233.36	\$60,332.71	\$62,564.45	\$64,871.84	\$67,387.28	\$70,035.11	\$72,739.68
Community Health Services Specialist	2080	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,296.80	\$2,375.20	\$2,463.20	\$2,552.00	\$2,646.40	\$2,744.00	\$2,850.40	\$2,962.40	\$3,076.80
		annual	\$59,916.62	\$61,961.84	\$64,257.50	\$66,574.02	\$69,036.63	\$71,582.73	\$74,358.38	\$77,280.13	\$80,264.48
Community Nutritionist - PIO	1885	hourly	\$28.71	\$29.69	\$30.79	\$31.90	\$33.08	\$34.30	\$35.63	\$37.03	\$38.46
		bi-weekly	\$2,081.48	\$2,152.53	\$2,232.28	\$2,312.75	\$2,398.30	\$2,486.75	\$2,583.18	\$2,684.68	\$2,788.35
		annual	\$54,299.44	\$56,152.92	\$58,233.36	\$60,332.71	\$62,564.45	\$64,871.84	\$67,387.28	\$70,035.11	\$72,739.68
Crisis Unit Practitioner	2080	hourly	\$27.84	\$28.96	\$30.08	\$31.09	\$32.16	\$33.19	\$34.14	\$35.17	\$36.26
		bi-weekly	\$2,227.20	\$2,316.80	\$2,406.40	\$2,487.20	\$2,572.80	\$2,655.20	\$2,731.20	\$2,813.60	\$2,900.80
		annual	\$58,100.96	\$60,438.36	\$62,775.75	\$64,883.58	\$67,116.63	\$69,266.20	\$71,248.81	\$73,398.38	\$75,673.17
Dietitian	1950	hourly	\$25.28	\$26.15	\$27.12	\$28.10	\$29.15	\$30.21	\$31.42	\$32.61	\$33.84
		bi-weekly	\$1,896.00	\$1,961.25	\$2,034.00	\$2,107.50	\$2,186.25	\$2,265.75	\$2,356.50	\$2,445.75	\$2,538.00
		annual	\$49,460.95	\$51,163.13	\$53,060.96	\$54,978.35	\$57,032.70	\$59,106.62	\$61,474.01	\$63,802.28	\$66,208.80
Health Social Development Specialist	1885	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,232.28	\$2,312.75	\$2,410.63	\$2,497.63	\$2,596.23	\$2,695.55	\$2,804.30	\$2,913.05	\$3,029.78
		annual	\$58,233.36	\$60,332.71	\$62,885.97	\$65,155.54	\$67,727.72	\$70,318.81	\$73,155.77	\$75,992.73	\$79,037.74
Health Social Development Specialist	2080	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,463.20	\$2,552.00	\$2,660.00	\$2,756.00	\$2,864.80	\$2,974.40	\$3,094.40	\$3,214.40	\$3,343.20
		annual	\$64,257.50	\$66,574.02	\$69,391.42	\$71,895.77	\$74,734.03	\$77,593.17	\$80,723.61	\$83,854.05	\$87,214.06

Home Economist 2	1885	hourly	\$25.28	\$26.15	\$27.12	\$28.10	\$29.15	\$30.21	\$31.42	\$32.61	\$33.84
		bi-weekly	\$1,832.80	\$1,895.88	\$1,966.20	\$2,037.25	\$2,113.38	\$2,190.23	\$2,277.95	\$2,364.23	\$2,453.40
		annual	\$47,812.25	\$49,457.69	\$51,292.26	\$53,145.74	\$55,131.61	\$57,136.40	\$59,424.88	\$61,675.54	\$64,001.84
Home Economist 3	1885	hourly	\$28.10	\$29.29	\$30.43	\$31.55	\$32.76	\$34.08	\$35.40		
		bi-weekly	\$2,037.25	\$2,123.53	\$2,206.18	\$2,287.38	\$2,375.10	\$2,470.80	\$2,566.50		
		annual	\$53,145.74	\$55,396.39	\$57,552.49	\$59,670.75	\$61,959.23	\$64,455.76	\$66,952.28		
Occupational Therapist	1885	hourly	\$31.11	\$31.64	\$32.31	\$32.81	\$32.91				
		bi-weekly	\$2,255.48	\$2,293.90	\$2,342.48	\$2,378.73	\$2,385.98				
		annual	\$58,838.57	\$59,840.97	\$61,108.14	\$62,053.80	\$62,242.93				
Program Consultant	1885	hourly	\$30.77	\$31.92	\$33.10	\$34.40	\$35.76	\$37.14	\$38.68		
		bi-weekly	\$2,230.83	\$2,314.20	\$2,399.75	\$2,494.00	\$2,592.60	\$2,692.65	\$2,804.30		
		annual	\$58,195.53	\$60,370.53	\$62,602.28	\$65,060.98	\$67,633.15	\$70,243.16	\$73,155.77		
Program Facilitator 1	1885	hourly	\$23.96	\$24.78	\$25.66	\$26.65	\$27.62	\$28.65	\$29.78		
		bi-weekly	\$1,737.10	\$1,796.55	\$1,860.35	\$1,932.13	\$2,002.45	\$2,077.13	\$2,159.05		
		annual	\$45,315.73	\$46,866.60	\$48,530.95	\$50,403.34	\$52,237.91	\$54,185.96	\$56,323.14		
Program Facilitator 2	1885	hourly	\$30.79	\$31.90	\$33.25	\$34.45	\$35.81	\$37.18	\$38.68	\$40.18	\$41.79
		bi-weekly	\$2,232.28	\$2,312.75	\$2,410.63	\$2,497.63	\$2,596.23	\$2,695.55	\$2,804.30	\$2,913.05	\$3,029.78
		annual	\$58,233.36	\$60,332.71	\$62,885.97	\$65,155.54	\$67,727.72	\$70,318.81	\$73,155.77	\$75,992.73	\$79,037.74
Shared Care Mental Health Counsellor	2015	hourly	\$29.79	\$30.87	\$32.17	\$33.34	\$34.65	\$35.98	\$37.43	\$38.89	\$40.44
		bi-weekly	\$2,308.73	\$2,392.43	\$2,493.18	\$2,583.85	\$2,685.38	\$2,788.45	\$2,900.83	\$3,013.98	\$3,134.10
		annual	\$60,227.71	\$62,411.19	\$65,039.45	\$67,404.89	\$70,053.37	\$72,742.29	\$75,673.82	\$78,625.56	\$81,759.26
Project Coordinator, Provincial Blood Programs Officer - PIO	1885	hourly	\$24.94	\$26.39	\$27.91	\$29.51	\$31.21	\$33.00			
		bi-weekly	\$1,808.15	\$1,913.28	\$2,023.48	\$2,139.48	\$2,262.73	\$2,392.50			
		annual	\$47,169.21	\$49,911.60	\$52,786.39	\$55,812.48	\$59,027.70	\$62,413.15			

Nursing	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LPN	2015 hourly	\$23.75	\$24.52	\$25.29	\$26.22	\$27.08	\$28.03	\$29.03			
	bi-weekly	\$1,840.63	\$1,900.30	\$1,959.98	\$2,032.05	\$2,098.70	\$2,172.33	\$2,249.83			
	annual	\$48,016.38	\$49,573.12	\$51,129.87	\$53,010.09	\$54,748.78	\$56,669.44	\$58,691.18			
Nursing Instructor 2 - Mental Health	1885 hourly	\$30.15	\$31.17	\$32.33	\$33.50	\$34.73	\$36.02	\$37.41	\$38.88	\$40.35	
	bi-weekly	\$2,185.88	\$2,259.83	\$2,343.93	\$2,428.75	\$2,517.93	\$2,611.45	\$2,712.23	\$2,818.80	\$2,925.38	
	annual	\$57,022.92	\$58,952.05	\$61,145.97	\$63,358.80	\$65,685.11	\$68,124.89	\$70,753.81	\$73,534.03	\$76,314.25	
Nursing Instructor 3 - Mental Health	1885 hourly	\$31.17	\$32.32	\$33.46	\$34.67	\$35.89	\$37.20	\$38.60	\$40.04	\$41.57	
	bi-weekly	\$2,259.83	\$2,343.20	\$2,425.85	\$2,513.58	\$2,602.03	\$2,697.00	\$2,798.50	\$2,902.90	\$3,013.83	
	annual	\$58,952.05	\$61,127.06	\$63,283.15	\$65,571.63	\$67,879.02	\$70,356.64	\$73,004.47	\$75,727.95	\$78,621.65	
Nurse 3	2015 hourly	\$31.58	\$32.64	\$33.77	\$34.85	\$35.85	\$36.93	\$38.08			
	bi-weekly	\$2,447.45	\$2,529.60	\$2,617.18	\$2,700.88	\$2,778.38	\$2,862.08	\$2,951.20			
	annual	\$63,846.63	\$65,989.67	\$68,274.24	\$70,457.72	\$72,479.47	\$74,662.95	\$76,987.95			
Nurse 3	2080 hourly	\$31.58	\$32.64	\$33.77	\$34.85	\$35.85	\$36.93	\$38.08			
	bi-weekly	\$2,526.40	\$2,611.20	\$2,701.60	\$2,788.00	\$2,868.00	\$2,954.40	\$3,046.40			
	annual	\$65,906.19	\$68,118.37	\$70,476.64	\$72,730.55	\$74,817.51	\$77,071.43	\$79,471.43			
Nurse Educator	1885 hourly	\$32.67	\$33.86	\$35.08	\$36.40	\$37.92	\$39.39	\$40.98	\$42.64		
	bi-weekly	\$2,368.58	\$2,454.85	\$2,543.30	\$2,639.00	\$2,749.20	\$2,855.78	\$2,971.05	\$3,091.40		
	annual	\$61,789.01	\$64,039.67	\$66,347.06	\$68,843.59	\$71,718.38	\$74,498.60	\$77,505.78	\$80,645.35		

Effective April 1, 2012 - 2.75% General Increase (Except Nursing)

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Support	Hours										
Accounting Clerk 1	1885	hourly	\$20.68	\$21.22	\$21.81	\$22.37	\$23.01	\$23.66			
		bi-weekly	\$1,499.56	\$1,538.30	\$1,581.50	\$1,621.73	\$1,667.92	\$1,715.59			
		annual	\$39,119.00	\$40,129.52	\$41,256.65	\$42,306.04	\$43,510.90	\$44,754.62			
Activities Instructor 2	2080	hourly	\$18.25	\$18.81	\$19.46	\$20.13	\$20.81	\$21.47			
		bi-weekly	\$1,459.87	\$1,505.08	\$1,556.87	\$1,610.30	\$1,664.55	\$1,717.98			
		annual	\$38,083.68	\$39,263.07	\$40,614.01	\$42,007.84	\$43,423.11	\$44,816.94			
Admin Officer 1	1885	hourly	\$23.33	\$24.17	\$25.02	\$25.93	\$26.90	\$27.88			
		bi-weekly	\$1,691.75	\$1,752.09	\$1,813.92	\$1,880.22	\$1,950.25	\$2,021.02			
		annual	\$44,132.76	\$45,706.85	\$47,319.80	\$49,049.36	\$50,876.08	\$52,722.23			
Admin Officer 2	1885	hourly	\$26.39	\$27.39	\$28.33	\$29.40	\$30.50	\$31.64			
		bi-weekly	\$1,913.00	\$1,986.00	\$2,053.79	\$2,131.27	\$2,210.97	\$2,293.66			
		annual	\$49,904.42	\$51,808.87	\$53,577.29	\$55,598.34	\$57,677.69	\$59,834.77			
Admin Secretary 2	1885	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86			
		bi-weekly	\$1,267.88	\$1,296.94	\$1,329.71	\$1,363.98	\$1,404.21	\$1,439.96			
		annual	\$33,075.28	\$33,833.17	\$34,688.23	\$35,582.16	\$36,631.55	\$37,564.34			
Admin Secretary 2	1950	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86			
		bi-weekly	\$1,311.60	\$1,341.66	\$1,375.57	\$1,411.01	\$1,452.63	\$1,489.62			
		annual	\$34,215.81	\$34,999.83	\$35,884.38	\$36,809.13	\$37,894.71	\$38,859.67			
Admin Secretary 3	1885	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87			
		bi-weekly	\$1,448.90	\$1,487.64	\$1,528.61	\$1,569.58	\$1,612.04	\$1,658.23			
		annual	\$37,797.54	\$38,808.07	\$39,876.89	\$40,945.72	\$42,053.41	\$43,258.27			
Admin Secretary 3	1950	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87			
		bi-weekly	\$1,498.87	\$1,538.94	\$1,581.32	\$1,623.71	\$1,667.63	\$1,715.41			
		annual	\$39,100.91	\$40,146.28	\$41,251.96	\$42,357.64	\$43,503.53	\$44,749.93			

Clerk 1	1885	hourly	\$13.92	\$14.31	\$14.70	\$15.15			
		bi-weekly	\$1,009.39	\$1,037.70	\$1,066.01	\$1,098.04			
		annual	\$26,331.96	\$27,070.43	\$27,808.89	\$28,644.51			
Clerk 2	1885	hourly	\$16.50	\$16.91	\$17.34	\$17.84	\$18.29	\$18.81	
		bi-weekly	\$1,196.37	\$1,226.17	\$1,257.45	\$1,293.21	\$1,325.99	\$1,363.98	
		annual	\$31,209.69	\$31,987.02	\$32,803.21	\$33,736.01	\$34,591.07	\$35,582.16	
Clerk 3	1885	hourly	\$20.04	\$20.55	\$21.13	\$21.68	\$22.27	\$22.97	
		bi-weekly	\$1,452.63	\$1,489.88	\$1,531.59	\$1,571.82	\$1,614.28	\$1,665.68	
		annual	\$37,894.71	\$38,866.37	\$39,954.63	\$41,004.02	\$42,111.71	\$43,452.60	
Clerk 4	1885	hourly	\$23.51	\$24.11	\$24.73	\$25.41	\$26.09	\$26.77	
		bi-weekly	\$1,704.42	\$1,747.62	\$1,793.06	\$1,842.23	\$1,891.40	\$1,940.56	
		annual	\$44,463.12	\$45,590.25	\$46,775.67	\$48,058.26	\$49,340.85	\$50,623.44	
Community Health Worker	2015	hourly	\$18.60	\$18.89	\$19.17	\$19.46	\$19.76	\$20.05	
		bi-weekly	\$1,441.33	\$1,463.62	\$1,485.92	\$1,508.22	\$1,531.31	\$1,553.61	
		annual	\$37,599.86	\$38,181.52	\$38,763.17	\$39,344.83	\$39,947.25	\$40,528.91	
Occupational Therapy Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17	
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92	
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17	
Primary Care Assistant	2015	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86	
		bi-weekly	\$1,355.32	\$1,386.38	\$1,421.42	\$1,458.05	\$1,501.05	\$1,539.27	
		annual	\$35,356.33	\$36,166.50	\$37,080.53	\$38,036.10	\$39,157.87	\$40,154.99	
Senior Primary Care Assistant	2015	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87	
		bi-weekly	\$1,548.83	\$1,590.24	\$1,634.03	\$1,677.83	\$1,723.22	\$1,772.59	
		annual	\$40,404.27	\$41,484.49	\$42,627.02	\$43,769.56	\$44,953.64	\$46,241.60	
Unit Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17	
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92	
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17	

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Professional/Technical	Hours										
Audiologist	1885 hourly	\$30.47	\$31.74	\$32.96	\$34.20	\$35.49	\$36.92	\$38.35			
	bi-weekly	\$2,208.74	\$2,301.11	\$2,389.76	\$2,479.15	\$2,573.01	\$2,676.56	\$2,780.11			
	annual	\$57,619.39	\$60,029.10	\$62,341.65	\$64,673.64	\$67,122.22	\$69,823.43	\$72,524.64			
Community Health Services Coordinator	1885 hourly	\$22.50	\$23.28	\$24.11	\$24.91	\$25.84	\$26.72	\$27.67	\$28.53		
	bi-weekly	\$1,631.41	\$1,688.03	\$1,747.62	\$1,805.73	\$1,873.52	\$1,936.84	\$2,006.12	\$2,068.69		
	annual	\$42,558.67	\$44,035.59	\$45,590.25	\$47,106.04	\$48,874.46	\$50,526.28	\$52,333.56	\$53,965.95		
Community Health Services Specialist	1885 hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69
	bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95
	annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41
Community Health Services Specialist	2080 hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69
	bi-weekly	\$2,359.96	\$2,440.52	\$2,530.94	\$2,622.18	\$2,719.18	\$2,819.46	\$2,928.79	\$3,043.87	\$3,161.41	\$3,255.12
	annual	\$61,564.33	\$63,665.79	\$66,024.58	\$68,404.81	\$70,935.14	\$73,551.25	\$76,403.24	\$79,405.33	\$82,471.75	\$84,916.31
Community Nutritionist - PIO	1885 hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69
	bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95
	annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41
Crisis Unit Practitioner	2080 hourly	\$28.61	\$29.76	\$30.91	\$31.94	\$33.04	\$34.10	\$35.08	\$36.14	\$37.26	
	bi-weekly	\$2,288.45	\$2,380.51	\$2,472.58	\$2,555.60	\$2,643.55	\$2,728.22	\$2,806.31	\$2,890.97	\$2,980.57	
	annual	\$59,698.74	\$62,100.41	\$64,502.09	\$66,667.88	\$68,962.34	\$71,171.02	\$73,208.15	\$75,416.84	\$77,754.18	
Dietitian	1950 hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77	
	bi-weekly	\$1,948.14	\$2,015.18	\$2,089.94	\$2,165.46	\$2,246.37	\$2,328.06	\$2,421.30	\$2,513.01	\$2,607.80	
	annual	\$50,821.13	\$52,570.11	\$54,520.13	\$56,490.26	\$58,601.10	\$60,732.05	\$63,164.55	\$65,556.84	\$68,029.55	
Health Social Development Specialist	1885 hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	
	bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09	
	annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28	
Health Social Development Specialist	2080 hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	
	bi-weekly	\$2,530.94	\$2,622.18	\$2,733.15	\$2,831.79	\$2,943.58	\$3,056.20	\$3,179.50	\$3,302.80	\$3,435.14	
	annual	\$66,024.58	\$68,404.81	\$71,299.68	\$73,872.90	\$76,789.22	\$79,726.98	\$82,943.51	\$86,160.04	\$89,612.44	

Home Economist2	1885	hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77
		bi-weekly	\$1,883.20	\$1,948.01	\$2,020.27	\$2,093.27	\$2,171.49	\$2,250.46	\$2,340.59	\$2,429.24	\$2,520.87
		annual	\$49,127.09	\$50,817.78	\$52,702.79	\$54,607.25	\$56,647.73	\$58,707.65	\$61,059.06	\$63,371.61	\$65,761.89
Home Economist3	1885	hourly	\$28.87	\$30.10	\$31.27	\$32.42	\$33.66	\$35.02	\$36.37		
		bi-weekly	\$2,093.27	\$2,181.92	\$2,266.84	\$2,350.28	\$2,440.42	\$2,538.75	\$2,637.08		
		annual	\$54,607.25	\$56,919.80	\$59,135.18	\$61,311.69	\$63,663.11	\$66,228.29	\$68,793.47		
Occupational Therapist	1885	hourly	\$31.97	\$32.51	\$33.20	\$33.71	\$33.82				
		bi-weekly	\$2,317.50	\$2,356.98	\$2,406.89	\$2,444.14	\$2,451.59				
		annual	\$60,456.63	\$61,486.59	\$62,788.62	\$63,760.28	\$63,954.61				
Program Consultant	1885	hourly	\$31.62	\$32.80	\$34.01	\$35.35	\$36.74	\$38.16	\$39.74		
		bi-weekly	\$2,292.17	\$2,377.84	\$2,465.74	\$2,562.59	\$2,663.90	\$2,766.70	\$2,881.42		
		annual	\$59,795.91	\$62,030.72	\$64,323.84	\$66,850.15	\$69,493.07	\$72,174.84	\$75,167.56		
Program Facilitator 1	1885	hourly	\$24.62	\$25.46	\$26.37	\$27.38	\$28.38	\$29.44	\$30.60		
		bi-weekly	\$1,784.87	\$1,845.96	\$1,911.51	\$1,985.26	\$2,057.52	\$2,134.25	\$2,218.42		
		annual	\$46,561.91	\$48,155.43	\$49,865.55	\$51,789.43	\$53,674.45	\$55,676.07	\$57,872.02		
Program Facilitator 2	1885	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94
		bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09
		annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28
Shared Care Mental Health Counsellor	2015	hourly	\$30.61	\$31.72	\$33.05	\$34.26	\$35.60	\$36.97	\$38.46	\$39.96	\$41.55
		bi-weekly	\$2,372.21	\$2,458.22	\$2,561.74	\$2,654.91	\$2,759.22	\$2,865.13	\$2,980.60	\$3,096.86	\$3,220.29
		annual	\$61,883.97	\$64,127.50	\$66,828.04	\$69,258.53	\$71,979.84	\$74,742.71	\$77,754.85	\$80,787.77	\$84,007.64
Project Coordinator, Provincial Blood Programs Officer - PIO											
1885	hourly	\$25.63	\$27.12	\$28.68	\$30.32	\$32.07	\$33.91				
	bi-weekly	\$1,857.87	\$1,965.89	\$2,079.12	\$2,198.31	\$2,324.95	\$2,458.29				
	annual	\$48,466.36	\$51,284.17	\$54,238.02	\$57,347.33	\$60,650.97	\$64,129.51				

Effective April 1, 2012 - Nursing - 3.00% Increase (2.00% General + 1.00% Market; non-compounding)

Nursing	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LPN	2015 hourly	\$24,46	\$25.26	\$26.05	\$27.01	\$27.89	\$28.87	\$29.90			
	bi-weekly	\$1,895.84	\$1,957.31	\$2,018.77	\$2,093.01	\$2,161.66	\$2,237.49	\$2,317.32			
	annual	\$49,456.87	\$51,060.32	\$52,663.76	\$54,600.39	\$56,391.25	\$58,369.52	\$60,451.92			
Nursing Instructor 2 - Mental Health	1885 hourly	\$31.05	\$32.11	\$33.30	\$34.51	\$35.77	\$37.10	\$38.53	\$40.05	\$41.56	
	bi-weekly	\$2,251.45	\$2,327.62	\$2,414.24	\$2,501.61	\$2,593.46	\$2,689.79	\$2,793.59	\$2,903.36	\$3,013.14	
	annual	\$58,733.61	\$60,720.61	\$62,980.35	\$65,259.56	\$67,655.66	\$70,168.64	\$72,876.43	\$75,740.05	\$78,603.68	
Nursing Instructor 3 - Mental Health	1885 hourly	\$32.11	\$33.29	\$34.46	\$35.71	\$36.97	\$38.32	\$39.76	\$41.24	\$42.82	
	bi-weekly	\$2,327.62	\$2,413.50	\$2,498.63	\$2,588.98	\$2,680.09	\$2,777.91	\$2,882.46	\$2,989.99	\$3,104.24	
	annual	\$60,720.61	\$62,960.87	\$65,181.64	\$67,538.78	\$69,915.39	\$72,467.34	\$75,194.60	\$77,999.79	\$80,980.30	
Nurse 3	2015 hourly	\$32.53	\$33.62	\$34.78	\$35.90	\$36.93	\$38.04	\$39.22			
	bi-weekly	\$2,520.87	\$2,605.49	\$2,695.69	\$2,781.90	\$2,861.73	\$2,947.94	\$3,039.74			
	annual	\$65,762.02	\$67,969.36	\$70,322.47	\$72,571.46	\$74,653.85	\$76,902.84	\$79,297.59			
Nurse 3	2080 hourly	\$32.53	\$33.62	\$34.78	\$35.90	\$36.93	\$38.04	\$39.22			
	bi-weekly	\$2,602.19	\$2,689.54	\$2,782.65	\$2,871.64	\$2,954.04	\$3,043.03	\$3,137.79			
	annual	\$67,883.38	\$70,161.92	\$72,590.94	\$74,912.47	\$77,062.04	\$79,383.57	\$81,855.58			
Nurse Educator	1885 hourly	\$33.65	\$34.88	\$36.13	\$37.49	\$39.06	\$40.57	\$42.21	\$43.92		
	bi-weekly	\$2,439.63	\$2,528.50	\$2,619.60	\$2,718.17	\$2,831.68	\$2,941.45	\$3,060.18	\$3,184.14		
	annual	\$63,642.68	\$65,960.86	\$68,337.48	\$70,908.90	\$73,869.93	\$76,733.56	\$79,830.95	\$83,064.71		

Effective October 1, 2012 - Add 20 year Rate 2.00%												
Annual												
Community Support	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
Accounting Clerk 1	1885	hourly	\$20.68	\$21.22	\$21.81	\$22.37	\$23.01	\$23.66				\$24.14
		bi-weekly	\$1,499.56	\$1,538.30	\$1,581.50	\$1,621.73	\$1,667.92	\$1,715.59				\$1,749.90
		annual	\$39,119.00	\$40,129.52	\$41,256.65	\$42,306.04	\$43,510.90	\$44,754.62				\$45,649.71
Activities Instructor 2	2080	hourly	\$18.25	\$18.81	\$19.46	\$20.13	\$20.81	\$21.47				\$21.90
		bi-weekly	\$1,459.87	\$1,505.08	\$1,556.87	\$1,610.30	\$1,664.55	\$1,717.98				\$1,752.34
		annual	\$38,083.68	\$39,263.07	\$40,614.01	\$42,007.84	\$43,423.11	\$44,816.94				\$45,713.28
Admin Officer 1	1885	hourly	\$23.33	\$24.17	\$25.02	\$25.93	\$26.90	\$27.88				\$28.43
		bi-weekly	\$1,691.75	\$1,752.09	\$1,813.92	\$1,880.22	\$1,950.25	\$2,021.02				\$2,061.44
		annual	\$44,132.76	\$45,706.85	\$47,319.80	\$49,049.36	\$50,876.08	\$52,722.23				\$53,776.67
Admin Officer 2	1885	hourly	\$26.39	\$27.39	\$28.33	\$29.40	\$30.50	\$31.64				\$32.27
		bi-weekly	\$1,913.00	\$1,986.00	\$2,053.79	\$2,131.27	\$2,210.97	\$2,293.66				\$2,339.54
		annual	\$49,904.42	\$51,808.87	\$53,577.29	\$55,598.34	\$57,677.69	\$59,834.77				\$61,031.47
Admin Secretary 2	1885	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86				\$20.26
		bi-weekly	\$1,267.88	\$1,296.94	\$1,329.71	\$1,363.98	\$1,404.21	\$1,439.96				\$1,468.76
		annual	\$33,075.28	\$33,833.17	\$34,688.23	\$35,582.16	\$36,631.55	\$37,564.34				\$38,315.63
Admin Secretary 2	1950	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86				\$20.26
		bi-weekly	\$1,311.60	\$1,341.66	\$1,375.57	\$1,411.01	\$1,452.63	\$1,489.62				\$1,519.41
		annual	\$34,215.81	\$34,999.83	\$35,884.38	\$36,809.13	\$37,894.71	\$38,859.67				\$39,636.86
Admin Secretary 3	1885	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87				\$23.33
		bi-weekly	\$1,448.90	\$1,487.64	\$1,528.61	\$1,569.58	\$1,612.04	\$1,658.23				\$1,691.40
		annual	\$37,797.54	\$38,808.07	\$39,876.89	\$40,945.72	\$42,053.41	\$43,258.27				\$44,123.43
Admin Secretary 3	1950	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87				\$23.33
		bi-weekly	\$1,498.87	\$1,538.94	\$1,581.32	\$1,623.71	\$1,667.63	\$1,715.41				\$1,749.72
		annual	\$39,100.91	\$40,146.28	\$41,251.96	\$42,357.64	\$43,503.53	\$44,749.93				\$45,644.93

Clerk 1	1885	hourly	\$13.92	\$14.31	\$14.70	\$15.15				\$15.45
		bi-weekly	\$1,009.39	\$1,037.70	\$1,066.01	\$1,098.04				\$1,120.00
		annual	\$26,331.96	\$27,070.43	\$27,808.89	\$28,644.51				\$29,217.40
Clerk 2	1885	hourly	\$16.50	\$16.91	\$17.34	\$17.84	\$18.29	\$18.81		\$19.19
		bi-weekly	\$1,196.37	\$1,226.17	\$1,257.45	\$1,293.21	\$1,325.99	\$1,363.98		\$1,391.26
		annual	\$31,209.69	\$31,987.02	\$32,803.21	\$33,736.01	\$34,591.07	\$35,582.16		\$36,293.80
Clerk 3	1885	hourly	\$20.04	\$20.55	\$21.13	\$21.68	\$22.27	\$22.97		\$23.43
		bi-weekly	\$1,452.63	\$1,489.88	\$1,531.59	\$1,571.82	\$1,614.28	\$1,665.68		\$1,698.99
		annual	\$37,894.71	\$38,866.37	\$39,954.63	\$41,004.02	\$42,111.71	\$43,452.60		\$44,321.65
Clerk 4	1885	hourly	\$23.51	\$24.11	\$24.73	\$25.41	\$26.09	\$26.77		\$27.30
		bi-weekly	\$1,704.42	\$1,747.62	\$1,793.06	\$1,842.23	\$1,891.40	\$1,940.56		\$1,979.37
		annual	\$44,463.12	\$45,590.25	\$46,775.67	\$48,058.26	\$49,340.85	\$50,623.44		\$51,635.91
Community Health Worker	2015	hourly	\$18.60	\$18.89	\$19.17	\$19.46	\$19.76	\$20.05		\$20.45
		bi-weekly	\$1,441.33	\$1,463.62	\$1,485.92	\$1,508.22	\$1,531.31	\$1,553.61		\$1,584.68
		annual	\$37,599.86	\$38,181.52	\$38,763.17	\$39,344.83	\$39,947.25	\$40,528.91		\$41,339.49
Occupational Therapy Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17		\$19.56
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92		\$1,515.64
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17		\$39,538.43
Primary Care Assistant	2015	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86		\$20.26
		bi-weekly	\$1,355.32	\$1,386.38	\$1,421.42	\$1,458.05	\$1,501.05	\$1,539.27		\$1,570.06
		annual	\$35,356.33	\$36,166.50	\$37,080.53	\$38,036.10	\$39,157.87	\$40,154.99		\$40,958.09
Senior Primary Care Assistant	2015	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87		\$23.33
		bi-weekly	\$1,548.83	\$1,590.24	\$1,634.03	\$1,677.83	\$1,723.22	\$1,772.59		\$1,808.04
		annual	\$40,404.27	\$41,484.49	\$42,627.02	\$43,769.56	\$44,953.64	\$46,241.60		\$47,166.43
Unit Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17		\$19.56
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92		\$1,515.64
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17		\$39,538.43

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
Professional/Technical	Hours											
Audiologist	1885	hourly	\$30.47	\$31.74	\$32.96	\$34.20	\$35.49	\$36.92	\$38.35			\$39.11
		bi-weekly	\$2,208.74	\$2,301.11	\$2,389.76	\$2,479.15	\$2,573.01	\$2,676.56	\$2,780.11			\$2,835.71
		annual	\$57,619.39	\$60,029.10	\$62,341.65	\$64,673.64	\$67,122.22	\$69,823.43	\$72,524.64			\$73,975.13
Community Health Services Coordinator	1885	hourly	\$22.50	\$23.28	\$24.11	\$24.91	\$25.84	\$26.72	\$27.67	\$28.53		\$29.10
		bi-weekly	\$1,631.41	\$1,688.03	\$1,747.62	\$1,805.73	\$1,873.52	\$1,936.84	\$2,006.12	\$2,068.69		\$2,110.07
		annual	\$42,558.67	\$44,035.59	\$45,590.25	\$47,106.04	\$48,874.46	\$50,526.28	\$52,333.56	\$53,965.95		\$55,045.27
Community Health Services Specialist	1885	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$41.50
		bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95
		annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41
Community Health Services Specialist	2080	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$41.50
		bi-weekly	\$2,359.96	\$2,440.52	\$2,530.94	\$2,622.18	\$2,719.18	\$2,819.46	\$2,928.79	\$3,043.87	\$3,161.41	\$3,255.12
		annual	\$61,564.33	\$63,665.79	\$66,024.58	\$68,404.81	\$70,935.14	\$73,551.25	\$76,403.24	\$79,405.33	\$82,471.75	\$84,916.31
Community Nutritionist - PIO	1885	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$41.50
		bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95
		annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41
Crisis Unit Practitioner	2080	hourly	\$28.61	\$29.76	\$30.91	\$31.94	\$33.04	\$34.10	\$35.08	\$36.14	\$37.26	\$38.00
		bi-weekly	\$2,288.45	\$2,380.51	\$2,472.58	\$2,555.60	\$2,643.55	\$2,728.22	\$2,806.31	\$2,890.97	\$2,980.57	\$3,040.18
		annual	\$59,698.74	\$62,100.41	\$64,502.09	\$66,667.88	\$68,962.34	\$71,171.02	\$73,208.15	\$75,416.84	\$77,754.18	\$79,309.26
Dietitian	1950	hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77	\$35.47
		bi-weekly	\$1,948.14	\$2,015.18	\$2,089.94	\$2,165.46	\$2,246.37	\$2,328.06	\$2,421.30	\$2,513.01	\$2,607.80	\$2,659.95
		annual	\$50,821.13	\$52,570.11	\$54,520.13	\$56,490.26	\$58,601.10	\$60,732.05	\$63,164.55	\$65,556.84	\$68,029.55	\$69,390.14
Health Social Development Specialist	1885	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	\$43.80
		bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09	\$3,175.36
		annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28	\$82,835.50
Health Social Development Specialist	2080	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	\$43.80
		bi-weekly	\$2,530.94	\$2,622.18	\$2,733.15	\$2,831.79	\$2,943.58	\$3,056.20	\$3,179.50	\$3,302.80	\$3,435.14	\$3,503.84
		annual	\$66,024.58	\$68,404.81	\$71,299.68	\$73,872.90	\$76,789.22	\$79,726.98	\$82,943.51	\$86,160.04	\$89,612.44	\$91,404.69

Home Economist 2	1885	hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77	\$35.47
		bi-weekly	\$1,883.20	\$1,948.01	\$2,020.27	\$2,093.27	\$2,171.49	\$2,250.46	\$2,340.59	\$2,429.24	\$2,520.87	\$2,571.29
		annual	\$49,127.09	\$50,817.78	\$52,702.79	\$54,607.25	\$56,647.73	\$58,707.65	\$61,059.06	\$63,371.61	\$65,761.89	\$67,077.13
Home Economist 3	1885	hourly	\$28.87	\$30.10	\$31.27	\$32.42	\$33.66	\$35.02	\$36.37			\$37.10
		bi-weekly	\$2,093.27	\$2,181.92	\$2,266.84	\$2,350.28	\$2,440.42	\$2,538.75	\$2,637.08			\$2,689.82
		annual	\$54,607.25	\$56,919.80	\$59,135.18	\$61,311.69	\$63,663.11	\$66,228.29	\$68,793.47			\$70,169.34
Occupational Therapist	1885	hourly	\$31.97	\$32.51	\$33.20	\$33.71	\$33.82					\$34.49
		bi-weekly	\$2,317.50	\$2,356.98	\$2,406.89	\$2,444.14	\$2,451.59					\$2,500.62
		annual	\$60,456.63	\$61,486.59	\$62,788.62	\$63,760.28	\$63,954.61					\$65,233.70
Program Consultant	1885	hourly	\$31.62	\$32.80	\$34.01	\$35.35	\$36.74	\$38.16	\$39.74			\$40.54
		bi-weekly	\$2,292.17	\$2,377.84	\$2,465.74	\$2,562.59	\$2,663.90	\$2,766.70	\$2,881.42			\$2,939.05
		annual	\$59,795.91	\$62,030.72	\$64,323.84	\$66,850.15	\$69,493.07	\$72,174.84	\$75,167.56			\$76,670.91
Program Facilitator 1	1885	hourly	\$24.62	\$25.46	\$26.37	\$27.38	\$28.38	\$29.44	\$30.60			\$31.21
		bi-weekly	\$1,784.87	\$1,845.96	\$1,911.51	\$1,985.26	\$2,057.52	\$2,134.25	\$2,218.42			\$2,262.79
		annual	\$46,561.91	\$48,155.43	\$49,865.55	\$51,789.43	\$53,674.45	\$55,676.07	\$57,872.02			\$59,029.46
Program Facilitator 2	1885	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	\$43.80
		bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09	\$3,175.36
		annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28	\$82,835.50
Shared Care Mental Health Counsellor	2015	hourly	\$30.61	\$31.72	\$33.05	\$34.26	\$35.60	\$36.97	\$38.46	\$39.96	\$41.55	\$42.38
		bi-weekly	\$2,372.21	\$2,458.22	\$2,561.74	\$2,654.91	\$2,759.22	\$2,865.13	\$2,980.60	\$3,096.86	\$3,220.29	\$3,284.69
		annual	\$61,883.97	\$64,127.50	\$66,828.04	\$69,258.53	\$71,979.84	\$74,742.71	\$77,754.85	\$80,787.77	\$84,007.64	\$85,687.80
Project Coordinator, Provincial Blood Programs Officer - PIO	1885	hourly	\$25.63	\$27.12	\$28.68	\$30.32	\$32.07	\$33.91				\$34.59
		bi-weekly	\$1,857.87	\$1,965.89	\$2,079.12	\$2,198.31	\$2,324.95	\$2,458.29				\$2,507.46
		annual	\$48,466.36	\$51,284.17	\$54,238.02	\$57,347.33	\$60,650.97	\$64,129.51				\$65,412.10

Effective October 1, 2012 - Add 20 year Rate 2.00%

		Annual										20 Yr Rate
Nursing	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
LPN	2015 hourly	\$24.46	\$25.26	\$26.05	\$27.01	\$27.89	\$28.87	\$29.90				\$30.50
	bi-weekly	\$1,895.84	\$1,957.31	\$2,018.77	\$2,093.01	\$2,161.66	\$2,237.49	\$2,317.32				\$2,363.67
	annual	\$49,456.87	\$51,060.32	\$52,663.76	\$54,600.39	\$56,391.25	\$58,369.52	\$60,451.92				\$61,660.96
Nursing Instructor 2 - Mental Health	1885 hourly	\$31.05	\$32.11	\$33.30	\$34.51	\$35.77	\$37.10	\$38.53	\$40.05	\$41.56		\$42.39
	bi-weekly	\$2,251.45	\$2,327.62	\$2,414.24	\$2,501.61	\$2,593.46	\$2,689.79	\$2,793.59	\$2,903.36	\$3,013.14		\$3,073.40
	annual	\$58,733.61	\$60,720.61	\$62,980.35	\$65,259.56	\$67,655.66	\$70,168.64	\$72,876.43	\$75,740.05	\$78,603.68		\$80,175.76
Nursing Instructor 3 - Mental Health	1885 hourly	\$32.11	\$33.29	\$34.46	\$35.71	\$36.97	\$38.32	\$39.76	\$41.24	\$42.82		\$43.67
	bi-weekly	\$2,327.62	\$2,413.50	\$2,498.63	\$2,588.98	\$2,680.09	\$2,777.91	\$2,882.46	\$2,989.99	\$3,104.24		\$3,166.32
	annual	\$60,720.61	\$62,960.87	\$65,181.64	\$67,538.78	\$69,915.39	\$72,467.34	\$75,194.60	\$77,999.79	\$80,980.30		\$82,599.91
Nurse 3	2015 hourly	\$32.53	\$33.62	\$34.78	\$35.90	\$36.93	\$38.04	\$39.22				\$40.01
	bi-weekly	\$2,520.87	\$2,605.49	\$2,695.69	\$2,781.90	\$2,861.73	\$2,947.94	\$3,039.74				\$3,100.53
	annual	\$65,762.02	\$67,969.36	\$70,322.47	\$72,571.46	\$74,653.85	\$76,902.84	\$79,297.59				\$80,883.54
Nurse 3	2080 hourly	\$32.53	\$33.62	\$34.78	\$35.90	\$36.93	\$38.04	\$39.22				\$40.01
	bi-weekly	\$2,602.19	\$2,689.54	\$2,782.65	\$2,871.64	\$2,954.04	\$3,043.03	\$3,137.79				\$3,200.55
	annual	\$67,883.38	\$70,161.92	\$72,590.94	\$74,912.47	\$77,062.04	\$79,383.57	\$81,855.58				\$83,492.69
Nurse Educabr	1885 hourly	\$33.65	\$34.88	\$36.13	\$37.49	\$39.06	\$40.57	\$42.21	\$43.92			\$44.80
	bi-weekly	\$2,439.63	\$2,528.50	\$2,619.60	\$2,718.17	\$2,831.68	\$2,941.45	\$3,060.18	\$3,184.14			\$3,247.82
	annual	\$63,642.68	\$65,960.86	\$68,337.48	\$70,908.90	\$73,869.93	\$76,733.56	\$79,830.95	\$83,064.71			\$84,726.00

Effective December 31, 2012 - No change (Change for Nursing Only)												
Community Support	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
Accounting Clerk 1	1885	hourly	\$20.68	\$21.22	\$21.81	\$22.37	\$23.01	\$23.66				\$24.14
		bi-weekly	\$1,499.56	\$1,538.30	\$1,581.50	\$1,621.73	\$1,667.92	\$1,715.59				\$1,749.90
		annual	\$39,119.00	\$40,129.52	\$41,256.65	\$42,306.04	\$43,510.90	\$44,754.62				\$45,649.71
Activities Instructor 2	2080	hourly	\$18.25	\$18.81	\$19.46	\$20.13	\$20.81	\$21.47				\$21.90
		bi-weekly	\$1,459.87	\$1,505.08	\$1,556.87	\$1,610.30	\$1,664.55	\$1,717.98				\$1,752.34
		annual	\$38,083.68	\$39,263.07	\$40,614.01	\$42,007.84	\$43,423.11	\$44,816.94				\$45,713.28
Admin Officer 1	1885	hourly	\$23.33	\$24.17	\$25.02	\$25.93	\$26.90	\$27.88				\$28.43
		bi-weekly	\$1,691.75	\$1,752.09	\$1,813.92	\$1,880.22	\$1,950.25	\$2,021.02				\$2,061.44
		annual	\$44,132.76	\$45,706.85	\$47,319.80	\$49,049.36	\$50,876.08	\$52,722.23				\$53,776.67
Admin Officer 2	1885	hourly	\$26.39	\$27.39	\$28.33	\$29.40	\$30.50	\$31.64				\$32.27
		bi-weekly	\$1,913.00	\$1,986.00	\$2,053.79	\$2,131.27	\$2,210.97	\$2,293.66				\$2,339.54
		annual	\$49,904.42	\$51,808.87	\$53,577.29	\$55,598.34	\$57,677.69	\$59,834.77				\$61,031.47
Admin Secretary 2	1885	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86				\$20.26
		bi-weekly	\$1,267.88	\$1,296.94	\$1,329.71	\$1,363.98	\$1,404.21	\$1,439.96				\$1,468.76
		annual	\$33,075.28	\$33,833.17	\$34,688.23	\$35,582.16	\$36,631.55	\$37,564.34				\$38,315.63
Admin Secretary 2	1950	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86				\$20.26
		bi-weekly	\$1,311.60	\$1,341.66	\$1,375.57	\$1,411.01	\$1,452.63	\$1,489.62				\$1,519.41
		annual	\$34,215.81	\$34,999.83	\$35,884.38	\$36,809.13	\$37,894.71	\$38,859.67				\$39,636.86
Admin Secretary 3	1885	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87				\$23.33
		bi-weekly	\$1,448.90	\$1,487.64	\$1,528.61	\$1,569.58	\$1,612.04	\$1,658.23				\$1,691.40
		annual	\$37,797.54	\$38,808.07	\$39,876.89	\$40,945.72	\$42,053.41	\$43,258.27				\$44,123.43
Admin Secretary 3	1950	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87				\$23.33
		bi-weekly	\$1,498.87	\$1,538.94	\$1,581.32	\$1,623.71	\$1,667.63	\$1,715.41				\$1,749.72
		annual	\$39,100.91	\$40,146.28	\$41,251.96	\$42,357.64	\$43,503.53	\$44,749.93				\$45,644.93

Clerk 1	1885	hourly	\$13.92	\$14.31	\$14.70	\$15.15					\$15.45
		bi-weekly	\$1,009.39	\$1,037.70	\$1,066.01	\$1,098.04					\$1,120.00
		annual	\$26,331.96	\$27,070.43	\$27,808.89	\$28,644.51					\$29,217.40
Clerk 2	1885	hourly	\$16.50	\$16.91	\$17.34	\$17.84	\$18.29	\$18.81			\$19.19
		bi-weekly	\$1,196.37	\$1,226.17	\$1,257.45	\$1,293.21	\$1,325.99	\$1,363.98			\$1,391.26
		annual	\$31,209.69	\$31,987.02	\$32,803.21	\$33,736.01	\$34,591.07	\$35,582.16			\$36,293.80
Clerk 3	1885	hourly	\$20.04	\$20.55	\$21.13	\$21.68	\$22.27	\$22.97			\$23.43
		bi-weekly	\$1,452.63	\$1,489.88	\$1,531.59	\$1,571.82	\$1,614.28	\$1,665.68			\$1,698.99
		annual	\$37,894.71	\$38,866.37	\$39,954.63	\$41,004.02	\$42,111.71	\$43,452.60			\$44,321.65
Clerk 4	1885	hourly	\$23.51	\$24.11	\$24.73	\$25.41	\$26.09	\$26.77			\$27.30
		bi-weekly	\$1,704.42	\$1,747.62	\$1,793.06	\$1,842.23	\$1,891.40	\$1,940.56			\$1,979.37
		annual	\$44,463.12	\$45,590.25	\$46,775.67	\$48,058.26	\$49,340.85	\$50,623.44			\$51,635.91
Community Health Worker	2015	hourly	\$18.60	\$18.89	\$19.17	\$19.46	\$19.76	\$20.05			\$20.45
		bi-weekly	\$1,441.33	\$1,463.62	\$1,485.92	\$1,508.22	\$1,531.31	\$1,553.61			\$1,584.68
		annual	\$37,599.86	\$38,181.52	\$38,763.17	\$39,344.83	\$39,947.25	\$40,528.91			\$41,339.49
Occupational Therapy Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17			\$19.56
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92			\$1,515.64
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17			\$39,538.43
Primary Care Assistant	2015	hourly	\$17.49	\$17.89	\$18.34	\$18.81	\$19.37	\$19.86			\$20.26
		bi-weekly	\$1,355.32	\$1,386.38	\$1,421.42	\$1,458.05	\$1,501.05	\$1,539.27			\$1,570.06
		annual	\$35,356.33	\$36,166.50	\$37,080.53	\$38,036.10	\$39,157.87	\$40,154.99			\$40,958.09
Senior Primary Care Assistant	2015	hourly	\$19.98	\$20.52	\$21.08	\$21.65	\$22.24	\$22.87			\$23.33
		bi-weekly	\$1,548.83	\$1,590.24	\$1,634.03	\$1,677.83	\$1,723.22	\$1,772.59			\$1,808.04
		annual	\$40,404.27	\$41,484.49	\$42,627.02	\$43,769.56	\$44,953.64	\$46,241.60			\$47,166.43
Unit Assistant	2015	hourly	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62	\$19.17			\$19.56
		bi-weekly	\$1,282.06	\$1,320.29	\$1,360.10	\$1,400.71	\$1,442.92	\$1,485.92			\$1,515.64
		annual	\$33,445.18	\$34,442.30	\$35,480.97	\$36,540.42	\$37,641.41	\$38,763.17			\$39,538.43

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate	
Professional/Technical	Hours												
Audiologist	1885	hourly	\$30.47	\$31.74	\$32.96	\$34.20	\$35.49	\$36.92	\$38.35			\$39.11	
		bi-weekly	\$2,208.74	\$2,301.11	\$2,389.76	\$2,479.15	\$2,573.01	\$2,676.56	\$2,780.11			\$2,835.71	
		annual	\$57,619.39	\$60,029.10	\$62,341.65	\$64,673.64	\$67,122.22	\$69,823.43	\$72,524.64			\$73,975.13	
Community Health Services Coordinator	1885	hourly	\$22.50	\$23.28	\$24.11	\$24.91	\$25.84	\$26.72	\$27.67	\$28.53		\$29.10	
		bi-weekly	\$1,631.41	\$1,688.03	\$1,747.62	\$1,805.73	\$1,873.52	\$1,936.84	\$2,006.12	\$2,068.69		\$2,110.07	
		annual	\$42,558.67	\$44,035.59	\$45,590.25	\$47,106.04	\$48,874.46	\$50,526.28	\$52,333.56	\$53,965.95		\$55,045.27	
Community Health Services Specialist	1885	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69	\$41.50
		bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95	\$3,008.95
		annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41	\$78,494.52
Community Health Services Specialist	2080	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69	\$41.50
		bi-weekly	\$2,359.96	\$2,440.52	\$2,530.94	\$2,622.18	\$2,719.18	\$2,819.46	\$2,928.79	\$3,043.87	\$3,161.41	\$3,255.12	\$3,320.22
		annual	\$61,564.33	\$63,665.79	\$66,024.58	\$68,404.81	\$70,935.14	\$73,551.25	\$76,403.24	\$79,405.33	\$82,471.75	\$84,916.31	\$86,614.64
Community Nutritionist - PIO	1885	hourly	\$29.50	\$30.51	\$31.64	\$32.78	\$33.99	\$35.24	\$36.61	\$38.05	\$39.52	\$40.69	\$41.50
		bi-weekly	\$2,138.72	\$2,211.72	\$2,293.66	\$2,376.35	\$2,464.25	\$2,555.14	\$2,654.21	\$2,758.50	\$2,865.03	\$2,949.95	\$3,008.95
		annual	\$55,792.67	\$57,697.12	\$59,834.77	\$61,991.86	\$64,284.97	\$66,655.82	\$69,240.43	\$71,961.08	\$74,740.02	\$76,955.41	\$78,494.52
Crisis Unit Practitioner	2080	hourly	\$28.61	\$29.76	\$30.91	\$31.94	\$33.04	\$34.10	\$35.08	\$36.14	\$37.26		\$38.00
		bi-weekly	\$2,288.45	\$2,380.51	\$2,472.58	\$2,555.60	\$2,643.55	\$2,728.22	\$2,806.31	\$2,890.97	\$2,980.57		\$3,040.18
		annual	\$59,698.74	\$62,100.41	\$64,502.09	\$66,667.88	\$68,962.34	\$71,171.02	\$73,208.15	\$75,416.84	\$77,754.18		\$79,309.26
Dietitian	1950	hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77		\$35.47
		bi-weekly	\$1,948.14	\$2,015.18	\$2,089.94	\$2,165.46	\$2,246.37	\$2,328.06	\$2,421.30	\$2,513.01	\$2,607.80		\$2,659.95
		annual	\$50,821.13	\$52,570.11	\$54,520.13	\$56,490.26	\$58,601.10	\$60,732.05	\$63,164.55	\$65,556.84	\$68,029.55		\$69,390.14
Health Social Development Specialist	1885	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94		\$43.80
		bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09		\$3,175.36
		annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28		\$82,835.50
Health Social Development Specialist	2080	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94		\$43.80
		bi-weekly	\$2,530.94	\$2,622.18	\$2,733.15	\$2,831.79	\$2,943.58	\$3,056.20	\$3,179.50	\$3,302.80	\$3,435.14		\$3,503.84
		annual	\$66,024.58	\$68,404.81	\$71,299.68	\$73,872.90	\$76,789.22	\$79,726.98	\$82,943.51	\$86,160.04	\$89,612.44		\$91,404.69

Home Economist 2	1885	hourly	\$25.98	\$26.87	\$27.87	\$28.87	\$29.95	\$31.04	\$32.28	\$33.51	\$34.77	\$35.47
		bi-weekly	\$1,883.20	\$1,948.01	\$2,020.27	\$2,093.27	\$2,171.49	\$2,250.46	\$2,340.59	\$2,429.24	\$2,520.87	\$2,571.29
		annual	\$49,127.09	\$50,817.78	\$52,702.79	\$54,607.25	\$56,647.73	\$58,707.65	\$61,059.06	\$63,371.61	\$65,761.89	\$67,077.13
Home Economist 3	1885	hourly	\$28.87	\$30.10	\$31.27	\$32.42	\$33.66	\$35.02	\$36.37			\$37.10
		bi-weekly	\$2,093.27	\$2,181.92	\$2,266.84	\$2,350.28	\$2,440.42	\$2,538.75	\$2,637.08			\$2,689.82
		annual	\$54,607.25	\$56,919.80	\$59,135.18	\$61,311.69	\$63,663.11	\$66,228.29	\$68,793.47			\$70,169.34
Occupational Therapist	1885	hourly	\$31.97	\$32.51	\$33.20	\$33.71	\$33.82					\$34.49
		bi-weekly	\$2,317.50	\$2,356.98	\$2,406.89	\$2,444.14	\$2,451.59					\$2,500.62
		annual	\$60,456.63	\$61,486.59	\$62,788.62	\$63,760.28	\$63,954.61					\$65,233.70
Program Consultant	1885	hourly	\$31.62	\$32.80	\$34.01	\$35.35	\$36.74	\$38.16	\$39.74			\$40.54
		bi-weekly	\$2,292.17	\$2,377.84	\$2,465.74	\$2,562.59	\$2,663.90	\$2,766.70	\$2,881.42			\$2,939.05
		annual	\$59,795.91	\$62,030.72	\$64,323.84	\$66,850.15	\$69,493.07	\$72,174.84	\$75,167.56			\$76,670.91
Program Facilitator 1	1885	hourly	\$24.62	\$25.46	\$26.37	\$27.38	\$28.38	\$29.44	\$30.60			\$31.21
		bi-weekly	\$1,784.87	\$1,845.96	\$1,911.51	\$1,985.26	\$2,057.52	\$2,134.25	\$2,218.42			\$2,262.79
		annual	\$46,561.91	\$48,155.43	\$49,865.55	\$51,789.43	\$53,674.45	\$55,676.07	\$57,872.02			\$59,029.46
Program Facilitator 2	1885	hourly	\$31.64	\$32.78	\$34.16	\$35.40	\$36.79	\$38.20	\$39.74	\$41.28	\$42.94	\$43.80
		bi-weekly	\$2,293.66	\$2,376.35	\$2,476.92	\$2,566.31	\$2,667.62	\$2,769.68	\$2,881.42	\$2,993.16	\$3,113.09	\$3,175.36
		annual	\$59,834.77	\$61,991.86	\$64,615.34	\$66,947.32	\$69,590.23	\$72,252.58	\$75,167.56	\$78,082.53	\$81,211.28	\$82,835.50
Shared Care Mental Health Counsellor	2015	hourly	\$30.61	\$31.72	\$33.05	\$34.26	\$35.60	\$36.97	\$38.46	\$39.96	\$41.55	\$42.38
		bi-weekly	\$2,372.21	\$2,458.22	\$2,561.74	\$2,654.91	\$2,759.22	\$2,865.13	\$2,980.60	\$3,096.86	\$3,220.29	\$3,284.69
		annual	\$61,883.97	\$64,127.50	\$66,828.04	\$69,258.53	\$71,979.84	\$74,742.71	\$77,754.85	\$80,787.77	\$84,007.64	\$85,687.80
Project Coordinator,												
Provincial Blood Programs												
Officer - PIO	1885	hourly	\$25.63	\$27.12	\$28.68	\$30.32	\$32.07	\$33.91				\$34.59
		bi-weekly	\$1,857.87	\$1,965.89	\$2,079.12	\$2,198.31	\$2,324.95	\$2,458.29				\$2,507.46
		annual	\$48,466.36	\$51,284.17	\$54,238.02	\$57,347.33	\$60,650.97	\$64,129.51				\$65,412.10

Effective December 31, 2012 - Nursing - 1.00% Market Adjustment

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
Nursing	Hours											
LPN	2015	hourly	\$24.71	\$25.51	\$26.31	\$27.28	\$28.17	\$29.16	\$30.20			\$30.80
		bi-weekly	\$1,914.80	\$1,976.88	\$2,038.96	\$2,113.94	\$2,183.28	\$2,259.87	\$2,340.49			\$2,387.30
		annual	\$49,951.44	\$51,570.92	\$53,190.40	\$55,146.39	\$56,955.16	\$58,953.22	\$61,056.44			\$62,277.57
Nursing Instructor 2 - Mental Health	1885	hourly	\$31.37	\$32.43	\$33.63	\$34.85	\$36.13	\$37.47	\$38.92	\$40.45	\$41.98	\$42.82
		bi-weekly	\$2,273.97	\$2,350.90	\$2,438.39	\$2,526.63	\$2,619.40	\$2,716.69	\$2,821.53	\$2,932.40	\$3,043.27	\$3,104.13
		annual	\$59,320.94	\$61,327.82	\$63,610.15	\$65,912.16	\$68,332.22	\$70,870.33	\$73,605.19	\$76,497.45	\$79,389.72	\$80,977.51
Nursing Instructor 3 - Mental Health	1885	hourly	\$32.43	\$33.62	\$34.81	\$36.07	\$37.34	\$38.70	\$40.16	\$41.65	\$43.25	\$44.11
		bi-weekly	\$2,350.90	\$2,437.63	\$2,523.61	\$2,614.87	\$2,706.89	\$2,805.69	\$2,911.28	\$3,019.89	\$3,135.28	\$3,197.99
		annual	\$61,327.82	\$63,590.48	\$65,833.46	\$68,214.17	\$70,614.55	\$73,192.01	\$75,946.55	\$78,779.79	\$81,790.10	\$83,425.90
Nurse 3	2015	hourly	\$32.85	\$33.96	\$35.13	\$36.25	\$37.29	\$38.42	\$39.61			\$40.41
		bi-weekly	\$2,546.08	\$2,631.54	\$2,722.65	\$2,809.72	\$2,890.34	\$2,977.42	\$3,070.13			\$3,131.54
		annual	\$66,419.64	\$68,649.06	\$71,025.69	\$73,297.17	\$75,400.39	\$77,671.86	\$80,090.57			\$81,692.38
Nurse 3	2080	hourly	\$32.85	\$33.96	\$35.13	\$36.25	\$37.29	\$38.42	\$39.61			\$40.41
		bi-weekly	\$2,628.21	\$2,716.43	\$2,810.47	\$2,900.36	\$2,983.58	\$3,073.46	\$3,169.17			\$3,232.55
		annual	\$68,562.21	\$70,863.54	\$73,316.84	\$75,661.59	\$77,832.66	\$80,177.41	\$82,674.13			\$84,327.62
Nurse Educator	1885	hourly	\$33.99	\$35.22	\$36.49	\$37.87	\$39.45	\$40.98	\$42.63	\$44.36		\$45.25
		bi-weekly	\$2,464.03	\$2,553.78	\$2,645.79	\$2,745.35	\$2,859.99	\$2,970.86	\$3,090.78	\$3,215.98		\$3,280.30
		annual	\$64,279.11	\$66,620.47	\$69,020.85	\$71,617.99	\$74,608.63	\$77,500.89	\$80,629.26	\$83,895.36		\$85,573.26

Effective April 1, 2013 - 2.75% General Increase (Except Nursing)												
Community Support	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
Accounting Clerk 1	1885	hourly	\$21.25	\$21.80	\$22.41	\$22.98	\$23.64	\$24.31				\$24.80
		bi-weekly	\$1,540.80	\$1,580.60	\$1,624.99	\$1,666.33	\$1,713.78	\$1,762.77				\$1,798.03
		annual	\$40,194.77	\$41,233.09	\$42,391.21	\$43,469.46	\$44,707.45	\$45,985.37				\$46,905.08
Activities Instructor 2	2080	hourly	\$18.75	\$19.33	\$20.00	\$20.68	\$21.38	\$22.07				\$22.51
		bi-weekly	\$1,500.02	\$1,546.47	\$1,599.68	\$1,654.58	\$1,710.33	\$1,765.22				\$1,800.53
		annual	\$39,130.98	\$40,342.81	\$41,730.90	\$43,163.06	\$44,617.25	\$46,049.41				\$46,970.40
Admin Officer 1	1885	hourly	\$23.98	\$24.83	\$25.71	\$26.65	\$27.64	\$28.64				\$29.22
		bi-weekly	\$1,738.28	\$1,800.28	\$1,863.81	\$1,931.93	\$2,003.88	\$2,076.59				\$2,118.13
		annual	\$45,346.41	\$46,963.79	\$48,621.10	\$50,398.21	\$52,275.17	\$54,172.09				\$55,255.53
Admin Officer 2	1885	hourly	\$27.11	\$28.15	\$29.11	\$30.21	\$31.33	\$32.51				\$33.16
		bi-weekly	\$1,965.61	\$2,040.62	\$2,110.27	\$2,189.88	\$2,271.78	\$2,356.74				\$2,403.87
		annual	\$51,276.79	\$53,233.61	\$55,050.66	\$57,127.29	\$59,263.83	\$61,480.23				\$62,709.83
Admin Secretary 2	1885	hourly	\$17.97	\$18.38	\$18.85	\$19.33	\$19.90	\$20.41				\$20.82
		bi-weekly	\$1,302.75	\$1,332.60	\$1,366.28	\$1,401.49	\$1,442.82	\$1,479.56				\$1,509.15
		annual	\$33,984.85	\$34,763.59	\$35,642.16	\$36,560.67	\$37,638.92	\$38,597.36				\$39,369.31
Admin Secretary 2	1950	hourly	\$17.97	\$18.38	\$18.85	\$19.33	\$19.90	\$20.41				\$20.82
		bi-weekly	\$1,347.67	\$1,378.55	\$1,413.39	\$1,449.82	\$1,492.58	\$1,530.58				\$1,561.19
		annual	\$35,156.74	\$35,962.33	\$36,871.20	\$37,821.38	\$38,936.81	\$39,928.31				\$40,726.87
Admin Secretary 3	1885	hourly	\$20.53	\$21.08	\$21.66	\$22.24	\$22.85	\$23.50				\$23.97
		bi-weekly	\$1,488.75	\$1,528.55	\$1,570.65	\$1,612.75	\$1,656.38	\$1,703.83				\$1,737.91
		annual	\$38,836.97	\$39,875.29	\$40,973.51	\$42,071.73	\$43,209.88	\$44,447.87				\$45,336.83
Admin Secretary 3	1950	hourly	\$20.53	\$21.08	\$21.66	\$22.24	\$22.85	\$23.50				\$23.97
		bi-weekly	\$1,540.08	\$1,581.26	\$1,624.81	\$1,668.36	\$1,713.49	\$1,762.59				\$1,797.84
		annual	\$40,176.18	\$41,250.30	\$42,386.39	\$43,522.47	\$44,699.87	\$45,980.55				\$46,900.17

Clerk 1	1885	hourly	\$14.31	\$14.71	\$15.11	\$15.56				\$15.87
		bi-weekly	\$1,037.15	\$1,066.23	\$1,095.32	\$1,128.23				\$1,150.80
		annual	\$27,056.09	\$27,814.86	\$28,573.63	\$29,432.24				\$30,020.88
Clerk 2	1885	hourly	\$16.96	\$17.38	\$17.82	\$18.33	\$18.79	\$19.33		\$19.72
		bi-weekly	\$1,229.27	\$1,259.89	\$1,292.03	\$1,328.77	\$1,362.45	\$1,401.49		\$1,429.52
		annual	\$32,067.96	\$32,866.66	\$33,705.30	\$34,663.75	\$35,542.32	\$36,560.67		\$37,291.88
Clerk 3	1885	hourly	\$20.59	\$21.12	\$21.71	\$22.28	\$22.88	\$23.61		\$24.08
		bi-weekly	\$1,492.58	\$1,530.85	\$1,573.71	\$1,615.04	\$1,658.67	\$1,711.49		\$1,745.72
		annual	\$38,936.81	\$39,935.19	\$41,053.38	\$42,131.63	\$43,269.78	\$44,647.55		\$45,540.50
Clerk 4	1885	hourly	\$24.16	\$24.77	\$25.41	\$26.11	\$26.81	\$27.50		\$28.05
		bi-weekly	\$1,751.29	\$1,795.68	\$1,842.37	\$1,892.89	\$1,943.41	\$1,993.93		\$2,033.81
		annual	\$45,685.86	\$46,843.98	\$48,062.00	\$49,379.87	\$50,697.73	\$52,015.59		\$53,055.90
Community Health Worker	2015	hourly	\$19.11	\$19.40	\$19.70	\$20.00	\$20.30	\$20.60		\$21.01
		bi-weekly	\$1,480.96	\$1,503.87	\$1,526.78	\$1,549.69	\$1,573.42	\$1,596.33		\$1,628.26
		annual	\$38,633.86	\$39,231.51	\$39,829.16	\$40,426.81	\$41,045.80	\$41,643.46		\$42,476.32
Occupational Therapy Assistant	2015	hourly	\$17.00	\$17.50	\$18.03	\$18.57	\$19.13	\$19.70		\$20.09
		bi-weekly	\$1,317.32	\$1,356.59	\$1,397.50	\$1,439.23	\$1,482.60	\$1,526.78		\$1,557.32
		annual	\$34,364.92	\$35,389.47	\$36,456.70	\$37,545.28	\$38,676.55	\$39,829.16		\$40,625.74
Primary Care Assistant	2015	hourly	\$17.97	\$18.38	\$18.85	\$19.33	\$19.90	\$20.41		\$20.82
		bi-weekly	\$1,392.60	\$1,424.51	\$1,460.51	\$1,498.14	\$1,542.33	\$1,581.60		\$1,613.23
		annual	\$36,328.63	\$37,161.07	\$38,100.24	\$39,082.09	\$40,234.71	\$41,259.25		\$42,084.44
Senior Primary Care Assistant	2015	hourly	\$20.53	\$21.08	\$21.66	\$22.24	\$22.85	\$23.50		\$23.97
		bi-weekly	\$1,591.42	\$1,633.97	\$1,678.97	\$1,723.97	\$1,770.61	\$1,821.34		\$1,857.76
		annual	\$41,515.39	\$42,625.31	\$43,799.27	\$44,973.22	\$46,189.87	\$47,513.24		\$48,463.50
Unit Assistant	2015	hourly	\$17.00	\$17.50	\$18.03	\$18.57	\$19.13	\$19.70		\$20.09
		bi-weekly	\$1,317.32	\$1,356.59	\$1,397.50	\$1,439.23	\$1,482.60	\$1,526.78		\$1,557.32
		annual	\$34,364.92	\$35,389.47	\$36,456.70	\$37,545.28	\$38,676.55	\$39,829.16		\$40,625.74

Professional/Technical	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate	
Audiologist	1885	hourly	\$31.30	\$32.61	\$33.87	\$35.14	\$36.47	\$37.93	\$39.40				\$40.19
		bi-weekly	\$2,269.48	\$2,364.39	\$2,455.48	\$2,547.33	\$2,643.77	\$2,750.17	\$2,856.56				\$2,913.69
		annual	\$59,203.92	\$61,679.91	\$64,056.05	\$66,452.16	\$68,968.08	\$71,743.57	\$74,519.07				\$76,009.45
Community Health Services Coordinator	1885	hourly	\$23.12	\$23.92	\$24.77	\$25.59	\$26.55	\$27.45	\$28.43	\$29.32			\$29.90
		bi-weekly	\$1,676.28	\$1,734.45	\$1,795.68	\$1,855.39	\$1,925.04	\$1,990.10	\$2,061.28	\$2,125.58			\$2,168.09
		annual	\$43,729.04	\$45,246.57	\$46,843.98	\$48,401.45	\$50,218.50	\$51,915.75	\$53,772.74	\$55,450.02			\$56,559.02
Community Health Services Specialist	1885	hourly	\$30.31	\$31.35	\$32.51	\$33.68	\$34.92	\$36.21	\$37.62	\$39.09	\$40.60	\$41.81	\$42.64
		bi-weekly	\$2,197.53	\$2,272.54	\$2,356.74	\$2,441.70	\$2,532.02	\$2,625.40	\$2,727.20	\$2,834.36	\$2,943.82	\$3,031.08	\$3,091.70
		annual	\$57,326.97	\$59,283.79	\$61,480.23	\$63,696.63	\$66,052.81	\$68,488.86	\$71,144.55	\$73,940.01	\$76,795.38	\$79,071.68	\$80,653.12
Community Health Services Specialist	2080	hourly	\$30.31	\$31.35	\$32.51	\$33.68	\$34.92	\$36.21	\$37.62	\$39.09	\$40.60	\$41.81	\$42.64
		bi-weekly	\$2,424.86	\$2,507.63	\$2,600.54	\$2,694.29	\$2,793.95	\$2,897.00	\$3,009.33	\$3,127.57	\$3,248.35	\$3,344.64	\$3,411.53
		annual	\$63,257.35	\$65,416.60	\$67,840.25	\$70,285.94	\$72,885.86	\$75,573.91	\$78,504.33	\$81,588.98	\$84,739.72	\$87,251.51	\$88,996.54
Community Nutritionist - PIO	1885	hourly	\$30.31	\$31.35	\$32.51	\$33.68	\$34.92	\$36.21	\$37.62	\$39.09	\$40.60	\$41.81	\$42.64
		bi-weekly	\$2,197.53	\$2,272.54	\$2,356.74	\$2,441.70	\$2,532.02	\$2,625.40	\$2,727.20	\$2,834.36	\$2,943.82	\$3,031.08	\$3,091.70
		annual	\$57,326.97	\$59,283.79	\$61,480.23	\$63,696.63	\$66,052.81	\$68,488.86	\$71,144.55	\$73,940.01	\$76,795.38	\$79,071.68	\$80,653.12
Crisis Unit Practitioner	2080	hourly	\$29.39	\$30.57	\$31.76	\$32.82	\$33.95	\$35.04	\$36.04	\$37.13	\$38.28		\$39.05
		bi-weekly	\$2,351.38	\$2,445.98	\$2,540.57	\$2,625.88	\$2,716.25	\$2,803.24	\$2,883.48	\$2,970.48	\$3,062.54		\$3,123.79
		annual	\$61,340.46	\$63,808.18	\$66,275.90	\$68,501.25	\$70,858.80	\$73,128.22	\$75,221.38	\$77,490.80	\$79,892.42		\$81,490.27
Dietitian	1950	hourly	\$26.69	\$27.61	\$28.63	\$29.67	\$30.78	\$31.89	\$33.17	\$34.43	\$35.73		\$36.44
		bi-weekly	\$2,001.71	\$2,070.60	\$2,147.41	\$2,225.01	\$2,308.15	\$2,392.08	\$2,487.89	\$2,582.12	\$2,679.51		\$2,733.10
		annual	\$52,218.71	\$54,015.79	\$56,019.44	\$58,043.74	\$60,212.63	\$62,402.18	\$64,901.57	\$67,359.65	\$69,900.36		\$71,298.37
Health Social Development Specialist	1885	hourly	\$32.51	\$33.68	\$35.10	\$36.37	\$37.81	\$39.25	\$40.84	\$42.42	\$44.12		\$45.00
		bi-weekly	\$2,356.74	\$2,441.70	\$2,545.03	\$2,636.88	\$2,740.98	\$2,845.84	\$2,960.66	\$3,075.47	\$3,198.70		\$3,262.68
		annual	\$61,480.23	\$63,696.63	\$66,392.26	\$68,788.37	\$71,503.96	\$74,239.52	\$77,234.66	\$80,229.80	\$83,444.59		\$85,113.48
Health Social Development Specialist	2080	hourly	\$32.51	\$33.68	\$35.10	\$36.37	\$37.81	\$39.25	\$40.84	\$42.42	\$44.12		\$45.00
		bi-weekly	\$2,600.54	\$2,694.29	\$2,808.31	\$2,909.66	\$3,024.53	\$3,140.24	\$3,266.93	\$3,393.62	\$3,529.60		\$3,600.20
		annual	\$67,840.25	\$70,285.94	\$73,260.42	\$75,904.41	\$78,900.92	\$81,919.47	\$85,224.46	\$88,529.44	\$92,076.78		\$93,918.32

Home Economist 2	1885	hourly	\$26.69	\$27.61	\$28.63	\$29.67	\$30.78	\$31.89	\$33.17	\$34.43	\$35.73	\$36.44
		bi-weekly	\$1,934.99	\$2,001.58	\$2,075.83	\$2,150.84	\$2,231.21	\$2,312.34	\$2,404.96	\$2,496.05	\$2,590.19	\$2,642.00
		annual	\$50,478.08	\$52,215.26	\$54,152.12	\$56,108.95	\$58,205.54	\$60,322.11	\$62,738.19	\$65,114.33	\$67,570.35	\$68,921.75
Home Economist 3	1885	hourly	\$29.67	\$30.92	\$32.13	\$33.31	\$34.59	\$35.98	\$37.37			\$38.12
		bi-weekly	\$2,150.84	\$2,241.92	\$2,329.18	\$2,414.91	\$2,507.53	\$2,608.56	\$2,709.60			\$2,763.79
		annual	\$56,108.95	\$58,485.09	\$60,761.40	\$62,997.77	\$65,413.85	\$68,049.57	\$70,685.29			\$72,099.00
Occupational Therapist	1885	hourly	\$32.84	\$33.40	\$34.11	\$34.64	\$34.74					\$35.44
		bi-weekly	\$2,381.23	\$2,421.80	\$2,473.08	\$2,511.35	\$2,519.01					\$2,569.39
		annual	\$62,119.19	\$63,177.47	\$64,515.30	\$65,513.68	\$65,713.36					\$67,027.63
Program Consultant	1885	hourly	\$32.49	\$33.70	\$34.95	\$36.32	\$37.75	\$39.21	\$40.84			\$41.65
		bi-weekly	\$2,355.21	\$2,443.23	\$2,533.55	\$2,633.06	\$2,737.15	\$2,842.78	\$2,960.66			\$3,019.87
		annual	\$61,440.29	\$63,736.57	\$66,092.74	\$68,688.53	\$71,404.12	\$74,159.65	\$77,234.66			\$78,779.36
Program Facilitator 1	1885	hourly	\$25.30	\$26.16	\$27.09	\$28.14	\$29.16	\$30.25	\$31.44			\$32.07
		bi-weekly	\$1,833.95	\$1,896.72	\$1,964.08	\$2,039.85	\$2,114.10	\$2,192.94	\$2,279.43			\$2,325.02
		annual	\$47,842.36	\$49,479.70	\$51,236.85	\$53,213.64	\$55,150.50	\$57,207.16	\$59,463.50			\$60,652.77
Program Facilitator 2	1885	hourly	\$32.51	\$33.68	\$35.10	\$36.37	\$37.81	\$39.25	\$40.84	\$42.42	\$44.12	\$45.00
		bi-weekly	\$2,356.74	\$2,441.70	\$2,545.03	\$2,636.88	\$2,740.98	\$2,845.84	\$2,960.66	\$3,075.47	\$3,198.70	\$3,262.68
		annual	\$61,480.23	\$63,696.63	\$66,392.26	\$68,788.37	\$71,503.96	\$74,239.52	\$77,234.66	\$80,229.80	\$83,444.59	\$85,113.48
Shared Care Mental Health Counsellor	2015	hourly	\$31.45	\$32.59	\$33.96	\$35.20	\$36.58	\$37.99	\$39.52	\$41.06	\$42.69	\$43.55
		bi-weekly	\$2,437.45	\$2,525.82	\$2,632.19	\$2,727.92	\$2,835.10	\$2,943.92	\$3,062.56	\$3,182.02	\$3,308.85	\$3,375.02
		annual	\$63,585.78	\$65,891.00	\$68,665.81	\$71,163.14	\$73,959.29	\$76,798.13	\$79,893.11	\$83,009.43	\$86,317.85	\$88,044.21
Project Coordinator, Provincial Blood Programs Officer - PIO												
1885	hourly	\$26.33	\$27.86	\$29.47	\$31.16	\$32.95	\$34.84					\$35.54
	bi-weekly	\$1,908.97	\$2,019.95	\$2,136.30	\$2,258.76	\$2,388.89	\$2,525.90					\$2,576.41
	annual	\$49,799.19	\$52,694.49	\$55,729.56	\$58,924.38	\$62,318.87	\$65,893.07					\$67,210.93

Effective April 1, 2013 - Nursing - General Increase To Be Determined

Nursing	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	20 Yr Rate
LPN	2015	\$24.71	\$25.51	\$26.31	\$27.28	\$28.17	\$29.16	\$30.20				\$30.80
	bi-weekly	\$1,914.80	\$1,976.88	\$2,038.96	\$2,113.94	\$2,183.28	\$2,259.87	\$2,340.49				\$2,387.30
	annual	\$49,951.44	\$51,570.92	\$53,190.40	\$55,146.39	\$56,955.16	\$58,953.22	\$61,056.44				\$62,277.57
Nursing Instructor 2 - Mental Health	1885	\$31.37	\$32.43	\$33.63	\$34.85	\$36.13	\$37.47	\$38.92	\$40.45	\$41.98		\$42.82
	bi-weekly	\$2,273.97	\$2,350.90	\$2,438.39	\$2,526.63	\$2,619.40	\$2,716.69	\$2,821.53	\$2,932.40	\$3,043.27		\$3,104.13
	annual	\$59,320.94	\$61,327.82	\$63,610.15	\$65,912.16	\$68,332.22	\$70,870.33	\$73,605.19	\$76,497.45	\$79,389.72		\$80,977.51
Nursing Instructor 3 - Mental Health	1885	\$32.43	\$33.62	\$34.81	\$36.07	\$37.34	\$38.70	\$40.16	\$41.65	\$43.25		\$44.11
	bi-weekly	\$2,350.90	\$2,437.63	\$2,523.61	\$2,614.87	\$2,706.89	\$2,805.69	\$2,911.28	\$3,019.89	\$3,135.28		\$3,197.99
	annual	\$61,327.82	\$63,590.48	\$65,833.46	\$68,214.17	\$70,614.55	\$73,192.01	\$75,946.55	\$78,779.79	\$81,790.10		\$83,425.90
Nurse 3	2015	\$32.85	\$33.96	\$35.13	\$36.25	\$37.29	\$38.42	\$39.61				\$40.41
	bi-weekly	\$2,546.08	\$2,631.54	\$2,722.65	\$2,809.72	\$2,890.34	\$2,977.42	\$3,070.13				\$3,131.54
	annual	\$66,419.64	\$68,649.06	\$71,025.69	\$73,297.17	\$75,400.39	\$77,671.86	\$80,090.57				\$81,692.38
Nurse 3	2080	\$32.85	\$33.96	\$35.13	\$36.25	\$37.29	\$38.42	\$39.61				\$40.41
	bi-weekly	\$2,628.21	\$2,716.43	\$2,810.47	\$2,900.36	\$2,983.58	\$3,073.46	\$3,169.17				\$3,232.55
	annual	\$68,562.21	\$70,863.54	\$73,316.84	\$75,661.59	\$77,832.66	\$80,177.41	\$82,674.13				\$84,327.62
Nurse Educator	1885	\$33.99	\$35.22	\$36.49	\$37.87	\$39.45	\$40.98	\$42.63	\$44.36			\$45.25
	bi-weekly	\$2,464.03	\$2,553.78	\$2,645.79	\$2,745.35	\$2,859.99	\$2,970.86	\$3,090.78	\$3,215.98			\$3,280.30
	annual	\$64,279.11	\$66,620.47	\$69,020.85	\$71,617.99	\$74,608.63	\$77,500.89	\$80,629.26	\$83,895.36			\$85,573.26