

Collective Agreement

between

Interlake Regional Health Authority

and

Manitoba Government and General Employees' Union

April 1, 2006 - March 31, 2010

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

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

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

Article 1 - Scope and Application of Agreement

- 1:01** The Employer recognizes the Union as the sole bargaining agent for employees in the bargaining unit defined in the Manitoba Labour Board Certificate MLB-5984 or subsequent amendments thereto or as may be granted voluntary recognition by the Employer.
- 1:02** 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.
- 1:03** 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, either party may refer the matter to arbitration in accordance with Article 21.
- 1:04** No employee shall enter into any separate agreement which conflicts with the provisions hereof.
- 1:05** Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined

as being within the bargaining unit, except where it has been mutually agreed upon by both parties or in the case of training or emergency or as required to maintain competency. Where past practice, as identified by the Employer to the Union as at date of ratification (May 6, 2004), does not conform with this Article, it is agreed that past practice will continue to apply.

Article 2 - Definitions

Where ever used in this Agreement, the following words shall have the meaning hereinafter set forth. Where the context so requires, masculine and feminine terms or singular and plural terms shall be considered interchangeable:

- 2:01** *Approved training* means training as approved by the Employer for the respective professional association and/or the applicable classification.
- 2:02** *Basic Pay, Rate or Salary* means the amount indicated in Schedule “A” plus applicable shift premiums.
- 2:03** *Employee* means a person employed by the Employer in a position, which is included in the bargaining unit.
- 2:04** *Full-time employee* means an employee who is scheduled on a regular ongoing basis to work the regular hours described in Article 8. A full-time employee is covered by all provisions of this Agreement, unless otherwise specified.
- 2:05** *Part-time employee* means an employee who regularly works less than the regular hours of work ongoing as set out in Article 8 on a scheduled and recurring basis.
- 2:06** *Dismissal* means the removal for disciplinary reasons from a position of employment for just cause.
- 2:07** *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.

- 2:08** *Authorized overtime* shall mean overtime authorized by the Employer and where the term overtime is used in this Agreement, it shall mean authorized overtime.
- 2:09** *Transfer* means the voluntary movement of an employee from a position in one classification to a position in the same or other classification with the same or lower pay rate.
- 2:10** *Position* means a position of employment with the Employer, the person employed is a member of the bargaining unit.
- 2:11** *Agreement* means this Agreement which shall be referred to as the Manitoba Government and General Employees' Union Technical/Professional Agreement.
- 2:12**
- (a) *Temporary employee* means a new employee hired into a term position. Unless otherwise specified in this Agreement, such employee is covered by the terms of this Agreement.
 - (b) A temporary employee shall be entitled to exercise her seniority rights to obtain a vacant position for which she is qualified prior to the expiration of her term position. A temporary employee may be required to complete the term position for which she was engaged.
 - (c) A temporary employee who is awarded a posted position prior to the end of her term position, shall have her service connected for seniority purposes.
 - (d) A temporary employee shall have no seniority rights in matters of demotion, layoff and recall.
 - (e) A temporary employee shall not be terminated and re-hired for the purpose of extending the period of employment in the same term position without prior approval of the Union. Where a temporary employee completes her term position and is the successful applicant for a different consecutive term position, it shall not be deemed to be an extension of the original term position.

- (f) A temporary employee may be required to complete a further probationary period to a maximum of three (3) months upon being awarded another position within the bargaining unit.

- 2:13**
- (a) (i) “Term Position” shall be for a specific time period or until completion of a particular project, of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees. Any term positions resulting directly from the above will be posted in the same manner.
 - (ii) For situations related to Workers Compensation Board (WCB) and/or illness and/or accident, or where there is a temporary vacancy due to leave for a public office, or 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 a minimum of twenty-four (24) hours notice. The employee occupying the said term position shall receive as much notice as reasonably possible but in no case less than twenty-four (24) hours. Any term position(s) resulting directly from the above will be posted in the same manner.
- (b) (i) When the Employer determines that a term position as described above exists, the position shall be posted and filled in accordance with Article 7 - Vacancies, Promotions and Transfers. All employees may apply for the term position.
 - (ii) Upon completion of the term position, the employee shall be returned to her former position. In the event that the employee’s former position no longer exists, the employee shall be entitled to exercise her seniority as stated in Article 26 - Layoff and Recall.
- (c) Where the Employer determines that staff are to be replaced during periods of less than three months, Article 22 - Part-time Employees or Article 12:04 - Temporary Assignment shall apply, wherever possible.
 - (d) All Maternity or Parental Leave term postings shall indicate that the term position is a “Maternity or Parental Leave of Absence term”

which may expire sooner than indicated, subject to a minimum written notice of two (2) weeks or one (1) pay period, whichever is longer.

- (e) All term positions created as a result of an Approved Educational Leave shall indicate that the term position is an “Educational Leave of Absence Term” which may expire sooner than indicated, upon return of the incumbent, subject to a minimum notice of two (2) weeks.

2:14 *Probationary employee* means an employee who has not completed three (3) months continuous full-time employment or six (6) months continuous part-time employment or whose probation has been extended at the discretion of the Employer by not more than three (3) additional months, and who may be dismissed without recourse by the grievance procedure. If the probation period is extended, the Employer will notify the employee in writing of the reason(s) for the extension with a copy to the Union.

2:15 *Casual employee* means an employee who is called in occasionally by the Employer to replace a full-time or part-time employee or to supplement regular staff coverage in situations of staff shortages. The terms of the collective agreement shall not apply to casual employees except as provided below and in Article 23:01 - EMS Crew Quarters; Memorandum #3 - Pension Contributions for Casual Callback Hours; Memorandum #5 - EMS Education and Training.

- (a) Casual employees shall receive vacation pay calculated at the rate of six percent (6%) of regular wages paid inclusive of callback hours paid at straight time rates in any given bi-weekly period;
- (b) Casual employees shall be paid not less than the start rate or more than the end rate of the position to which they are assigned;
- (c) Casual employees shall be entitled to all premiums as outlined in Article 12;
- (d) Casual employees required to work on a recognized holiday, shall be paid at the rate of time and one half (1.5x) their basic rate of pay;
- (e) Casual employees shall be entitled to pay for a General Holiday provided she has earned wages during fifteen (15) of the thirty (30) calendar days immediately preceding the date of the General Holiday.

Should a casual employee qualify for pay for the General Holiday, she shall be paid an average of daily earnings during the thirty (30) calendar day period;

- (f) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 10;
- (g) The Employer agrees to deduct Union dues from casual employees in accordance with Article 20;
- (h) Casual employees are not guaranteed any specific number of hours. Should a casual employee work regular hours of work in accordance with Article 8 - Hours of Work, provisions for meal periods and rest periods shall apply. In the event that no wage payment is made during any pay period, the Employer shall have no responsibility to deduct or submit dues for that period.
- (i) Casual employees who are placed on Standby shall be entitled to the following:
 - (i) Standby payment in accordance with Article 11:06;
 - (ii) When required to report for duty while on assigned standby, shall be paid straight time for not less than three (3) hours for each such callback. Should a casual employee work in excess of the daily or bi-weekly hours of work, overtime rates will apply in accordance with Article 10 - Overtime, and Memorandum of Agreement #1 regarding the Application of Overtime Rates for Callback;
 - (iii) When required to report for duty while on assigned standby shall be reimbursed for transportation costs at the applicable rate in accordance with Article 11 - Standby and Callback;
 - (iv) Meal allowance in accordance with Article 11 - Standby and Callback;
 - (v) When required to report for duty while on assigned standby shall not be required to perform non-emergent duties in accordance with Article 11 - Standby and Callback.

- (j) Articles 20 and 21 Grievance and Arbitration contained in the Collective Agreement apply to casual employees only in respect to matters of this Article;
- (k) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees;
- (l) A casual employee required by the Employer to report to work shall receive compensation for a minimum of three (3) hours at the applicable rate. 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.
- (m) Retroactive to April 1, 2003 casual employees shall accumulate seniority on the basis of all regular hours worked. In addition, effective April 1, 2003, casual employees placed on standby shall accrue seniority for all hours actually worked while on a callback. Calculations of such seniority shall be completed by the Employer within one hundred and twenty (120) days of the date of ratification (May 6, 2004) of this Agreement.

Such seniority accrual shall not exceed daily full-time hours in accordance with Article 8 - Hours of Work.

Casual employees shall be entitled to utilize seniority earned for the purpose of attaining a permanent or term position, subject to Article 7 - Vacancies, Promotions and Transfers. Such seniority will be for the sole purpose of applying for a job posting relative to other casual employees and only where there are no qualified full-time or part-time applicants currently in the bargaining unit. Seniority hours accrued during the period of casual employment shall not be carried over to permanent or term employment. Seniority hours accrued during a term position shall be retained by that employee upon return to casual status.

- (n) Effective April 1, 2003, increments for casual employees will be earned based on seniority hours accrued, and on the basis of one (1) increment upon completion of the full-time equivalent hours, in accordance with Article 8 - Hours of Work. Such increment shall be

applied on the first day of the first pay period following completion of the full-time equivalent hours.

- (o) Effective date of ratification (May 6, 2004), casual employees who are required to travel on behalf of the Employer shall be reimbursed for transportation costs at the applicable rate in accordance with Article 37 - Transportation and Vehicle Allowance.
- (p) Casual employees shall be paid at straight time rates when the Employer requires or pre-approves attendance at educational events, training (including transfer of function training), and staff meetings.
- (q) Casual employees shall be entitled to meal allowances in accordance with Article 10 - Overtime and Article 38 - Meal Expenses/Travel Allowances.
- (r) Shall be entitled to uniform/footwear provisions in accordance with Article 23 - Uniforms and Personal Property.
- (s) Shall be allocated standby and additional hours when available providing they are able to perform the required duties. Such additional hours and standby shall be divided as equitably as possible amongst those employees based on their availability. It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.
- (t) **Article 31 - Health and Safety shall apply to casual employees.**
- (u) **Casual employees shall be entitled to continuing education provisions in accordance with Article 18:14.**
- (v) **Except as provided for in Article 21, where a casual employee is required to attend a court proceeding as a witness on an employment related matter on a day the employee is not scheduled to work, the employee shall receive regular basic pay for those hours required to be in attendance at court. Where the employee is required to attend court in a community outside of her base location the employee shall be paid for travel time at her regular basic rate of pay. Where the employee is required to attend court in a community outside of her base location the**

employee shall also be eligible for expenses in accordance with Article 38. The employee will remit to the Employer any witness fees or expenses received. The employee may be required to provide documentation of the time the employee was required to be in attendance at court.

- 2:16** For identification purposes, shifts will be named as follows:
- (a) *Day shift* means a shift in which the major portion occurs between 0800 hours and 1600 hours.
 - (b) *Evening shift* means a shift in which the major portion occurs between 1600 hours and 2400 hours.
 - (c) *Night shift* means a shift in which the major portion occurs between 2400 hours and 0800 hours.
- 2:17** *Weekend* means the period of approximately forty-eight (48) hours which commences at or about 0001 hours on Saturday and ends at or about 2400 hours on Sunday.
- 2:18** The term *Employer* shall mean the Interlake Regional Health Authority.
- 2:19** The term *site* shall mean the facility/programs within the Regional Health Authority as listed in Appendix “D”.
- 2:20** *Union* shall mean the Manitoba Government and General Employees’ Union, Technical/Professional Local.
- 2:21** *Base Location* shall mean the location, as determined by the Employer, to be the home base for the purpose of service delivery.
- 2:22** *Promotion* means a change of employment to a higher classification and salary within the scope of this Agreement.

MEDICAL TECHNOLOGIST DEFINITIONS

- 2:23** **Medical Technologist - An employee who is a graduate of an approved training program who has attained certification and is currently registered with CSMLS and/or CAMRT, as applicable. Upon legal formation of CMLTM, certification requirements and maintenance of**

certification for Medical Laboratory Technologist shall be as determined by CMLTM.

General Duty Medical Technologist - A Technologist who performs assigned duties in accordance with his/her scope of training and who may be required to carry out peer/trainee functional instruction.

Senior Medical Technologist - A Technologist who in addition to the duties of a General Duty Medical Technologist has been delegated the ongoing primary responsibility of maintaining Employer designated diagnostic services in a single technologist unit, or a technical specialty.

Charge Medical Technologist - A Technologist who in addition to the duties of General Duty or Senior Medical Technologist is delegated the overall operational and administrative responsibility for a diagnostic unit employing multiple technologists.

For the purpose of this Agreement, the following definitions shall apply:

C.M.L.T.M. - College of Medical Laboratory Technologists of Manitoba

C.S.M.L.S. - Canadian Society of Medical Laboratory Science

C.A.M.R.T. - Canadian Association of Medical Radiation Technologists

F.C.A.M.R.T. - Fellow Canadian Association of Medical Radiation Technologists

L.C.S.M.L.S. - Licentiate Canadian Society of Medical Laboratory Science

Article 3 - Occupational Classifications

The classifications covered by this Collective Agreement are those set out by the Manitoba Labour Board and as listed in Schedule A.

3:01 In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification, and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.

- 3:02** Unless the Union objects in writing within thirty (30) days following such notification, the classification and salary range shall become established and form part of Schedule “A” of this Agreement.
- 3:03** If the Union files written objection, then the parties shall commence negotiations and attempt to reach agreement as to an appropriate salary range. Failing agreement, the matter may be referred to arbitration in accordance with Article 21 - Arbitration.
- 3:04** If the salary range of a revised classification is adjusted by means of negotiation or otherwise, retroactivity for such adjustment shall be no later than the date the re-classification request was submitted. Such request shall be submitted in writing.
- 3:05** An employee shall have the right to request a review of her classification if she feels she has been improperly classified, or if she feels that the duties of the job have changed substantially.
- 3:06** The Employer will examine the duties of the employee and give a decision as to the validity of the request.
- 3:07** If the decision given is not satisfactory to the employee, she may then treat the request for change in classification as a grievance as laid out in Article 20.
- 3:08** The Employer reserves the right to assign duties and responsibilities, and to alter job descriptions, but is required to negotiate the value of any material change in job content during the term of this Agreement.
- 3:09** The Employer agrees to provide the Union with a current copy of job descriptions for all classifications for which the Union is the certified bargaining agent within **sixty (60)** days of the signing of the Collective Agreement.
- 3:10** The Employer further agrees to provide the Union and the affected employee(s) with copies of any subsequent amendments to these job descriptions within **thirty (30)** days following their revision.

Article 4 - Management Rights

- 4:01** Except as expressly provided in this Agreement, the Employer has the authority and responsibility to manage, operate, and generally regulate its sites, affairs and functions.
- 4:02** The Employer agrees to exercise its management rights and to administer the terms of this Agreement in a consistent, equitable and non-discriminatory manner.

Article 5 - Salaries

- 5:01** Salaries shall be paid to each employee in accordance with “Schedule A” which is attached to and forms part of this Agreement.
- 5:02** In implementing this Agreement, each employee shall be placed not lower than the same increment level and in the same classification she enjoyed under the previous Agreement.
- 5:03** Increments as specified in salary “Schedule A” shall be granted annually on the anniversary date of the employee’s employment with the Employer, or as altered by the terms of this Agreement, the latter of which shall take precedence, however, the Employer may, with reasonable cause and on the basis of a written performance appraisal previously discussed with the employee, withhold an annual increment, subject to review not later than three (3) months from the date such increment was withheld.
- 5:04** Increments will not be delayed due to a paid leave of absence, or an unpaid leave of absence, of four (4) weeks or less.
- 5:05** The minimum salary of a newly hired employee will be determined by experience:
- (a) on an equivalent full-time basis, and
 - (b) related to the position applied for and held, and
 - (c) in accordance with the following table:

	Step 1	Step 2	Step 3	Step 4	Step 5
1 year in previous3 years	X				
2 years in previous4 years		X			
3 years in previous5 years			X		
4 years in previous6 years				X	

- 5:06** Salaries shall be quoted in terms of gross hourly rates, equivalent bi-weekly rates and equivalent gross annual rates.
- 5:07** An employee shall be entitled to payment of all wages, vacation pay and other benefits within five (5) working days after termination.
- 5:08** (a) A graduate of an approved school of the relevant classification and who has not attained her professional designation may, at the discretion of the Employer, be paid eight percent (8%) less per month than the approved classification rate as set out in Schedule “A” attached hereto. However, for a new graduate upon attaining her professional designation will be entitled to the classification rate upon providing proof of certification of certification/licensure. Such rate will be effective the date proof of certification is provided.
- (b) Failure of a graduate to obtain registration/license within twelve (12) months of commencing employment or denial of registration/license by the appropriate provincial licensing body shall constitute just cause for termination.
- 5:09** During the term of this Agreement amendments to the salary schedule resulting from the introduction of a new classification, or amendments to Schedule A of the Agreement shall be determined through negotiations between the Employer and the Union.
- 5:10** Employees shall be paid bi-weekly.
- 5:11** An employee’s anniversary date which is used for incremental purposes, shall be their current anniversary date as of the date of signing of this Agreement.

For incremental purposes, the Employer agrees to grandfather anniversary dates of employees subsequently entering the bargaining unit.

Article 6 - Seniority

- 6:01** (a) Seniority shall be defined as the total accumulated regular hours paid from the last date the employee entered the bargaining unit, recognizing that employees transferring out of the bargaining unit and who later return, will have their seniority bridged excluding the time worked out of the bargaining unit. Seniority accumulated prior to the date of signing of this Agreement shall be retained. Once annually the Employer will provide the Union with a seniority list indicating the total seniority hours since the date of entry into the bargaining unit. The seniority list shall be prepared as at the end of the final pay period in each calendar year and shall also include the following: name, classification, employment status (FT, PT, CAS), and date of employment. This list will be posted in all work locations, and a copy provided to the Union, no later than January 31st of each year. 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 March 31st 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.
- b) Effective the first full pay period following date of ratification, (June 12, 2007) of the collective agreement part-time employees placed on standby shall accrue seniority for hours actually worked on a callback.**
- 6:02** Seniority of an employee will continue to accrue during:
- (a) any period of paid leave of absence or income protection
 - (b) absence on Workers Compensation
 - (c) unpaid leave of absence of four (4) weeks or less
 - (d) layoff of twenty-six (26) weeks or less,
 - (e) educational leave of two (2) years or less,
 - (f) parenting leave of up to one (1) year.
 - (g) any period of paid vacation.

- (h) absence up to two (2) years under the Educational Deferred Salary Leave Plan.
- (i) an unpaid leave of absence due to injury or illness which is compensable by MPI or LTD for a period of up to two (2) years from the date of the first absence from work related to the injury or illness.
- (j) any period an employee is assigned to temporarily relieve or replace an employee in an out of scope position.

6:03 Seniority will be retained but will not continue to accrue during:

- (a) unpaid leave of absence of more than four (4) weeks, except those referenced in Article 6:02;
- (b) educational leave in excess of two (2) years,
- (c) layoff of more than twenty-six (26) weeks and not more than five (5) years.
- (d) an unpaid leave of absence due to injury or illness which is compensable by MPI or LTD in excess of two (2) years from the date of the first absence from work related to the injury or illness.

6:04 Seniority will terminate if an employee:

- (a) resigns;
- (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c) is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
- (d) is laid off for more than five (5) years;
- (e) fails to report for work as scheduled at the end of a leave of absence or suspension; without an explanation satisfactory to the Employer;
- (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.

6:05 Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in any calendar year of benefits such as vacation and income protection is based strictly on regular paid hours including any period of:

- (a) paid leave of absence;

- (b) paid income protection;
- (c) unpaid leave of absences up to four (4) weeks. In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases;
- (d) Workers Compensation up to two (2) years in that appropriate time period.

Article 7 - Vacancies, Promotions, and Transfers

- 7:01** All vacancies which fall within the scope of this Agreement shall be posted for at least seven (7) calendar days within all of the sites comprising the Regional Health Authority and shall remain posted for the duration of the competition. Such postings shall state the classification, required qualifications, current or anticipated shift and hours of work, location of position and wage rate. Job descriptions shall be available to applicants upon request. A copy of the posting shall be sent to the union office.
- 7:02** An employee on any leave shall be considered for a posted vacancy provided that the employee submits an application in accordance with the Employers' job posting application procedures.
- 7:03** Seniority shall be considered as a factor in vacancy selection (including promotion and transfer) and if all other selection criteria are relatively equal, it shall be considered as the governing factor.
- 7:04** Each employee who applies for a posted vacancy during the posting period will be notified in writing of the disposition of her application. The name of the successful applicant for any position, which falls within the scope of the Agreement, will be posted by the Employer within all of the sites comprising the Regional Health Authority.
- 7:05** 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.
- 7:06** Upon promotion, an employee shall receive a salary within the salary range of her new classification which provides an increase of at least five percent (5%) above her former salary.
- 7:07** An employee's anniversary date for the purpose of annual increment shall not be changed as a result of promotion.

- 7:08** All promotions and voluntary transfers are subject to a three (3) month trial period for full-time employees and six (6) month trial period for part-time employees which may be extended by the Employer up to an additional three (3) months.
- 7:09** During the trial period, if the employee proves to be unsatisfactory in the new position, she shall be returned to her former position, if reasonably possible, without loss of seniority. An employee not returned to her former position shall be returned to her former classification, and site where reasonably possible, without loss of seniority. All other employees so affected shall be returned to their former positions if reasonably possible, without loss of seniority.
- 7:10** An employee who through advancing years or disablement, is unable to perform her regular duties, shall be given preference for transfer to any suitable vacant position within the bargaining unit which requires the performance of lighter work of which she is capable. She will be paid at the same increment level in the new position as she was paid in her previous position.
- 7:11** Any employee voluntarily transferring into a classification with a lower pay rate shall be paid at the same increment level in the new position as she was paid in her previous position.
- 7:12** Employees will be advised of their employment status at the time of their commencement of employment and at the time of any subsequent changes.
- 7:13** All vacancies shall be filled in accordance with the Collective Agreement. Regional and Inter-Regional postings may occur simultaneously. An employee employed by an Employer who participates at MGEU Professional/Technical Central Table negotiations, who applies for and is awarded a position with another Employer who participates at MGEU Central Table negotiations, and who commences employment with her new Employer within six (6) weeks of termination from her former Employer, shall be entitled to portability of benefits as follows:
- (a) seniority credits;
 - (b) accumulated income protection benefits;
 - (c) length of employment applicable to next increment date;

- (d) length of employment applicable to the rate at which vacation is earned;
- (e) length of employment applicable to pre-retirement leave;
- (f) length of employment for the purpose of qualifying to join benefit plans;
- (g) length of employment applicable to qualification for the retirement provisions of the pension plan;
- (h) continuation of benefits plans.

Article 8 - Hours of Work

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

8:01 Hours of Work

Regular hours of work for all Diagnostic Services, Social Workers, Dieticians, Respiratory Therapists and Nutritionists shall be:

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

Regular hours of work for all Physiotherapists, Occupational Therapists, Pharmacists, and Pharmacy Technicians shall be:

- (a) seven and one-half ($7\frac{1}{2}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-seven and one-half ($37\frac{1}{2}$) hours per week, excluding meal periods and including rest periods
- (c) seventy-five (75) hours bi-weekly.

Regular hours of work for all Community Mental Health Workers, Health Educators, Home Care Case Coordinators, Home Care Resource Coordinators, Services to Seniors Coordinators, Diabetic Education Resource Dieticians, Speech Therapists, Audiologists and Palliative Care Coordinators shall be:

- (a) seven and one quarter ($7\frac{1}{4}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-six and one quarter ($36\frac{1}{4}$) hours per week;
- (c) and seventy-two and one half ($72\frac{1}{2}$) hours bi-weekly.

Effective September 1, 2007

Regular hours of work for Emergency Medical Service employees shall be:

- (a) eight (8) hours per day **including** meal periods and rest periods; and
- (b) forty (40) hours per week;
- (c) eighty (80) hours bi-weekly.

OR

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

Note: Memorandum of Agreement for shift variations shall also follow the above with paid meal and rest periods.

Article 9 - Shift Schedules

- 9:01** For identification purposes, shifts will be named as defined in Article 2 - Definitions.
- 9:02** Shift schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer.
- 9:03** Employees desiring to exchange shifts shall jointly apply to do so, in writing, as far in advance as possible.
- 9:04** Any exchange in shifts requested by employees and approved by the Employer shall not result in overtime costs to the Employer.

9:05 Shift schedules shall be planned by the Employer in consultation with the Union and shall unless otherwise mutually agreed between the Union and the Employer, observe the conditions listed herein:

- (i) not less than fifteen (15) hours off between shifts;
- (ii) not less than eight (8) days off in any two consecutive pay periods;
- (iii) a minimum of two (2) consecutive days off where reasonably possible;
- (iv) not more than seven (7) consecutive working days, and when reasonably possible, six (6) or less;
- (v) alternate weekends off shall be granted as often as reasonably possible, with a minimum of every third weekend off.

9:06 Employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift.

There shall be at least as great a number of day shifts assigned as there are evening or night shifts unless otherwise mutually agreed. This provision does not apply to employees who have agreed to work permanently on evening shift or night shift or who have accepted a position that has been posted as having a non-conforming shift pattern.

Any alteration to an existing shift pattern shall only be implemented after meaningful consultation with the employee(s) so affected and the Union. Meaningful consultation shall consist of the following steps:

1. The Employer will meet with the affected employee(s) and a representative of the Union to discuss the proposed alteration to the shift pattern. An attempt will be made to obtain the agreement of the majority of the affected employees.
2. Failing agreement of the majority of affected employees, the Union and the employee(s) so affected shall, within ten (10) working days, have the opportunity to consider and submit alternate proposals to the Employer for consideration.
3. If after consideration of the alternate proposals, the Employer still plans to implement the alteration to the shift pattern, the affected employee(s) will be given at least sixty (60) days notice.

9:07 Notwithstanding 9:02, where seven (7) calendar days notice is not given to change the shift schedule, an employee shall be paid at overtime rates for the first shift worked which varies from the posted schedule.

9:08 When an employee is called to cover for an employee who is off for their entire shift for any reason, the employee will cover for the entire full shift unless mutually agreed otherwise prior to the beginning of the shift.

9:09 **Flex Time**

The following will apply to employees in programs except EMS & Diagnostics:

Employees may vary hours worked, as mutually agreed between the employee and the Employer, in order to effectively carry out the various duties and responsibilities of the position. Where mutual agreement is not reached, then overtime provisions shall apply.

Flex time worked will be taken as mutually agreed between the Employer and the employee.

Note: It is recognized that there may be positions in EMS and Diagnostics where flex time is possible.

Article 10 - Overtime

10:01 (a) Overtime shall mean any authorized time worked in excess of regular hours established under Article 8.

(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.

10:02 Overtime rates shall be:

(a) Employees shall receive one and one-half times (1½x) their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.

- (b) Employees shall receive double time (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 salary.
- (d) All overtime worked on a General Holiday shall be paid at two and one-half times (2½x) the employee's basic rate of pay.

- 10:03** Employees working two (2) consecutive shifts will be paid at double time (2x) for the second shift.
- 10:04** An employee performing overtime for a period in excess of two (2) hours, in succession with her regular shift, shall be paid a meal allowance of \$5.00.
- 10:05** No employee shall be required to work overtime against her wishes when other employees who are capable and qualified to perform the duties are willing and available to perform the required work.
- 10:06** An employee who is absent on paid time off during her scheduled work week shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.
- 10:07** Where an employee is required to travel outside of the employee's work site on Employer business, such employee shall receive compensatory leave at straight time for hours in excess of normal work hours.
- 10:08** An employee, not on standby, if called out or scheduled to work overtime shall receive 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 workday. A meal period shall not be regarded as affecting contiguity.

Where an employee, not on standby, is required to report to work within two (2) hours prior to the commencement of her next scheduled shift, she will be compensated at overtime rates for all time worked prior to the starting time of her next scheduled shift.

- 10:09** The additional time worked in excess of the daily hours of work as a result of the change from Daylight Savings Time to Central Standard Time shall be compensated for at the applicable overtime rates.
- 10:10** If the Employer requires attendance at any meeting, conference, training, workshop, seminar, course or program outside of working hours, the employee shall be compensated at straight time rates or granted equivalent time off and shall be reimbursed for all reasonable expenses related thereto.
- 10:11** To be applicable to all employees, except EMS. See Article 8 - Hours of Work.
- (i) An employee who is required to remain in the worksite, shall receive pay at overtime rates for the entire meal period.
 - (ii) An employee whose meal period is cancelled or interrupted shall be entitled to receive pay at overtime rates for the time missed.
- 10:12** By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31 of any year or paid out, unless otherwise mutually agreed.

Article 11 - Standby and Callback

- 11:01** Standby is that time duly authorized by the Employer in writing, during which an employee is required to be "on call" and available to report for duty without undue delay.
- 11:02** 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 report for duty as quickly as possible if called.
- 11:03** Standby schedules for a minimum four (4) week period shall be posted at least two (2) weeks in advance of the posting period. Subject to the Employer's requirement to maintain departmental operations, standby schedules shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer.

- 11:04** A callback 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.
- 11:05** Any employee designated for standby duty who is required to report for duty shall be compensated for not less than three (3) hours for each such callback. Callback rates shall be in accordance with Memorandum of Agreement #1 - Application of Overtime Rates for Callback.
- 11:06** An employee, who has been designated by the Employer to be available on standby, shall be entitled to payment of two (2) hours basic pay for each eight (8) hour period or pro-rata payment for any portion thereof.
- 11:07** Effective **the first day of the month** following date of ratification (**June 12, 2007**), an employee who is required to report for duty on a call back shall be reimbursed for transportation costs at the applicable mileage rate with a guaranteed minimum of **\$4.00** per round trip.
- 11:08** Callback for full-time and part-time employees shall be paid, or by mutual agreement between the Employer and employee, may be compensated for by the granting of paid time off which is equivalent to the total callback payment to which she would otherwise be entitled. Such time shall be taken by the employee prior to March 31st of any year or paid out, unless otherwise mutually agreed.
- 11:09** An employee on standby who is required to report for duty shall not be required to perform non-emergent duties.

As it relates to EMS staff, emergent work shall be inclusive of the following:

- receive and respond to initial dispatch
- check in/arrive at the worksite
- respond to the call
- treat/transport the patient
- return to the worksite
- check equipment used and re-stock as required
- cleanup as required
- paperwork/documentation as required

- leave the worksite

11:10 Applicable to EMS employees only, all employees on a callback shall be entitled to a meal allowance of a flat rate of eight dollars (\$8.00) as follows:

- 1 meal claim if the callback is greater than five (5) hours
- 2 meal claims if the callback is greater than ten (10) hours
- 3 meal claims if the callback is greater than fifteen (15) hours

At no time shall the meal claims be greater than twenty-four dollars (\$24.00) per twenty-four (24) hour period.

11:11 The Employer shall provide suitable parking facilities for employees who are required to return to the worksite between 2200 hours and 0600 hours at no cost to the employee.

Article 12 - Premiums

12:01 Except as provided in 12:05, shift premium and weekend premiums shall not be payable while an employee is receiving overtime rates.

12:02 Effective April 1, 2003:

- (a) An evening shift premium of \$1.00 per hour shall be paid to an employee for all hours actually worked on any shift when the majority of the hours on that shift fall between 1600 hours and the next succeeding 2400 hours.

The evening shift premium shall be applicable to each hour worked after sixteen hundred (1600) hours on a 'modified' day or evening shift during which at least two (2) hours are worked between sixteen hundred (1600) hours and the end of the shift.

- (b) A night shift premium of \$1.75 per hour shall be paid to an employee for all hours actually worked on any shift when the majority of the hours on that shift fall between 2400 hours and 0800 hours.

12:03 Effective April 1, 2003, a weekend premium of \$1.35 per hour shall be paid to an employee for all hours actually worked on any shift where the

majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

- 12:04** An employee temporarily assigned to perform substantial duties and responsibilities of a higher classification covered by this Agreement shall be paid a premium of \$0.70 per hour (**\$0.80 per hour effective June 12, 2007**) for hours so assigned

Such temporary assignment shall not normally exceed three (3) consecutive months. However, such temporary assignment may be extended by mutual agreement between the Employer and the Union.

Any anticipated vacancy in excess of three (3) months or in excess of the mutually agreed upon time shall be posted as a term position.

An employee temporarily assigned to perform the duties and responsibilities of a lower classification covered by this Agreement shall continue to receive the rate for her regular duties.

- 12:05** Shift and weekend premiums shall be payable to an employee who is on standby for all hours actually worked on a callback.

- 12:06** An employee temporarily assigned to perform the duties and responsibilities of an out of scope managerial position for a minimum of one day shall be paid a rate that is at least 5% higher than her current salary rate.

Article 13 - Annual Vacation

- 13:01** The whole of the calendar year shall be available for vacations to be taken. The dates used to calculate vacation earned shall be from April 1st to March 31st in the following year. The employee shall have the right to request which day of the week her vacation begins.

- 13:02** An employee who terminates for any reason is entitled to pay in lieu of vacation earned but not taken, calculated as a percentage of regular paid hours, as per Article 13:04.

- 13:03** Applicable to all employees, except for former Civil Service employees.

Employees shall be entitled to paid vacation, calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
In first (1st) three (3) years	Fifteen (15) days per year.
In the fourth (4th) to tenth (10th) year inclusive	Twenty (20) days per year.
In the eleventh (11 th) to Twentieth (20 th) year inclusive	Twenty-five (25) days per year.
In the twenty-first (21 st) year and subsequent years	Thirty (30) days per year.

Applicable to all former Civil Service Employees:

Employees shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

- Fifteen (15) working days per year commencing in first (1st) year of employment.
- Twenty (20) working days per year commencing in fourth (4th) year of employment.
- Twenty-five (25) working days per year commencing in tenth (10th) year of employment.
- Thirty (30) working days per year commencing in twentieth (20th) year of employment.

13:04 Partial vacation and vacation pay will be calculated as follows:

- (a) for employees entitled to fifteen (15) working days vacation - 5.769% of regular paid hours
- (b) for employees entitled to twenty (20) working days vacation - 7.692% of regular paid hours
- (c) for employees entitled to twenty -five (25) working days vacation- 9.615% of regular paid hours
- (d) for employees entitled to thirty (30) working days vacation- 11.538% of regular paid hours.

Paid hours include regular worked hours, paid income protection hours, paid leave of absence hours and paid vacation hours.

13:05 The Employer shall post vacation entitlements not later than February first (1st) each year, and allow employees to express their preference before March 1st.

13:06 The Employer will post an approved vacation schedule not later than March 31st, having considered departmental operating requirements, circumstances and preferences of each employee, vacation leave shall be rotated regardless of seniority of employment.

Approved vacations will not be re-scheduled except on application by the employee and insofar as such change does not affect departmental operations or disrupt any other employees scheduled vacation.

13:07 An employee who has not completed one (1) year's continuous employment as at March 31st shall be granted a pro-rata vacation.

13:08 Medical Technologists who trained in provincial laboratories of the Department of Health shall, for the purpose of long service vacation entitlement, be credited with time spent training in such provincial laboratories provided that they became employed with the department within two (2) years from the date they successfully completed such training.

13:09 Where an 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 a carryover of vacation into the next vacation year or the payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions.

13:10 An employee who fails to indicate her choice of vacation within the above thirty (30) calendar day period shall not have preference in choice of vacation time, where other employees have indicated their preference.

13:11 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise provided for in this Agreement or otherwise mutually agreed between the employee and the Employer.

13:12 Employees may receive their vacation pay not later than the date preceding the day their vacation commences if application has been made to the Employer, in writing, two (2) weeks in advance.

- 13:13** **Effective June 12, 2007**, 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) **cumulative months from the date the employee first commenced being absent from work for surgery or rehabilitation due to the injury or disability.**
- 13:14** If hospitalized due to accident or illness while on scheduled vacation, an employee may utilize income protection credits to cover the hospitalization and/or post hospitalization period, and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided.
- 13:15** **Applicable to former Civil Service employees: Effective June 12, 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) commencing up to four (4) years prior to the employee's retirement date, an employee may bank up to 50 days of vacation credits provided that a maximum of one year's vacation credits are carried forward from one vacation year to the next.**
 - (b) an employee may only bank a maximum of 50 vacation days.**
 - (c) an employee must provide in writing her intended retirement date at the time she commences banking vacation credits for this purpose.**

Article 14 - Income Protection

- 14:01** The Employer agrees to recognize income protection credits accumulated prior to the signing of this agreement.
- 14:02** (a) Full-time employees shall accumulate income protection credits at the rate of one and one-quarter (1 ¼) days per month.

Of each day and a quarter of income protection credits earned, one day* shall be reserved exclusively for the employee's personal use as specified in this Collective Agreement. The remaining one quarter of

a day* shall be reserved for either the employee's use or for use in the event of family illness. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

*In the employee's first year of employment, amend "one day" to read "three quarters of a day" and amend "one quarter of a day" to read "one half of a day".

- Eighty percent (80%) of the balance will be reserved for the employee's personal use.
- Twenty percent (20%) of the balance will be reserved for either the employee's personal use or for use in the event of family illness.

- (b) Part-time employees shall accumulate income protection credits on a pro rata basis.
- (c) An employee, in her first year of employment, shall be entitled to utilize up to five (5) days of income protection credits before they are earned. The Employer may recover from a terminating employee all paid sick leave granted but not earned.

14:03 An employee who is unable to report for work due to illness shall inform her supervisor at least one (1) hour prior to the commencement of her next scheduled shift(s).

An employee who fails, without valid reason, to give notice may not be entitled to receive income protection credits for the shift(s) in question.

14:04 Upon sufficient notification to the Employer, and providing such time off does not unduly effect the departmental operations, employees shall be allowed time off with pay to attend appointments with a doctor, dentist, chiropractor, physiotherapist, or other recognized medical therapist recommended by a physician. The time utilized for such appointments shall be deducted from accumulated income protection. When non-local resources are utilized, a maximum of one (1) day may be claimed from income protection.

14:05 If hospitalized due to accident or illness while on scheduled vacation, an employee may utilize income protection credits to cover the hospitalization and/or post hospitalization period, and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided.

If an employee is on income protection which commences prior to, and continues into an approved vacation period, the displaced portion of the approved vacation shall be rescheduled.

14:06 The Employer will provide each employee with a statement of accumulated income protection credits upon request.

14:07 The Employer reserves the right to require a medical certificate or report to determine an employee's fitness to perform her normal duties or to determine eligibility for income protection benefits. Such certificate shall not be required without cause after an absence of less than three days.

14:08 (a) HEBP - DISABILITY AND REHABILITATION PLAN (D AND R PLAN)

It is understood that the elimination period for the D and R Plan is one hundred and nineteen (119) calendar days. The parties agree that Income Protection will be used to offset the elimination period. An employee may claim Income Protection for a period of time not to exceed the elimination period.

(b) CIVIL SERVICE - LONG TERM DISABILITY INCOME PLAN

It is understood that the elimination period for the Long Term Disability Income Plan is the greater of one hundred and twenty (120) calendar days or the exhausting of the employee's Income Protection Bank to a maximum of two hundred and eight (208) working days.

14:09 An employee may use up to five (5) days of Income Protection in any one (1) calendar year to provide care in the event of an illness of a spouse, child, or parent of the employee.

14:10 An employee who is unable to work by reason of accident or illness which is not covered by income protection shall, upon providing an acceptable medical certificate attesting to her inability to perform the normal duties of

her job, be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of nine (9) months. An employee who is able to resume work following a period of absence which exceeds one (1) month shall notify the Employer of her ability to resume work at least five (5) calendar days prior to the date of her intended return.

For claims occurring on or after the date of ratification (May 6, 2004) an employee who is unable to work by reason of accident or illness which is not covered by income protection shall, upon providing an acceptable medical certificate attesting to her inability to perform the normal duties of her job, be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months. An employee who is able to resume work following a period of absence which exceeds one (1) month shall notify the Employer of her ability to resume work at least five (5) calendar days prior to the date of her intended return.

If the employee is unable to resume her normal duties at the expiry of her leave of absence, her employment may, at the discretion of the Employer, be considered terminated. An employee so terminated who applies for re-employment with the Employer immediately upon recovery from her illness, shall be given preference over new applications in hiring, subject to her providing an acceptable medical certificate.

14:11 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.

14:12 **WCB/MPI**

A. 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, so that a claim for compensation

benefits can be forwarded to the WCB. Workers Compensation payment(s) will be paid directly to the employee by WCB.

B. 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.

C. WCB/MPI Advance

Subject to (D), 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.

D. WCB/MPI Supplement

- (a) Subject to (C), 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:
 - (i) For individuals enrolled in HEBP - the employee's accumulated income protection credits are exhausted, or until one hundred and nineteen (119) calendar days have elapsed since the first day of supplement, whichever is less.

(ii) For former Civil Service employees:

- the employee's accumulated income protection credits are exhausted, or until one hundred and twenty (120) calendar days have elapsed since the first day of supplement, whichever is greater; or
- the employee's accumulated income protection credits greater than one hundred and twenty (120) calendar days, but less than two hundred and eight (208) working days since the first day of supplement, are exhausted; or
- the employee's accumulated income protection credits to a maximum of two hundred and eight (208) working days since the first day of the supplement are utilized.

(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.

14:13 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.

14:14 Income protection will continue to accrue during a paid leave of absence, or unpaid leave of absence of four (4) weeks or less. For unpaid leaves of absence that exceed four (4) weeks, income protection credits shall be retained but shall not accrue for that period of time that exceeds four (4) weeks.

14:15 An employee who is absent due to illness or injury which is not eligible for compensation by either the WCB subject to 14:12 A or by MPI as a result of a motor vehicle accident subject to 14:12 B, 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.

Article 15 - Bereavement Leave

15:01 Bereavement leave of up to four (4) working days without loss of pay shall be granted in the event of the death of a spouse, child, ward of the employee, parent, step-parent, sibling, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent, former legal guardian, fiancée, live in partner, step-child, step-sibling, grandparent-in-law, and any other relative who resides in the same household. Unless other arrangements have been made, such days may be taken only in the period which extends from the date of notification of death, up to and including the day following funeral proceedings.

One bereavement leave day may be retained for use in the case where actual interment or cremation is at a later date.

15:02 Bereavement leave may be extended by up to two (2) additional working days as may be necessitated by reason of travel to attend the funeral of a person named above.

15:03 An employee who is, or will be, absent on bereavement leave shall notify her supervisor at the earliest possible opportunity.

15:04 (a) Provided the employee has not received bereavement leave for the death in question, necessary time off up to one day at basic pay will be granted an employee to attend a funeral as a pallbearer.

(b) Provided the employee has not received bereavement leave for the death in question necessary time off up to one day at basic pay may be granted an employee to attend a funeral as a mourner.

15:05 An employee who is entitled to bereavement leave under Article 15 during vacation leave shall receive vacation credits equal to the number of days of bereavement leave granted.

Article 16 - General Holidays

16:01 A paid day of rest shall be granted to every full-time employee on or for each of the following general holidays:

New Year's Day (January 1)	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day (December 25)
Canada Day	Boxing Day
August Civic Holiday	

and any other holiday declared by the Federal and Provincial Authorities.

Where the Employer requires an employee to work a regular work day on December 24th, when that day falls on Monday thru Friday inclusive, such employee shall be entitled to one-half (½) day of compensatory leave with pay to a maximum of four (4) hours, to be taken at a time mutually agreed between the Employer and employee.

- 16:02** Whenever a general holiday falls on her scheduled day off, the employee shall receive an extra day off in lieu thereof; the Employer may, however, give her an extra days pay at her basic rate if mutually agreed between the employee and the Employer.
- 16:03** An employee, who is scheduled to work on a General Holiday and is unable to, for whatever reason, shall be paid the day as a holiday.
- 16:04** Where a general 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.
- 16:05** An employee scheduled and required to work on any general holiday shall be paid time and one half (1 ½x) for all hours worked and in addition, a full-time employee shall be granted a compensating day off with pay within thirty (30) days before or after the holiday. If a compensating day is offered, but by mutual agreement not taken, by a full-time employee, then that employee shall receive an additional day's pay at the basic rate in lieu thereof.
- 16:06** 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.

- 16:07** A day off given in lieu of a recognized holiday shall be added to a weekend off or to scheduled days off, unless otherwise mutually agreed.
- 16:08** Subject to Article 16:02 and 16:03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holiday.
- 16:09** (a) Employees shall be allowed to bank up to five (5) alternate days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. If compensating time off is impractical to schedule prior to the end of the **fiscal** year, the employee shall receive her regular rate of pay for all days banked.
- (b) The accumulated banked general holiday time referred to, shall be taken in the **fiscal** year in which it is earned.
- (c) In the event that an employee is terminated, the banked general holiday time shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.
- 16:10** If a general holiday falls on a day on which an employee is receiving income protection benefits, she shall be paid for the holiday and such pay shall not be deducted from income protection credits. However, when the employee has already received an alternate day off with basic pay for the general holiday, she shall be paid from income protection credits for that day at her basic rate of pay.
- 16:11** The Employer will endeavour to ensure that all employees receive at least two (2) other General Holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 16:12** The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many

consecutive days off as reasonably possible over either Christmas Day or New Year's Day.

- 16:13** Upon request, an employee may be permitted to retain up to three (3) days of her regular vacation or banked time or a combination thereof for the purpose of taking time off for reason of religious observances/holidays, provided that adequate notice is given in order to accommodate scheduling.

Article 17 - Union Representation and Business

- 17:01** *Steward* means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 17:02** The Employer recognizes the Union's right to select stewards to represent employees.
- 17:03** 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 site, and the administrative structure implied by the grievance procedure.
- 17:04** The Union agrees to provide the Employer with a list of stewards and any subsequent changes for each work location. The Union shall provide appropriate identification for stewards.
- 17:05** Stewards and employees shall not normally conduct Union business during their working time. Should it be necessary to conduct Union business during normal working hours and subject to operational requirements, they shall be allowed time off on a wage recovery basis subject to Union approval.
- 17:06** 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.
- 17:07** 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 departmental official concerned. Such permission shall not be

unreasonably sought or withheld. On resuming the steward's normal duties, the steward shall notify the steward's supervisor.

- 17:08** 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).
- 17:09** An employee who is elected or appointed to a full-time position with the Union shall be granted leave of absence on a wage recovery basis and without loss of seniority for a period of one (1) year. Such leave may be renewed each year, on request, during her term of office. Such employee may receive her pay and benefits as provided for in this Agreement subject to recovery of payroll and related costs by the Employer from the Union.

Union Security, Dues and Bulletin Boards

- 17:10** A copy of this Collective Agreement shall be provided by the Union to each employee bound by the Agreement.
- 17:11** (a) 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.
- (b) Such dues shall be forwarded by the Employer to the Union within thirty (30) days after the end of each month, together with a list of all employees from whom the deductions were made.
- (c) The Employer shall also provide the following data to the Union at the time of remission of Union dues: employee's bargaining unit, classification, work location and home address. The employee's address shall be excepted only when an employee has expressly instructed the Employer in writing that due to security concerns personal information should not be disclosed to any third party.

(d) In accordance with the Freedom of Information and Protection of Privacy Act, the home addresses as referenced in **17:11(c)** may only be used by the Union for the purpose of communicating with its members. The Union shall have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of the personal information. When disposing of or storing this information, the Union shall take care that this information is transported, stored, or destroyed in a secure manner.

17:12 When meeting with the Employer to conduct negotiations, or, when meeting with more than one (1) Employer to conduct joint negotiations, the maximum number of employees who will be entitled to leave of absence, without loss of regular pay and benefits, to participate in negotiations in which both the Employer and the Union are represented, shall be as follows:

Regional Negotiations - Up to two (2) representatives per region.

Joint Negotiations - One (1) representatives per region

Prior to the commencement of negotiations, the Union shall supply the Employer with a list of employee representatives. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.

Subject to mutual agreement of the parties, the total number of employees referred to above may be changed provided any additional employees would be on wage recovery from the Union.

This shall not prohibit the Union from adding additional resources to their team on an occasional basis subject to operational requirements at the employee's work site.

17:13 Representatives of the Union and/or grievants shall suffer no loss of pay or benefits as a result of their involvement in Grievance or Arbitration proceedings or Labour Board hearings related to the site/region.

17:14 The Employer agrees to deduct once annually the amount of any specific general assessment made by the Union.

- 17:15** The Union shall notify the Employer in writing as to the amount of current Union dues, and such dues shall not be changed without one (1) months prior notice, or more than twice in any calendar year.
- 17:16** The Union agrees to provide the Employer with a current list of officers and authorized representatives once annually and as changes occur.
- 17:17** The Employer agrees to provide a suitable bulletin board within each site comprising the RHA for the posting of notices by the Union. The Employer reserves the right to request the removal of posted material if considered damaging to the Employer and the Union agrees to comply with this request.
- 17:18** The Employer shall record on the statement of earnings (T4) of each employee the amount of dues deducted from her pay and remitted to the Union.
- 17:19** A representative of the Union will be granted up to thirty (30) minutes to familiarize a new employee with the Union and this Agreement during the period of orientation.
- 17:20** Notwithstanding any other provision in this Agreement, the Employer shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the following, by classification groupings:
- (a) the name of each employee;
 - (b) the classification of each employee;
 - (c) the current rate of pay of each employee;
 - (d) the current mailing address of each employee.
- 17:21** Leave of absence to attend to Union business shall 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 who shall forward the request to the Employer for approval.
 - (b) Requests for leave shall be made with reasonable advance notice but not less than three (3) working days and shall be granted only where

operational requirements permit. Where special or unusual circumstances prevent compliance with the three- (3) 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 Employer on a wage recovery basis, during the approved absence.

17:22 Upon reasonable prior written notice in a request to the Employer, an employee elected or appointed to represent the Union at a convention or other Union function, shall be granted necessary leave of absence on a wage recovery basis unless otherwise mutually agreed. For any leave, the Employer will continue to pay the employee, subject to recovery of payroll costs by the Employer from the Union.

17:23 An employee who is elected to an executive position in the Union shall be granted necessary leave of absence with pay to conduct Union business away from the site where department operating requirements permit. The Union will reimburse the Employer for direct salary and benefit costs incurred during such absence.

17:24 The Union agrees to indemnify and save the Employer 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 Employer.

Article 18 - Leave of Absence

18:01 Except in emergencies **or unforeseen circumstances**, 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 Department Manager 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.

18:02 Except under extenuating circumstances, failure to return to duty as scheduled following a leave of absence, without authorization, will be deemed to constitute a voluntary resignation.

- 18:03** An employee shall be entitled to necessary time off to attend Citizenship Court to become a Canadian Citizen.
- 18:04** Upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that an employee may be a candidate in a federal, provincial or municipal election. An employee who is elected to public office shall be granted leave of absence without pay for the term of her office.
- 18:05** Seniority and benefits shall continue to accrue during a paid leave of absence, or an unpaid leave of absence of four (4) weeks duration or less.
- 18:06** Unless otherwise specified in this Agreement, seniority and benefits shall be retained but not accrue during an unpaid leave of absence of more than four (4) weeks duration.
- 18:07** An employee's anniversary date for increment purposes shall be delayed by one (1) day for each day of unpaid leave of absence in excess of four (4) weeks.
- 18:08** An employee on Leave of Absence up to two (2) years shall have the right to return to her former classification. An employee on Leave of Absence up to one (1) year shall have the right to return to her former position. In the event that the employee's position no longer exists the employee shall be entitled to exercise her seniority as stated in Article 26 - Layoff and Recall.
- 18:09** Employees may apply to the Employer to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan. (Memorandum of Agreement #10).
- 18:10** The implementation of the Deferred Salary Leave Plan will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Canada Revenue Agency (CRA). (Memorandum of Agreement #10).
- 18:11** (a) An employee required to serve as a juror or witness in any court of law, other than a court proceeding occasioned by the employee's private affairs, shall receive leave of absence at her regular basic rate

of pay, and remit to the Employer any jury or witness fees received, only for those days she was normally scheduled to work. The employee shall not request reimbursement for, or be required to remit any reimbursement of expense for such duty.

- (b) Except as provided for in Article 21, where an employee is required to attend a court proceeding as a witness on an employment related matter on a day the employee is not scheduled to work, the employee shall receive regular basic pay for those hours required to be in attendance at court. Where the employee is required to attend court in a community outside of her base location, the employee shall be paid for travel time at her regular basic rate of pay. Where the employee is required to attend court in a community outside of her base location the employee shall also be eligible for expenses in accordance with Article 38. The employee will remit to the Employer any witness fees or expenses received.**
- (c) In (a) and (b) above, the employee may be required to provide documentation of the time the employee was required to be in attendance at court.**

18:12 An employee shall be entitled to leave of absence without pay, subject to operational requirements, to write examinations to upgrade her employment.

18:13 Employees granted leave of absence without pay may make prepayments to maintain coverage as allowed under Employer / employee benefit programs.

18:14 Upon written request and subject to approval by the Employer, an employee shall be granted funding to attend workshops, courses, and other programs that are relevant to her classification. Such requests shall be submitted to the appropriate Employer representative. Reimbursement for tuition or registration in the amount pre-approved shall occur upon satisfactory completion of the workshop, course or educational program.

Compassionate Care Leave

18:15 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. Any variation to the number of periods of leave shall be by mutual agreement between the Employer and the employee.**
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
 - (1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) the day the certificate is issued, or**
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and****
 - (2) the family member requires the care or support of one (1) or more family members.****

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

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

- (i) a spouse or common-law partner of the employee.**
 - (ii) a child of the employee or a child of the employee's spouse or common-law partner;**
 - (iii) a parent of the employee or a spouse or common-law partner of the parent.**
 - (iv) or any other person described as family in the applicable regulations of the Employment Standards Code.**
- (f) Unless otherwise mutually agreed, an employee may end her Compassionate Care Leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Any additional available shifts resulting from Compassionate Care Leave being granted shall be clearly indicated as "Compassionate Care Leave shifts -subject to forty-eight (48) hours notice of cancellation".**
- (g) Seniority shall be retained/accrued as per Article 6.**
- (h) Subject to the provisions of Article 14, an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.**
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Article 15.**
- (j) Any changes to Provincial Legislation will be reflected in this Article.**

Article 19 - Parenting Leave

- 19:01** Parenting Leave consists of Maternity and Parental Leave. Parental Leave includes Paternity and Adoptive Leave.
- 19:02** An employee who qualifies for Maternity Leave may apply for such leave in accordance with either Plan "A" or Plan "B" but not both.

Maternity Leave - Plan "A"

1. In order to qualify for Maternity leave, a pregnant employee must:
 - (a) have completed six (6) months of continuous employment with the Employer;
 - (b) submit to the Employer an application in writing for leave at least four (4) weeks before the day specified by her application as the day on which she intends to commence 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.

The Employer may require an employee to commence maternity leave if the state of her health is incompatible with the requirements of her job, and such time shall be in addition to the leave she is otherwise entitled to under this Article.

2. 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 medical certificate, or
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the medical certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.
 - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Manager.
3. 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 against the EI waiting period. These ten (10) days shall be pro-rated for part-time employees based on their equivalent to full-time status. The Employer shall identify on the employee's Record of Employment that the accumulated income protection credits granted are to be applied against the waiting period for the Maternity Leave.

Should the employee not return to work following her maternity leave for a period of employment sufficient to allow re-accumulation 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 sick leave with pay granted during the period of return shall be counted as days worked.

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

19:03 Plan B

1. In order to qualify for Plan B, a pregnant employee must:
 - (a) have completed six (6) continuous months of employment with the Employer;
 - (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
 - (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that the HRDC has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.
2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
 - (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to

work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and

- (b) she will return to work on the date of the expiry of her maternity leave and where applicable, her parental leave, unless this date is modified by the Employer; and
- (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of maternity leave.

3. An employee who qualifies is entitled to a maternity leave consisting of:

- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 19:03 (1) (c).
- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 19:03 (1) (c).
- (c) the Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Head.

4. During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance with the SUB Plan as follows:

- (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
- (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings.

- (c) all other time as may be provided under Article 19:03 (3), shall be on a leave without pay basis.
5. An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two weeks or one pay period, whichever is longer, before the date she wishes to end the leave.
 6. Plan B does not apply to temporary employees.
 7. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.
- 19:04** Sections 52 through 57.1(2) inclusive and Section 60 of the Employment Standards Code respecting maternity leave shall apply.
- 19:05** An employee in a full-time position prior to going on maternity leave and in receipt of the income supplement, and who returns from leave to a job sharing arrangement, must work twelve (12) months, (i.e. the equivalent of six (6) months of full-time service) otherwise they will be required to reimburse the Employer for the maternity supplement.
- 19:06** Parental Leave
1. 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 the child or must assume actual care and custody of this newborn child; or
 - (c) adopt a child under the law of the province.
 2. An employee who qualifies under 1 above must:
 - (a) have completed six (6) months of employment; and
 - (b) except in the case of adoption leave, in accordance with 1(c) 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.

- (c) in the case of adoption leave, in accordance with 1(c), the employee shall notify the Employer when the application to adopt has been approved and shall keep the Employer informed as to the progress of the application. The employee shall be entitled to commence adoption leave upon being notified by the agency involved that a child is available for placement.
3. An employee who qualifies in accordance with 1 and 2 (a), (b) and (c) as above is entitled to Parental Leave without pay for a continuous period of up to thirty-seven (37) weeks inclusive of vacation as specified below. In no case, however, shall any employee be absent on Maternity Leave plus Parental Leave (inclusive of vacation as specified below) exceeding fifty-two (52) consecutive weeks.

Where Maternity and/or Parental Leave exceeds seventeen (17) weeks, the employee may elect to carry over to the next vacation year, up to five (5) days of the current annual vacation. The balance of the current annual vacation will be paid out at a time immediately following the period during which E.I. benefits were payable (even if this period extends into the following vacation year).

Any vacation earned up to the time of commencement of leave in accordance with (Vacation Accrual) will be retained and will be available to be taken in the following vacation year.

4. Subject to 5, Parental Leave must commence no later than the first anniversary date of birth or adoption of the child or of the date on which the child comes into actual care and custody of the employee.
5. Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work unless otherwise approved by the Employer.
6. An employee may end her Parental Leave earlier than the date specified by giving her Employer written notice at least two weeks or one pay period, whichever is longer, before the date she wishes to end the leave.

19:07 Sections 58(1) through 59.1(2) inclusive and Section 60 of the Employment Standards Code respecting Parental Leave shall apply.

19:08 Special Parenting Leave

An employee not taking maternity or parental leave shall be entitled to one (1) day's leave of absence with pay within seven (7) days of the birth or adoption of his/her child.

Article 20 - Grievance Procedure

20:01 A "grievance" shall mean any dispute between an employee or the Union and the Employer regarding the interpretation, application, or an alleged violation of the terms of this Agreement.

Working days for the purpose of the Grievance and Arbitration procedure are days excluding Saturdays, Sundays and Statutory Holidays.

An earnest effort shall be made to settle the grievance in the following manner:

20:02 Discussion Stage

Within fifteen (15) working days after the cause of the grievance occurs or at such time that the employee first makes it known that she is aware, the grievor shall attempt to resolve the dispute with her immediate supervisor.

20:03 Step One

If the grievance is submitted but not resolved within the foregoing time period, the grievor and union representative may, within the ensuing ten (10) working days, submit the grievance in writing to the next appropriate level of management as determined by the Employer who is outside the bargaining unit.

The Employer shall have ten (10) working days, following receipt of grievance, to respond to the grievance in writing.

20:04 Step Two

Failing settlement of the grievance at step one, the union may within ten (10) working days, submit the grievance in writing to the Chief Executive Officer or designate who shall, within ten (10) working days after receipt of the grievance, render a decision in writing.

- 20:05** All grievances shall be considered and settled on their individual merits, and not dismissed by reason of any technicality. However, it is clearly understood that time limits established therein are good for the sake of procedural orderliness and are to be adhered to. The time limits specified above may be extended by mutual agreement of the parties as confirmed in writing.
- 20:06** Nothing contained in this Agreement shall preclude settlement of a dispute or grievance in any manner whatsoever by mutual agreement between the Union and the Employer.
- 20:07** Unless dismissed or suspended by the Employer, the employee shall continue to work in accordance with the Agreement until such time that the grievance is settled.
- 20:08** An employee has the right to representation by a Union representative at any step of the grievance procedure and/or arbitration procedure. No employee will have the right to proceed to arbitration without the approval or authority of the Union.
- 20:09** Policy and/or group grievances shall be initiated at Step Two of the grievance procedure.
- 20:10** Grievances concerning demotion, suspension or dismissal shall be initiated at Step Two of the grievance procedure.

Article 21 - Arbitration

The following shall not preclude the parties from seeking alternate dispute resolution processes such as: Mediation/Arbitration, Non-binding Neutral Advisory Opinion, or Expedited Arbitration.

- 21:01** 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 dismissal, suspension, demotion, or a written reprimand of an employee or reclassification;
 - (d) Classification and/or salary schedule disputes.
- 21:02**
- (a) Within ten (10) working days after receiving the reply of the Chief Executive Officer or designate and failing satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.
 - (b) Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice 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 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 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 by the Minister of Labour 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) 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.
 - (e) 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.
 - (f) 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.
 - (g) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.
 - (h) 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.

- (i) The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.
- (j) 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.
- (k) Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by an 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.
- (l) 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.

The parties hereto agree that an employee of the Employer 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.

- 21:03** Clarification on Decision - Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the Sole Arbitrator either party may apply to the Chairperson of the Board of Arbitration or Sole Arbitrator to reconvene. Within five (5) calendar days the Board of Arbitration of the Sole Arbitrator shall reconvene to clarify the decision.
- 21:04** The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.
- 21:05** Employees who are subpoenaed to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party, which called her (either the Employer or MGEU as the case may be), shall be responsible for compensating her for any salary which would otherwise be lost.
- 21:06** Arbitration hearings will be heard at a location mutually agreed to by the parties.

Article 22 - Part-time Employees

- 22:01** Part-time employees shall be covered by all provisions of this Agreement, unless otherwise specified, and will receive a pro-rata share of salary, annual vacations, income protection credits and pre-retirement leave.
- 22:02** Part-time employees will be paid four point two five (4.25%) percent of their basic rate of pay in lieu of time off on general holidays. Such holiday pay shall be included on each regular pay, and is in addition to payment for time worked on a general holiday.
- 22:03** Unless otherwise mutually agreed between the Employer and the employee, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee.
- 22:04** (a) A part-time employee reporting for work as scheduled shall be paid not less than three (3) hours pay at her basic rate of pay if she is sent home due to lack of work.

- (b) Part-time employees working occasional additional shifts in accordance with Article 22:04 shall be paid only in respect of hours actually worked.

22:05 Income Protection in case of illness

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

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

- 22:06** Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

22:07 Annual Vacations

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

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

- 22:08** Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern rate of vacation pay for the current vacation year.

22:09 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or bi-weekly hours of work as specified in Article 8.

22:10 Assignment

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

- (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be divided as equitably as possible amongst

those employees who have requested additional hours, and they shall be given preference of such shifts over casual employees, with such preference being given on the following basis within the sites comprising the Regional Health Authority:

- (i) First, among those employees within the site.
- (ii) Second, among those employees from other sites comprising the RHA.

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

- (b) Should the part-time employee as described in a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer.
- (c)
 - (i) Where a part-time employee is unable to work all or part of additional hours for any reason, payment shall be made only in respect of hours actually worked.
 - (ii) Additional hours worked by a part-time employee shall be included in the determination of seniority.
 - (iii) Additional hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits, and general holiday pay.
 - (iv) No benefits other than those referenced in (ii) and (iii) above shall be based on additional hours worked.
 - (v) Where a part-time employee is scheduled to work additional shifts for a period of time as described under Article 2:13 - Term Position, she shall be entitled to income protection benefits and bereavement leave.

- (d) **Effective the first full pay period following date of ratification (June 12, 2007) of the collective agreement part-time employees placed on standby shall accrue seniority for hours actually worked on a callback.**

22:11 As per Article 5:03, a part-time employee shall receive increments (calculated from the date of her last increment, or her starting date as the case may be), on the basis of one (1) increment for each equivalent annual full-time hours worked or one (1) year's service, whichever occurs later. In the case of the increment being given on the basis of equivalent annual full-time hours worked, it shall be applied to the pay period next following completion of equivalent annual full-time hours worked.

22:12 **Effective June 12, 2007, where a General Holiday falls on a part-time employee's normally scheduled day of work and the employee is not scheduled to work due to department/unit closure, the Employer, at the request of the employee, will endeavour to schedule an alternate day of work payable at straight time rates. This request must be made prior to the date of the General Holiday and is subject to availability of work and shall not be unreasonably denied.**

Article 23 - Uniforms, Personal Property and Crew Quarters

23:01 The Employer shall provide and maintain lab coats or jackets and special or protective work clothing except footwear which are required to be worn on duty. All such items remain the property of the Employer, and when no longer required must be returned by the employee.

Specific to Emergency Medical Services employees, the Employer shall provide the following:

I. Uniforms

The Employer shall provide to each full-time and part-time EMS employee:

- Three (3) pairs of pants (yearly)
- Four (4) shirts and crests (yearly)
- One (1) three season jacket or one (1) multi-season parka every five (5) years or as required.

The Employer shall provide to each casual EMS employee:

- A minimum of one (1) pair of pants (yearly)
- A minimum of two (2) shirts and crests (yearly)
- One (1) three season jacket or one (1) multi-season parka every five (5) years or as required.

All such items shall remain the property of the Employer, and when no longer required must be returned by the employee. The employees shall be responsible for the laundering and maintenance of their own uniforms.

Where uniforms are supplied, the Employer agrees to replace or repair such clothing when damaged in the performance of the employee's duties.

In the event of employee uniforms being exposed to contaminated materials or there are infection control risks to employees the Employer shall have in place necessary provisions for the proper cleaning of employee uniforms.

The Employer shall provide each ambulance with:

- two (2) pair of extrication gloves.

The Employer shall provide each ambulance station with:

- four (4) pairs of coveralls.

II. Footwear

- (i) Employees will receive a \$75.00 footwear allowance upon commencement of employment (increasing to \$100.00 October 1, 2007.)**
- (ii) A footwear allowance, to a maximum of \$75.00 per year, shall be paid on the basis of \$0.037 per hour to include regular hours and call-back hours paid. Such allowance shall be paid as a lump sum payment annually on the closest pay period prior to March 31st of each subsequent year. This allowance shall be increased to \$100.00 per year effective April 1, 2007 on the basis of \$0.048 per hour.**

III. EMS Crew Quarters

In work locations where crew quarters are provided the Employer shall provide access to washroom facilities including sink, shower facilities where available and a suitable rest area.

All quarters shall have the appropriate light, heat and ventilation to provide for the health and safety of employees.

- 23:02** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft of or damage to the employee's tools, equipment or personal effects, or for luxury items.
- 23:03** 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, providing established departmental procedures and policies have been followed and proof of purchase of the replacement item is submitted.
- 23:04** Employees are responsible for any personal effects which 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 personal effects.

Article 24 - Employee Benefits and Pre-Retirement Entitlement

- 24:01** Applicable to employees currently covered by HEPP/HEBP, that were not former civil service employees, and new employees hired after the payroll transfer date for their region.
- A. Dental Plan
The parties agree to the continuation of the Dental Plan for those employees currently participating in the Health Care Employees Benefit Plans.
- B. Disability and Rehabilitation Plan
The Employer shall continue to participate in the Jointly Truusted Disability and Rehabilitation Plan on a cost-shared basis to a maximum of 1% employee contribution.

Effective April 1, 2005, the Employer will contribute to a maximum of 2% of base salary to the Jointly Trusteed Disability and Rehabilitation Plan.

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, the employee will commence drawing Disability Benefits. It is understood that the elimination period of the Disability and Rehabilitation Plan is one hundred and nineteen (119) calendar days.

An employee may claim income protection benefits for a period of time not to exceed this elimination period providing they have sufficient income protection credits.

C. Pension Plan

Contributions and benefits shall be in accordance with the provisions of the Health Care Employees Pension Plan (HEPP) for every employee currently eligible to participate in or participating in the HEPP.

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

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

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

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

24:02 Health Spending Account

- a) **Applicable to all former Civil Service employees covered by Civil Service Superannuation Plan and the Civil Service Group Insurance Plans;**

All former Civil Service employees will remain in the Government of Manitoba (Civil Service) benefit plans which include the Dental Plan, Long Term Disability Plan, Ambulance and Hospital Semi-Private (AHSP), Group Extended Health Plan, Group Life Insurance Plan, Pension Plan, and the Vision Car Plan, and will be grandfathered to those plans for the duration of their employment.

- b) **Effective January 1, 2006, a Health Spending Account (the “HSA”) shall be made available for employees “grandfathered” to the Civil Service Benefit Plans. The HSA shall only apply and be made available as a top-up to the existing benefits specifically identified in Article 24:02 and in Appendix “C” of the current Collective Agreement.**

The HSA benefit amounts shall be \$200.00 for full-time staff and \$100.00 for part-time staff. When the Province of Manitoba HSA rates are adjusted and exceed the above HSA rates the Employer will adjust the HSA rates retroactive to the date the Provincial rates took effect. All future rate adjustments will parallel the Provincial adjustments.

The parties agree that employees grandfathered to the Civil Service Benefit plans are grandfathered only to the existing benefits specifically identified in Article 24:02, and Appendix C, 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.

- 24:03 The parties agree that the Employer shall provide an Employer paid Employee Assistance Program for all employees covered by this Agreement.**

24:04 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.

24:05 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. Former Civil Service employees are entitled to the lump sum payment only and not the continuation of salary provision. However, in the event of a change in the legislation governing the Civil Service Superannuation Plan which would provide for the continuation of salary provisions, the former Civil Service employees shall be entitled to same.
- (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.
- (f) Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Canada Revenue Agency (CRA) limits and restrictions. Contributions for this purpose must also conform to the specific Pension Plan Trust Agreements, Plan Text, and other applicable written policies and guidelines.

Article 25 - Discipline and Discharge

- 25:01** (a) No employee shall be disciplined without just cause.
- (b) No employee, other than a probationary employee, shall be dismissed without just cause.
- 25:02** When it becomes necessary to discipline an employee, other than a verbal warning, the employee will be represented by the Union at a meeting held to discuss or impose disciplinary action unless she refuses such representation. When possible, the Employer shall give the employee advance notice of the nature of the complaint.
- 25:03** An employee shall be notified in writing of the reasons for her discipline or dismissal. A copy shall be forwarded to the Union unless the employee elects otherwise.
- 25:04** An employee who alleges that she has been disciplined or dismissed without just cause shall submit a grievance in accordance with Article 20 of the Grievance Procedure.
- 25:05** The Employer agrees not to introduce as evidence any disciplinary document from the employee's file at any hearing unless the employee has previously been made aware of its contents at the time of filing or within a reasonable time thereafter.
- 25:06** 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 sign a copy only to acknowledge its receipt and shall retain a copy. A copy shall be forwarded to the Union unless the employee elects otherwise.
- 25:07** No notice or payment in lieu thereof is required where an employee is dismissed in accordance with Article 25:01 - Discipline and Discharge and Article 29 - Notice of Termination.
- 25:08** Upon written request, and in the presence of an authorized representative of the Employer an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, including but not limited to, those

documents which may be utilized to substantiate a disciplinary action against her, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file.

25:09 There shall be one (1) personnel file maintained by the Employer for each employee.

25:10 **Where Transfer of Function(s) has been revoked, the Employer may, at its discretion, provide remedial education and opportunity for reinstatement of Transfer of Function(s). Where remedial action is appropriate it shall normally be completed within one hundred and eighty (180) days.**

Article 26 - Layoff and Recall

26:01 *Layoff* means to remove from a position of employment subject to the employee retaining such rights as set out in this Article.

26:02 In the event of a layoff, employees other than probationary and temporary employees shall receive notice or pay in lieu of such as follows:

- (a) two (2) weeks notice for layoff of up to eight (8) weeks;
- (b) for a layoff of eight (8) weeks or more, notice would be based on one week per year of service, with a minimum of two (2) weeks notice and a maximum of eight (8) weeks notice.

26:03 When a reduction in the work force becomes necessary, employees will be laid off in reverse order of seniority within their occupational classification within their site, subject only to more senior employees being qualified, competent and willing to perform the required work.

26:04 No new employee shall be hired to fill vacancies when employees who are eligible for recall within any of the sites comprising the Regional Health Authority are qualified, able and available to fill the vacancy.

26:05 For purposes of this Article, “qualifications” refers to education, knowledge, training, skills, experience, aptitude, and competence. “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.

- 26:06** 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.
- 26:07** 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.
- 26:08** Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.
- 26:09** In event of the deletion of an occupied position, as much notice as possible shall be given to the incumbent and the incumbent will be entitled to exercise seniority rights within the site subject to her ability, performance record, and qualification, to displace an employee in an equal or lower classification within the site. Where it is not possible due to seniority level, the employee shall be entitled to exercise her seniority rights, subject to her ability, performance record, and qualifications, to displace an employee in a position of equal or lower classification within any of the other sites comprising the Regional Health Authority. Any employee thus displaced shall be entitled to a like exercise of seniority rights.
- 26:10** 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.
- 26:11** An employee who is on layoff shall not be entitled to notice of layoff when she returns to work on an incidental basis.

- 26:12** The right of an employee who has been laid off to be recalled 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 thirty-six (36) month period has elapsed since the initial date of layoff.
- 26:13** Except for temporary layoffs of up to eight (8) weeks, accumulated vacation entitlement shall be paid out at time of layoff. An employee whose layoff is temporary (less than eight (8) weeks) may request pay-out of accumulated vacation entitlement.
- 26:14** 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.
- 26:15** An employee who is involuntarily demoted due to a reason other than unsatisfactory performance shall continue to be paid her current basic salary rate until the rate for the classification to which she was demoted exceeds her current rate.
- 26:16** An employee recalled to work in a different department, different site within the Regional Health Authority, or different classification from which she was laid off shall have the right to return to the position she held prior to the lay-off should it become vacant within one (1) year of being called back and such vacancy shall not be subject to the job posting procedure.
- 26:17** 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.
- 26:18** (a) Employees are to be recalled in order of seniority to vacancies within any of the sites comprising the Regional Health Authority subject to her ability, performance record, and qualifications. Such recall shall be made by registered mail and shall provide for a minimum of one

(1) weeks' 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 scheduled, or make reasonable alternative arrangements.

- (b) An employee who declines to return to a position comparable to that held prior to the layoff, without reasonable cause, shall be considered terminated. However, termination of employment will be waived at the discretion of the Employer, if a laid off employee declines the recall due to unsuitability of the geographic location.
- (c) The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment in a lower classification or lower EFT than she held prior to layoff, shall not terminate for failure to report for duty in that instance.

26:19 If the Employer sub-contracts work or introduces technological change, which results in the displacement of a number of employees, the Employer shall guarantee alternate employment to all employees with three (3) or more years service with the Employer. Where the alternative employment is of a lower paying classification, the employee shall continue to receive the salary of the higher paid classification until the salary of the lower paid classification passes that of the higher classification.

26:20 Any employee with less than three (3) years employment to whom the Employer cannot offer alternative employment shall receive severance pay on the basis one (1) week per year of service.

Article 27 - Discrimination and Harassment

27:01 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, marital status, place of residence, family relationships, physical handicap nor by reason of her membership or non-membership or activity in the union.

27:02 No form of employee abuse will be condoned in the workplace. The parties will work together in resolving such problems as they arise. When such

situations arise, employees will report them to their immediate supervisor as soon as possible.

27:03 The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in strict confidence by both the Employer and the Union.

27:04 If the Chief Executive Officer (CEO) or designate determines that a complaint has been made for frivolous, or vindictive reasons, the CEO shall have the authority to:

- (a) take disciplinary action against the complainant; and/or
- (b) take any action against the complainant which in the CEO's opinion may be necessary.

27:05 **The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together to ensure that employees are aware of the Employer's Respectful Workplace Policy. The Union and the Employer will work together in recognizing and dealing with such problems, should they arise. Both the Employer and the Union shall treat situations involving harassment in strict confidence.**

Article 28 - Performance Appraisals

28:01 When performance appraisals are conducted, the following guidelines will apply:

- (a) performance appraisals shall be in writing and the contents shall be discussed with the employee;
- (b) the employee shall sign the performance appraisal for the sole purpose of indicating that she is aware of its contents;
- (c) the employee shall have the right to add comments to be attached thereto;
- (d) the employee shall be given a copy of the performance appraisal at their request.

- (e) If the employee regards the performance appraisal to be inaccurate she may file a grievance in accordance with Article 20 of this Collective Agreement.

Article 29 - Notice of Termination

- 29:01** Employment may be terminated voluntarily by an employee, by giving at least four (4) weeks notice in writing exclusive of any vacation due.
- 29:02** 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.
- 29:03** The effective date of a resignation shall be the last day upon which an employee is present at work and performs the employee's regular duties.
- 29:04** An employee may, with the approval of the Employer, withdraw the notice of resignation at any time before the resignation becomes effective.

Article 30 - Union/Management Advisory Committees

- 30:01** The Employer and the Union agree to maintain a Union/Management Committee at each site comprising the Regional Health Authority with equal representation from both parties. 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.
- 30:02** This Committee shall be advisory in nature and shall not substitute for staff meetings or normal lines of communication in effect in the site and/or Regional Health Authority.
- 30:03** Employees appointed by, and acting on behalf of the Union, shall receive basic pay or the equivalent time off to attend meetings, with a minimum of one (1) hours pay.
- 30:04** 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 from the other party and shall be distributed four (4) calendar days prior to the meeting taking place.

- 30:05** 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 31 - Health and Safety

- 31:01** (a) The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with the Workplace Safety and Health Act of Manitoba and will comply with the Workplace Safety and Health Act of Manitoba.
- (b) **Subject to Section 43 of the Workplace Safety and Health Act, a worker may refuse to work or do particular work at a workplace if he or she believes on reasonable grounds that the work constitutes a danger to his or her safety or health or to the safety or health of another worker or another person.**
- 31:02** A Workplace Safety and Health Committee shall be established to examine all aspects of safety and health measures in the workplace. Union representation on the Committee shall be in accordance with the Workplace Safety and Health Act and Regulations.
- 31:03** At the request of the employee, the Employer shall provide, at no cost to the employee, vaccination(s) and/or immunization(s) for occupational illness(es) in accordance with the Canadian Immunization Guide, Health Canada.
- 31:04** **Inclement Weather**
Employees who are unable to return to their point of origin as a result of inclement weather conditions or fleet vehicle breakdown while on Employer business shall inform the Employer as quickly as reasonably

possible. Such employees shall suffer no loss of pay and in addition shall be entitled to the applicable provisions of Article 38.

31:05 By mutual agreement between the Union and the Employer additional Safety and Health Committees can be established to address regional and/or program specific needs.

Article 32 - Job Sharing

32:01 *Job sharing* is a work arrangement where the duties and responsibilities of a position are shared by two (2) employees. Each employee is accountable for the whole job.

32:02 General Principles

- (a) Nothing contained in this Article shall vary or change the collective agreement in intent or meaning.
- (b) Job sharing positions are worker initiated and can be requested by any employee who has completed the six (6) month probationary period in their position.
- (c) When an employee requests to job share, the job share shall be in the position she was holding at the time of the request, unless the employee agrees otherwise.
- (d) Job sharing employees shall sign a job sharing agreement.
- (e) 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.
- (f) If required, at the discretion of the Employer, an employee who is an incumbent in a job sharing arrangement will fill the position that is currently being job shared at any time the other incumbent is not available or terminates.
- (g) For the purpose of this Article, job sharing employees shall each be considered part-time and subject to the provisions of Article 22.

32:03 Job sharing arrangements are subject to the approval of the Employer and shall be documented and signed by the job sharing employees and the Employer with a copy sent to the Union. Approval of job share requests will not be unreasonably denied. Should any problems arise after the commencement of a job sharing agreement, the Employer may alter or terminate the job sharing agreement in whole or in part. In the event of termination, thirty (30) days notice will be given.

**Article 33 - Special Provisions Regarding Employees Occupying
More Than One Position Within the Sites Comprising the Regional
Health Authority**

- 33:01** Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position within the sites comprising the 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.
- 33:02** 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.
- 33:03** 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 22 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 33:04** 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.
- 33:05** All accrued benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.

- 33:06** 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.
- 33:07** Employees taking on an additional position will be subject to a trial period in accordance with Article 7. If, during the trial period, the applicant is found by the Employer to be unsatisfactory in her new position, she shall relinquish that position.
- 33:08** Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one of the positions occupied.

Article 34 - Bridging of Service

- 34:01** A regular employee who resigns as a result of the employee's decision to raise a dependant child or children, and is re-employed, upon written notification to the Employer shall be credited with the length of service accumulated up to the time of resignation for the purposes of 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 employees 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.

Article 35 - Technological Change

- 35:01** Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.
- 35:02** In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:

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

35:03 An employee who is displaced from her job as a result of technological change shall be given an opportunity to fill any vacancy for which she has seniority and for which she has the qualifications and ability to perform. If there is no vacancy, she shall have the right to displace employees with less seniority, in accordance with layoff procedure specified in this Agreement.

35:04 Training Benefits

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

Article 36 - Temporary Transfers

- 36:01**
- (a) Qualified employees will be offered the opportunity to work in Sites experiencing occasional needs for additional employees.
 - (b) Temporary transfers will not take place until all provisions are fulfilled for assigning additional shifts at the receiving Site.
 - (c) Employees who are temporarily transferred will be covered by the Collective Agreement. Prior to a temporary transfer, the Employer will outline the duration of the temporary transfer, as well as entitlements for transportation allowance, meal allowance, accommodation, and other applicable travel allowances.

- (d) Where not enough employees volunteer for temporary transfer, involuntary transfers will only occur on an emergent and episodic basis consistent with the provisions detailed in the Collective Agreement.
- (e) Orientation will be provided as reasonably possible.

Article 37 - Transportation and Vehicle Allowance

37:01 Employees required to use, or provide their own personal vehicle for Employer business, which has been pre-authorized by the Employer, shall be reimbursed and paid as follows:

(a) **thirty-nine point four cents (\$0.394)** south of the 53rd parallel.

(b) **forty-three point eight cents (\$0.438)** north of the 53rd parallel.

Note: 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.

37:02 Upon request, an employee who is required to commence or terminate her shift between 0001 hours and 0600 hours, and who does not have her own transportation, will have transportation provided by the Employer.

Article 38 - Meal Expenses/Travel Allowances

38:01 Travel Status means absence of the employee from the employee's base location on business involving travel and accommodation with the approval of the Employer.

38:02 Base location for the purpose of travel status means an area twenty-four (24) kilometers or fifteen (15) miles around the employee's base location.

38:03 Meals - Eligibility for Claims

Breakfast - An employee is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling for more than one (1) hour on Employer business before the recognized time before the start of the employee's day's work.

38:04 *Luncheon* - An employee is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many employees, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern occur and the cost of luncheon may be claimed when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling on Employer business in excess of twenty-four (24) kilometres or fifteen (15) miles around the employee's base location.

EMS Employees employed as of June 12, 2007 who are receiving a paid meal period and are eligible to claim luncheon will be grandfathered to the luncheon provision.

38:05 The inability of the employee to return to the employee's home or residence does not constitute grounds for claim for the cost of a purchased meal.

Dinner - An employee may only claim for the cost of a dinner meal when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling on Employer business and not expected to arrive back to the employee's residence before 7:30 p.m. where a meal break is not taken.

Any extension of working hours at the normal place of work is covered under Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

38:06 An employee who is eligible may claim the following meal allowances:

- (a) In all areas not covered by remoteness allowance:

<u>Breakfast</u>	<u>Luncheon</u>	<u>Dinner</u>
\$6.85	\$8.85	\$15.70

- (b) In areas covered by remoteness allowance

<u>Breakfast</u>	<u>Luncheon</u>	<u>Dinner</u>
\$7.35	\$9.35	\$16.90

Note: When the Province of Manitoba meal 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.

38:07 Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maximum may be claimed if supported by a receipt.

38:08 Laundry

- (a) Laundry charges must be supported by receipts and may only be claimed where the employee is travelling on Employer business and overnight away-from-home accommodation is involved for a period in excess of four (4) consecutive nights.
- (b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

38:09 Parking

An employee may claim parking expenses as follows:

- (i) short-term parking, when the employee is away from the workplace; and
- (ii) overnight parking where it is not provided with accommodation.

38:10 Special Emergencies

Where special circumstances arise, (Example: flood control, fire duties, etc.) and an employee is required to work extended hours in connection with that emergency, with the authority of the Employer, the employee

may claim the cost of purchased meals appropriate to the period worked, as provided for under Meals Expenses/Travel Allowances.

38:11 Telephone and Business Communications

- (a) Charges for telephone calls and business communications necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or communicated with, and the city or town involved.
- (b) An employee is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and fifty cents (\$4.50), increasing to five dollars (\$5.00) effective date of ratification (May 6, 2004), for each period of three (3) consecutive nights away from the employee's residence on business and overnight accommodation is involved.

38:12 Travel Status - Return Home Over a Weekend

Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the employee in travel status over the weekend.

If travel is by vehicle, this cost should be evaluated at the per kilometre rate applicable for personal distance travelled for that vehicle.

38:13 Accommodations

Employees travelling on Employer business are entitled to standard hotel room accommodation with a bath when available.

38:14 The type, standard and cost of accommodation, and the period for which such costs may be allowed shall be reasonable considering all relevant circumstances.

38:15 Where no overnight accommodation is involved, only the appropriate individual expenses may be claimed.

38:16 An employee who is in travel status may claim an incidentals allowance of five dollars (\$5.00) for each night.

The incidentals allowance covers reimbursement for all incidental expenses.

Article 39 - Qualification Pay

- 39:01** Medical Technologists are eligible to receive one of the following:
- (a) Medical Technologists who are Registered Radiological Technologists and have successfully completed and are required to utilize the Departmental Assistants Course in Laboratory Technology (LA) or are Registered Laboratory Technologists and have successfully completed and are required to utilize the Departmental Assistants Course in Radiography (XA) - \$65.00 per month (\$29.90 bi-weekly) pro-rated on an hourly basis; or
 - (b) Medical Technologists who are both Registered Radiological Technologists and Registered Laboratory Technologists and are in a position requiring both registrations - \$105.00 per month (\$48.30 bi-weekly) pro-rated on an hourly basis.
- 39:02** Medical Technologists 1, 2, 3, 4, or 5 who are Registered Radiological Technologists and have been trained for Computed Tomography and are required to utilize their C.T. training - \$65.00 per month (\$29.90 biweekly) pro-rated on an hourly basis.
- 39:03** Medical Technologists 1, 2, 3, 4, or 5 who have successfully completed the Cardiology Technologists (EKG) Association examination and who are registered and in good standing with the aforesaid Association and are required to perform cardiographic examinations - \$50.00 per month (\$23.07 biweekly) pro-rated on an hourly basis.
- 39:04** EKG Technologists who have achieved advanced certification - \$60.00 per month (\$27.69 biweekly) pro-rated on an hourly basis.

Effective June 12, 2007, Medical Technologists who have achieved EKG advanced certification and are registered in good standing with the Cardiology Technologists (EKG) Association and are required to perform cardiographic examinations - \$60.00 per month (\$27.69 bi-weekly) pro-rated on an hourly basis.

Note: Existing Technologists and Sonographers employed at the date of ratification (May 6, 2004) currently receiving qualification pay in excess of the provisions noted above shall continue to receive their current qualification pay for the duration of the employee's employment in a Diagnostic Services position, unless specifically negotiated at a later date.

Article 40 - Academic Allowance

40:01 The Employer shall pay the following non-cumulative amounts in addition to the salaries as per Schedule A, provided such academic attainment is relevant to the position held, is from an accredited institution, and is not a basic qualification for the position:

- EMT 3 Training Equivalency - EMS employees who are not in an EMT 3 position and who have successfully completed the EMT 3 training, shall receive an academic allowance of a maximum of fifty (\$50.00) per month upon providing proof of such designation and provided the attainment of this designation is relevant to the position held. Such allowance shall be paid on regular hours worked and is in addition to their hourly rate of pay. Once an employee obtains an EMT 3 position, this allowance shall cease when they are placed on the EMT 3 salary scale for the duration of time that they are in that position. - \$50.00 per month (\$23.00 bi-weekly) pro-rated on an hourly basis;
- Advanced Registered Technologist (A.R.T.) or Advanced Certification (A.C.) - \$100.00 per month (\$46.00 bi-weekly); pro-rated on an hourly basis;
- Bachelor of Science (B.Sc.) and Registered Technologist (R.T.) - \$100.00 per month (\$46.00 bi-weekly); pro-rated on an hourly basis;
- Masters Degree -\$150.00 per month (\$69.00 bi-weekly) pro-rated on an hourly basis;
- Licentiate or Fellowship - \$200.00 per month (\$100.00 bi-weekly); pro-rated on an hourly basis;
- Doctoral Degree - \$300.00 per month (\$140.00 bi-weekly) pro-rated on an hourly basis;

- B.Sc. and A.R.T. or B.Sc. and A.C. - \$200.00 per month (\$100.00 bi-weekly); pro-rated on an hourly basis;
- B.Sc. and L.C.S.M.L.S. or B.Sc. and F.C.A.M.R.T - \$250.00 per month (\$115.00 bi-weekly); pro-rated on an hourly basis.

Note: Notwithstanding the above, the Employer confirms that Academic Allowances not listed above currently paid to existing employees shall not be discontinued or reduced for the duration of that employee's employment, unless specifically negotiated at a later date.

Article 41 - Contracting Out

41:01 It will not be considered contracting out should the Employer:

- (a) merge or amalgamate with another health care facility, health care related facility or another service provider, or
- (b) transfer or combine any of its operations or functions with another health care facility, health care related facility or another service provider, or
- (c) take over any of the operations or functions of another health care facility or another service provider, or
- (d) centralize or consolidate with another service provider.

The Employer will provide all relevant information to the Union in a timely manner as it becomes available.

41:02 In the event of devolution and transfer of services provided by employees covered by this Agreement to a Crown Corporation, Board, Agency, Commission, or other service provider, the Employer and the Union will establish a joint committee to facilitate the orderly transfer of employees who are impacted.

Where the successorship provisions of the Labour Relations Act have been determined by the Manitoba Labour Board to apply, the provisions of this agreement shall continue in effect for the affected employees unless otherwise modified by the Manitoba Labour Board.

The Employer and the Union will work together with the successor Employer to negotiate a transition agreement respecting the administration and interpretation of this Agreement during the period required to negotiate a new collective agreement.

Article 42 - Term of Agreement

- 42:01** Unless otherwise specified this Agreement and all its provisions shall be effective April 1, **2006**.
- 42:02** (a) This Agreement shall be in full force and effect until March 31, **2010**, and thereafter should the parties fail to conclude a new contract prior to the expiry date of this Agreement, all provisions herein contained shall remain in full force until a new Agreement has been reached or until the date on which the Union takes strike action or the Employer institutes a lockout whichever occurs first.
- (b) The Union agrees to give the Employer at least one (1) week's (7 days) written notice as to the intended time and date of strike action.
- (c) The Employer agrees to give the Union at least one (1) week's (7 days) written notice as to the intended time and date of lockout.
- 42:03** The Agreement may be amended during its term by mutual agreement.
- 42:04** 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 date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 42:05** 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 ratification, **June 12, 2007**, of this Agreement unless otherwise specified.
- 42:06** It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and

further no employee in the bargaining unit shall strike during the term of this Agreement.

42:07 Should there be retroactive wage and benefit adjustments, they shall be made payable within sixty (60) working days of the date of ratification. Such retroactive adjustments shall be paid on a separate deposit and applied as follows:

- (a) To full-time, part-time, temporary and casual employees who are covered by this Agreement.**
- (b) Upon written application, to employees who have resigned or retired.**
- (c) Upon written application, to the estate of deceased employees.**

Appendix A

Bi-weekly Remoteness Allowances

Bi-weekly Remoteness Allowance provisions do not currently apply within the Interlake Regional Health Authority. However, in the event of changes in eligibility criterion and/or the inclusion of eligible geographical locations as a result of mergers of regions etc., the bi-weekly remoteness allowance **to be updated as per GEMA Agreement.**

Appendix B

Payment of Wages

1. The daily rate of pay shall be calculated as follows:
Hourly rate of pay x number of hours worked in the day.
2. The bi-weekly salary shall be calculated as follows:
Hourly rate of pay x number of hours worked in a bi-weekly pay period
3. The annual salary shall be calculated as follows:
Bi-weekly rate of pay x 26.087
4. Calculations shall be rounded to the nearest 3 decimal points.

Appendix C

Former Civil Service Employee Benefit Plans

For full benefit coverage refer to www.mgeu.mb.ca or call Blue Cross at 775-0131 or Toll Free at 1-800-873-2583.

DENTAL PLAN

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

- (a) Effective the first of the month following the date of signing of this Agreement and limited to dental work performed on and after that date, the basis for payment for covered services shall be the **2006/2007** Manitoba Dental Association (MDA) Fee Guide;
- (b) All future MDA Fee Guides will be implemented effective January 1 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 will be increased as follows:
 - (i) effective January 1, **2006** - one thousand and four hundred dollars (**\$1,475**);
- (e) the orthodontic lifetime maximum will be increased as follows:
 - (i) effective January 1, **2006** - one thousand and six hundred dollars (**\$1,675**);
- (f) All part-time employees will be eligible for:
 - (i) single coverage; or

- (ii) family coverage based on fifty percent (50%) of the coverage amounts applicable for full-time employees up to fifty percent (50%) of the maximum.

VISION CARE PLAN

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

- (a) effective the first of the month following the date of signing of the Agreement and limited to vision care services performed on and after that date, the basis for payment for covered services shall be the January 1, 2003 Manitoba Association of Optometrists suggested Optometric or Ophthalmological Fee Guide;
- (b) all future Fee Guides will be implemented effective January 1 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 will be increased as follows:
 - (i) effective January 1, 2003 - two hundred dollars (\$200.00).

LONG TERM DISABILITY INCOME PLAN

The parties agree that the government plan shall provide an Employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement. (As referenced in the Master Agreement)

AMBULANCE AND HOSPITAL SEMI-PRIVATE PLAN

The parties agree that the government 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 agreed upon in a separate Memorandum of Agreement.

DRUG PLAN

1. The government agrees to implement a Drug Care plan effective October 1, 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, **increasing to seven hundred dollars (\$700.00) per year effective April 1, 2008..**

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.

3. The parties agree that the Drug coverage in the Employee Health Benefit Plan will terminate September 30, 2001. The parties will meet to determine how to deal with the resulting savings to that plan. Options could include adding coverage for additional services such as those proposed by the Union and/or reducing premiums.

CIVIL SERVICE SUPERANNUATION PLAN

The parties recognize the unique nature of the Civil Service Superannuation Fund, the Civil Service Superannuation Act and the nature of the funding arrangement under the Superannuation Plan. In addition, the parties recognize that the Superannuation Plan is a multi-Employer and multi-union Superannuation plan and that it also covers many non-unionized employees. The Superannuation Plan provides for input and consultation through the Liaison Committee (worker representatives) and the Advisory Committee (Employer representatives).

Within this context, the parties agree to develop a plan which would create a jointly trustee superannuation plan and to implement joint trusteeship arrangements at the earliest possible date. The plan must recognize the requirement for:

- (a) the involvement of other unions and Employers in the Superannuation Plan;
- (b) legislative approval;

- (c) Government to retain the right to approve any changes to the Superannuation Plan involving additional Government expenditures.

GROUP INSURANCE PLAN SURPLUS WITHDRAWAL

The parties agree that the Province may transfer an amount of one percent (1%) of the 1999 payroll from the Employer surplus in the Public Service Group Insurance Fund to the Province at such times and on such terms as the Province deems appropriate.

It is further agreed the provisions of the Memorandum of Agreement dated December 3, 1997, titled Benefit Plan Review and the Memorandum of Agreement dated August 7, 1997, titled Negotiations - May 20, 1997, have been fully satisfied.

EXTENDED HEALTH PLAN

The parties agree that the government plan shall provide an employee paid Extended Health Plan for eligible employees.

All future changes to benefit plans negotiated in the Civil Service shall be applicable to employees who are “grandfathered” to these plans. The Employers agree to notify the Union as soon as the Employer is made aware of any benefit changes.

Appendix D

Site Summary

Regional Health Authority Central Manitoba Inc.	Assiniboine Regional Health Authority	North Eastman Health Association Inc.	Interlake Regional Health Authority
<ul style="list-style-type: none"> • Portage General Hospital • Morris General Hospital • Carman General Hospital • Seven Regions Health Centre • Altona Community Memorial Health Centre • Lorne Memorial Hospital • Notre Dame Medical Nursing Unit • Boundary Trails Health Centre • St. Claude General Hospital • Pembina Manitou Health Centre • Emerson Hospital • McGregor Health Centre • Rosenort Personal Care Home • Community Health Programs • Emergency Medical Service Program • Diagnostic Services Program • Regional Therapy Services Program • Eden Mental Health Centre** 	<ul style="list-style-type: none"> • Birtle Health Centre • Carberry Health Centre • Erickson Health Centre • Hamiota Health Centre • Minnedosa Health Centre • Neepawa Health Centre • Riverdale Health Centre • Rossburn Health Centre • Russell Health Centre • Sandy Lake Personal Care Home • Shoal Lake/Strathclair Health Centre • Baldur Health District • Boissevain Health Centre • Deloraine Health Centre • Elkwood Manor • Glenboro Health Centre • Hartney Health Centre • Davidson Memorial Health Centre • Melita District Health Centre • Reston District Health Centre • Souris District Health Centre • Tiger Hills Health Centre • Virden District Hospital & Westman Nursing Home • The Sherwood Home • Tri Lake Health Centre • Wawanesa and District Memorial Health Centre • Community Health Services Programs • Diagnostic Services Program • Emergency Medical Service Program 	<ul style="list-style-type: none"> • Beausejour District Health Centre • East Gate Lodge • Kin Place Health Complex • Pine Falls Health Complex • Whitemouth District Health Centre • Winnipeg River Health District - Lac du Bonnet • Winnipeg River Health District - Pinawa Hospital • Community Health Services Programs • Emergency Medical Service Program • Diagnostic Services Program 	<ul style="list-style-type: none"> • Selkirk and District Hospital • Stonewall and District Health Centre • Teulon Hunter Memorial Health Centre • Lundar Community Health Centre • E.M. Crowe Health Centre • Lakeshore Hospital • Fisher Personal Care Home • Arborg and District Health Centre • Gimli Community Health Centre • Community Health Services Programs • Emergency Medical Service Program • Diagnostic Services Program • Regional Therapy Services Program • Crisis Services Program
		Parkland Regional Health Authority	
		<ul style="list-style-type: none"> • Dauphin Regional Health Centre • Roblin District Hospital • Grandview Health Centre • Gilbert Plains Health Centre • Community Health Programs • Emergency Medical Service Program • Regional Therapy Services Program • Diagnostic Services Program 	

**Indicates non-devolved sites

Schedule A - Salary Scales**Effective April 1, 2006**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	19.858	20.760	21.718	22.713	23.779	24.889	26.045			
		1,538.995	1,608.900	1,683.145	1,760.258	1,842.873	1,928.898	2,018.488			
		40,147.763	41,971.374	43,908.204	45,919.850	48,075.028	50,319.162	52,656.296			
Senior Technologist	2015	21.454	22.455	23.486	24.560	25.726	26.943	28.221			
		1,662.685	1,740.263	1,820.165	1,903.400	1,993.765	2,088.083	2,187.128			
		43,374.464	45,398.241	47,482.644	49,653.996	52,011.348	54,471.821	57,055.608			
Charge Technologist	2015	23.316	24.392	25.524	26.697	27.940	29.298	30.707			
		1,806.990	1,890.380	1,978.110	2,069.018	2,165.350	2,270.595	2,379.793			
		47,138.948	49,314.343	51,602.956	53,974.473	56,487.485	59,233.012	62,081.660			
Medical Technologist V	2015	25.647	26.830	28.078	29.367	30.735	32.228	33.778			
		1,987.643	2,079.325	2,176.045	2,275.943	2,381.963	2,497.670	2,617.795			
		51,851.643	54,243.351	56,766.486	59,372.525	62,138.269	65,156.717	68,290.418			
EKG Technologist	2015	19.858	20.760	21.718	22.713	23.779	24.889	26.045			
		1,538.995	1,608.900	1,683.145	1,760.258	1,842.873	1,928.898	2,018.488			
		40,147.763	41,971.374	43,908.204	45,919.850	48,075.028	50,319.162	52,656.296			
General Duty Ultrasound Technologist	2015	25.063	25.814	26.590	27.387	28.210	29.055	29.927			
		1,942.383	2,000.585	2,060.725	2,122.493	2,186.275	2,251.763	2,319.343			
		50,670.945	52,189.261	53,758.133	55,369.475	57,033.356	58,741.741	60,504.701			
Senior Ultrasound Technologist	2015	26.315	27.105	27.918	28.755	29.617	30.507	31.422			
		2,039.413	2,100.638	2,163.645	2,228.513	2,295.318	2,364.293	2,435.205			
		53,202.167	54,799.344	56,443.007	58,135.219	59,877.961	61,677.311	63,527.193			

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	22.565 1,748.788 45,620.633	23.391 1,812.803 47,290.592	24.189 1,874.648 48,903.942	25.089 1,944.398 50,723.511	25.998 2,014.845 52,561.262	26.956 2,089.090 54,498.091	27.951 2,166.203 56,509.738	29.055 2,251.763 58,741.741	30.169 2,338.098 60,993.963	31.323 2,427.533 63,327.053
Social Worker	2015	21.109 1,635.948 42,676.975	21.880 1,695.700 44,235.726	22.629 1,753.748 45,750.024	23.469 1,818.848 47,448.288	24.319 1,884.723 49,166.769	25.218 1,954.395 50,984.302	26.147 2,026.393 52,862.514	27.180 2,106.450 54,950.961	28.223 2,187.283 57,059.652	29.302 2,270.905 59,241.099
Pharmacy Technician Pharmacy Student	1950	15.736 1,180.200 30,787.877	16.507 1,238.025 32,296.358	17.315 1,298.625 33,877.230	18.164 1,362.300 35,538.320	19.082 1,431.150 37,334.410					
Audiologist Speech Language Therapist / Pathologist	1885	27.424 1,988.240 51,867.217	28.576 2,071.760 54,046.003	29.675 2,151.438 56,124.563	30.776 2,231.260 58,206.880	31.952 2,316.520 60,431.057	33.235 2,409.538 62,857.618	34.528 2,503.280 65,303.065			
Physiotherapist Occupational Therapist	1950	25.375 1,903.125 49,646.822	26.138 1,960.350 51,139.650	26.921 2,019.075 52,671.610	27.728 2,079.600 54,250.525	28.562 2,142.150 55,882.267	29.418 2,206.350 57,557.052	30.299 2,272.425 59,280.751			
Psychologist	1885	31.176 2,260.260 58,963.403	32.346 2,345.085 61,176.232	33.559 2,433.028 63,470.401	34.816 2,524.160 65,847.762	36.123 2,618.918 68,319.714	37.477 2,717.083 70,880.544	38.881 2,818.873 73,535.940	40.341 2,924.723 76,297.249		
Pharmacist	1950	34.781 2,608.575 68,049.896	35.907 2,693.025 70,252.943	37.081 2,781.075 72,549.904	38.304 2,872.800 74,942.734	39.579 2,968.425 77,437.303	40.909 3,068.175 80,039.481	42.295 3,172.125 82,751.225	43.740 3,280.500 85,578.404		
Basic First Aider	2015	11.067 857.693 22,374.637	11.391 882.803 23,029.682	11.724 908.610 23,702.909	12.068 935.270 24,398.388	12.422 962.705 25,114.085					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	10.730	11.042	11.365	11.699	12.043					
		858.400	883.360	909.200	935.920	963.440					
		22,393.081	23,044.212	23,718.300	24,415.345	25,133.259					
Technician	2015	13.228	13.616	14.017	14.429	14.854					
		1,025.170	1,055.240	1,086.318	1,118.248	1,151.185					
		26,743.610	27,528.046	28,338.778	29,171.736	30,030.963					
	2080	12.821	13.198	13.585	13.985	14.397					
		1,025.680	1,055.840	1,086.800	1,118.800	1,151.760					
		26,756.914	27,543.698	28,351.352	29,186.136	30,045.963					
Technician-Paramedic	2015	16.915	17.416	17.932	18.461	19.007					
		1,310.913	1,349.740	1,389.730	1,430.728	1,473.043					
		34,197.787	35,210.667	36,253.887	37,323.401	38,427.273					
	2080	16.397	16.880	17.379	17.892	18.421					
		1,311.760	1,350.400	1,390.320	1,431.360	1,473.680					
		34,219.883	35,227.885	36,269.278	37,339.888	38,443.890					
EMT II (Phase Out)	2015	18.709	19.264	19.835	20.421	21.024					
		1,449.948	1,492.960	1,537.213	1,582.628	1,629.360					
		37,824.793	38,946.848	40,101.276	41,286.017	42,505.114					
	2080	18.134	18.669	19.222	19.790	20.376					
		1,450.720	1,493.520	1,537.760	1,583.200	1,630.080					
		37,844.933	38,961.456	40,115.545	41,300.938	42,523.897					
Technician-Intermediate Paramedic	2015	18.709	19.264	19.835	20.421	21.024					
		1,449.948	1,492.960	1,537.213	1,582.628	1,629.360					
		37,824.793	38,946.848	40,101.276	41,286.017	42,505.114					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	18.134	18.669	19.222	19.790	20.376					
		1,450.720	1,493.520	1,537.760	1,583.200	1,630.080					
		37,844.933	38,961.456	40,115.545	41,300.938	42,523.897					
EMT III (Phase Out)	2015	19.915	20.504	21.111	21.738	22.381					
		1,543.413	1,589.060	1,636.103	1,684.695	1,734.528					
		40,263.015	41,453.808	42,681.019	43,948.638	45,248.632					
	2080	19.302	19.874	20.460	21.066	21.690					
		1,544.160	1,589.920	1,636.800	1,685.280	1,735.200					
		40,282.502	41,476.243	42,699.202	43,963.899	45,266.162					
Technician-Advanced Paramedic	2015	19.915	20.504	21.111	21.738	22.381					
		1,543.413	1,589.060	1,636.103	1,684.695	1,734.528					
		40,263.015	41,453.808	42,681.019	43,948.638	45,248.632					
	2080	19.302	19.874	20.460	21.066	21.690					
		1,544.160	1,589.920	1,636.800	1,685.280	1,735.200					
		40,282.502	41,476.243	42,699.202	43,963.899	45,266.162					
Midwife	2080	33.623	34.890	36.414	37.821	39.392					
		2,689.840	2,791.200	2,913.120	3,025.680	3,151.360					
		70,169.856	72,814.034	75,994.561	78,930.914	82,209.528					
Community Mental Health Worker - Crisis Services	2015	26.563	27.460	28.484	29.497	30.595	31.736	32.971	34.248	35.579	36.624
		2,058.633	2,128.150	2,207.510	2,286.018	2,371.113	2,459.540	2,555.253	2,654.220	2,757.373	2,838.360
		53,703.559	55,517.049	57,587.313	59,635.352	61,855.225	64,162.020	66,658.885	69,240.637	71,931.589	74,044.297

Schedule A - Salary Scales**Effective April 1, 2007**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	20.853	21.798	22.806	23.846	24.969	26.135	27.353			
		1,616.108	1,689.345	1,767.465	1,848.065	1,935.098	2,025.463	2,119.858			
		42,159.409	44,069.943	46,107.859	48,210.472	50,480.902	52,838.253	55,300.736			
Senior Technologist	2015	22.527	23.578	24.660	25.788	27.012	28.290	29.632			
		1,745.843	1,827.295	1,911.150	1,998.570	2,093.430	2,192.475	2,296.480			
		45,543.806	47,668.645	49,856.170	52,136.696	54,611.308	57,195.095	59,908.274			
Charge Technologist	2015	24.482	25.612	26.800	28.032	29.337	30.763	32.242			
		1,897.355	1,984.930	2,077.000	2,172.480	2,273.618	2,384.133	2,498.755			
		49,496.300	51,780.869	54,182.699	56,673.486	59,311.873	62,194.878	65,185.022			
Medical Technologist V	2015	26.929	28.172	29.482	30.835	32.272	33.839	35.467			
		2,086.998	2,183.330	2,284.855	2,389.713	2,501.080	2,622.523	2,748.693			
		54,443.517	56,956.530	59,605.012	62,340.443	65,245.674	68,413.758	71,705.154			
EKG Technologist	2015	20.851	21.798	22.804	23.849	24.968	26.133	27.347			
		1,615.953	1,689.345	1,767.310	1,848.298	1,935.020	2,025.308	2,119.393			
		42,155.366	44,069.943	46,103.816	48,216.550	50,478.867	52,834.210	55,288.605			
General Duty Ultrasound Technologist	2015	26.316	27.105	27.920	28.756	29.621	30.508	31.423			
		2,039.490	2,100.638	2,163.800	2,228.590	2,295.628	2,364.370	2,435.283			
		53,204.176	54,799.344	56,447.051	58,137.227	59,886.048	61,679.320	63,529.228			
Senior Ultrasound Technologist	2015	27.631	28.460	29.314	30.193	31.098	32.032	32.993			
		2,141.403	2,205.650	2,271.835	2,339.958	2,410.095	2,482.480	2,556.958			
		55,862.780	57,538.792	59,265.360	61,042.484	62,872.148	64,760.456	66,703.363			

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	28.168	29.015	29.885	30.782	31.704	32.656	33.637	34.646		
		2,183.020	2,248.663	2,316.088	2,385.605	2,457.060	2,530.840	2,606.868	2,685.065		
		56,948.443	58,660.872	60,419.788	62,233.278	64,097.324	66,022.023	68,005.366	70,045.291		
General Duty MRI Technologist	2015	26.316	27.105	27.920	28.756	29.621	30.508	31.423			
		2,039.490	2,100.638	2,163.800	2,228.590	2,295.628	2,364.370	2,435.283			
		53,204.176	54,799.344	56,447.051	58,137.227	59,886.048	61,679.320	63,529.228			
Senior MRI Technologist	2015	27.631	28.460	29.314	30.193	31.098	32.032	32.993			
		2,141.403	2,205.650	2,271.835	2,339.958	2,410.095	2,482.480	2,556.958			
		55,862.780	57,538.792	59,265.360	61,042.484	62,872.148	64,760.456	66,703.363			
Respiratory Therapist	2015	25.108	25.859	26.636	27.433	28.258	29.103	29.978			
		1,945.870	2,004.073	2,064.290	2,126.058	2,189.995	2,255.483	2,323.295			
		50,761.911	52,280.252	53,851.133	55,462.475	57,130.400	58,838.785	60,607.797			
Community Health Assessment Program Assistant	1885	20.466	21.202	21.910	22.706	23.490	24.348				
Healthy Baby Facilitator		1,483.785	1,537.145	1,588.475	1,646.185	1,703.025	1,765.230				
Wellness Facilitator I		38,707.499	40,099.502	41,438.547	42,944.028	44,426.813	46,049.555				
Community Mental Health Worker II	1885	19.781	20.463	21.199	21.902	22.715	23.493	24.338	25.084		
		1,434.123	1,483.568	1,536.928	1,587.895	1,646.838	1,703.243	1,764.505	1,818.590		
		37,411.967	38,701.838	40,093.841	41,423.417	42,961.063	44,432.500	46,030.642	47,441.557		
Home Care Resource Coordinator	1885	19.974	20.663	21.406	22.116	22.937	23.722	24.575	25.329		
Mental Health Resource Coordinator		1,448.115	1,498.068	1,551.935	1,603.410	1,662.933	1,719.845	1,781.688	1,836.353		
		37,776.976	39,080.100	40,485.328	41,828.157	43,380.933	44,865.597	46,478.895	47,904.941		
Bereavement & Support Services Coordinator	1885	23.129	23.976	24.794	25.716	26.648	27.630	28.650	29.781	30.923	32.106
Community Health Dietitian		1,676.853	1,738.260	1,797.565	1,864.410	1,931.980	2,003.175	2,077.125	2,159.123	2,241.918	2,327.685
		43,744.064	45,345.989	46,893.078	48,636.864	50,399.562	52,256.826	54,185.960	56,325.042	58,484.915	60,722.319

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	23.129	23.976	24.794	25.716	26.648	27.630	28.650	29.781	30.923	32.106
		1,792.498	1,858.140	1,921.535	1,992.990	2,065.220	2,141.325	2,220.375	2,308.028	2,396.533	2,488.215
		46,760.895	48,473.298	50,127.084	51,991.130	53,875.394	55,860.745	57,922.923	60,209.526	62,518.356	64,910.065
Social Worker	2015	21.637	22.427	23.195	24.056	24.927	25.848	26.801	27.860	28.929	30.035
		1,676.868	1,738.093	1,797.613	1,864.340	1,931.843	2,003.220	2,077.078	2,159.150	2,241.998	2,327.713
		43,744.456	45,341.632	46,894.330	48,635.038	50,395.988	52,258.000	54,184.734	56,325.746	58,487.002	60,723.049
Pharmacy Technician Pharmacy Student	1950	16.129	16.920	17.748	18.618	19.559					
		1,209.675	1,269.000	1,331.100	1,396.350	1,466.925					
		31,556.792	33,104.403	34,724.406	36,426.582	38,267.672					
Audiologist Speech Language Therapist / Pathologist	1885	28.110	29.290	30.417	31.545	32.751	34.066	35.391			
		2,037.975	2,123.525	2,205.233	2,287.013	2,374.448	2,469.785	2,565.848			
		53,164.654	55,396.397	57,527.913	59,661.308	61,942.225	64,429.281	66,935.277			
Physiotherapist Occupational Therapist	1950	26.009	26.791	27.594	28.421	29.276	30.153	31.056			
		1,950.675	2,009.325	2,069.550	2,131.575	2,195.700	2,261.475	2,329.200			
		50,887.259	52,417.261	53,988.351	55,606.397	57,279.226	58,995.098	60,761.840			
Psychologist	1885	31.955	33.155	34.398	35.686	37.026	38.414	39.853	41.350		
		2,316.738	2,403.738	2,493.855	2,587.235	2,684.385	2,785.015	2,889.343	2,997.875		
		60,436.744	62,706.313	65,057.195	67,493.199	70,027.551	72,652.686	75,374.291	78,205.565		
Pharmacist	1950	35.651	36.805	38.008	39.262	40.568	41.932	43.352	44.834		
		2,673.825	2,760.375	2,850.600	2,944.650	3,042.600	3,144.900	3,251.400	3,362.550		
		69,752.073	72,009.903	74,363.602	76,817.085	79,372.306	82,041.006	84,819.272	87,718.842		
Pharmacist (effective June 1, 2007)	1950	38.211	39.365	40.568	41.822	43.128	44.492	45.912	47.394		
		2,865.825	2,952.375	3,042.600	3,136.650	3,234.600	3,336.900	3,443.400	3,554.550		
		74,760.777	77,018.607	79,372.306	81,825.789	84,381.010	87,049.710	89,827.976	92,727.546		

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2015	11.344	11.676	12.017	12.370	12.733					
		879.160	904.890	931.318	958.675	986.808					
		22,934.647	23,605.865	24,295.293	25,008.955	25,742.860					
	2080	10.998	11.318	11.649	11.991	12.344					
		879.840	905.440	931.920	959.280	987.520					
		22,952.386	23,620.213	24,310.997	25,024.737	25,761.434					
Technician	2015	13.558	13.957	14.367	14.790	15.226					
		1,050.745	1,081.668	1,113.443	1,146.225	1,180.015					
		27,410.785	28,217.473	29,046.388	29,901.572	30,783.051					
	2080	13.141	13.528	13.925	14.335	14.757					
		1,051.280	1,082.240	1,114.000	1,146.800	1,180.560					
		27,424.741	28,232.395	29,060.918	29,916.572	30,797.269					
Technician-Paramedic	2015	17.761	18.287	18.828	19.384	19.958					
		1,376.478	1,417.243	1,459.170	1,502.260	1,546.745					
		35,908.182	36,971.618	38,065.368	39,189.457	40,349.937					
	2080	17.217	17.724	18.248	18.787	19.342					
		1,377.360	1,417.920	1,459.840	1,502.960	1,547.360					
		35,931.190	36,989.279	38,082.846	39,207.718	40,365.980					
EMT II (Phase Out)	2015	19.177	19.746	20.331	20.932	21.550					
		1,486.218	1,530.315	1,575.653	1,622.230	1,670.125					
		38,770.969	39,921.327	41,104.060	42,319.114	43,568.551					
	2080	18.587	19.136	19.703	20.285	20.886					
		1,486.960	1,530.880	1,576.240	1,622.800	1,670.880					
		38,790.326	39,936.067	41,119.373	42,333.984	43,588.247					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2015	19.645	20.227	20.827	21.442	22.076					
		1,522.488	1,567.593	1,614.093	1,661.755	1,710.890					
		39,717.144	40,893.799	42,106.844	43,350.203	44,631.987					
	2080	19.041	19.603	20.184	20.780	21.395					
		1,523.280	1,568.240	1,614.720	1,662.400	1,711.600					
		39,737.805	40,910.677	42,123.201	43,367.029	44,650.509					
EMT III (Phase Out)	2015	20.413	21.016	21.639	22.282	22.940					
		1,582.008	1,628.740	1,677.023	1,726.855	1,777.850					
		41,269.843	42,488.940	43,748.499	45,048.466	46,378.773					
	2080	19.784	20.370	20.971	21.593	22.232					
		1,582.720	1,629.600	1,677.680	1,727.440	1,778.560					
		41,288.417	42,511.375	43,765.638	45,063.727	46,397.295					
Technician-Advanced Paramedic	2015	20.911	21.529	22.167	22.825	23.500					
		1,620.603	1,668.498	1,717.943	1,768.938	1,821.250					
		42,276.670	43,526.107	44,815.979	46,146.286	47,510.949					
	2080	20.267	20.867	21.483	22.120	22.775					
		1,621.360	1,669.360	1,718.640	1,769.600	1,822.000					
		42,296.418	43,548.594	44,834.162	46,163.555	47,530.514					
Midwife	2080	34.464	35.762	37.324	38.767	40.377					
		2,757.120	2,860.960	2,985.920	3,101.360	3,230.160					
		71,924.989	74,633.864	77,893.695	80,905.178	84,265.184					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Mental Health Worker - Crisis Services	2015	27.227	28.147	29.196	30.234	31.360	32.529	33.795	35.104	36.468	37.540
		2,110.093	2,181.393	2,262.690	2,343.135	2,430.400	2,520.998	2,619.113	2,720.560	2,826.270	2,909.350
		55,045.996	56,905.999	59,026.794	61,125.362	63,401.844	65,765.274	68,324.80	70,971.248	73,728.905	75,896.213
Spiritual Care Coordinator	2015	24.460	25.493	26.469	27.455	28.496	29.641	30.787			
		1,895.650	1,975.708	2,051.348	2,127.763	2,208.440	2,297.178	2,385.993			
		49,451.822	51,540.295	53,513.515	55,506.953	57,611.574	59,926.482	62,243.399			

Schedule A - Salary Scales**Effective October 1, 2007**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	21.439	22.413	23.447	24.522	25.672	26.870	28.118			
		1,661.523	1,737.008	1,817.143	1,900.455	1,989.580	2,082.425	2,179.145			
		43,344.151	45,313.328	47,403.809	49,577.170	51,902.173	54,324.221	56,847.356			
Senior Technologist	2015	23.115	24.193	25.303	26.461	27.716	29.027	30.403			
		1,791.413	1,874.958	1,960.983	2,050.728	2,147.990	2,249.593	2,356.233			
		46,732.591	48,912.029	51,156.164	53,497.341	56,034.615	58,685.133	61,467.050			
Charge Technologist	2015	25.070	26.227	27.443	28.705	30.041	31.500	33.013			
		1,942.925	2,032.593	2,126.833	2,224.638	2,328.178	2,441.250	2,558.508			
		50,685.084	53,024.254	55,482.692	58,034.132	60,735.179	63,684.889	66,743.798			
Medical Technologist V	2015	27.575	28.848	30.190	31.575	33.047	34.651	36.318			
		2,137.063	2,235.720	2,339.725	2,447.063	2,561.143	2,685.453	2,814.645			
		55,749.562	58,323.228	61,036.406	63,836.532	66,812.537	70,055.412	73,425.644			
EKG Technologist	2015	20.851	21.798	22.804	23.849	24.968	26.133	27.347			
		1,615.953	1,689.345	1,767.310	1,848.298	1,935.020	2,025.308	2,119.393			
		42,155.366	44,069.943	46,103.816	48,216.550	50,478.867	52,834.210	55,288.605			
General Duty Ultrasound Technologist	2015	27.053	27.864	28.702	29.561	30.450	31.362	32.303			
		2,096.608	2,159.460	2,224.405	2,290.978	2,359.875	2,430.555	2,503.483			
		54,694.213	56,333.833	58,028.053	59,764.743	61,562.059	63,405.888	65,308.361			
Senior Ultrasound Technologist	2015	28.349	29.200	30.076	30.978	31.907	32.865	33.851			
		2,197.048	2,263.000	2,330.890	2,400.795	2,472.793	2,547.038	2,623.453			
		57,314.391	59,034.881	60,805.927	62,629.539	64,507.751	66,444.580	68,438.018			

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	28.844	29.711	30.602	31.521	32.465	33.440	34.444	35.478		
		2,235.410	2,302.603	2,371.655	2,442.878	2,516.038	2,591.600	2,669.410	2,749.545		
		58,315.141	60,068.004	61,869.364	63,727.358	65,635.883	67,607.069	69,636.899	71,727.380		
General Duty MRI Technologist	2015	27.053	27.864	28.702	29.561	30.450	31.362	32.303			
		2,096.608	2,159.460	2,224.405	2,290.978	2,359.875	2,430.555	2,503.483			
		54,694.213	56,333.833	58,028.053	59,764.743	61,562.059	63,405.888	65,308.361			
Senior MRI Technologist	2015	28.349	29.200	30.076	30.978	31.907	32.865	33.851			
		2,197.048	2,263.000	2,330.890	2,400.795	2,472.793	2,547.038	2,623.453			
		57,314.391	59,034.881	60,805.927	62,629.539	64,507.751	66,444.580	68,438.018			
Respiratory Therapist	2015	25.108	25.859	26.636	27.433	28.258	29.103	29.978			
		1,945.870	2,004.073	2,064.290	2,126.058	2,189.995	2,255.483	2,323.295			
		50,761.911	52,280.252	53,851.133	55,462.475	57,130.400	58,838.785	60,607.797			
Community Health Assessment Program Assistant	1885	20.466	21.202	21.910	22.706	23.490	24.348				
Healthy Baby Facilitator		1,483.785	1,537.145	1,588.475	1,646.185	1,703.025	1,765.230				
Wellness Facilitator I		38,707.499	40,099.502	41,438.547	42,944.028	44,426.813	46,049.555				
Community Mental Health Worker II	1885	19.781	20.463	21.199	21.902	22.715	23.493	24.338	25.084		
		1,434.123	1,483.568	1,536.928	1,587.895	1,646.838	1,703.243	1,764.505	1,818.590		
		37,411.967	38,701.838	40,093.841	41,423.417	42,961.063	44,432.500	46,030.642	47,441.557		
Home Care Resource Coordinator	1885	19.974	20.663	21.406	22.116	22.937	23.722	24.575	25.329		
Mental Health Resource Coordinator		1,448.115	1,498.068	1,551.935	1,603.410	1,662.933	1,719.845	1,781.688	1,836.353		
		37,776.976	39,080.100	40,485.328	41,828.157	43,380.933	44,865.597	46,478.895	47,904.941		
Bereavement & Support Services Coordinator	1885	23.129	23.976	24.794	25.716	26.648	27.630	28.650	29.781	30.923	32.106
Community Health Dietitian		1,676.853	1,738.260	1,797.565	1,864.410	1,931.980	2,003.175	2,077.125	2,159.123	2,241.918	2,327.685
		43,744.064	45,345.989	46,893.078	48,636.864	50,399.562	52,256.826	54,185.960	56,325.042	58,484.915	60,722.319

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	23.129	23.976	24.794	25.716	26.648	27.630	28.650	29.781	30.923	32.106
		1,792.498	1,858.140	1,921.535	1,992.990	2,065.220	2,141.325	2,220.375	2,308.028	2,396.533	2,488.215
		46,760.895	48,473.298	50,127.084	51,991.130	53,875.394	55,860.745	57,922.923	60,209.526	62,518.356	64,910.065
Social Worker	2015	21.637	22.427	23.195	24.056	24.927	25.848	26.801	27.860	28.929	30.035
		1,676.868	1,738.093	1,797.613	1,864.340	1,931.843	2,003.220	2,077.078	2,159.150	2,241.998	2,327.713
		43,744.456	45,341.632	46,894.330	48,635.038	50,395.988	52,258.000	54,184.734	56,325.746	58,487.002	60,723.049
Pharmacy Technician Pharmacy Student	1950	16.129	16.920	17.748	18.618	19.559					
		1,209.675	1,269.000	1,331.100	1,396.350	1,466.925					
		31,556.792	33,104.403	34,724.406	36,426.582	38,267.672					
Audiologist Speech Language Therapist / Pathologist	1885	28.110	29.290	30.417	31.545	32.751	34.066	35.391			
		2,037.975	2,123.525	2,205.233	2,287.013	2,374.448	2,469.785	2,565.848			
		53,164.654	55,396.397	57,527.913	59,661.308	61,942.225	64,429.281	66,935.277			
Physiotherapist Occupational Therapist	1950	26.009	26.791	27.594	28.421	29.276	30.153	31.056			
		1,950.675	2,009.325	2,069.550	2,131.575	2,195.700	2,261.475	2,329.200			
		50,887.259	52,417.261	53,988.351	55,606.397	57,279.226	58,995.098	60,761.840			
Psychologist	1885	31.955	33.155	34.398	35.686	37.026	38.414	39.853	41.350		
		2,316.738	2,403.738	2,493.855	2,587.235	2,684.385	2,785.015	2,889.343	2,997.875		
		60,436.744	62,706.313	65,057.195	67,493.199	70,027.551	72,652.686	75,374.291	78,205.565		
Pharmacist	1950	38.211	39.365	40.568	41.822	43.128	44.492	45.912	47.394		
		2,865.825	2,952.375	3,042.600	3,136.650	3,234.600	3,336.900	3,443.400	3,554.550		
		74,760.777	77,018.607	79,372.306	81,825.789	84,381.010	87,049.710	89,827.976	92,727.546		
Basic First Aider	2015	11.344	11.676	12.017	12.370	12.733					
		879.160	904.890	931.318	958.675	986.808					
		22,934.647	23,605.865	24,295.293	25,008.955	25,742.860					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	10.998	11.318	11.649	11.991	12.344					
		879.840	905.440	931.920	959.280	987.520					
		22,952.386	23,620.213	24,310.997	25,024.737	25,761.434					
Technician	2015	13.558	13.957	14.367	14.790	15.226					
		1,050.745	1,081.668	1,113.443	1,146.225	1,180.015					
		27,410.785	28,217.473	29,046.388	29,901.572	30,783.051					
	2080	13.141	13.528	13.925	14.335	14.757					
		1,051.280	1,082.240	1,114.000	1,146.800	1,180.560					
		27,424.741	28,232.395	29,060.918	29,916.572	30,797.269					
Technician-Paramedic	2015	17.761	18.287	18.828	19.384	19.958					
		1,376.478	1,417.243	1,459.170	1,502.260	1,546.745					
		35,908.182	36,971.618	38,065.368	39,189.457	40,349.937					
	2080	17.217	17.724	18.248	18.787	19.342					
		1,377.360	1,417.920	1,459.840	1,502.960	1,547.360					
		35,931.190	36,989.279	38,082.846	39,207.718	40,365.980					
EMT II (Phase Out)	2015	19.177	19.746	20.331	20.932	21.550					
		1,486.218	1,530.315	1,575.653	1,622.230	1,670.125					
		38,770.969	39,921.327	41,104.060	42,319.114	43,568.551					
	2080	18.587	19.136	19.703	20.285	20.886					
		1,486.960	1,530.880	1,576.240	1,622.800	1,670.880					
		38,790.326	39,936.067	41,119.373	42,333.984	43,588.247					
Technician-Intermediate Paramedic	2015	19.645	20.227	20.827	21.442	22.076					
		1,522.488	1,567.593	1,614.093	1,661.755	1,710.890					
		39,717.144	40,893.799	42,106.844	43,350.203	44,631.987					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	19.041	19.603	20.184	20.780	21.395					
		1,523.280	1,568.240	1,614.720	1,662.400	1,711.600					
		39,737.805	40,910.677	42,123.201	43,367.029	44,650.509					
EMT III (Phase Out)	2015	20.413	21.016	21.639	22.282	22.940					
		1,582.008	1,628.740	1,677.023	1,726.855	1,777.850					
		41,269.843	42,488.940	43,748.499	45,048.466	46,378.773					
	2080	19.784	20.370	20.971	21.593	22.232					
		1,582.720	1,629.600	1,677.680	1,727.440	1,778.560					
		41,288.417	42,511.375	43,765.638	45,063.727	46,397.295					
Technician-Advanced Paramedic	2015	20.911	21.529	22.167	22.825	23.500					
		1,620.603	1,668.498	1,717.943	1,768.938	1,821.250					
		42,276.670	43,526.107	44,815.979	46,146.286	47,510.949					
	2080	20.267	20.867	21.483	22.120	22.775					
		1,621.360	1,669.360	1,718.640	1,769.600	1,822.000					
		42,296.418	43,548.594	44,834.162	46,163.555	47,530.514					
Midwife	2080	34.464	35.762	37.324	38.767	40.377					
		2,757.120	2,860.960	2,985.920	3,101.360	3,230.160					
		71,924.989	74,633.864	77,893.695	80,905.178	84,265.184					
Community Mental Health Worker - Crisis Services	2015	27.227	28.147	29.196	30.234	31.360	32.529	33.795	35.104	36.468	37.540
		2,110.093	2,181.393	2,262.690	2,343.135	2,430.400	2,520.998	2,619.113	2,720.560	2,826.270	2,909.350
		55,045.996	56,905.999	59,026.794	61,125.362	63,401.844	65,765.274	68,324.80	70,971.248	73,728.905	75,896.213
Spiritual Care Coordinator	2015	24.460	25.493	26.469	27.455	28.496	29.641	30.787			
		1,895.650	1,975.708	2,051.348	2,127.763	2,208.440	2,297.178	2,385.993			
		49,451.822	51,540.295	53,513.515	55,506.953	57,611.574	59,926.482	62,243.399			

Schedule A - Salary Scales**Effective April 1, 2008**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	23.366	24.443	25.564	26.763	28.012	29.313				
		1,810.865	1,894.333	1,981.210	2,074.133	2,170.930	2,271.758				
		47,240.035	49,417.465	51,683.825	54,107.908	56,633.051	59,263.351				
Senior Technologist	2015	25.146	26.299	27.503	28.807	30.169	31.598				
		1,948.815	2,038.173	2,131.483	2,232.543	2,338.098	2,448.845				
		50,838.737	53,169.819	55,603.997	58,240.349	60,993.963	63,883.020				
Charge Technologist	2015	25.985	27.180	28.439	29.747	31.132	32.642	34.208			
		2,013.838	2,106.450	2,204.023	2,305.393	2,412.730	2,529.755	2,651.120			
		52,534.992	54,950.961	57,496.348	60,140.787	62,940.888	65,993.719	69,159.767			
Medical Technologist V	2015	28.568	29.887	31.277	32.712	34.237	35.898	37.625			
		2,214.020	2,316.243	2,423.968	2,535.180	2,653.368	2,782.095	2,915.938			
		57,757.140	60,423.831	63,234.053	66,135.241	69,218.411	72,576.512	76,068.075			
EKG Technologist	2015	21.894	22.888	23.944	25.041	26.216	27.440	28.714			
		1,696.785	1,773.820	1,855.660	1,940.678	2,031.740	2,126.600	2,225.335			
		44,264.030	46,273.642	48,408.602	50,626.467	53,002.001	55,476.614	58,052.314			
General Duty Ultrasound Technologist	2015	29.048	29.922	30.817	31.744	32.695	33.676				
		2,251.220	2,318.955	2,388.318	2,460.160	2,533.863	2,609.890				
		58,727.576	60,494.579	62,304.052	64,178.194	66,100.884	68,084.200				
Senior Ultrasound Technologist	2015	30.339	31.248	32.186	33.151	34.147	35.171				
		2,351.273	2,421.798	2,494.415	2,569.203	2,646.393	2,725.753				
		61,337.659	63,177.444	65,071.804	67,022.799	69,036.454	71,106.719				

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	29.882	30.781	31.704	32.656	33.634	34.644	35.684	36.755		
		2,315.855	2,385.528	2,457.060	2,530.840	2,606.635	2,684.910	2,765.510	2,848.513		
		60,413.709	62,231.269	64,097.324	66,022.023	67,999.287	70,041.247	72,143.859	74,309.159		
General Duty MRI Technologist	2015	29.048	29.922	30.817	31.744	32.695	33.676				
		2,251.220	2,318.955	2,388.318	2,460.160	2,533.863	2,609.890				
		58,727.576	60,494.579	62,304.052	64,178.194	66,100.884	68,084.200				
Senior MRI Technologist	2015	30.339	31.249	32.186	33.151	34.147	35.171				
		2,351.273	2,421.798	2,494.415	2,569.203	2,646.393	2,725.753				
		61,337.659	63,177.444	65,071.804	67,022.799	69,036.454	71,106.719				
Respiratory Therapist	2015	25.987	26.764	27.568	28.393	29.247	30.122	31.027			
		2,013.993	2,074.210	2,136.520	2,200.458	2,266.643	2,334.455	2,404.593			
		52,539.035	54,109.916	55,735.397	57,403.348	59,129.916	60,898.928	62,728.618			
Community Health Assessment Program Assistant	1885	20.978	21.732	22.458	23.274	24.077	24.957				
Healthy Baby Facilitator		1,520.905	1,575.570	1,628.205	1,687.365	1,745.583	1,809.383				
Wellness Facilitator I		39,675.849	41,101.895	42,474.984	44,018.291	45,537.024	47,201.374				
Community Mental Health Worker II	1885	20.276	20.975	21.729	22.450	23.283	24.080	24.946	25.711		
		1,470.010	1,520.688	1,575.353	1,627.625	1,688.018	1,745.800	1,808.585	1,864.048		
		38,348.151	39,670.188	41,096.234	42,459.853	44,035.326	45,542.685	47,180.557	48,627.420		
Home Care Resource Coordinator	1885	20.773	21.490	22.262	23.001	23.854	24.671	25.558	26.342		
Mental Health Resource Coordinator		1,506.043	1,558.025	1,613.995	1,667.573	1,729.415	1,788.648	1,852.955	1,909.795		
		39,288.144	40,644.198	42,104.288	43,501.977	45,115.249	46,660.460	48,338.037	49,820.822		
Bereavement & Support Services Coordinator	1885	23.707	24.575	25.414	26.359	27.314	28.321	29.366	30.526	31.696	32.909
Community Health Dietitian		1,718.758	1,781.688	1,842.515	1,911.028	1,980.265	2,053.273	2,129.035	2,213.135	2,297.960	2,385.903
		44,837.240	46,478.895	48,065.689	49,852.987	51,659.173	53,563.733	55,540.136	57,734.053	59,946.883	62,241.052

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	23.707 1,837.293 47,929.462	24.575 1,904.563 49,684.335	25.414 1,969.585 51,380.564	26.359 2,042.823 53,291.124	27.314 2,116.835 55,221.875	28.321 2,194.878 57,257.782	29.366 2,275.865 59,370.490	30.526 2,365.765 61,715.712	31.696 2,456.440 64,081.150	32.909 2,550.448 66,533.537
Social Worker	2015	22.178 1,718.795 44,838.205	22.988 1,781.570 46,475.817	23.775 1,842.563 48,066.941	24.657 1,910.918 49,850.118	25.550 1,980.125 51,655.521	26.494 2,053.285 53,564.046	27.471 2,129.003 55,539.301	28.557 2,213.168 57,734.914	29.652 2,298.030 59,948.709	30.786 2,385.915 62,241.365
Pharmacy Technician Pharmacy Student	1950	16.532 1,239.900 32,345.271	17.343 1,300.725 33,932.013	18.192 1,364.400 35,593.103	19.083 1,431.225 37,336.367	20.048 1,503.600 39,224.413					
Audiologist Speech Language Therapist / Pathologist	1885	28.813 2,088.943 54,494.256	30.022 2,176.595 56,780.834	31.177 2,260.333 58,965.307	32.334 2,344.215 61,153.537	33.570 2,433.825 63,491.193	34.918 2,531.555 66,040.675	36.276 2,630.010 68,609.071			
Physiotherapist Occupational Therapist	1950	26.659 1,999.425 52,159.000	27.461 2,059.575 53,728.133	28.284 2,121.300 55,338.353	29.132 2,184.900 56,997.486	30.008 2,250.600 58,711.402	30.907 2,318.025 60,470.318	31.832 2,387.400 62,280.104			
Psychologist	1885	32.754 2,374.665 61,947.886	33.984 2,463.840 64,274.194	35.258 2,556.205 66,683.720	36.578 2,651.905 69,180.246	37.952 2,751.520 71,778.902	39.374 2,854.615 74,468.342	40.849 2,961.553 77,258.033	42.384 3,072.840 80,161.177		
Pharmacist	1950	39.166 2,937.450 76,629.258	40.349 3,026.175 78,943.827	41.582 3,118.650 81,356.223	42.868 3,215.100 83,872.314	44.206 3,315.450 86,490.144	45.604 3,420.300 89,225.366	47.060 3,529.500 92,074.067	48.579 3,643.425 95,046.028		
Basic First Aider	2015	11.628 901.170 23,508.822	11.968 927.520 24,196.214	12.317 954.568 24,901.815	12.679 982.623 25,633.686	13.051 1,011.453 26,385.774					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	11.273	11.601	11.940	12.291	12.653					
		901.840	928.080	955.200	983.280	1,012.240					
		23,526.300	24,210.823	24,918.302	25,650.825	26,406.305					
Technician	2015	13.897	14.305	14.726	15.159	15.606					
		1,077.018	1,108.638	1,141.265	1,174.823	1,209.465					
		28,096.169	28,921.040	29,772.180	30,647.608	31,551.313					
	2080	13.470	13.866	14.273	14.693	15.126					
		1,077.600	1,109.280	1,141.840	1,175.440	1,210.080					
		28,111.351	28,937.787	29,787.180	30,663.703	31,567.357					
Technician-Paramedic	2015	18.649	19.201	19.770	20.353	20.956					
		1,445.298	1,488.078	1,532.175	1,577.358	1,624.090					
		37,703.489	38,819.491	39,969.849	41,148.538	42,367.636					
	2080	18.077	18.610	19.160	19.726	20.309					
		1,446.160	1,488.800	1,532.800	1,578.080	1,624.720					
		37,725.976	38,838.326	39,986.154	41,167.373	42,384.071					
EMT II (Phase Out)	2015	19.656	20.239	20.839	21.455	22.089					
		1,523.340	1,568.523	1,615.023	1,662.763	1,711.898					
		39,739.371	40,918.060	42,131.105	43,376.498	44,658.283					
	2080	19.052	19.615	20.196	20.792	21.408					
		1,524.160	1,569.200	1,615.680	1,663.360	1,712.640					
		39,760.762	40,935.720	42,148.244	43,392.072	44,677.640					
Technician-Intermediate Paramedic	2015	20.627	21.239	21.868	22.515	23.179					
		1,598.593	1,646.023	1,694.770	1,744.913	1,796.373					
		41,702.496	42,939.802	44,211.465	45,519.545	46,861.982					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	19.993	20.583	21.193	21.819	22.465					
		1,599.440	1,646.640	1,695.440	1,745.520	1,797.200					
		41,724.591	42,955.898	44,228.943	45,535.380	46,883.556					
EMT III (Phase Out)	2015	20.923	21.542	22.180	22.839	23.514					
		1,621.533	1,669.505	1,718.950	1,770.023	1,822.335					
		42,300.931	43,552.377	44,842.249	46,174.590	47,539.253					
	2080	20.279	20.880	21.496	22.133	22.788					
		1,622.320	1,670.400	1,719.680	1,770.640	1,823.040					
		42,321.462	43,575.725	44,861.292	46,190.686	47,557.644					
Technician-Advanced Paramedic	2015	21.957	22.605	23.275	23.966	24.675					
		1,701.668	1,751.888	1,803.813	1,857.365	1,912.313					
		44,391.413	45,701.502	47,056.070	48,453.081	49,886.509					
	2080	21.280	21.911	22.557	23.225	23.913					
		1,702.400	1,752.880	1,804.560	1,858.000	1,913.040					
		44,410.509	45,727.381	47,075.557	48,469.646	49,905.474					
Midwife	2080	35.326	36.656	38.257	39.736	41.386					
		2,826.080	2,932.480	3,060.560	3,178.880	3,310.880					
		73,723.949	76,499.606	79,840.829	82,927.443	86,370.927					
Community Mental Health Worker - Crisis Services	2015	27.908	28.851	29.926	30.990	32.144	33.342	34.640	35.982	37.380	38.479
		2,162.870	2,235.953	2,319.265	2,401.725	2,491.160	2,584.005	2,684.600	2,788.605	2,896.950	2,982.123
		56,422.790	58,329.306	60,502.666	62,653.800	64,986.891	67,408.938	70,033.160	72,746.339	75,572.735	77,794.643
Spiritual Care Coordinator	2015	25.072	26.130	27.131	28.141	29.208	30.382	31.557			
		1,943.080	2,025.075	2,102.653	2,180.928	2,263.620	2,354.605	2,445.668			
		50,689.128	52,828.132	54,851.909	56,893.869	59,051.055	61,424.581	63,800.128			

Schedule A - Salary Scales**Effective October 1, 2008**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	23.914	25.016	26.163	27.391	28.669	30.000				
		1,853.335	1,938.740	2,027.633	2,122.803	2,221.848	2,325.000				
		48,347.950	50,575.910	52,894.862	55,377.562	57,961.349	60,652.275				
Senior Technologist	2015	25.694	26.872	28.102	29.435	30.826	32.285				
		1,991.285	2,082.580	2,177.905	2,281.213	2,389.015	2,502.088				
		51,946.652	54,328.264	56,815.008	59,510.004	62,322.234	65,271.970				
Charge Technologist	2015	26.509	27.728	29.012	30.346	31.760	33.299	34.895			
		2,054.448	2,148.920	2,248.430	2,351.815	2,461.400	2,580.673	2,704.363			
		53,594.385	56,058.876	58,654.793	61,351.798	64,210.542	67,322.017	70,548.718			
Medical Technologist V	2015	29.139	30.485	31.903	33.366	34.922	36.616	38.378			
		2,258.273	2,362.588	2,472.483	2,585.865	2,706.455	2,837.740	2,974.295			
		58,911.568	61,632.833	64,499.664	67,457.460	70,603.292	74,028.123	77,590.434			
EKG Technologist	2015	21.894	22.888	23.944	25.041	26.216	27.440	28.714			
		1,696.785	1,773.820	1,855.660	1,940.678	2,031.740	2,126.600	2,225.335			
		44,264.030	46,273.642	48,408.602	50,626.467	53,002.001	55,476.614	58,052.314			
General Duty Ultrasound Technologist	2015	29.716	30.610	31.526	32.474	33.447	34.451				
		2,302.990	2,372.275	2,443.265	2,516.735	2,592.143	2,669.953				
		60,078.100	61,885.538	63,737.454	65,654.066	67,621.234	69,651.064				
Senior Ultrasound Technologist	2015	31.066	31.936	32.894	33.880	34.898	35.945				
		2,402.965	2,475.040	2,549.285	2,625.700	2,704.595	2,785.738				
		62,686.148	64,566.368	66,503.198	68,496.636	70,554.770	72,671.547				

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	30.480	31.397	32.338	33.309	34.307	35.337	36.398	37.490		
		2,362.200	2,433.268	2,506.195	2,581.448	2,658.793	2,738.618	2,820.845	2,905.475		
		61,622.711	63,476.662	65,379.109	67,342.234	69,359.933	71,442.328	73,587.384	75,795.126		
General Duty MRI Technologist	2015	29.716	30.610	31.526	32.474	33.447	34.451				
		2,302.990	2,372.275	2,443.265	2,516.735	2,592.143	2,669.953				
		60,078.100	61,885.538	63,737.454	65,654.066	67,621.234	69,651.064				
Senior MRI Technologist	2015	31.006	31.936	32.894	33.880	34.898	35.945				
		2,402.965	2,475.040	2,549.285	2,625.700	2,704.595	2,785.738				
		62,686.148	64,566.368	66,503.198	68,496.636	70,554.770	72,671.547				
Respiratory Therapist	2015	25.987	26.764	27.568	28.393	29.247	30.122	31.027			
		2,013.993	2,074.210	2,136.520	2,200.458	2,266.643	2,334.455	2,404.593			
		52,539.035	54,109.916	55,735.397	57,403.348	59,129.916	60,898.928	62,728.618			
Community Health Assessment Program Assistant	1885	20.978	21.732	22.458	23.274	24.077	24.957				
Healthy Baby Facilitator		1,520.905	1,575.570	1,628.205	1,687.365	1,745.583	1,809.383				
Wellness Facilitator I		39,675.849	41,101.895	42,474.984	44,018.291	45,537.024	47,201.374				
Community Mental Health Worker II	1885	20.276	20.975	21.729	22.450	23.283	24.080	24.946	25.711		
		1,470.010	1,520.688	1,575.353	1,627.625	1,688.018	1,745.800	1,808.585	1,864.048		
		38,348.151	39,670.188	41,096.234	42,459.853	44,035.326	45,542.685	47,180.557	48,627.420		
Home Care Resource Coordinator	1885	20.773	21.490	22.262	23.001	23.854	24.671	25.558	26.342		
Mental Health Resource Coordinator		1,506.043	1,558.025	1,613.995	1,667.573	1,729.415	1,788.648	1,852.955	1,909.795		
		39,288.144	40,644.198	42,104.288	43,501.977	45,115.249	46,660.460	48,338.037	49,820.822		
Bereavement & Support Services Coordinator	1885	23.707	24.575	25.414	26.359	27.314	28.321	29.366	30.526	31.696	32.909
Community Health Dietitian		1,718.758	1,781.688	1,842.515	1,911.028	1,980.265	2,053.273	2,129.035	2,213.135	2,297.960	2,385.903
		44,837.240	46,478.895	48,065.689	49,852.987	51,659.173	53,563.733	55,540.136	57,734.053	59,946.883	62,241.052

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	23.707 1,837.293 47,929.462	24.575 1,904.563 49,684.335	25.414 1,969.585 51,380.564	26.359 2,042.823 53,291.124	27.314 2,116.835 55,221.875	28.321 2,194.878 57,257.782	29.366 2,275.865 59,370.490	30.526 2,365.765 61,715.712	31.696 2,456.440 64,081.150	32.909 2,550.448 66,533.537
Social Worker	2015	22.178 1,718.795 44,838.205	22.988 1,781.570 46,475.817	23.775 1,842.563 48,066.941	24.657 1,910.918 49,850.118	25.550 1,980.125 51,655.521	26.494 2,053.285 53,564.046	27.471 2,129.003 55,539.301	28.557 2,213.168 57,734.914	29.652 2,298.030 59,948.709	30.786 2,385.915 62,241.365
Pharmacy Technician Pharmacy Student	1950	16.532 1,239.900 32,345.271	17.343 1,300.725 33,932.013	18.192 1,364.400 35,593.103	19.083 1,431.225 37,336.367	20.048 1,503.600 39,224.413					
Audiologist Speech Language Therapist / Pathologist	1885	28.813 2,088.943 54,494.256	30.022 2,176.595 56,780.834	31.177 2,260.333 58,965.307	32.334 2,344.215 61,153.537	33.570 2,433.825 63,491.193	34.918 2,531.555 66,040.675	36.276 2,630.010 68,609.071			
Physiotherapist Occupational Therapist	1950	26.659 1,999.425 52,159.000	27.461 2,059.575 53,728.133	28.284 2,121.300 55,338.353	29.132 2,184.900 56,997.486	30.008 2,250.600 58,711.402	30.907 2,318.025 60,470.318	31.832 2,387.400 62,280.104			
Psychologist	1885	32.754 2,374.665 61,947.886	33.984 2,463.840 64,274.194	35.258 2,556.205 66,683.720	36.578 2,651.905 69,180.246	37.952 2,751.520 71,778.902	39.374 2,854.615 74,468.342	40.849 2,961.553 77,258.033	42.384 3,072.840 80,161.177		
Pharmacist	1950	39.166 2,937.450 76,629.258	40.349 3,026.175 78,943.827	41.582 3,118.650 81,356.223	42.868 3,215.100 83,872.314	44.206 3,315.450 86,490.144	45.604 3,420.300 89,225.366	47.060 3,529.500 92,074.067	48.579 3,643.425 95,046.028		
Basic First Aider	2015	11.628 901.170 23,508.822	11.968 927.520 24,196.214	12.317 954.568 24,901.815	12.679 982.623 25,633.686	13.051 1,011.453 26,385.774					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	11.273	11.601	11.940	12.291	12.653					
		901.840	928.080	955.200	983.280	1,012.240					
		23,526.300	24,210.823	24,918.302	25,650.825	26,406.305					
Technician	2015	13.897	14.305	14.726	15.159	15.606					
		1,077.018	1,108.638	1,141.265	1,174.823	1,209.465					
		28,096.169	28,921.040	29,772.180	30,647.608	31,551.313					
	2080	13.470	13.866	14.273	14.693	15.126					
		1,077.600	1,109.280	1,141.840	1,175.440	1,210.080					
		28,111.351	28,937.787	29,787.180	30,663.703	31,567.357					
Technician-Paramedic	2015	18.649	19.201	19.770	20.353	20.956					
		1,445.298	1,488.078	1,532.175	1,577.358	1,624.090					
		37,703.489	38,819.491	39,969.849	41,148.538	42,367.636					
	2080	18.077	18.610	19.160	19.726	20.309					
		1,446.160	1,488.800	1,532.800	1,578.080	1,624.720					
		37,725.976	38,838.326	39,986.154	41,167.373	42,384.071					
EMT II (Phase Out)	2015	19.656	20.239	20.839	21.455	22.089					
		1,523.340	1,568.523	1,615.023	1,662.763	1,711.898					
		39,739.371	40,918.060	42,131.105	43,376.498	44,658.283					
	2080	19.052	19.615	20.196	20.792	21.408					
		1,524.160	1,569.200	1,615.680	1,663.360	1,712.640					
		39,760.762	40,935.720	42,148.244	43,392.072	44,677.640					
Technician-Intermediate Paramedic	2015	20.627	21.239	21.868	22.515	23.179					
		1,598.593	1,646.023	1,694.770	1,744.913	1,796.373					
		41,702.496	42,939.802	44,211.465	45,519.545	46,861.982					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	19.993	20.583	21.193	21.819	22.465					
		1,599.440	1,646.640	1,695.440	1,745.520	1,797.200					
		41,724.591	42,955.898	44,228.943	45,535.380	46,883.556					
EMT III (Phase Out)	2015	20.923	21.542	22.180	22.839	23.514					
		1,621.533	1,669.505	1,718.950	1,770.023	1,822.335					
		42,300.931	43,552.377	44,842.249	46,174.590	47,539.253					
	2080	20.279	20.880	21.496	22.133	22.788					
		1,622.320	1,670.400	1,719.680	1,770.640	1,823.040					
		42,321.462	43,575.725	44,861.292	46,190.686	47,557.644					
Technician-Advanced Paramedic	2015	21.957	22.605	23.275	23.966	24.675					
		1,701.668	1,751.888	1,803.813	1,857.365	1,912.313					
		44,391.413	45,701.502	47,056.070	48,453.081	49,886.509					
	2080	21.280	21.911	22.557	23.225	23.913					
		1,702.400	1,752.880	1,804.560	1,858.000	1,913.040					
		44,410.509	45,727.381	47,075.557	48,469.646	49,905.474					
Midwife	2080	35.326	36.656	38.257	39.736	41.386					
		2,826.080	2,932.480	3,060.560	3,178.880	3,310.880					
		73,723.949	76,499.606	79,840.829	82,927.443	86,370.927					
Community Mental Health Worker - Crisis Services	2015	27.908	28.851	29.926	30.990	32.144	33.342	34.640	35.982	37.380	38.479
		2,162.870	2,235.953	2,319.265	2,401.725	2,491.160	2,584.005	2,684.600	2,788.605	2,896.950	2,982.123
		56,422.790	58,329.306	60,502.666	62,653.800	64,986.891	67,408.938	70,033.160	72,746.339	75,572.735	77,794.643
Spiritual Care Coordinator	2015	25.072	26.130	27.131	28.141	29.208	30.382	31.557			
		1,943.080	2,025.075	2,102.653	2,180.928	2,263.620	2,354.605	2,445.668			
		50,689.128	52,828.132	54,851.909	56,893.869	59,051.055	61,424.581	63,800.128			

Schedule A - Salary Scales**Effective April 1, 2009**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	24.312	25.433	26.599	27.847	29.146	30.500				
		1,884.180	1,971.058	2,061.423	2,158.143	2,258.815	2,363.750				
		49,152.604	51,418.990	53,776.342	56,299.476	58,925.707	61,663.146				
Senior Technologist	2015	26.092	27.289	28.538	29.891	31.303	32.785				
		2,022.130	2,114.898	2,211.695	2,316.553	2,425.983	2,540.838				
		52,751.305	55,171.344	57,696.487	60,431.918	63,286.619	66,282.841				
Charge Technologist	2015	26.889	28.126	29.429	30.782	32.216	33.776	35.395			
		2,083.898	2,179.765	2,280.748	2,385.605	2,496.740	2,617.640	2,743.113			
		54,362.647	56,863.530	59,497.873	62,233.278	65,132.456	68,286.375	71,559.589			
Medical Technologist V	2015	29.547	30.912	32.350	33.833	35.411	37.129	38.915			
		2,289.893	2,395.680	2,507.125	2,622.058	2,744.353	2,877.498	3,015.913			
		59,736.439	62,496.104	65,403.370	68,401.627	71,591.937	75,065.290	78,676.122			
EKG Technologist	2015	22.989	24.032	25.141	26.293	27.527	28.812	30.150			
		1,781.648	1,862.480	1,948.428	2,037.708	2,133.343	2,232.930	2,336.625			
		46,477.851	48,586.516	50,828.641	53,157.689	55,652.519	58,250.445	60,955.536			
General Duty Ultrasound Technologist	2015	30.221	31.130	32.062	33.026	34.016	35.037				
		2,342.128	2,412.575	2,484.805	2,559.515	2,636.240	2,715.368				
		61,099.093	62,936.844	64,821.108	66,770.068	68,771.593	70,835.805				
Senior Ultrasound Technologist	2015	31.471	32.415	33.387	34.388	35.421	36.484				
		2,439.003	2,512.163	2,587.493	2,665.070	2,745.128	2,827.510				
		63,626.271	65,534.796	67,499.930	69,523.681	71,612.154	73,761.253				

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	30.907	31.837	32.791	33.775	34.787	35.832	36.908	38.015		
		2,395.293	2,467.368	2,541.303	2,617.563	2,695.993	2,776.980	2,860.370	2,946.163		
		62,486.008	64,366.229	66,294.971	68,284.366	70,330.369	72,443.077	74,618.472	76,856.554		
General Duty MRI Technologist	2015	30.221	31.130	32.062	33.026	34.016	35.037				
		2,342.128	2,412.575	2,484.805	2,559.515	2,636.240	2,715.368				
		61,099.093	62,936.844	64,821.108	66,770.068	68,771.593	70,835.805				
Senior MRI Technologist	2015	31.471	32.415	33.387	34.388	35.421	36.484				
		2,439.003	2,512.163	2,587.493	2,665.070	2,745.128	2,827.510				
		63,626.271	65,534.796	67,499.930	69,523.681	71,612.154	73,761.253				
Respiratory Therapist	2015	27.000	27.808	28.643	29.500	30.388	31.297	32.237			
		2,092.500	2,155.120	2,219.833	2,286.250	2,355.070	2,425.518	2,498.368			
		54,587.048	56,220.615	57,908.783	59,641.404	61,436.711	63,274.488	65,174.926			
Community Health Assessment Program Assistant	1885	21.586	22.362	23.109	23.949	24.775	25.681				
Healthy Baby Facilitator		1,564.985	1,621.245	1,675.403	1,736.303	1,796.188	1,861.873				
Wellness Facilitator I		40,825.764	42,293.418	43,706.238	45,294.936	46,857.156	48,570.681				
Community Mental Health Worker II	1885	20.864	21.583	22.359	23.101	23.958	24.778	25.669	26.457		
		1,512.640	1,564.768	1,621.028	1,674.823	1,736.955	1,796.405	1,861.003	1,918.133		
		39,460.240	40,820.103	42,287.757	43,691.108	45,311.945	46,862.817	48,547.985	50,038.336		
Home Care Resource Coordinator	1885	21.895	22.650	23.464	24.243	25.142	26.003	26.938	27.764		
Mental Health Resource Coordinator		1,587.388	1,642.125	1,701.140	1,757.618	1,822.795	1,885.218	1,953.005	2,012.890		
		41,410.191	42,838.115	44,377.639	45,850.981	47,551.253	49,179.682	50,948.041	52,510.261		
Bereavement & Support Services Coordinator	1885	24.395	25.288	26.151	27.123	28.106	29.142	30.218	31.411	32.615	33.863
Community Health Dietitian		1,768.638	1,833.380	1,895.948	1,966.418	2,037.685	2,112.795	2,190.805	2,277.298	2,364.588	2,455.068
		46,138.460	47,827.384	49,459.595	51,297.946	53,157.089	55,116.483	57,151.530	59,407.873	61,685.007	64,045.359

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	24.395	25.288	26.151	27.123	28.106	29.142	30.218	31.411	32.615	33.863
		1,890.613	1,959.820	2,026.703	2,102.033	2,178.215	2,258.505	2,341.895	2,434.353	2,527.663	2,624.383
		49,320.421	51,125.824	52,870.601	54,835.735	56,823.095	58,917.620	61,093.015	63,504.967	65,939.145	68,462.279
Social Worker	2015	22.821	23.655	24.464	25.372	26.291	27.262	28.268	29.385	30.512	31.679
		1,768.628	1,833.263	1,895.960	1,966.330	2,037.553	2,112.805	2,190.770	2,277.338	2,364.680	2,455.123
		46,138.199	47,824.332	49,459.909	51,295.651	53,153.645	55,116.744	57,150.617	59,408.916	61,687.407	64,046.794
Pharmacy Technician Pharmacy Student	1950	17.011	17.846	18.720	19.636	20.629					
		1,275.825	1,338.450	1,404.000	1,472.700	1,547.175					
		33,282.447	34,916.145	36,626.148	38,418.325	40,361.154					
Audiologist Speech Language Therapist / Pathologist	1885	29.649	30.893	32.081	33.272	34.544	35.931	37.328			
		2,149.553	2,239.743	2,325.873	2,412.220	2,504.440	2,604.998	2,706.280			
		56,075.389	58,428.176	60,675.049	62,927.583	65,333.326	67,956.583	70,598.726			
Physiotherapist Occupational Therapist	1950	27.432	28.257	29.104	29.977	30.878	31.803	32.755			
		2,057.400	2,119.275	2,182.800	2,248.275	2,315.850	2,385.225	2,456.625			
		53,671.394	55,285.527	56,942.704	58,650.750	60,413.579	62,223.365	64,085.976			
Psychologist	1885	33.704	34.970	36.280	37.639	39.053	40.516	42.034	43.613		
		2,443.540	2,535.325	2,630.300	2,728.828	2,831.343	2,937.410	3,047.465	3,161.943		
		63,744.628	66,139.023	68,616.636	71,186.936	73,861.245	76,628.215	79,499.219	82,485.607		
Pharmacist	1950	40.302	41.519	42.788	44.111	45.488	46.927	48.425	49.988		
		3,022.650	3,113.925	3,209.100	3,308.325	3,411.600	3,519.525	3,631.875	3,749.100		
		78,851.871	81,232.961	83,715.792	86,304.274	88,998.409	91,813.849	94,744.723	97,802.772		
Basic First Aider	2015	11.965	12.315	12.674	13.047	13.429					
		927.288	954.413	982.235	1,011.143	1,040.748					
		24,190.162	24,897.772	25,623.564	26,377.687	27,149.993					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	11.600	11.937	12.286	12.647	13.020					
		928.000	954.960	982.880	1,011.760	1,041.600					
		24,208.736	24,912.042	25,640.391	26,393.783	27,172.219					
Technician	2015	14.300	14.720	15.154	15.599	16.059					
		1,108.250	1,140.800	1,174.435	1,208.923	1,244.573					
		28,910.918	29,760.050	30,637.486	31,537.174	32,467.176					
	2080	13.860	14.268	14.687	15.119	15.565					
		1,108.800	1,141.440	1,174.960	1,209.520	1,245.200					
		28,925.266	29,776.745	30,651.182	31,552.748	32,483.532					
Technician-Paramedic	2015	19.582	20.161	20.758	21.371	22.004					
		1,517.605	1,562.478	1,608.745	1,656.253	1,705.310					
		39,589.762	40,760.364	41,967.331	43,206.672	44,486.422					
	2080	18.981	19.541	20.118	20.712	21.325					
		1,518.480	1,563.280	1,609.440	1,656.960	1,706.000					
		39,612.588	40,781.285	41,985.461	43,225.116	44,504.422					
EMT II (Phase Out)	2015	20.226	20.826	21.443	22.077	22.729					
		1,567.515	1,614.015	1,661.833	1,710.968	1,761.498					
		40,891.764	42,104.809	43,352.237	44,634.022	45,952.198					
	2080	19.605	20.183	20.781	21.395	22.029					
		1,568.400	1,614.640	1,662.480	1,711.600	1,762.320					
		40,914.851	42,121.114	43,369.116	44,650.509	45,973.642					
Technician-Intermediate Paramedic	2015	21.658	22.301	22.961	23.640	24.338					
		1,678.495	1,728.328	1,779.478	1,832.100	1,886.195					
		43,786.899	45,086.893	46,421.243	47,793.993	49,205.169					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	2080	20.993	21.612	22.252	22.909	23.588					
		1,679.440	1,728.960	1,780.160	1,832.720	1,887.040					
		43,811.551	45,103.380	46,439.034	47,810.167	49,227.212					
EMT III (Phase Out)	2015	21.530	22.167	22.823	23.501	24.196					
		1,668.575	1,717.943	1,768.783	1,821.328	1,875.190					
		43,528.116	44,815.979	46,142.242	47,512.984	48,918.082					
	2080	20.867	21.485	22.119	22.775	23.449					
		1,669.360	1,718.800	1,769.520	1,822.000	1,875.920					
		43,548.594	44,838.336	46,161.468	47,530.514	48,937.125					
Technician-Advanced Paramedic	2015	23.054	23.736	24.439	25.165	25.909					
		1,786.685	1,839.540	1,894.023	1,950.288	2,007.948					
		46,609.252	47,988.080	49,409.378	50,877.163	52,381.339					
	2080	22.344	23.006	23.685	24.387	25.109					
		1,787.520	1,840.480	1,894.800	1,950.960	2,008.720					
		46,631.034	48,012.602	49,429.648	50,894.694	52,401.479					
Midwife	2080	36.350	37.719	39.366	40.888	42.586					
		2,908.000	3,017.520	3,149.280	3,271.040	3,406.880					
		75,860.996	78,718.044	82,155.267	85,331.620	88,875.279					
Community Mental Health Worker - Crisis Services	2015	28.717	29.688	30.794	31.889	33.076	34.309	35.645	37.025	38.464	39.595
		2,225.568	2,300.820	2,386.535	2,471.398	2,563.390	2,658.948	2,762.488	2,869.438	2,980.960	3,068.613
		58,058.392	60,021.491	62,257.539	64,471.360	66,871.155	69,363.976	72,065.024	74,855.029	77,764.304	80,050.907
Spiritual Care Coordinator	2015	25.799	26.888	27.918	28.957	30.055	31.263	32.472			
		1,999.423	2,083.820	2,163.645	2,244.168	2,329.263	2,422.883	2,516.580			
		52,158.948	54,360.612	56,443.007	58,543.611	60,763.484	63,205.749	65,650.022			

Schedule A - Salary Scales**Effective October 1, 2009**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	24.711	25.850	27.035	28.304	29.624	31.000				
		1,915.103	2,003.375	2,095.213	2,193.560	2,295.860	2,402.500				
		49,959.292	52,262.044	54,657.822	57,223.400	59,892.100	62,674.018				
Senior Technologist	2015	26.491	27.706	28.974	30.348	31.781	33.285				
		2,053.053	2,147.215	2,245.485	2,351.970	2,463.028	2,579.588				
		53,557.994	56,014.398	58,577.967	61,355.841	64,253.011	67,293.712				
Charge Technologist	2015	27.271	28.525	29.846	31.218	32.673	34.254	35.895			
		2,113.503	2,210.688	2,313.065	2,419.395	2,532.158	2,654.685	2,781.863			
		55,134.953	57,670.218	60,340.927	63,114.757	66,056.406	69,252.768	72,570.460			
Medical Technologist V	2015	29.961	31.345	32.803	34.307	35.907	37.649	39.460			
		2,321.978	2,429.238	2,542.233	2,658.793	2,782.793	2,917.798	3,058.150			
		60,573.440	63,371.532	66,319.232	69,359.933	72,594.721	76,116.596	79,777.959			
EKG Technologist	2015	22.989	24.032	25.141	26.293	27.527	28.812	30.150			
		1,781.648	1,862.480	1,948.428	2,037.708	2,133.343	2,232.930	2,336.625			
		46,477.851	48,586.516	50,828.641	53,157.689	55,652.519	58,250.445	60,955.536			
General Duty Ultrasound Technologist	2015	30.705	31.628	32.575	33.554	34.560	35.598				
		2,379.638	2,451.170	2,524.563	2,600.435	2,678.400	2,758.845				
		62,077.617	63,943.672	65,858.275	67,837.548	69,871.421	71,969.990				
Senior Ultrasound Technologist	2015	31.943	32.901	33.888	34.904	35.952	37.031				
		2,475.583	2,549.828	2,626.320	2,705.060	2,786.280	2,869.903				
		64,580.534	66,517.363	68,512.810	70,566.900	72,685.686	74,867.160				

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	31.340	32,283	33.250	34.248	35.274	36.334	37.425	38.547		
		2,428.850	2,501.933	2,576.875	2,654.220	2,733.735	2,815.885	2,900.438	2,987.393		
		63,361.410	65,267.926	67,222.938	69,240.637	71,314.945	73,457.992	75,663.726	77,932.121		
General Duty MRI Technologist	2015	30.705	31.628	32.575	33.554	34.560	35.598				
		2,379.638	2,451.170	2,524.563	2,600.435	2,678.400	2,758.845				
		62,077.617	63,943.672	65,858.275	67,837.548	69,871.421	71,969.990				
Senior MRI Technologist	2015	31.943	32.901	33.888	34.904	35.952	37.031				
		2,475.583	2,549.828	2,626.320	2,705.060	2,786.280	2,869.903				
		64,580.534	66,517.363	68,512.810	70,566.900	72,685.686	74,867.160				
Respiratory Therapist	2015	27.000	27.808	28.643	29.500	30.388	31.297	32.237			
		2,092.500	2,155.120	2,219.833	2,286.250	2,355.070	2,425.518	2,498.368			
		54,587.048	56,220.615	57,908.783	59,641.404	61,436.711	63,274.488	65,174.926			
Community Health Assessment Program Assistant	1885	21.586	22.362	23.109	23.949	24.775	25.681				
Healthy Baby Facilitator		1,564.985	1,621.245	1,675.403	1,736.303	1,796.188	1,861.873				
Wellness Facilitator I		40,825.764	42,293.418	43,706.238	45,294.936	46,857.156	48,570.681				
Community Mental Health Worker II	1885	20.864	21.583	22.359	23.101	23.958	24.778	25.669	26.457		
		1,512.640	1,564.768	1,621.028	1,674.823	1,736.955	1,796.405	1,861.003	1,918.133		
		39,460.240	40,820.103	42,287.757	43,691.108	45,311.945	46,862.817	48,547.985	50,038.336		
Home Care Resource Coordinator	1885	21.895	22.650	23.464	24.243	25.142	26.003	26.938	27.764		
Mental Health Resource Coordinator		1,587.388	1,642.125	1,701.140	1,757.618	1,822.795	1,885.218	1,953.005	2,012.890		
		41,410.191	42,838.115	44,377.639	45,850.981	47,551.253	49,179.682	50,948.041	52,510.261		
Bereavement & Support Services Coordinator	1885	24.395	25.288	26.151	27.123	28.106	29.142	30.218	31.411	32.615	33.863
Community Health Dietitian		1,768.638	1,833.380	1,895.948	1,966.418	2,037.685	2,112.795	2,190.805	2,277.298	2,364.588	2,455.068
		46,138.460	47,827.384	49,459.595	51,297.946	53,157.089	55,116.483	57,151.530	59,407.873	61,685.007	64,045.359

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	24.395 1,890.613 49,320.421	25.288 1,959.820 51,125.824	26.151 2,026.703 52,870.601	27.123 2,102.033 54,835.735	28.106 2,178.215 56,823.095	29.142 2,258.505 58,917.620	30.218 2,341.895 61,093.015	31.411 2,434.353 63,504.967	32.615 2,527.663 65,939.145	33.863 2,624.383 68,462.279
Social Worker	2015	22.821 1,768.628 46,138.199	23.655 1,833.263 47,824.332	24.464 1,895.960 49,459.909	25.372 1,966.330 51,295.651	26.291 2,037.553 53,153.645	27.262 2,112.805 55,116.744	28.268 2,190.770 57,150.617	29.385 2,277.338 59,408.916	30.512 2,364.680 61,687.407	31.679 2,455.123 64,046.794
Pharmacy Technician Pharmacy Student	1950	17.011 1,275.825 33,282.447	17.846 1,338.450 34,916.145	18.720 1,404.000 36,626.148	19.636 1,472.700 38,418.325	20.629 1,547.175 40,361.154					
Audiologist Speech Language Therapist / Pathologist	1885	29.649 2,149.553 56,075.389	30.893 2,239.743 58,428.176	32.081 2,325.873 60,675.049	33.272 2,412.220 62,927.583	34.544 2,504.440 65,333.326	35.931 2,604.998 67,956.583	37.328 2,706.280 70,598.726			
Physiotherapist Occupational Therapist	1950	27.432 2,057.400 53,671.394	28.257 2,119.275 55,285.527	29.104 2,182.800 56,942.704	29.977 2,248.275 58,650.750	30.878 2,315.850 60,413.579	31.803 2,385.225 62,223.365	32.755 2,456.625 64,085.976			
Psychologist	1885	33.704 2,443.540 63,744.628	34.970 2,535.325 66,139.023	36.280 2,630.300 68,616.636	37.639 2,728.828 71,186.936	39.053 2,831.343 73,861.245	40.516 2,937.410 76,628.215	42.034 3,047.465 79,499.219	43.613 3,161.943 82,485.607		
Pharmacist	1950	40.302 3,022.650 78,851.871	41.519 3,113.925 81,232.961	42.788 3,209.100 83,715.792	44.111 3,308.325 86,304.274	45.488 3,411.600 88,998.409	46.927 3,519.525 91,813.849	48.425 3,631.875 94,744.723	49.988 3,749.100 97,802.772		
Basic First Aider	2015	11.965 927.288 24,190.162	12.315 954.413 24,897.772	12.674 982.235 25,623.564	13.047 1,011.143 26,377.687	13.429 1,040.748 27,149.993					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	11.600	11.937	12.286	12.647	13.020					
		928.000	954.960	982.880	1,011.760	1,041.600					
		24,208.736	24,912.042	25,640.391	26,393.783	27,172.219					
Technician	2015	14.300	14.720	15.154	15.599	16.059					
		1,108.250	1,140.800	1,174.435	1,208.923	1,244.573					
		28,910.918	29,760.050	30,637.486	31,537.174	32,467.176					
	2080	13.860	14.268	14.687	15.119	15.565					
		1,108.800	1,141.440	1,174.960	1,209.520	1,245.200					
		28,925.266	29,776.745	30,651.182	31,552.748	32,483.532					
Technician-Paramedic	2015	19.582	20.161	20.758	21.371	22.004					
		1,517.605	1,562.478	1,608.745	1,656.253	1,705.310					
		39,589.762	40,760.364	41,967.331	43,206.672	44,486.422					
	2080	18.981	19.541	20.118	20.712	21.325					
		1,518.480	1,563.280	1,609.440	1,656.960	1,706.000					
		39,612.588	40,781.285	41,985.461	43,225.116	44,504.422					
EMT II (Phase Out)	2015	20.226	20.826	21.443	22.077	22.729					
		1,567.515	1,614.015	1,661.833	1,710.968	1,761.498					
		40,891.764	42,104.809	43,352.237	44,634.022	45,952.198					
	2080	19.605	20.183	20.781	21.395	22.029					
		1,568.400	1,614.640	1,662.480	1,711.600	1,762.320					
		40,914.851	42,121.114	43,369.116	44,650.509	45,973.642					
Technician-Intermediate Paramedic	2015	21.658	22.301	22.961	23.640	24.338					
		1,678.495	1,728.328	1,779.478	1,832.100	1,886.195					
		43,786.899	45,086.893	46,421.243	47,793.993	49,205.169					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	20.993	21.612	22.252	22.909	23.588					
		1,679.440	1,728.960	1,780.160	1,832.720	1,887.040					
		43,811.551	45,103.380	46,439.034	47,810.167	49,227.212					
EMT III (Phase Out)	2015	21.530	22.167	22.823	23.501	24.196					
		1,668.575	1,717.943	1,768.783	1,821.328	1,875.190					
		43,528.116	44,815.979	46,142.242	47,512.984	48,918.082					
	2080	20.867	21.485	22.119	22.775	23.449					
		1,669.360	1,718.800	1,769.520	1,822.000	1,875.920					
		43,548.594	44,838.336	46,161.468	47,530.514	48,937.125					
Technician-Advanced Paramedic	2015	23.054	23.736	24.439	25.165	25.909					
		1,786.685	1,839.540	1,894.023	1,950.288	2,007.948					
		46,609.252	47,988.080	49,409.378	50,877.163	52,381.339					
	2080	22.344	23.006	23.685	24.387	25.109					
		1,787.520	1,840.480	1,894.800	1,950.960	2,008.720					
		46,631.034	48,012.602	49,429.648	50,894.694	52,401.479					
Midwife	2080	36.350	37.719	39.366	40.888	42.586					
		2,908.000	3,017.520	3,149.280	3,271.040	3,406.880					
		75,860.996	78,718.044	82,155.267	85,331.620	88,875.279					
Community Mental Health - Crisis Services	2015	28.717	29.688	30.794	31.889	33.076	34.309	35.645	37.025	38.464	39.595
		2,225.568	2,300.820	2,386.535	2,471.398	2,563.390	2,658.948	2,762.488	2,869.438	2,980.960	3,068.613
		58,058.392	60,021.491	62,257.539	64,471.360	66,871.155	69,363.976	72,065.024	74,855.029	77,764.304	80,050.907
Spiritual Care Coordinator	2015	25.799	26.888	27.918	28.957	30.055	31.263	32.472			
		1,999.423	2,083.820	2,163.645	2,244.168	2,329.263	2,422.883	2,516.580			
		52,158.948	54,360.612	56,443.007	58,543.611	60,763.484	63,205.749	65,650.022			

Schedule A - Salary Scales**Effective April 1, 2010**

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
General Duty Technologist	2015	25.508	26.684	27.907	29.217	30.579	32.000				
		1,976.870	2,068.010	2,162.793	2,264.318	2,369.873	2,480.000				
		51,570.608	53,948.177	56,420.781	59,069.264	61,822.877	64,695.760				
Senior Technologist	2015	27.288	28.540	29.846	31.261	32.736	34.285				
		2,114.820	2,211.850	2,313.065	2,422.728	2,537.040	2,657.088				
		55,169.309	57,700.531	60,340.927	63,201.705	66,183.762	69,315.455				
Charge Technologist	2015	28.033	29.322	30.680	32.090	33.586	35.209	36.895			
		2,172.558	2,272.455	2,377.700	2,486.975	2,602.915	2,728.698	2,859.363			
		56,675.521	59,281.534	62,027.060	64,877.717	67,902.244	71,183.545	74,592.203			
Medical Technologist V	2015	30.800	32.223	33.721	35.268	36.912	38.703	40.565			
		2,387.000	2,497.283	2,613.378	2,733.270	2,860.680	2,999.483	3,143.788			
		62,269.669	65,146.622	68,175.192	71,302.814	74,626.559	78,247.513	82,011.998			
EKG Technologist	2015	22.989	24.032	25.141	26.293	27.527	28.812	30.150			
		1,781.648	1,862.480	1,948.428	2,037.708	2,133.343	2,232.930	2,336.625			
		46,477.851	48,586.516	50,828.641	53,157.689	55,652.519	58,250.445	60,955.536			
General Duty Ultrasound Technologist	2015	31.565	32.514	33.487	34.494	35.528	36.598				
		2,446.288	2,519.835	2,595.243	2,673.285	2,753.420	2,836.345				
		63,816.315	65,734.936	67,702.104	69,737.986	71,828.468	73,991.732				
Senior Ultrasound Technologist	2015	32.805	33.789	34.803	35.846	36.923	38.031				
		2,542.388	2,618.648	2,697.233	2,778.065	2,861.533	2,947.403				
		66,323.276	68,312.670	70,362.717	72,471.382	74,648.811	76,888.902				

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Charge Ultrasound Technologist	2015	32.155	33.122	34.115	35.138	36.191	37.279	38.398	39.547		
		2,492.013	2,566.955	2,643.913	2,723.195	2,804.803	2,889.123	2,975.845	3,064.893		
		65,009.143	66,964.155	68,971.758	71,039.988	73,168.896	75,368.552	77,630.869	79,953.864		
General Duty MRI Technologist	2015	31.565	32.514	33.487	34.494	35.528	36.598				
		2,446.288	2,519.835	2,595.243	2,673.285	2,753.420	2,836.345				
		63,816.315	65,734.936	67,702.104	69,737.986	71,828.468	73,991.732				
Senior MRI Technologist	2015	32.805	33.789	34.803	35.846	36.923	38.031				
		2,542.388	2,618.648	2,697.233	2,778.065	2,861.533	2,947.403				
		66,323.276	68,312.670	70,362.717	72,471.382	74,648.811	76,888.902				
Respiratory Therapist	2015	27.000	27.808	28.643	29.500	30.388	31.297	32.237			
		2,092.500	2,155.120	2,219.833	2,286.250	2,355.070	2,425.518	2,498.368			
		54,587.048	56,220.615	57,908.783	59,641.404	61,436.711	63,274.488	65,174.926			
Community Health Assessment Program Assistant	1885	21.586	22.362	23.109	23.949	24.775	25.681				
Healthy Baby Facilitator		1,564.985	1,621.245	1,675.403	1,736.303	1,796.188	1,861.873				
Wellness Facilitator I		40,825.764	42,293.418	43,706.238	45,294.936	46,857.156	48,570.681				
Community Mental Health Worker II	1885	20.864	21.583	22.359	23.101	23.958	24.778	25.669	26.457		
		1,512.640	1,564.768	1,621.028	1,674.823	1,736.955	1,796.405	1,861.003	1,918.133		
		39,460.240	40,820.103	42,287.757	43,691.108	45,311.945	46,862.817	48,547.985	50,038.336		
Home Care Resource Coordinator	1885	21.895	22.650	23.464	24.243	25.142	26.003	26.938	27.764		
Mental Health Resource Coordinator		1,587.388	1,642.125	1,701.140	1,757.618	1,822.795	1,885.218	1,953.005	2,012.890		
		41,410.191	42,838.115	44,377.639	45,850.981	47,551.253	49,179.682	50,948.041	52,510.261		
Bereavement & Support Services Coordinator	1885	24.395	25.288	26.151	27.123	28.106	29.142	30.218	31.411	32.615	33.863
Community Health Dietitian		1,768.638	1,833.380	1,895.948	1,966.418	2,037.685	2,112.795	2,190.805	2,277.298	2,364.588	2,455.068
		46,138.460	47,827.384	49,459.595	51,297.946	53,157.089	55,116.483	57,151.530	59,407.873	61,685.007	64,045.359

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clinical Dietitian Nutritionist	2015	24.395	25.288	26.151	27.123	28.106	29.142	30.218	31.411	32.615	33.863
		1,890.613	1,959.820	2,026.703	2,102.033	2,178.215	2,258.505	2,341.895	2,434.353	2,527.663	2,624.383
		49,320.421	51,125.824	52,870.601	54,835.735	56,823.095	58,917.620	61,093.015	63,504.967	65,939.145	68,462.279
Social Worker	2015	22.821	23.655	24.464	25.372	26.291	27.262	28.268	29.385	30.512	31.679
		1,768.628	1,833.263	1,895.960	1,966.330	2,037.553	2,112.805	2,190.770	2,277.338	2,364.680	2,455.123
		46,138.199	47,824.332	49,459.909	51,295.651	53,153.645	55,116.744	57,150.617	59,408.916	61,687.407	64,046.794
Pharmacy Technician Pharmacy Student	1950	17.011	17.846	18.720	19.636	20.629					
		1,275.825	1,338.450	1,404.000	1,472.700	1,547.175					
		33,282.447	34,916.145	36,626.148	38,418.325	40,361.154					
Audiologist Speech Language Therapist / Pathologist	1885	29.649	30.893	32.081	33.272	34.544	35.931	37.328			
		2,149.553	2,239.743	2,325.873	2,412.220	2,504.440	2,604.998	2,706.280			
		56,075.389	58,428.176	60,675.049	62,927.583	65,333.326	67,956.583	70,598.726			
Physiotherapist Occupational Therapist	1950	27.432	28.257	29.104	29.977	30.878	31.803	32.755			
		2,057.400	2,119.275	2,182.800	2,248.275	2,315.850	2,385.225	2,456.625			
		53,671.394	55,285.527	56,942.704	58,650.750	60,413.579	62,223.365	64,085.976			
Psychologist	1885	33.704	34.970	36.280	37.639	39.053	40.516	42.034	43.613		
		2,443.540	2,535.325	2,630.300	2,728.828	2,831.343	2,937.410	3,047.465	3,161.943		
		63,744.628	66,139.023	68,616.636	71,186.936	73,861.245	76,628.215	79,499.219	82,485.607		
Pharmacist	1950	40.302	41.519	42.788	44.111	45.488	46.927	48.425	49.988		
		3,022.650	3,113.925	3,209.100	3,308.325	3,411.600	3,519.525	3,631.875	3,749.100		
		78,851.871	81,232.961	83,715.792	86,304.274	88,998.409	91,813.849	94,744.723	97,802.772		
Basic First Aider	2015	11.965	12.315	12.674	13.047	13.429					
		927.288	954.413	982.235	1,011.143	1,040.748					
		24,190.162	24,897.772	25,623.564	26,377.687	27,149.993					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Basic First Aider	2080	11.600	11.937	12.286	12.647	13.020					
		928.000	954.960	982.880	1,011.760	1,041.600					
		24,208.736	24,912.042	25,640.391	26,393.783	27,172.219					
Technician	2015	14.300	14.720	15.154	15.599	16.059					
		1,108.250	1,140.800	1,174.435	1,208.923	1,244.573					
		28,910.918	29,760.050	30,637.486	31,537.174	32,467.176					
	2080	13.860	14.268	14.687	15.119	15.565					
		1,108.800	1,141.440	1,174.960	1,209.520	1,245.200					
		28,925.266	29,776.745	30,651.182	31,552.748	32,483.532					
Technician-Paramedic	2015	19.582	20.161	20.758	21.371	22.004					
		1,517.605	1,562.478	1,608.745	1,656.253	1,705.310					
		39,589.762	40,760.364	41,967.331	43,206.672	44,486.422					
	2080	18.981	19.541	20.118	20.712	21.325					
		1,518.480	1,563.280	1,609.440	1,656.960	1,706.000					
		39,612.588	40,781.285	41,985.461	43,225.116	44,504.422					
EMT II (Phase Out)	2015	20.226	20.826	21.443	22.077	22.729					
		1,567.515	1,614.015	1,661.833	1,710.968	1,761.498					
		40,891.764	42,104.809	43,352.237	44,634.022	45,952.198					
	2080	19.605	20.183	20.781	21.395	22.029					
		1,568.400	1,614.640	1,662.480	1,711.600	1,762.320					
		40,914.851	42,121.114	43,369.116	44,650.509	45,973.642					
Technician-Intermediate Paramedic	2015	21.658	22.301	22.961	23.640	24.338					
		1,678.495	1,728.328	1,779.478	1,832.100	1,886.195					
		43,786.899	45,086.893	46,421.243	47,793.993	49,205.169					

Classification	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician-Intermediate Paramedic	2080	20.993	21.612	22.252	22.909	23.588					
		1,679.440	1,728.960	1,780.160	1,832.720	1,887.040					
		43,811.551	45,103.380	46,439.034	47,810.167	49,227.212					
EMT III (Phase Out)	2015	21.530	22.167	22.823	23.501	24.196					
		1,668.575	1,717.943	1,768.783	1,821.328	1,875.190					
		43,528.116	44,815.979	46,142.242	47,512.984	48,918.082					
	2080	20.867	21.485	22.119	22.775	23.449					
		1,669.360	1,718.800	1,769.520	1,822.000	1,875.920					
		43,548.594	44,838.336	46,161.468	47,530.514	48,937.125					
Technician-Advanced Paramedic	2015	23.054	23.736	24.439	25.165	25.909					
		1,786.685	1,839.540	1,894.023	1,950.288	2,007.948					
		46,609.252	47,988.080	49,409.378	50,877.163	52,381.339					
	2080	22.344	23.006	23.685	24.387	25.109					
		1,787.520	1,840.480	1,894.800	1,950.960	2,008.720					
		46,631.034	48,012.602	49,429.648	50,894.694	52,401.479					
Midwife	2080	36.350	37.719	39.366	40.888	42.586					
		2,908.000	3,017.520	3,149.280	3,271.040	3,406.880					
		75,860.996	78,718.044	82,155.267	85,331.620	88,875.279					
Community Mental Health Worker - Crisis Services	2015	28.717	29.688	30.794	31.889	33.076	34.309	35.645	37.025	38.464	39.595
		2,225.568	2,300.820	2,386.535	2,471.398	2,563.390	2,658.948	2,762.488	2,869.438	2,980.960	3,068.613
		58,058.392	60,021.491	62,257.539	64,471.360	66,871.155	69,363.976	72,065.024	74,855.029	77,764.304	80,050.907
Spiritual Care Coordinator		25.799	26.888	27.918	28.957	30.055	31.263	32.472			
		1,999.423	2,083.820	2,163.645	2,244.168	2,329.263	2,422.883	2,516.580			
		52,158.948	54,360.612	56,443.007	58,543.611	60,763.484	63,205.749	65,650.022			

Memorandum of Agreement #1

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.
Eden Mental Health Centre (non-devolved site)**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Application of Overtime Rates for Callback

The purpose of this Memorandum is to provide clarification on the interpretation and application of Article 11:05 for the payment of callback.

For the purpose of this Memorandum, a calendar day is defined as the period of time between 0001 hours and the next succeeding 2400 hours. For the purpose of this Memorandum, a callback commencing before midnight and ending after midnight into the next calendar day shall be calculated as if the callback occurred entirely within the first calendar day.

1. FULL TIME EMPLOYEES

- (a) Multiple callbacks while on standby on a day other than a scheduled day off or a General Holiday - One and one-half times (1 ½ x) rate is payable. Two times (2 x) rate is payable for time actually worked when an employee works in excess of three (3) hours while on standby within any one (1) calendar day.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works two (2) hours.
The employee is paid two (2) hours at one and one-half times

(1 ½ x) rate. The employee is also paid one and one-half times (1 ½ x) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- 2nd callback - Employee works two (2) hours.
The employee is paid one (1) hour at one and one-half times (1 ½ x) rate for the first hour worked and two times (2x) rate for the second (2nd) hour worked. The employee is also paid one and one-half times (1 ½ x) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 3rd callback - Employee works two (2) hours.
The employee is paid two (2) hours at two times (2x) rate. The employee is also paid one and one-half times (1 ½ x) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (b) Callbacks on a scheduled day off (except when such days off are a General Holiday) - Two times (2x) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.
The employee is paid two times (2x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works four (4) hours.
The employee is paid two times (2 x) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours.
The employee is paid two times (2x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (c) Callbacks on a General Holiday - Two and one-half times (2 ½ x) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.
The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works four (4) hours.
The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours.
The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

2. PART TIME EMPLOYEES

- (a) Multiple callbacks while on standby on a day other than a General Holiday - One and one-half times ($1\frac{1}{2}x$) rate is payable. Two times ($2x$) rate is payable for time actually worked when an employee works in excess of three (3) hours while on standby within any one (1) calendar day.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works two (2) hours.
The employee is paid two (2) hours at one and one-half times ($1\frac{1}{2}x$) rate. The employee is also paid one and one half times ($1\frac{1}{2}x$) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works two (2) hours.
The employee is paid one (1) hour at one and one-half times ($1\frac{1}{2}X$) rate for the first hour worked and two times ($2x$) rate for the second (2nd) hour worked. The employee is also paid one and one-half times ($1\frac{1}{2}x$) rate for the third (3rd) hour, which

satisfies the minimum guarantee of three (3) hours at overtime rates.

- 3rd callback - Employee works two (2) hours.
The employee is paid two (2) hours at two times (2X) rate. The employee is also paid one and one-half times (1 ½ x) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (b) NOTE: This provision applies only to callback while on standby on a day where a part-time employee is not scheduled to work a regular shift, but has worked full-time hours within the bi-weekly pay period.

Two times (2 x) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.
The employee is paid two times (2 x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works four (4) hours.
The employee is paid two times (2 x) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours.
The employee is paid two times (2 x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (c) Callbacks on a General Holiday - Two and one-half times (2 ½ x) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.

The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- 2nd callback - Employee works four (4) hours.
The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours.
The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

3. CASUAL EMPLOYEES

- (a) Multiple callbacks while on standby on a day where the casual employee has worked the applicable full-time daily hours of work other than a General Holiday.

One and one-half times ($1\frac{1}{2}x$) rate is payable. Two times ($2x$) rate is payable for time actually worked when an employee works in excess of three (3) hours while on standby within any one (1) calendar day.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works two (2) hours.
The employee is paid two (2) hours at one and one-half times ($1\frac{1}{2}x$) rate. The employee is also paid one and one-half times ($1\frac{1}{2}x$) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works two (2) hours.
The employee is paid one (1) hour at one and one-half times ($1\frac{1}{2}x$) rate for the first hour worked and two times ($2x$) rate for the second (2nd) hour worked. The employee is also paid one and one-half times ($1\frac{1}{2}x$) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- 3rd callback - Employee works two (2) hours.
The employee is paid two (2) hours at two times (2 x) rate. The employee is also paid one and one-half times (1 ½ x) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (b) NOTE: This provision applies only to callback while on standby on a day where a casual employee is not scheduled to work a regular shift, but has worked the applicable full-time hours within the bi-weekly pay period.

Two times (2 x) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.
The employee is paid two times (2 x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works four (4) hours.
The employee is paid two times (2 x) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours.
The employee is paid two times (2 x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (c) Callbacks on a General Holiday

The employee is paid one and one-half (1 ½ x) rate until hours worked on the General Holiday reach the full-time daily hours of work.

- (i) Employee works a scheduled full shift on the General Holiday:

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works one (1) hour.

The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- 2nd callback - Employee works four (4) hours. The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours. The employee is paid two and one-half times ($2\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

(ii) Employee has not worked a regular shift but is on standby:

For example, an employee is on standby and is called to report for duty five (5) times within the calendar day. Example based on full-time regular hours of eight (8) hours per day:

- 1st callback - Employee works one (1) hour. The employee is paid one and one-half times ($1\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works four (4) hours. The employee is paid one and one-half times ($1\frac{1}{2}x$) rate for four (4) hours.
- 3rd callback - Employee works two (2) hours. The employee is paid one and one-half times ($1\frac{1}{2}x$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 4th callback - Employee works two (2) hours. The employee is paid one and one-half times ($1\frac{1}{2}x$) rate for one (1) hour. As the employee has now worked the full-time daily hours, the employee is paid two and one-half times ($2\frac{1}{2}x$) rate for the remaining two (2) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- 5th callback - Employee works one (1) hour.
The Employee is paid two and one-half times (2 ½ x) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- (d) Multiple callbacks while on standby on a day where the employee has not worked the applicable full-time daily hours. - Straight time (1 x) rate payable for not less than three (3) hours for each callback. Should the casual employee work in excess of the daily full-time hours of work, “a” above shall apply.

First example, an employee is on standby and is called to report for duty four (4) times within the day. Example based on full-time regular hours of eight (8) hours per day.

- 1st callback - Employee works four (4) hours.
The employee is paid four (4) hours at straight time (1 x) rate.
- 2nd callback - Employee works for two (2) hours.
The employee is paid three (3) hours at straight time (1 x) rate, which satisfies the minimum guarantee of three (3) hours pay.
- 3rd callback - Employee works three (3) hours.
The employee is paid two (2) hours at straight time (1 x) rate and one (1) hour at one and one-half times (1 ½ x) rate, as the employee has now worked the full-time daily hours.
- 4th callback - Employee works five (5) hours.
The employee is paid two (2) hours at one and one-half times (1 ½ x) rate and three (3) hours at two times (2 x) rate.

Second example, an employee is on standby and is called to report for duty two (2) times within the day. Example based on full-time regular hours of eight (8) hours per day.

- 1st callback - Employee works twelve (12) hours.
The employee is paid eight (8) hours at straight time (1 x) rate, three (3) hours at one and one-half times (1 ½ X) rate, and one (1) hour at two times (2 x) rate.

Memorandum of Agreement #2

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Duty to Accommodate

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

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee.

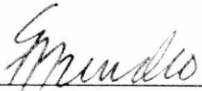
Duty to accommodate is the shared responsibility of the Employer, the Union and the employee(s). Where a need to accommodate has been identified, the parties shall meet to investigate and explore possible accommodation solutions that are substantial and meaningful to the point of undue hardship.

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

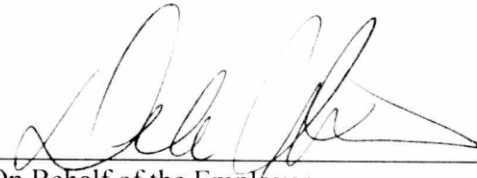
Upon implementation of an accommodation provision according to the Code, the Employer and the Union agree to provide an orientation to affected employee(s) as to the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee(s) being moved to a position in a higher classification, her new salary shall be determined in accordance with Article 7 - Vacancies, Promotions and Transfers.

In the event the accommodation results in the employee(s) being moved to a position in a lower classification, her new salary scale shall be determined in accordance with Article 7 - Vacancies, Promotions and Transfers.



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08

Date

Memorandum of Agreement #3

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Pension Contributions for Casual Callback Hours

The parties agree that callback hours paid to casual employees at straight time rates are eligible for Healthcare Employees Pension Plan contributions subject to existing enrolment provisions. Within 14 calendar days of date of signing of the Memorandum of Settlement a letter will be sent by the Labour Relations Secretariat to all Employers advising of this clarification. Employees on staff as of the date of ratification shall be eligible to request, in writing:

- 1) that they join the HEPP plan retroactively based on the Plan's normal enrolment criteria;
- 2) existing employees currently enrolled in the HEPP plan shall be allowed to make pension contribution on callback hours paid at straight time rates since their date of enrolment.
- 3) *The Employer will match employee contributions in accordance with the HEPP contribution rates.

There will be a one (1) month (month to be determined) enrolment/notification period for employees to enroll in the pension plan and/or to indicate their decision to make pension contribution payment to the HEPP. HEPP will design the information package to be provided to this group of employees.

Specific details and content of the above-noted letter to Employers will be subject to review with the Union prior to distribution.

Memorandum of Agreement #4

between

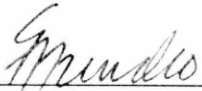
**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Regional Health Authority
Parkland Regional Health Authority
Regional Health Authority Central Inc.
Eden Mental Health Centre (non-devolved site)**

and

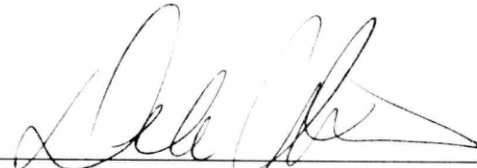
**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Multi-Level Classifications

Where multi-level classifications exist, the Employer agrees to provide to the Union the class specification describing each level within the multi-level classification series. Such class specifications will be provided within one (1) year of date of ratification of the Collective Agreement.



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08

Date

Memorandum of Agreement #5

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and


**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: EMS Education

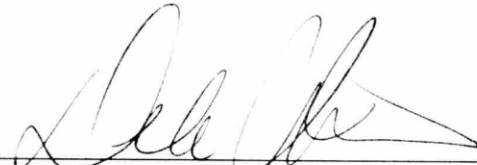
Applicable to full-time and part-time employees.

The purpose of the Memorandum is to facilitate transition of designated employees to the Technician Intermediate Paramedic and Technician Advanced Paramedic levels and to facilitate ongoing training.

To the extent practicable, the Employer will endeavour to provide training/examination time for education necessary and applicable to the employee's current classification, during the employee's scheduled hours of work. In the event this is not practicable, the employee will be compensated at straight time rates for time spent for training/examinations.



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08

Date

Memorandum of Agreement #6

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Impact of Hours of Work Reductions of Pension Plan

Employees currently covered by HEPP and new employees hired after payroll transfer date for their R.H.A.


Whereas the Collective Agreement calls for a reduction in the paid hours of work from November 15, 1996 to April 29, 1999.

And whereas, the parties hereby agree that no employee's pension benefit shall be negatively impacted as a result of these reduced hours of work;

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



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08
Date

Memorandum of Agreement #7

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and


**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Manitoba Health Premiums

It is agreed that if Manitoba health premiums are introduced during the life of this Agreement, the parties will meet to discuss and decide on equitable sharing of the costs of the premiums.



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08
Date

Memorandum of Agreement #9

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.
Eden Mental Health Centre (non-devolved site)**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Redeployment Principles

1. Purpose
 - 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Agreement.
 - 1.02 It is agreed by the parties that this Letter of Agreement shall work in concert with the provisions of the applicable Collective Agreements of the Unions involved and shall be supplementary to same.
 - 1.03 All terms and conditions of Collective Agreements and personal policies and procedures of the receiving site shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Agreement.

- 1.04 This Letter of Agreement governs the movement of laid off employees and/or the movement of positions between bargaining units of the above-mentioned Unions and Employers.
- 1.05 For the purposes of this Letter of Agreement “receiving agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the “sending agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving sites will be made available to the Unions as they become known to the above-mentioned Employers.
- 1.07 “Central Redeployment List” means a list of employees who have been laid off from a participating Employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating Employer, as set out in 4.02 herein.

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

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

2. Seniority

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.

2.03 Transfer of Seniority - The affected Employer(s) and affected Union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. Trial Period

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

4. New and Vacant Positions

4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected Employers and affected bargaining units/Unions.

4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving site within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Redeployment List.

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

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority (as per “sending” Collective Agreement[s]);
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position

postings will be sent as they occur to the MCHCU and participating Employers (process to be established);

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

5. Transfer of Service/Merger/Amalgamation

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

6. Portability of Benefits

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
 - 6.02 Length of employment applicable to rate at which vacation is earned.
 - 6.03 Length of employment applicable to pre-retirement leave limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.
 - 6.04 Length of employment for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
 - 6.05 Benefits - An incoming employee is subject to the terms and conditions of the receiving sites benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
 - 6.06 Salary Treatments:
 - (a) If range is identical, then placed step-on-step;
 - (b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.
 - 6.07 Upon hire of an employee from the Central Redeployment List, the receiving Employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending Employer under this Letter of Agreement.
7. Other Conditions
- 7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.
 - 7.02 Salary and vacation earned to date to be paid out by sending Employer.

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

8. Training

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

9. Admission of New Members

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

10. Acceptance of Letter of Agreement

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

11. Duration

11.01 This Letter of Agreement shall be in full force and effect for an indefinite period commencing the date of signing. In the event that any one of the parties signatory to this Letter of Agreement wishes to terminate its participation in this Letter of Agreement it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or Employer in respect of its Collective Agreement. Such termination shall not invalidate this Letter of Agreement as it affects the other signatories except for the specified Employer or bargaining agent that is party to the relevant and affected Collective Agreement.

12. Amendments

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

13. Appeal Panel

13:01 Should a dispute(s) arise between a participating Union(s) and a participating Employer(s) regarding the application, interpretation or alleged violation of this Letter of Agreement; the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

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

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

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

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

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

Memorandum of Agreement #10

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

**Re: Educational Deferred Salary Leave Plan (Hereinafter Referred to as
EDSLP)**

The parties hereto agree that the following conditions shall apply to the implementation and operation of the EDSLP:

1. That the EDSLP will be reviewed thirty (30) months from its implementation date and every twenty-four (24) months thereafter by the Employer and the Union.
2. That the EDSLP shall be self-sustaining and the Employer shall not incur any costs whatsoever as a result of participating in the Plan.
3. That the EDSLP must comply in all respects with all Canada Revenue Agency (CRA) guidelines.
4. That the Union shall save the Employer harmless from any claims whatsoever from any participants enrolled in the EDSLP which might result from the non-remittance of monies collected in accordance with the Plan nor from any shortfall in the funds from time to time required to be paid to any of the participants in the Plan. It is agreed that remittance of all monies to the Plan, in Trust, is to be forwarded immediately following each payday to the carrier of the Plan in Trust.

Terms of Reference of the EDSLP

Eligibility:

Any employee, excluding casual employees, covered by the Collective Agreement between the Employer and the Union may apply for participation in the EDSLP following completion of the employee's probationary period as outlined in the Collective Agreement. It is expressly understood that participation in the EDSLP does not constitute a commitment being made by the Employer regarding future approval of a leave of absence.

The Plan:

The EDSLP is implemented for the sole purpose of providing a method of remuneration to Plan participants during formal educational leaves of absence (LOAs) for periods in excess of six (6) months.

Contribution/Enrolment Form:

- (a) On filling out the enrolment form for membership, the participant shall indicate the amount of the participant's earnings which is to be deferred and remitted by the Employer to the Plan, in Trust. The amount shall not be less than five (5) percent and not more than thirty (30) percent of gross regular earnings as at the time of application. The biweekly amount shall be rounded to the next higher dollar.
- (b) The amount to be deferred in Trust may be changed once annually (date to be determined by the Employer).
- (c) The participant shall indicate on the enrolment form the date when it is anticipated that the participant will be requesting a leave of absence in accordance with the terms of reference of the Plan.
- (d) The participant shall keep the Employer informed on an ongoing basis as to her plans in regard to the educational program in order to assist the Employer in attempting to make arrangements for her potential absence.

Leave of Absence

- (a) It is agreed between the Employer and the Union that, for the purpose of the EDSLP, the provisions of the Collective Agreement regarding

Memorandum of Agreement #12

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Employment Security

The Employer is concerned with its employees' employment security, and the Union is concerned with its members' employment security, and within the Province of Manitoba health care reform continues to be explored, and there may be a need to examine the delivery of health care within the site, and there may be a need to examine the current complement of employees covered by the provisions of the Collective Agreement.

1. It will be incumbent upon the Employer to notify the Union in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of employees covered by the provisions of this Collective Agreement.
2. If it becomes necessary to reduce the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer and the Union no later than twenty (20) days after the above.
3. The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after the above.
4. The Employer will, wherever reasonably possible, carry out these reductions by way of attrition.

Memorandum of Agreement #13

between

**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.
Eden Mental Health Centre (non-devolved site)**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: 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:**
 - Foster mutual respect, trust, fairness, open communication and understanding;**
 - Focus on recruiting, training and career development of Aboriginal workers;**
 - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the workforce;**
 - 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**

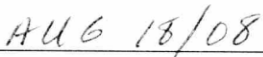
orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.



On Behalf of the M.G.E.U.



On Behalf of the Employer



Date

Memorandum of Agreement #15

between

Interlake Regional Health Authority

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

**Re: Applicable to Medical Technologists in Laboratory and Radiology
Employed at the Selkirk & District General Hospital**

The parties agree that where there exists a need for seven (7) day a week shift coverage, the following scheduling provisions shall apply:

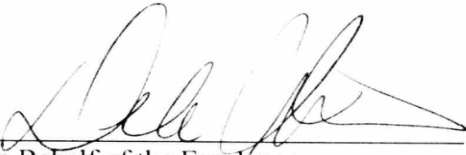
1. Shift schedules for a minimum of four (4) week period shall be posted at least two (2) Weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer. Requests for specific days off duty shall be submitted in writing at least two (2) weeks prior to posting. Requests for interchanges of posted shifts shall be made between the employees with the approval of Management.
2. Shift patterns shall be planned by the Employer in consultation with employee(s) concerned and shall unless otherwise mutually agreed between the employee(s) concerned and the Employer observe the conditions listed hereinafter:
 - (i) A maximum of seven (7) consecutive days of work.
 - (ii) A minimum of two (2) consecutive days off except where operational requirements do not permit. This does not preclude the employee to make alternative arrangement with the approval of the Employer.
 - (iii) Alternate weekends off shall be granted except where operational requirement do not permit, with each employee receiving a minimum of every third weekend off.

(iv) Weekend shifts will be divided as equitably as possible among employees.

3. Either party may terminate the terms of this memorandum of understanding on at least thirty (30) days written notice.



On Behalf of the M.G.E.U.



On Behalf of the Employer

 AUG 18/08
Date

Memorandum of Agreement #16

Supplementary to the Collective Agreement

between

Interlake Regional Health Authority

and

The Manitoba Government and General Employees' Union

Re: 12 Hour Shifts - Days/Nights - 4 Shifts on Duty/4 Shifts off Duty

The parties agree to vary the hours of work to accommodate a twelve (12) hour shift schedule pattern for Emergency Medical Services personnel employed at the **IRHA EMS Station #1 Stonewall, EMS Station #7 Gimli, EMS Station #8-Selkirk and EMS Station #11 St. Paul.**

1. Any terms and conditions not specifically mentioned in this Memorandum of Agreement shall continue to be applied in accordance with the Interlake Regional Health Authority Technical/Professional Collective Agreement.
2. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provisions of Article 8 - Hours of Work and Article 9 - Shift Schedules in the Collective Agreement, or some other mutually agreeable variation of the Agreement provision shall apply. Forty-five (45) days notice in writing must be given by either party of their wish to discontinue the twelve (12) hour shift schedule pattern.
3. There shall be twenty-eight (28) shifts of twelve (12) hours duration in each four (4) consecutive bi-weekly periods with the twelve (12) hour shift schedule pattern repeating in an eight (8) consecutive bi-weekly period.
4. The twelve (12) hour shift schedule pattern shall provide employees with at least four (4) consecutive days off at one (1) time and shall provide

employees with six (6) weekends off duty within an eight (8) consecutive bi-weekly period.

5. The twelve (12) hour shift schedule pattern shall provide employees working full-time hours with an average of 84 hours bi-weekly over a four (4) consecutive bi-weekly period. Employees shall be compensated at straight time rates for the four (4) hours worked in excess of an eighty (80) hour bi-weekly average.
6. Overtime shall be either time worked in excess of twelve (12) hours daily, or in excess of full-time hours worked in the twenty-eight (28) shift, defined four (4) consecutive bi-weekly period, such time to have been authorized in such a manner and by such persons as may be directed by the Employer.
7. Each shift of twelve (12) hours is to be inclusive of two (2) paid fifteen (15) minute rest periods and two (2) paid thirty (30) minute meal breaks.
8. The Employer and the Union mutually agree that Article 9:05(i) does not apply to this Memorandum of Agreement.
9. Application of Article 9:06
Employees who are required to rotate shifts shall be assigned to work day shifts and night shifts. There shall be an equal number of day shifts and night shifts in the shift pattern outlined in #3 above.
10. General Holidays/Vacation/Income Protection
The number of days off that an employee receives under the twelve (12) hour shift schedule pattern are to correspond exactly in hours to the days off on an eight (8) hour shift pattern.
11. Application of Article 16:05
 - (a) An employee required to work on a General Holiday shall be paid at the rate of one and one-half (1.5) times his/her basic rate of pay for all hours worked and, in addition, a full-time employee shall receive an alternate eight (8) hours shift off at her/his basic rate of pay in accordance with Article 16:09.
 - (b) In accordance with Article 16:09, an employee may accumulate thirty-six (36) hours in lieu of Recognized Holidays in order to take three (3) consecutive twelve (12) hour shifts off with pay.

12. Application of Article 15:01

It is agreed that the term "working day" shall be deemed to mean twelve (12) hours.

13. Application of Article 13

The paid vacation entitlement that an employee receives under the twelve (12) hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on an eight (8) hour shift pattern, calculated in accordance with Article 13.

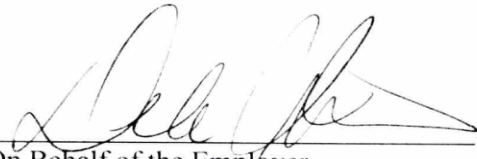
14. Shift Premium, Weekend Premium and Responsibility Pay

Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with Article 12 - Premiums.

15. The Employer and the Union agree that Article 38:05(b) does not apply to this Memorandum of Agreement. Meal expenses resulting from an extension of the regular working hours shall be covered under Article 10:04 - Overtime: "An employee performing overtime for a period in excess of two (2) hours, in succession with her regular shift, shall be paid a meal allowance of five dollars (\$5.00)."



On Behalf of the M.G.E.U.



On Behalf of the Employer

AUG 18/08

Date

Memorandum of Agreement #17

Supplementary to the Collective Agreement

between

Interlake Regional Health Authority

and

The Manitoba Government and General Employees' Union

Re: 12 Hour Shifts - Days Only - 4 Shifts on Duty/4 Shifts off Duty

The parties agree to vary the hours of work to accommodate a twelve (12) hour shift schedule pattern for Emergency Medical Services personnel employed at the IRHA EMS Station #2 - Teulon, EMS Station #3 - Lundar, EMS Station #4 - Ashern, **EMS Station #5 - Gypsumville, EMS Station #6 - Arborg**, EMS Station #7 - Gimli, and EMS Station #8 - Selkirk.

1. Any terms and conditions not specifically mentioned in this Memorandum of Agreement shall continue to be applied in accordance with the Interlake Regional Health Authority Technical/Professional Collective Agreement.
2. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provisions of Article 8 - Hours of Work and Article 9 - Shift Schedules in the Collective Agreement, or some other mutually agreeable variation of the Agreement provision shall apply. Forty-five (45) days notice in writing must be given by either party of their wish to discontinue the twelve (12) hour shift schedule pattern.
3. There shall be twenty-eight (28) shifts of twelve (12) hours duration in each four (4) consecutive bi-weekly periods with the twelve (12) hour shift schedule pattern repeating in an eight (8) consecutive bi-weekly period.
4. The twelve (12) hour shift schedule pattern shall provide employees with at least four (4) consecutive days off at one (1) time and shall provide

employees with six (6) weekends off duty within an eight (8) consecutive bi-weekly period.

5. The twelve (12) hour shift schedule pattern shall provide employees working full-time hours with an average of 84 hours bi-weekly over a four (4) consecutive bi-weekly period. Employees shall be compensated at straight time rates for the four (4) hours worked in excess of an eighty (80) hour bi-weekly average.
6. Overtime shall be either time worked in excess of twelve (12) hours daily, or in excess of full-time hours worked in the twenty-eight (28) shift, defined four (4) consecutive bi-weekly period, such time to have been authorized in such a manner and by such persons as may be directed by the Employer.
7. Each shift of twelve (12) hours is to be inclusive of two (2) paid fifteen (15) minute rest periods and two (2) paid thirty (30) minute meal breaks.
8. The Employer and the Union mutually agree that Article 9:05(i) does not apply to this Memorandum of Agreement.
9. General Holidays/Vacation/Income Protection
The number of days off that an employee receives under the twelve (12) hour shift schedule pattern are to correspond exactly in hours to the days off on an eight (8) hour shift pattern.
10. Application of Article 16:05
 - (a) An employee required to work on a General Holiday shall be paid at the rate of one and one-half (1.5) times his/her basic rate of pay for all hours worked and, in addition, a full-time employee shall receive an alternate eight (8) hours shift off at her/his basic rate of pay in accordance with Article 16:09.
 - (b) In accordance with Article 16:09, an employee may accumulate thirty-six (36) hours in lieu of Recognized Holidays in order to take three (3) consecutive twelve (12) hour shifts off with pay.
11. Application of Article 15:01
It is agreed that the term "working day" shall be deemed to mean twelve (12) hours.

Letter of Understanding

between

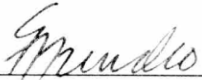
**Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Health Association Inc.
Parkland Regional Health Authority
Regional Health Authority Central Inc.**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Appendix "C"

The Employer and the Union agree that "Appendix C - Former Civil Service Employee Benefit Plans" is appended to the Agreement for information purposes only and as such the Grievance and Arbitration articles shall not apply.



On Behalf of the M.G.E.U.



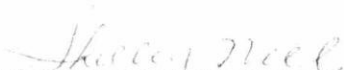
On Behalf of the Employer

AUG 18/08

Date

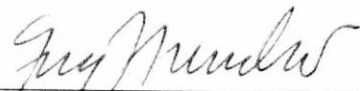
IN WITNESS WHEREOF, Kevin Beresford, Chief Executive Officer, of the Interlake Regional Health Authority, set her hand for and on behalf of the Interlake Regional Health Authority and Ms. Shelley Neel, of the Manitoba Government and General Employees' Union, has hereunto set her hand for and on behalf of the Manitoba Government and General Employees' Union.

Signed this 18 day of August AD 2008.




Manitoba Government and
General Employees' Union

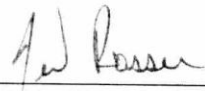
Labour Relations Secretariat



Manitoba Government and
General Employees' Union



Kevin Beresford
Chief Executive Officer
Interlake Regional Health Authority



Technical Professional Component



Human Resources Director,
Interlake Regional Health Authority