

Collective Agreement

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Local 413

(Health Care Support Services)

April 1, 2012 to March 31, 2017

Table of Contents

Preamble	.....	1
Article 1	Scope of Recognition	1
Article 2	Management Rights	2
Article 3	Definitions	2
Article 4	Union Security and Dues Check-Off	6
Article 5	Technological Change	8
Article 6	Grievance Procedure	10
Article 7	Arbitration Procedure	11
Article 8	Seniority	12
Article 9	Vacancies, Promotions and Transfers	16
Article 10	Layoff and Recall	18
Article 11	Leave of Absence	22
Article 12	Hours of Work	32
Article 13	Overtime	34
Article 14	General Holidays	36
Article 15	Income Protection	37
Article 16	Annual Vacation	45
Article 17	Salaries and Increments	48
Article 18	Premiums	50
Article 19	Terminations	51
Article 20	Special Provisions Re: Part-time Employees	52
Article 21	Special Provisions Regarding Employees Occupying More Than One Position Within the Sites Comprising the Regional Health Authority	60
Article 22	Committees	61
Article 23	Retirement Bonus	62
Article 24	Employee Benefits	64
Article 25	Changes in Classification	65

Article 26	Sub-Contracting	66
Article 27	Duration.....	67
Article 28	Union Representation	68
Article 29	Respectful Workplace	68
Article 30	Bulletin Boards.....	69
Article 31	Discharge, Suspension, Discipline and Access to Personnel Files.....	70
Article 32	Standby	71
Article 33	Storm/Disaster Pay.....	71
Article 34	Education Leave.....	72
Article 35	Loss Of or Damage to Personal Effects	72
Article 36	Safety and Health	72
Article 37	Overpayments.....	75
Schedule "B"	.....	79
Site List	79	
Memorandum of Understanding	.....	81
Re: Working Short		
Memorandum of Understanding	.....	83
Re: Transfer of Employees Within the Regional Health Authority		
Memorandum of Understanding	.....	85
Re: Retroactive Pay		
Letter of Understanding	.....	86
Re: Job Descriptions		
Letter of Understanding	.....	87
Re: Escort Duty		
Letter of Understanding	.....	88
Re: Civil Liability		
Letter of Understanding	.....	89
Re: Expanded Staff Mobility		

Letter of Understanding	90
Re: Implementation of Twelve (12) Hour Shifts –Ward Clerks Pine Falls	
Memorandum of Understanding	95
Re: Emergencies	
Memorandum of Understanding	96
Re: Provincial Facility Support Sector Advisory Committee	
Memorandum of Intent	98
Re: Maintenance of Wage Standardization	
Memorandum of Understanding	100
Re: Pension or Benefit Plan Improvements	
Letter of Understanding	101
Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation	
Letter of Understanding	102
Re: Reasonable Accommodation/Return to Work	
Memorandum of Understanding	104
Re: 9.69 (“10”) Hour Shift Schedule	
Letter of Understanding	108
Re: 11.625 (“12”) Hour Shift Schedule	
Memorandum of Understanding	112
Re: Classification Review	
Letter of Understanding	113
Re: Modified Shifts of Less than Regular Hours of Work	
Letter of Understanding	115
Re: Article 37 - Overpayments	
Letter of Understanding	115
Re: Wage Adjustment – Trades Component Classifications	
Letter of Understanding	118
Re: Maintenance at Gimli and Arborg	

Salary Schedule..... 120

*All changes appear in **bold**.

Alphabetical Table of Contents

Preamble	.....	1
Article 16	Annual Vacation	45
Article 7	Arbitration Procedure	11
Article 30	Bulletin Boards	69
Article 25	Changes in Classification	65
Article 22	Committees	61
Article 3	Definitions	2
Article 31	Discharge, Suspension, Discipline and Access to Personnel Files	70
Article 27	Duration	67
Article 34	Education Leave	72
Article 24	Employee Benefits	64
Article 14	General Holidays	36
Article 6	Grievance Procedure	10
Article 12	Hours of Work	32
Article 15	Income Protection	37
Article 10	Layoff and Recall	18
Article 11	Leave of Absence	22
Article 35	Loss Of or Damage to Personal Effects	72
Article 2	Management Rights	2
Article 37	Overpayments	75
Article 13	Overtime	34
Article 18	Premiums	50
Article 29	Respectful Workplace	68
Article 23	Retirement Bonus	62
Article 36	Safety and Health	72
Article 17	Salaries and Increments	48
Article 1	Scope of Recognition	1

Article 8	Seniority	12
Article 20	Special Provisions Re: Part-time Employees	52
Article 21	Special Provisions Regarding Employees Occupying More Than One Position Within the Sites Comprising the Regional Health Authority	60
Article 32	Standby	71
Article 33	Storm/Disaster Pay	71
Article 26	Sub-Contracting	66
Article 5	Technological Change	8
Article 19	Terminations	51
Article 28	Union Representation	68
Article 4	Union Security and Dues Check-Off.....	6
Article 9	Vacancies, Promotions and Transfers	16
Schedule "B"	.....	79
Site List	79	
Memorandum of Understanding		81
Re: Working Short		
Memorandum of Understanding		83
Re: Transfer of Employees Within the Regional Health Authority		
Memorandum of Understanding		85
Re: Retroactive Pay		
Letter of Understanding.....		86
Re: Job Descriptions		
Letter of Understanding.....		87
Re: Escort Duty		
Letter of Understanding.....		88
Re: Civil Liability		
Letter of Understanding.....		89
Re: Expanded Staff Mobility		
Letter of Understanding.....		90

Re: Implementation of Twelve (12) Hour Shifts –Ward Clerks Pine Falls	
Memorandum of Understanding	95
Re: Emergencies	
Memorandum of Understanding	96
Re: Provincial Facility Support Sector Advisory Committee	
Memorandum of Intent	98
Re: Maintenance of Wage Standardization	
Memorandum of Understanding	100
Re: Pension or Benefit Plan Improvements	
Letter of Understanding	101
Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation	
Letter of Understanding	102
Re: Reasonable Accommodation/Return to Work	
Memorandum of Understanding	104
Re: 9.69 (“10”) Hour Shift Schedule	
Letter of Understanding	108
Re: 11.625 (“12”) Hour Shift Schedule	
Memorandum of Understanding	112
Re: Classification Review	
Letter of Understanding	113
Re: Modified Shifts of Less than Regular Hours of Work	
Letter of Understanding	115
Re: Article 37	Overpayments
Letter of Understanding	116
Re: Wage Adjustment – Trades Component Classifications	
Letter of Understanding	118
Re: Maintenance at Gimli and Arborg	

Salary Schedule..... 120

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This Agreement made this 30th day of November, 2015

between

Interlake-Eastern Regional Health Authority
(hereinafter referred to as the “Employer”)

of the first part

and

Manitoba Government and General Employees’ Union
(hereinafter referred to as the “Union”)

of the second part.

Preamble

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

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

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

Article 1 Scope of Recognition

1:01 The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as

certified by the Manitoba Labour Board, or as may be granted voluntary recognition by the Employer and identified in Schedule “A”.

- 1:02** Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit except where it has been mutually agreed upon by both parties or in the case of training or emergency.

Article 2 Management Rights

- 2:01** The Union recognizes the sole right of the Employer, unless otherwise provided in this agreement, to exercise its function of management under which it shall have among others, the right to maintain efficiency and quality of patient/resident care; the right to direct the work of its employees; the right to hire, classify, assign to positions and promote; the right to determine job content; the right to demote, discipline, suspend, layoff and discharge for just cause; the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this Agreement.
- 2:02** In administering the Collective Agreement, the Employer agrees to acknowledge employee’s rights, act reasonably, fairly, in good faith and in a manner consistent with the terms and conditions of the Collective Agreement as a whole.

Article 3 Definitions

- 3:01** An employee is a person employed by the Employer and covered by this Agreement.
- 3:02** A “full-time” employee is one who regularly works the hours specified in Article 12.
- 3:03** A “part-time” employee is one who regularly works less than full-time hours, as per Article 12:01, on a regular and recurring basis.

3:04 A “term position” shall be for a specific time period or until completion of a particular project within a specific department, of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 9 and filled in accordance with Article 8. All employees may apply for the term position. Any additional hours occurring as a result of filling the term position, shall be offered to part-time employees in accordance with Article 20:01. Upon completion of the original term position, the employees shall be returned to their former positions.

For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours’ notice of return of the current incumbent to her position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.

Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Articles 20:01 and 17:04 shall apply, wherever possible.

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

Once an employee leaves a term position they have no rights to subsequently return to that same term position.

In case an employee on maternity or parental leave wants to exercise her right to return from such leave earlier than anticipated, having given appropriate notice as per Article 11:02, the Employer shall state on the job posting that the said term position is a “maternity or parental leave of absence term” which may expire sooner than indicated, subject to minimum notice of two

(2) weeks' or one (1) pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.

A term employee who applies for and is awarded a permanent position prior to the end of her period of term employment, shall have her service connected for seniority purposes.

A term employee who applies for and is awarded a term position prior to the end of her period of term employment, shall have her service connected for seniority purposes, provided the subsequent position commences within four (4) weeks of the expiry of the original term position.

- 3:05** All new full-time employees shall be on probation for three (3) calendar months with provision for an extension of the probationary period for another three (3) months, and all new part-time employees shall be on probation for six (6) calendar months from the day of their employment. During this period, the Employer may, in its sole discretion, dismiss, suspend, discipline or demote such employees. A written appraisal of employee progress will be conducted after the first two (2) calendar months for fulltime employees and after the first four (4) calendar months for part-time employees and discussed with the affected employee.
- 3:06** A "casual employee" is one called in occasionally by the Employer to replace an absent employee or to supplement regular staff coverage, subject to Article 20:01. The terms of this Agreement do not apply to the casual employee, except as specified hereinafter:
- (a) Casual employees shall receive vacation pay bi-weekly at the rates of six percent (6%) of the regular hours worked in a bi-weekly period
 - (b) Casual employees are paid in accordance with the salaries specified in Schedule "A". Increments will be earned in accordance with the number of hours worked.

- (c) Casual employees are entitled to the shift premium(s) outlined in Article 18.
- (d) Casual employees required to work on a recognized holiday shall be paid at the rate of time and one-half (1 ½ x) their basic rate of pay.
- (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 13:01 and 13:02.
- (f) The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.
- (g) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- (h) Retroactive to their first day of employment, seniority shall accumulate on the basis of all regular hours worked for the sole purpose of attaining a permanent position or term position, subject to Article 8:02. Such casual seniority will not take priority over full-time or part-time employee seniority.

Regular hours worked for seniority purposes shall also include any hours worked in a term position.

- (i) Articles 6 and 7 herein apply only with respect to the terms of this Article.
- (j) The Employer agrees that Casual employees employed by the Facility prior to 17 August, 1996, will receive preference over Casual employees hired after that date, for any casual work which may be available, providing the Casual employee has been in compliance with the Facilities scheduling policies and procedures.

- (k) A casual employee will be paid four-point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each pay deposit.
- 3:07** Where the context so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.
- 3:08** The term “Employer” shall mean the **Interlake Eastern** Regional Health Authority.
- 3:09** The term “site” shall mean the facility in which the position is located within the Regional Health Authority, as listed in Schedule B.
- 3:10** The term “Union” shall mean the Manitoba Government and General Employees’ Union (Health Care Support Services), as per Manitoba Labour Board Certificate No. MLB-6924.
- 3:11** The word “promotion” shall mean a change from one (1) grade to another grade with a higher maximum rate of pay.
- 3:12** The word “demotion” shall mean a change from one (1) grade to another grade with a lower maximum rate of pay.
- 3:13** The word “transfer” shall mean a change by an employee from one (1) position in a grade to another position within the same grade in Schedule “A”.
- 3:14** A full time or part time employee who resigns and who within thirty (30) calendar days, is rehired as a casual employee shall be paid at the same increment step as she received in her former position.

Article 4 Union Security and Dues Check-Off

- 4:01** The Employer agrees to deduct the amount of monthly dues as determined by the Union from **all earnings negotiated under the terms of the Collective Agreement and includes regular wages, overtime, shift and call out premiums, retroactive pay, sick leave, vacation pay and any or**

all other forms of income from each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall be limited to one (1) per calendar year, and that such assessment formula can be operated through the Employer's present payroll system.

- 4:02 (a)** The Employer will remit to the Union monthly, any monies deducted with a list of employees and casual employees from whom deductions have been made.

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

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

- 4:03** The Union shall notify the Employer in writing of any changes in the amount of dues at least one (1) month in advance prior to the effective date of such change.

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

- 4:05** The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.

4:06 All new employees shall, as a condition of employment, become and remain members in good standing in the Union as of the date of hire.

The Union will provide the Employer with Union membership application forms. The Employer shall distribute said application forms within its employment process and advise new employees that they must be a member of the Union to work in the facility/region. The new employee will be directed to fill out the form and give it to the union's designated officer at the facility/site.

4:07 The Union representative or designate shall have up to fifteen (15) minutes either at a time mutually agreeable with the Employer, or up to thirty (30) minutes at the facility orientation sessions, to acquaint new employees falling within the scope of this Agreement with the fact that a Collective Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

Article 5 Technological Change

5:01 Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

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

- (a) The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

- (b) Negotiations on the effects of the technological change will take place not later than ninety (90) days prior to the intended date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this Agreement.

5:02 An employee who is displaced from her job as a result of technological change shall be given the opportunity to fill any vacancy within the sites comprising the Regional Health Authority for which she has seniority and for which she has the qualifications and ability to perform. If there is no suitable vacancy, she shall have the right to displace any employee with less seniority in accordance within the lay-off procedures specified in this Agreement.

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

Article 6 Grievance Procedure

- 6:01** A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the Agreement.
- 6:02** An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however nothing in this Agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.
- 6:03** Union representatives at the site, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of two (2) employees, or more employees so engaged if mutually agreed upon. Such permission shall not be unreasonably withheld.
- 6:04** **Discussion Stage**
Within ten (10) calendar days of the occurrence of the grievance, the employee shall attempt to resolve the dispute with his immediate Supervisor who is outside the bargaining unit.
- 6:05** **Step One**
If the grievance is submitted but not resolved within ten (10) calendar days from the time the grievance was first discussed with the Supervisor, the grievor and/or the Union representative may, within the ensuing ten (10) calendar days, submit the grievance in writing to the Department Head or designate at the site.
- 6:06** **Step Two**
Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:05, the Union may within the ensuing ten (10) calendar days, submit the grievance in writing to the Designated Administrative Officer of the Regional Health Authority.

- 6:07** The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.
- 6:08** An employee may choose to be accompanied by a Union Representative at any stage of the grievance procedure.
- 6:09** Policy grievances and grievances filed as a result of dismissal, suspension or demotion shall be submitted at Step Two.

Article 7 Arbitration Procedure

- 7:01** Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:06, either party may refer the matter to arbitration by serving written notice to the other party within the ensuing thirty (30) calendar days.
- 7:02** Unless both parties agree to the selection of a Sole Arbitrator within ten (10) calendar days following the matter being referred to Arbitration, each party shall in the next ten (10) calendar days give notice to the other party in writing naming its nominee to the Arbitration Board.
- 7:03** The two (2) named members of the Board shall, within ten (10) calendar days, name a third member of the Board who shall be Chairperson.
- 7:04** In the event of a failure to agree upon a third person, the Minister of Labour for the Province of Manitoba shall be requested to appoint a third member.
- 7:05** The Arbitration Board or the Sole Arbitrator shall not be empowered to make any decision inconsistent with the provisions of this Agreement, or to modify or amend any portion of this Agreement.
- 7:06** The Board shall determine its own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The Board shall hear and determine the difference(s) or allegation(s) and render a decision within ten (10) calendar days from the time it holds its final meeting.

7:07 The decision of the majority or the Sole Arbitrator shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration or the Sole Arbitrator shall be final and binding and enforceable on all parties.

7:08 **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 ten (10) calendar days the Board of Arbitration or the Sole Arbitrator shall reconvene to clarify the decision.

7:09 **Expenses of the Board**

Each party shall pay:

- (a) The fees and expenses of the Nominee it appoints
- (b) One-half (1/2) the fees and expenses of the Chairperson or Sole Arbitrator.

7:10 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.

7:11 The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.

Article 8 Seniority

8:01 Seniority shall mean the total of all hours paid at the employee's regular rate of pay from the time the employee last entered the service of the Employer in the Health Care Support Services to the last time her name appears on the payroll.

8:02 In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, possess a satisfactory employment record and meet the physical requirements

of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon:

- (a) Seniority among applicants from the site where the vacancy occurs; failing that:
- (b) Where no employee within the site where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among the applicants from other sites comprising the Regional Health Authority.
- (c) For this purpose, Departments will be outlined in Schedule "B".
- (d) Seniority, as it relates to vacancy selection shall be considered in the following order as at date of posting:**

Permanent employees and employees in a term position who hold an EFT in the site where the vacancy occurs;

Permanent employees and employees in a term position who hold an EFT in other sites within the region.

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

- (a) Paid leave of absence.
- (b) Paid income protection.
- (c) Unpaid leave of absence up to four (4) weeks. In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave.
- (d) Workers Compensation up to two (2) years in that appropriate time period.

8:04 Seniority will terminate if an employee:

- (a) Resigns;
- (b) Is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c) Is laid off and fails to report for duty as instructed as per Article 10:06;
- (d) Is laid off for more than twenty-four (24) months;
- (e) Fails to report for work as scheduled at the end of an approved leave of absence, suspension, or vacation, without an explanation satisfactory to the Employer;
- (f) Is promoted or transferred out of the bargaining unit and has completed the trial period in the new position;
- (g) Is absent for two (2) consecutive work days and does not provide the Employer with an acceptable explanation.

8:05 Seniority will continue to accrue if an employee:

- (a) Is on any period of paid leave of absence;
- (b) Is on any period of paid income protection;
- (c) Is on any period of paid vacation;
- (d) Is on any period of unpaid leave of absence up to four (4) consecutive weeks; except those referenced in 8:05 (e);
- (e) Is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI or **D&R** for a period of up to two (2) years from the date of the first absence from work related to the injury or illness;
- (f) Is on parenting leave;
- (g) Is assigned to temporarily relieve or replace an employee in an out of scope position;

(h) She/he is on an educational leave of absence up to two (2) years.

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

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

8:07 (a) A seniority roster of all employees indicating the total seniority hours since the date of entry into the service of the Employer, in the Health Care Support Services, shall be prepared by the Employer at an effective date of the end date of the last pay period of the calendar year. This roster will be posted on the employees' bulletin boards no later than February 1st of each year. This roster shall be open for correction for a period of twenty (20) calendar days from the date of the initial posting, on presentation of proof of error by an employee or the Union Representative. At the expiration of the twenty (20) days, the above seniority list, as corrected within such twenty (20) days, shall be considered to be the accurate list and shall not be subject to further changes until the next posting.

(b) Upon confirmation of the accurate seniority list, a site specific seniority roster will be posted within each site comprising the Regional Health Authority in addition to the regional seniority roster as noted above.

A seniority list shall be distributed, upon written request, to the local/site Union Representative on a quarterly basis.

Article 9 Vacancies, Promotions and Transfers

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

post her name in the same locations where the position was previously posted, providing there are qualified applicants as per Article 8:02.

9:03 (The following applies to all employees with the exception of those employees at Lac du Bonnet PCH, Pinawa Hospital, Whitemouth Health Centre and Pine Falls Complex who are grandfathered under MoU Grandfathering)

All promotions and voluntary transfers to a new department / program / site, as determined by the Employer, are subject to a three (3) month trial period (six (6) months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in her new position or if she wishes to revert voluntarily to her former position, during this trial period, she shall be returned to her former position at her previous increment step, with increment adjustments as may have been applicable as per Article 17:03 or 20:08 during the trial period, and without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement. In addition, the parties agree that the Employer may extend the above referenced trial period by up to three (3) months for full-time and up to six (6) months for part-time employees if it deems it appropriate.

Voluntary transfers within the same department / program / site, as determined by the Employer, and within the same classification, shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to her former position shall do so at the discretion of the Employer.

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

- (a) The new salary will be the rate of her new job title, which is at least the next higher to her rate on her former job title.
- (b) Subject to Article 17:03, subsequent increments, if any, shall be due upon the completion of full-time yearly hours in the new position worked, as per Schedule "A" and Article 12.

When an employee is promoted to a new position while maintaining their original position in a lower classification, increment hours for the original position shall be maintained separately until the next increment is due; thereafter 17:03 shall apply.

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

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

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

The employee will be entitled to their next increment increase after working 2,015 hours from their last increment.

9:06 New employees with less than six (6) months service in a given position with the Employer in the Health Care Support Services will be eligible for promotion or transfer solely at the discretion of the Employer.

Article 10 Layoff and Recall

10:01 In the event of a layoff, employees shall receive four (4) weeks' notice or pay in lieu of such notice. Written notice shall be given by personal service or registered mail to the employee(s) concerned and a copy of the notice shall be forwarded to the union site representative.

10:02 In the event of a reduction in the work force, employees will be laid off in reverse order of seniority within their occupational grade, department/unit and site. When reducing staff, senior employees may exercise their seniority

to displace a less senior employee in an equivalent or lower grade provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

- 10:03** No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article 8:02 of the Collective Agreement.
- 10:04** Employees laid off in accordance with Article 10:01 shall be recalled by order of seniority to available positions in equal or lower paid occupational grade/classification within the sites comprising the Regional Health Authority, provided they are qualified to perform the required work.
- 10:05** To be eligible for recall, prior to the employee's last shift before being placed on layoff status, the employee must provide the Employer with their current address, and further, during the layoff period, must inform the Employer immediately of any address changes.
- 10:06** As per Article 10:05 above, the employee must communicate with the Employer within seven (7) calendar days of his notice of recall being delivered to his recorded address. Further, the employee must be prepared to begin work at the time designated by the Employer.

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

- 10:07** The right of a person who has been laid, off to be rehired under this Agreement will be forfeited and shall be considered terminated in the following circumstances:
- (a) If the person did not communicate with the Employer as specified in Article 10:06.
 - (b) If the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer.

- (c) A twenty-four (24) month period has elapsed since the date of layoff, as per Article 8:04 (d).

10:08 Reduction of Hours/Deletion of an Occupied Position

- (a) In the event that an employee has his/her hours of work reduced or her position is deleted, the employee shall be given four (4) weeks' notice or four (4) weeks' pay in lieu thereof and a copy of such notice shall be forwarded to the Union site representative.
- (b) Employees whose hours of work have been reduced or whose position has been deleted, shall be entitled to exercise their seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this agreement, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question.

10:09 Notwithstanding Article 20:01, providing the employee has indicated to the Employer a desire to work additional available shifts in writing, such shifts within the site of employment prior to layoff shall be offered to an employee on layoff, or an employee who has had her hours reduced, before part-time and casual employees, provided she possesses the qualifications and orientation prescribed by the Employer for the position concerned and meets the physical requirements of the position in question. The available shifts outside the site of employment prior to layoff may only be accepted by the laid off employee when there are no shifts available at the site of employment prior to lay off. The available shifts accepted by the employee on layoff or an employee who has had her hours reduced cannot exceed the employee's EFT prior to layoff, or reduction in hours. Such available shifts shall be distributed on a seniority basis.

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

- (a) Vacation pay shall be calculated in accordance with Article 20:05 and shall be paid at the prevailing rate for the employee on each pay deposit, and shall be prorated on the basis of hours paid at regular rate of pay:
- (b) Income protection accumulation shall be calculated as follows:

$$\frac{\text{Additional available hours worked by the laid off employee}}{\text{Full-time hours}} \times \text{Entitlement of a full-time employee}$$
- (c) The employee shall be paid four point six two percent (4.62%) of the basic rate of pay in lieu of time off on Recognized General Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay deposit.
- (d) Participation in benefit plans is subject to the provisions of each plan.
- (e) Seniority shall be calculated in accordance with regular hours worked for these additional available shifts.

10:10 Notwithstanding the provisions of Article 10:08 or any other of the provisions of Article 10, nothing contained therein shall be used for the purpose of affecting an across the board reduction of hours in the facility or the region.

10:11 **Workplace Reorganization**

If workplace restructuring will result in the deletion(s) of occupied MGEU positions, the Employer will notify the Union. A Joint Workforce Adjustment Committee will be established, with a minimum of two (2) representatives from management and a minimum of two (2) from the Union, to review the proposed changes and develop recommendations to minimize impact on the affected employees. Such recommendations shall not be in violation of the Collective Agreement.

Article 11 Leave of Absence

11:01 Leaves of absence with or without pay may be granted for a period for a good and sufficient reason at the discretion of the Employer. Except in emergency circumstances, all requests for leave of absence must be made in writing to the department head at least thirty (30) calendar days in advance, specifying the reason for requested leave and the proposed dates of departure and return.

11:02 Parenting Leave

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

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

(i) Maternity/Parental Leave

A. Plan A

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

- (a) An employee must have completed six (6) months employment as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) A written request must be submitted not later than the end of the twenty-second (22nd) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.

- (c) In the interest of job performance or employee health, as verified by a qualified medical practitioner, the Employer will have the right to place the employee on Maternity Leave.
- (d) 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.
- (e) A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance. Such days that may be utilized for this purpose will be as set out in Article 15:11.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect her paid hours of work within the previous fifty-two (52) weeks. Such days that may be utilized for this purpose will be as set out in Article 15:11.

B. Plan B

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

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

- (c) Provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) Provide the Employer with proof that she has applied for Employment Insurance benefits and that the **Employment and Social Development Canada (ESDC)** has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.
2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
- (a) 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 11.02 (i) B 1 (c).
 - (b) A period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 11.02 (i) B 1 (c).
 - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Head.
4. 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 11.02 (i) B (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.

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

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

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

An employee shall receive Parental Leave of thirty-seven (37) weeks, subject to the following conditions:

- (a) He becomes the natural father of a child and assumes actual care and custody of his child.
- (b) He has completed six (6) months employment as of the date of the intended leave.
- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.

- (d) Parental Leave must be completed not later than the anniversary date of the birth of the child or the date on which the child came into the actual care and custody of the employee.

(iii) Parental Leave - Adoption

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

- (a) An employee must adopt a child under the laws of the province.
 - (b) An employee may commence Adoption Leave upon one (1) days notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
 - (c) An employee has completed six (6) months employment as of the date of the intended leave.
 - (d) Parental Leave must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.
- (iv) An employee wishing to return to work after Maternity and/or Parental Leave shall notify the Employer in writing at least four (4) weeks in advance of her return. On return from Maternity and/or Parental Leave, the employee shall be placed in her former position and shift at the same increment step.
- (v) An employee may end her parental leave earlier than the thirty-seven (37) weeks by giving the Employer written notice at least two (2) weeks, or one (1) pay period, whichever is longer before the day the employee wishes to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift at the same increment step.

- 11:03** (a) An employee shall be granted four (4) regularly scheduled working days leave without loss of pay and benefits, one (1) of which shall be the day of interment or cremation, in the case of the death of a parent, spouse, same-sex partner, child, brother, sister, mother-in-law, father-in-law, common-law spouse, daughter-in-law, son-in-law, sister or brother of spouse, the wife or husband of the spouse's sister or brother, grandparent, grandparent-in-law, grandchild, step children, step parents, latest foster parents, former legal guardian, fiancé, sister's husband/brother's wife, and any other relative or foster child who was residing in the same household at the time of his/her death.

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

- (b) **Bereavement** leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend a funeral more than two hundred and fifty (250) kilometres from the respective facility, or may be granted at the Employer's discretion if the travel required is less than two hundred and fifty (250) kilometres from the respective facility.
- (c) The time off referenced to in (a) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, i.e. days off, vacation periods, holidays and days during which income protection is being utilized.
- (d) **Compassionate Care Leave**

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

- (A) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.

- (B) An employee who wishes to take a leave under this section must give the employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (C) An employee may take no more than two (2) periods of leave, totalling no more than eight (8) weeks, which must end not later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (D) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- (1) A family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) The day the certificate is issued, or
 - (ii) If the leave was begun before the certificate was issued, the day the leave began; and
 - (2) The family member requires the care or support of one (1) or more family members.
- The employee must give the Employer a copy of the physician's certificate as soon as possible.
- (E) A family member for the purpose of this Article shall be defined as:
- (1) A spouse or common-law partner of the employee;
 - (2) A child of the employee or a child of the employee's spouse or common-law partner;
 - (3) A parent of the employee or a parent of the employee's spouse or common-law partner;

- (4) A brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the employee or of the employee's spouse or common-law partner;
 - (5) A current or former foster parent of the employee or of the employee's spouse or common-law partner;
 - (6) A current or former foster child, ward or guardian of the employee, or of the employee's spouse or common-law partner;
 - (7) The spouse or common-law partner of a person mentioned in any of the clauses (3), (4) (5) and (6);
 - (8) Any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.
- (F) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (G) Seniority shall accrue as per Article 8:03 (c) and 8:05 (d).
- (H) Subject to the provisions of Article 15:11, 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 Compassionate Leave as outlined in Article 11:03 and 20:09.

11:04 Necessary leave of up to one (1) day without loss of regular pay shall be granted to an employee to attend a funeral as a pallbearer or, subject to the operational needs of the site as determined by the Employer, as a mourner.

11:05 An employee required to **attend jury selection or** serve as a juror or one subpoenaed as a witness in any court of law, other than a proceeding resulting from an employee's conduct or affairs shall be granted a leave of absence without loss of basic pay **and shall remit to the Employer any payment received except reimbursement of expenses.**

An employee required to attend a court proceeding as a party to that proceeding, occasioned by the employee's private affairs, shall receive a leave of absence without pay for the required absence; or, in the alternative, the employee may use banked time in lieu of overtime, banked statutory holiday or vacation time.

11:06 Employees shall be allowed the necessary time off without loss of basic pay to attend citizenship court to become a Canadian citizen up to a maximum of one (1) calendar day.

11:07 An employee requesting to be absent from work on approved Union business shall be granted a reasonable leave of absence for such purpose, subject to operational requirements. The Employer shall continue to pay the employee in a regular manner and the Union will reimburse the Employer for the salary and benefits accruing to the employee during her leave of absence and for any other extra cost incurred by the Employer.

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

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

11:08 Upon request, up to three (3) days income protection shall be paid to the parent on the occasion of a birth or adoption of a child. Such leave shall be

paid from the family illness income protection bank as stipulated in Article 15:12, provided the full provisions of 11:02 (e) is not utilized.

Article 12 Hours of Work

12:01 Regular hours of work for full-time employees will be:

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

12:02 The unpaid meal period away from the work station will be scheduled by the Employer and will not be less than one-half ($\frac{1}{2}$) hour as per Article 12:01.

An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

An employee who is required to remain in the work site during the meal period shall receive pay at overtime rates for the entire meal period.

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

12:04 Shift Schedules for a minimum of a two (2) week period shall be posted in each department of the site at least two (2) weeks in advance of the beginning of a scheduled period. Except in cases of emergency, shifts within the minimum two (2) week period shall not be altered after posting except by mutual agreement between the employee and the Employer.

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

- 12:05** Full-time employees shall be assigned every second (2nd) weekend off, weekend being defined as Saturday and Sunday. By mutual agreement employees may alternate the weekends on which they are not required to work.
- 12:06** For identification purposes, shifts will be named as follows:
- (a) The shift commencing at or about 2330 hours shall be considered the first/night shift;
 - (b) The shift commencing at or about 0730 hours shall be considered the second/day shift;
 - (c) The shift commencing at or about 1530 hours shall be considered the third/evening shift.
- 12:07** Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the department head or designate and shall not result in overtime costs to the Employer.
- 12:08** 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.
- 12:09** No employee will be required to work a split shift except by mutual agreement between the Employer, employee and the Union.
- 12:10** **Cancelled Shifts**
An employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at her basic rate of pay. However, when such employee works any portion of her scheduled shift, she shall receive pay for that entire shift.
- 12:11** **Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as**

great a number of day shifts assigned as there are night or evening shifts within each standard rotation. Employees within said department shall have the opportunity to bid on the positions on a seniority basis within the department provided they are qualified to perform the required duties.

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

Article 13 Overtime

- 13:01** Overtime shall be all time authorized by the Employer and worked in excess of regular daily or bi-weekly hours of work as specified in Article 12:01. Overtime shall be compensated at one and one-half (1 ½ x) times the basic rate of pay for the first three (3) overtime hours worked and double time (2x) for all overtime hours worked thereafter.
- 13:02** All overtime worked on a General Holiday shall be paid at two and one-half (2½ x) times the employee's basic rate of pay.
- 13:03** Overtime may be accumulated to a maximum of 77.5 hrs (i.e. 10 work days), and 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 31st of any year, or will be paid out at the end of the current fiscal year. Except in unique circumstances, two (2) weeks' notice of requests will be provided.

- 13:04** When overtime is required, it shall be offered to the most senior qualified volunteer employee(s) in the classification employed at the site and when there are no volunteer employees, such duty shall be assigned starting with the most junior employee within the classification on duty.
- 13:05** Full-time employees required to report back to work outside her regular working hours shall be paid at overtime rates for all hours worked with a minimum of three (3) hours at overtime rates. Where an employee is called back within two (2) hours prior to the commencement of her next scheduled shift she will be paid at overtime rates for all time worked prior to the starting time of the next scheduled shift.
- 13:06** Overtime worked as a result of the changeover from Daylight Savings Time to Central Standard Time shall be deemed to be authorized overtime.
- 13:07** An employee required by the Employer to attend classes of instruction or interdepartmental meetings outside his regular hours shall be paid straight time rates for time spent in attendance at such courses or meetings or be given equivalent time off, subject to 13:03.
- 13:08** A meal shall be provided or **eight dollars (\$8.00)** in lieu of shall be paid to an employee when said employee works in excess of two (2) hours following her normal shift.
- 13:09** Employees working two (2) consecutive shifts will be paid at double time for the second shift.
- 13:10** A full-time employee who works on a scheduled day off shall be paid two (2x) times the employee's rate of pay.
- 13:11** In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift, in which case regular meal/rest periods shall occur.

Article 14 General Holidays

14:01 The following are recognized as general holidays for purposes of this Agreement and either they or an alternate day off in lieu will be given at the basic rate. Failing this, an additional day's pay at the basic rate shall be granted in lieu.

New Year's Day (Jan 1)	Civic Holiday
Louis Riel Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day (Dec 25)
Canada Day (July 1)	Boxing Day

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

14:02 An employee required to work on a general holiday will be paid at the rate of one and one-half ($1 \frac{1}{2} \times$) times her basic rate of pay for all hours worked up to seven and three-quarters ($7 \frac{3}{4}$) hours.

14:03 Subject to Article 14:06 below, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional days pay at the basic rate shall be granted in lieu.

14:04 If a general holiday falls on a day previously requested as a vacation day, the employee may substitute the general holiday for the vacation day. Such requests shall be made in writing prior to the commencement of the affected vacation period.

14:05 If a general holiday falls on a day on which an employee is receiving income protection benefits, it shall be paid as a holiday and not deducted from income protection credits.

14:06 Full-time employees shall be allowed to maintain up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. The employee shall submit her request for time off at least two (2) weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. If compensating time off is impractical to schedule by March 31st, of any year, the employee shall receive her regular rate of pay for all days banked.

14:07 Where the Employer determines that work is to be performed on a general holiday, the employee whose regular scheduled shift that falls on the general holiday shall have the option to work on that shift, provided the employee submits a written request to her supervisor prior to the posting of a schedule as per Article 12:04. Such request shall not be unreasonably denied.

Where more than one (1) employee is involved, the most senior employee in that classification shall be given preference.

14:08 **General Holidays**

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 is reasonably possible over either Christmas Day or New Year's Day.

Article 15 Income Protection

15:01 The provision of income protection is for the sole purpose of insuring an employee a continuing income during periods of bona fide sickness.

15:02 An employee who is absent from scheduled work due to illness, disability, quarantine, or because of an accident for which compensation is not payable under the Workers Compensation Act or the Manitoba Public Insurance as a result of a motor vehicle accident, shall receive her regular basic pay to the extent that she has accumulated income protection credits.

- (a) Time off for medical, dental and chiropractic examinations or treatments, including reasonable travel time, shall be granted and such time off shall be chargeable against the employees accumulated income protection credits, providing the following conditions are met:
- (i) Whenever possible, appointments are to be made on the employee's day off or at a time when she is not on duty. If the above is not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the area.
- (b) If the employee chooses a doctor, dentist or chiropractor outside of her community, such time off with pay will granted to a maximum of three (3) hours. Increased time may be considered by the Employer in extenuating circumstances on an individual basis.
- (c) Should it be necessary for an employee to attend a doctor, dentist or chiropractor outside of her community by reason of non-availability of service in her community the employee shall be allowed up to one (1) shift off with pay, to the extent that income protection credits have been accumulated, for the time necessary to attend such appointment to the nearest point of available service.

15:03 An employee who will be absent under the conditions outlined in Article 15:01 shall inform her supervisor prior to the commencement of her next scheduled shift(s). An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question:

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

Reasonable notice for pre-scheduled medical, dental or chiropractic examination or treatment will be seventy-two (72) hours. An employee

undergoing elective surgery shall, if possible, give fourteen (14) days' notice except in cases of emergency.

An employee returning to work following an absence of one (1) or more scheduled shifts shall notify the Employer as soon as possible but no later than the following:

Day Shift - notify the Employer by 1400 hours the day prior to returning to work;

Evening Shift - notify the Employer by 1000 hours the day returning to work;

Night Shift - notify the Employer by 1200 hours the day returning to work.

If an employee reports for work after a period of illness and has not given proper notification, she may be sent home with no pay.

- 15:04** Income protection shall accumulate at the rate of one and one-quarter (1¼) days for each full month of service.
- 15:05** A committee comprised of Management and Union personnel will review payments of income protection to employees in order to minimize the abuse of income protection. Disciplinary action will be at the sole discretion of the Employer.
- 15:06** Income protection credits will accumulate on the same basis as seniority is accrued under Article 8.
- 15:07** During the probationary period, as per Article 3:05, an employee may claim accumulated income protection credits. However should an employee be terminated prior to the expiry of the above referenced probationary period, income protection credits paid to the employee will be recovered by the Employer.
- 15:08** The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection.

Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.

15:09 If an employee is to be absent for illness for a period exceeding her income protection, including E.I. credit, she must request, or cause someone on her behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of her last paid day of income protection.

In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months. The employee will be responsible to notify the department every month to update the Employer regarding her medical status as well as her expected date of return.

15:10 **Income Protection and Workers Compensation**

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

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

(iii) Where an employee has applied for W.C.B. benefits and where a loss of normal salary would result while awaiting a W.C.B. decision, the employee may elect to submit a written application to the Employer requesting an advance subject to the following conditions:

(a) Advance payment(s) shall not exceed the employee's basic salary as defined in Article 17:02 (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and E.I. contributions.

- (b) The advance(s) will cover the period of time from the date of injury until the date the final W.C.B. decision is received, however in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.
 - (c) The employee shall reimburse the Employer by assigning sufficient W.C.B. payments to be paid directly to the Employer to offset the total amount of the advance.
 - (d) In the event the W.C.B. disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (e) Upon written request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (B) (i) An employee who has accumulated sufficient income protection credits may elect to submit a written application to the Employer requesting that the Employer supplement the W.C.B. payments. The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic salary as defined in Article 17:02 of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions.
- (ii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted, or until one hundred and nineteen (119) calendar

days have elapsed since the first day of supplement, whichever occurs first.

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

- (a) Advance payment(s) shall not exceed the employee's basic salary as defined in Article 17:02 (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and E.I. contributions.
 - (b) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.
 - (c) The employee shall reimburse the Employer by assigning sufficient MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by MPI directly to the employee.
 - (d) In the event that the 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 amount of advance payment(s) made and repayment(s) received by the Employer.
- (D)
- (i) Subject to (B), an employee who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement the MPI payments.
 - (ii) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic salary as defined in Article 17:02 of the Collective Agreement (exclusive of

overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions.

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

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

- 15:11** For each one and one-quarter ($1\frac{1}{4}$) days of income protection accumulated, one (1) day (eighty percent [80%]) shall be reserved exclusively for the employee's personal use as outlined in Article 15:02. The remaining one-quarter ($\frac{1}{4}$) of a day (twenty percent [20%]) shall be reserved for either the employee's personal use as outlined in Article 15:02, or for use in the event of family illness as specified in Article 15:12. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes. In the employee's first year of employment, amend one (1)

day to read three-quarters ($\frac{3}{4}$) of a day, and amend one-quarter ($\frac{1}{4}$) of a day to read one-half ($\frac{1}{2}$) of a day.

15:12 Subject to the provisions of Article 15:11, an employee may use income protection for illness of a spouse, child or parent.

15:13 Where an employee has been provided necessary time off due to scheduled surgery, and where the surgery is subsequently cancelled, and where the Employer has made arrangement for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional costs.

Article 16 Annual Vacation

16:01 The vacation year shall be from the 1st day of April in the one (1) year to the 31st day of March in the next year. **Notwithstanding these dates, vacation entitlement shall be calculated as at the end of the last full pay period of the vacation year.**

16:02 An employee who has completed less than one (1) years continuous employment as of March 31st will be granted vacation based on a percentage of regular hours worked, in the new vacation year.

16:03 Annual vacation shall be earned at the rate of:

15 working days per year commencing in the 1st year of employment

20 working days per year commencing in the 4th year of employment

25 working days per year commencing in the 11th year of employment

30 working days per year commencing in the 21st year of employment

Vacation entitlement for the vacation year following completion of the 3rd, 10th and 20th years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.

16:04 In recognition of length of service, each full-time employee shall receive one (1) additional week of vacation (five [5] days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (i.e. twenty-fifth, thirtieth, thirty-fifth, fortieth, etc.) anniversary of employment.

The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.

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

16:05 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.

16:06 The Employer will post a projected vacation entitlement list not later than two (2) months prior to the vacation cut off dates as per Article 16:01. Priority in the selection of dates shall be given to the employees having the most seniority within each department.

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

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

Employees in term positions as per Article 3:04, will be considered to be assigned to the ward or area they will be working in on the dates they select for their respective vacation.

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

- 16:07** The Employer will post an approved vacation schedule of the projected vacation entitlement list within the department at each site no later than the first day of the new vacation year. Vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 16:08** Vacation earned in any vacation year is to be taken in the following vacation year as per Article 16:01.
- 16:09** In the event that an employee is hospitalized during her vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled at a time mutually agreed upon between the Employer and the employee within the available time periods remaining during the vacation year. Proof of such hospitalization shall be provided if requested.
- 16:10** Where an employee is subpoenaed for jury duty or in receipt of W.C.B. benefits during her period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during the vacation year, subject to Article 16:08.
- 16:11** Vacation entitlement will be payable at the employee's basic hourly rate of pay.
- 16:12** An employee who transfers to a different unit or department after vacation requests have been approved will have her / his vacation scheduled by the manager of the new unit in consultation with the employee within the time periods remaining during the vacation year.

16:13 An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) for all hours worked and the vacation day will be rescheduled.

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

Article 17 Salaries and Increments

17:01 Employees shall be paid in accordance with Schedule “A” attached to and forming part of this Agreement. The granting of increases shall be contingent upon the employee having performed her duties in a satisfactory fashion.

17:02 (a) Salaries shall be paid bi-weekly to each employee in accordance with his grade listed in Schedule “A”.

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

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

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

17:03 Individual salary increases resulting from the wage schedule shall be implemented on the employee’s increment date, regardless of position or classification. When an unpaid leave of absence in excess of four (4) weeks is granted, the annual increment for the employee shall move forward in direct relation to the length of the leave.

17:04 (a) Employees temporarily assigned to relieve or replace employees in positions covered by this Collective Agreement that are higher than their

normal class, shall be paid sixty-five cents (\$0.65) per hour for hours so assigned.

- (b) An employee assigned to temporarily perform the duties of an employee in a lower rated classification shall continue to receive the rate for his regular duties.
- (c) A Housekeeping Aide assigned to work in the OR will receive sixty-five cents (\$0.65) per hour for all hours worked in the OR.

17:05 An employee assigned, in writing by the Employer, to temporarily relieve or replace an employee whose position is outside of the bargaining unit will be paid eighty cents (\$0.80) per hour above their existing rate of pay.

17:06 (a) **When an employee reports to work and is requested to work in a lower paid classification, the employee shall be paid her current rate of pay.**

(b) **When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.**

(c) **When an employee voluntarily works a shift in accordance with (b) above, and the employee has previously attained a higher increment level in that classification than what (b) provides, the employee will be paid at the step that they had previously attained in the lower paid classification.**

17:07 **Transportation**

(a) An employee required to return to the facility on a callback as referenced in Article 13:05 will have:

(i) Return transportation provided by the Employer; or

(ii) Reimbursement in accordance with the Province of Manitoba mileage rates if she uses her own car.

- (b) Employees who are required to use their own personal vehicle for facility business which has been pre-authorized by the Employer shall be reimbursed by the Employer in accordance with the Province of Manitoba mileage rates, for out-of-town trips and four (\$4.00) for in-town trips.
- (c) Employees required to attend meetings outside the facility shall be reimbursed applicable transportation and mileage rates as outlined above.

17:08 Where employees are required by the Employer to wear uniforms while on duty, the Employer shall provide a uniform allowance of eight cents (\$0.08) per hour for all hours worked.

Effective January 1, 2009, where employees are required by the Employer to wear CSA approved safety boots at all times when on duty, the Employer agrees to reimburse said full-time and part-time employees up to two hundred dollars (\$200.00) every twenty-four (24) months for the purchase of CSA approved safety boots. Satisfactory proof of purchase must be provided to the Employer by the employee for reimbursement.

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

17:09 On an individual basis, the Employer will review the possibility of assisting in recertification processes.

Article 18 Premiums

- 18:01**
- (a) Employees required to work the majority of their hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.
 - (b) Employees required to work the majority of their hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) per hour for that shift.

Effective April 1, 2016, the night shift premium shall increase to one dollar and ninety cents (\$1.90) per hour.

Effective October 1, 2016, the night shift premium shall increase to two dollars and five cents (\$2.05) per hour.

18:02 Shift premium and weekend premium will not be payable while an employee is off duty for any reason.

18:03 A weekend premium of one dollar and thirty-five cents (\$1.35) per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

Effective April 1, 2016, the weekend premium shall increase to one dollar and fifty cents (\$1.50) per hour.

Effective October 1, 2016, the weekend premium shall increase to one dollar and sixty-five cents (\$1.65) per hour.

18:04 Effective date of ratification, the evening shift premium shall also be applicable to each hour worked after 1600 hours on a modified Day or evening shift during which at least two (2) hours are worked after 1600 hours.

Article 19 Terminations

19:01 An employee may terminate her employment with the Facility by giving the following written notice:

- (a) One (1) week before the date of termination, if the employee's service is less than one (1) year ; or
- (b) Two (2) weeks before the date of termination, if the employee's service is one (1) year or more.

19:02 Employment may be terminated by the Employer with written notice provided as follows:

Period of Employment	Notice Period
Less than one (1) year	one (1) week
At least one (1) year and less than three (3) years	two (2) weeks
At least three (3) years and less than five (5) years	four (4) weeks
At least five (5) years and less than ten (10) years	six (6) weeks
At least ten (10) years	eight (8) weeks

Employment may be terminated with lesser notice:

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

19:03 The Employer will make available, within ten (10) calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

Article 20 Special Provisions Re: Part-time Employees

20:01 (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours, shall be offered such work, when available, provided they are able to perform the required duties.

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.

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

- (i) First among those employees meeting the provisions above within that site who have requested additional hours.

- (ii) Second among those employees meeting the provisions above within the sites comprising the Regional Health Authority who have requested additional hours.
- (b) Should a part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer until the next seniority list is posted.
- (c)
 1. Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.
 2. Additional hours worked by a part-time employee shall be included in the determination of seniority.
 3. Additional hours worked by a part-time employee shall be included when determining an employee's earned vacation pay, accumulated income protection credits, and general holiday pay in accordance with Article 20:07.
 4. When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 3:04 ("TERM POSITION"), she shall be entitled to income protection benefits and bereavement leave.
- (d) Whenever an employee is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, she/he shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

20:02 Part-time employees are entitled to the benefits provided for under this Collective Agreement on a pro-rata basis based on their regular hours

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

20:03 Income Protection in Case of Illness

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

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

20:04 Part-time employees may claim payment from accumulated income protection credits only for those hours they were regularly scheduled to work but were unable to work due to illness, consistent with Article 20:01 (c) (1).

20:05 Annual Vacations

(a) Entitlement to Vacation Pay

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

Example of entitlement to vacation pay: Employee 'A' is a part-time employee, listed as .5EFT. In the previous year, 'A' worked more than .5 of the full-time hours, and in fact worked 1,410 hours. 'A's entitlement to vacation pay would be based on a prorating factor of:

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

(b) Entitlement to Vacation Time

Actual entitlement to vacation time for part-time employees shall be based on years of service as provided for in Article 16:03.

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

(c) Entitlement to Receive Vacation Pay and Vacation Time(i) Initial Selection of Vacation Time

Part-time employees shall have an initial right to indicate their preference to dates on the basis of the procedure set out at Article 16:06. During this initial procedure for vacation selection, part-time employees shall be allowed to indicate their preference up to a maximum on the basis of the prorating of their vacation time entitlement in accordance with the following formula:

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

Example of initial selection: During the initial selection procedure set out at Article 16:06, Employee 'A' shall have the right to indicate in writing his/her preference as to the following maximum number of vacation dates:

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

(ii) Selecting the Balance of the Vacation Time

After the initial selection set out in subsection (i) above has been completed, the selection of the balance of vacation time shall be at the option of the part-time employee but shall be governed by the last sentence of paragraph 1 of Article 16:06.

Example of selecting the balance of vacation time: Employee 'A' would have the option to select the following number of working days in order to exhaust his/her vacation time entitlement:

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

Alternate example: In the event that Employee 'A' chose to select twelve (12) working days of vacation time in the initial selection, Employee 'A' would have the option to later select up to eight (8) working days in order to exhaust his/her vacation time entitlement.

(iii) Operational Requirements

The provisions of Article 16:06 dealing with operational requirements apply equally to the selection procedures set out in subsection (i) and subsection (ii) above.

(iv) Receipt of Vacation Pay

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

- (a) Partial pay divided equally over his/her entire vacation time entitlement; or
- (b) Full pay for vacation days up to such point as his or her vacation pay is exhausted; or
- (c) A combination of (a) or (b) above; or
- (d) Partial or full vacation pay as set out above for a portion of the vacation time and the balance of vacation pay in a lump sum regardless of whether the part-time employee intends to take any unused vacation time at a future date in the vacation year.

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

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

20:06 General Holidays

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

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

20:07 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 12.

20:08 Increments

Salary increments for part-time employees will be granted after completion of the hours dictated in Schedule "A" until the maximum of the appropriate salary schedule (scale) is attained (see attached).

20:09 Bereavement Leave

(a) A part-time employee shall be allowed to take up to four (4) consecutive calendar days off, one (1) of which shall be the day of interment or cremation, in the case of the death of a parent, spouse, same sex partner, child, brother, sister, brother's wife, sister's husband, mother-in-law, father-in-law, common-law spouse, daughter-in-law, son-in-law, sister or brother of spouse, the wife or husband of the spouse's sister or brother, grandparent, grandparent-in-law, grandchild, step children, step parents, latest foster parents, former legal guardian, fiancé and any other relative or foster child who was residing in the same household at the time of his/her death, she shall receive pay at the basic rate for each scheduled hour of work within those four (4) days.

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

(b) **Bereavement** leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the part-time employee

is required to attend a funeral more than two hundred and fifty (250) kilometres from the respective site, or may be granted by the Employer's discretion if the travel required is less than two hundred and fifty (250) kilometres from the respective site. The part-time employee shall receive pay at the basic rate for each scheduled hour of work within these two (2) days.

- (c) The time off referenced to in (a) above shall not be considered as needed during periods when a part-time employee was not scheduled to be on duty, i.e. days off, vacation periods, holidays and days during which income protection is being utilized.

(d) Compassionate Care Leave

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

- (A) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (B) An employee who wishes to take a leave under this section must give the employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (C) An employee may take no more than two (2) periods of leave, totaling no more than eight (8) weeks, which must end not later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (D) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- (1) A family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:

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

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

- (E) A family member for the purpose of this article shall be defined as:
- (1) A spouse or common-law partner of the employee;
 - (2) A child of the employee or a child of the employee's spouse or common-law partner;
 - (3) A parent of the employee or a parent of the employee's spouse or common-law partner;
 - (4) A brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the employee or of the employee's spouse or common-law partner;
 - (5) A current or former foster parent of the employee or of the employee's spouse or common-law partner;
 - (6) A current or former foster child, ward or guardian of the employee, or of the employee's spouse or common-law partner;
 - (7) The spouse or common-law partner of a person mentioned in any of the clauses (3), (4) (5) and (6);
 - (8) Any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.

- (F) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (G) Seniority shall accrue as per Article 8:03 (c) and 8:05 (d).
- (H) Subject to the provisions of Article 15:11, 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 Compassionate Leave as outlined in Article 11:03 and 20:10.

20:10 Necessary leave of up to one (1) day without loss of regular pay shall be granted to an employee to attend a funeral as a pallbearer or, subject to the operational needs of the site as determined by the Employer, as a mourner.

Article 21 Special Provisions Regarding Employees Occupying More Than One Position Within the Sites Comprising the Regional Health Authority

21:01 Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position in the region. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more than one (1) position, the employee will have the option of assuming the position applied for and relinquishing their former position.

21:02 At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT, however, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee and the Regional Union.

- 21:03** 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 20 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 21:04** All salary-based benefits, i.e., Group Life, Pension, **D&R**, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- 21:05** All accrued employee benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- 21:06** 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.
- 21:07** Employees taking on an additional position will be subject to a six (6) month trial period in that position. If, during the trial period, the applicant is found by the Employer to be unsatisfactory in her new position, she shall relinquish that position.
- 21:08** Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one (1) of the positions occupied.

Article 22 Committees

- 22:01** The parties hereto agree to a joint committee being established to deal with such matters of mutual concern as may arise from time to time in the operation of the site and/or Regional Health Authority.
- 22:02** The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members, unless mutually agreed otherwise. The local Union committee shall be appointed by the local Union Executive may at any time

have a Representative from the Manitoba Government and General Employees' Union.

The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place. Where an employee is required to use her own vehicle to travel to attend meetings of the Committee at a location other than her work site, she shall be reimbursed by the Employer in accordance with the Province of Manitoba mileage rates.

- 22:03** The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.
- 22:04** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary as per the Manitoba Safety and Health Act.
- 22:05** A Safety Committee, as per the Workplace Safety and Health Act, shall be established to examine all aspects of safety and health measures within the Regional Health Authority.

Article 23 Retirement Bonus

- 23:01** Employees retiring in accordance with the following:
- (i) Retire at age sixty-five (65) years; or
 - (ii) Retire after age sixty-five (65) years; or

- (iii) Have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
- (iv) Employees who have completed at least ten (10) years continuous employment with the Employer, whose age plus years of that employment equal eighty (80);

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

23:02 Calculation of retirement bonus entitlement shall begin from the date of the employee's last commencing employment with the Employer and shall be based on the employee's total seniority on the date of retirement.

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

$$\frac{\text{Total Paid Hours Actually Worked from Date of Hire}}{\text{Full time Hours}} \times \text{Four (4) days}$$

23:04 Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.

23:05 Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this Collective Agreement.

23:06 Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions. Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

23:07 Effective April 1, 2008, where an employee is entitled to pre-retirement bonus in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement bonus benefit shall be paid to her/his estate.

Article 24 Employee Benefits

24:01 Dental Plan

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

24:02 Disability and Rehabilitation Plan

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

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

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

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

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

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

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

Article 25 Changes in Classification

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

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

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

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

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

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

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

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

Article 26 Sub-Contracting

- 26:01** It shall not be considered as sub-contracting should the Employer:
- (a) Merge or amalgamate with another health care facility/regional health authority or health care related facility; or
 - (b) Transfer or combine any of its operations or functions with another health care facility/regional health authority or health care related facility; or
 - (c) Take over any of the operations or functions of another health care facility.
- 26:02** In accordance with Article 25:01, employees will be given ninety (90) days' notice, and where the Employer is unable to provide alternate employment within the sites comprising the Regional Health Authority, the employee shall be entitled to a choice of either:
- (a) Severance pay on the basis of two (2) weeks' pay at the regular basic rate for the position last occupied, for each year of employment with the Employer; or
 - (b) The exercise of their seniority to displace a less senior employee in an equivalent or lower classification within the scope of this Agreement, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.
- 26:03** If the Employer intends to sub-contract work which results in the displacement of one (1) or more employees, the Employer will notify the Union at least ninety (90) days in advance of such change and will make every reasonable effort to find suitable alternative employment with the site and/or Regional Health Authority for those employees so displaced and will guarantee to offer alternative employment with the site and/or Regional Health Authority to those employees who have thirty-six (36) months or more service with the Employer. Any employee with more than thirty-six (36)

months service accepting a position in a lower paid grade will continue at the salary of his/her present grade and will receive an increase only when the rate in his/her new scale, corresponding to his/her years of service, provides for an increase over his/her current rate.

Article 27 Duration

- 27:01** (a) This agreement shall be in full force and effect from **April 1, 2012**, until **March 31, 2017**.
- (b) The provisions of the Agreement shall continue in effect following the expiry date until replaced by a new agreement or until the declaration of a strike or lockout, whichever occurs first.
- (c) The Union agrees to give the Employer at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of lockout.
- 27:02** Should either party desire to propose changes to this Agreement, they shall give notice in writing, to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 27:03** This Agreement may be amended during its term by mutual agreement.
- 27:04** It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.

Article 28 Union Representation

- 28:01** The Union agrees to exchange with the Employer a current list of site and/or regional officers and authorized representatives and to notify the Employer in writing within fourteen (14) days of any change or changes in Union representation.
- 28:02** The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Manitoba Government and General Employees' Union when negotiating or dealing with matters concerning the Agreement.
- 28:03** When meeting with the Employer to conduct negotiations, the maximum number of employees who will be entitled to leave of absence without loss of basic pay or benefits shall be two (2) representatives.
- By mutual agreement between the Employer and the Union, employees required to make special presentations shall be allowed leave of absence with pay.
- 28:04** Union local officers and stewards, with their respective Supervisor(s) permission, may visit employees for the purpose of investigating complaints and the administration of the Collective Agreement but only with the prior authorization of the Supervisor(s) of the employees involved. Such authorization shall not be unreasonably withheld. To the extent possible and practical, all such union activities shall be conducted during off duty hours.

Article 29 Respectful Workplace

- 29:01** It is agreed that there shall be no discrimination against any employee by the Employer or the Union based on:
- Ancestry, including colour and perceived race
 - Ethnic background or origin
 - Age
 - Nationality or national origin
 - Political belief, association or activity
 - Religion or creed

- Sex, including pregnancy
 - Marital status or family status
 - Sexual orientation/**gender identification**
 - Physical or mental disability
 - Place of residence
 - Membership or non-membership or activity in the union,
- Except as may be allowed under the Manitoba Human Rights Code.

29:02 **Harassment**

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.

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

Employees are encouraged to review the Respectful Workplace Policy.

29:03 The parties agree that all employees are entitled to a respectful and safe workplace, which is free from discrimination, harassment and violence.

29:04 The Employer, in consultation with its employees, will develop a respectful workplace policy or review an existing policy to be included in the Employer's policy manual.

Article 30 Bulletin Boards

30:01 A bulletin board for the use of the Union will be provided by the Employer in each site comprising the Regional Health Authority. All material posted must be submitted to the designated Administrative Officer and is subject to his/her approval.

Article 31 Discharge, Suspension, Discipline and Access to Personnel Files

31:01 An employee may be discharged or suspended for just cause. Such employee shall be advised promptly in writing of the reason for her dismissal or suspension, with a copy being sent to the local Union representatives.

31:02 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee. The employee may be accompanied at the meeting by a Union Representative if she so desires.

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

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

31:03 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.

31:04 Upon written request and at a mutually agreeable time at the site of employment, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, 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.

31:05 An employee accompanied by a Union Representative if she so elects, may examine her personnel file on request as per Article 31:04 of the Collective Agreement.

31:06 There shall be one (1) personnel file maintained by the Employer for each employee.

31:07 Where the Employer makes a written assessment of an employee's work performance, the employee shall be entitled to receive a copy. The employee shall sign the assessment indicating only that she has read and understands the contents. The employee may respond in writing to the assessment which shall become part of her record.

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

Article 32 Standby

32:01 An employee who is designated in writing by the Employer to be on standby shall be entitled for payment of one (1) hours basic pay for each eight (8) hour period or a pro rata payment for any portion thereof.

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

Effective April 1, 2010

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

Article 33 Storm/Disaster Pay

33:01 If an employee is unable to attend work due to bad weather conditions and there are actual blizzard conditions, as declared by Environment Canada, or the Employer, or due to road closures as declared by the police agencies, or the Department of Highways, staff shall not be paid for such work missed, however, on written request, he/she will be allowed to use banked time in lieu of overtime, banked statutory holiday or vacation time.

33:02 **If an employee is able to attend at work in spite of the above conditions, and they do so as soon as is possible and within one (1)**

hour of the scheduled start time, they shall be entitled to pay for the full shift.

Article 34 Education Leave

- 34:01** The Employer, where possible, will attempt to accommodate scheduling requests for employees who have been accepted into an educational program and wish to maintain an employment relationship with the Employer.
- 34:02** Upon written request, the Employer shall give due consideration to an employee's request for educational leave of absence without pay.

Article 35 Loss Of or Damage to Personal Effects

- 35:01** In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for replacement of same.
- 35:02** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft or damage to the employee's tools, equipment or personal effects, or for luxury items.
- 35:03** Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

Article 36 Safety and Health

- 36:01** The Employer shall in accordance with the objects and purposes of the Workplace Safety and Health Act:
- (a) Ensure so far as is reasonably practicable, the safety, health, and welfare at work of all workers; and
 - (b) Comply with the Workplace Safety and Health Act and Regulations.

36:02 It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary.

36:03 A joint Safety and Health Committee, as per the Workplace Safety and Health Act, shall be established within each facility to examine all aspects of safety and health measures within the facility. The joint Safety and Health Committee shall hold meetings at least quarterly for jointly considering, monitoring, inspecting, investigating, and reviewing safety and health conditions and practices within in the site. The duties of the committee include:

- (a) The receipt, consideration and disposition of concerns and complaints respecting the safety and health of workers;
- (b) Participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;
- (c) The development and promotion of measures to protect the safety and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
- (d) Co-operation with the occupational health service, if such a service has been established;
- (e) Co-operation with a safety and health officer exercising duties under this Act or the regulations;
- (f) The making of recommendations to the employer or prime contractor respecting the safety and health of workers;
- (g) The inspection of the workplace at regular intervals;
- (h) The participation in investigations of accidents and dangerous occurrences at the workplace;

- (i) The maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
- (j) Such other duties as may be specified in this Act or prescribed by regulation.

Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, posted on the Safety and Health bulletin boards, and supplied to the Workplace Safety and Health Division. Recommendations for corrective actions shall be referred, in writing, to the CEO or designate and a response shall be provided to the Workplace Safety and Health Committee within 30 days.

36:04 The Employer and the Union agree that harassing and violent behaviour shall not be condoned in the workplace and is further agreed that both parties will work together in recognizing and resolving such problems should they arise.

- (a) When the Employer is aware that a resident/patient has a history of aggressive behaviour the Employer will make such information available to employees who provide service to those residents.
- (b) Where such a program does not exist, the Employer shall develop an Aggressive Resident/Patient Conduct Program. Prior to implementing such a program, the Employer shall receive a recommendation from the Safety and Health committee. Such a program will include instruction and dissemination of information.

36:05 The Employer shall provide information and preventative measures for those employees in contact with known infectious diseases where medically necessary to protect the employee or other residents.

36:06 An employee may refuse to perform particular work where the employee has reasonable grounds to believe and does believe that the work is dangerous to his/her safety or health or the safety or health of another worker or another person. Where the employee refuses particular work, he/she shall

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

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

Article 37 Overpayments

37:01 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than 12 months from date of discovery, provided:

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

37:02 In the event the employee retires from, or leaves the employ of, the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

IN WITNESS WHEREOF A representative of Interlake-Eastern Regional Health Authority has hereunto set their hand for, and on behalf of, Interlake-Eastern Regional Health Authority and Sheila Gordon, Staff Representative of Manitoba Government and General Employees' Union has set her hand for, and on behalf of, Manitoba Government and General Employees' Union.

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Schedule "A"

NOTES #1:

Effective April 1, 2014	2.5 % increase on hourly rates for all classifications
Effective April 1, 2015	2.5 % increase on hourly rates for all classifications
Effective April 1, 2016	2.0 % increase on hourly rates for all classifications

Increment Steps (In Hours)

Effective April 1, 2006

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

Nursing Assistants Qualifications Transition from NA 1 to NA 11

NOTES #2 NURSING ASSISTANTS QUALIFICATIONS

A trained Nurses Aide shall mean an employee working as a Nurses' Aide who has completed a training program recognized by the Employer, or who has completed 2015 regular hours employment as a Nurses' Aide with the Employer.

Note: All employees currently affected are grandfathered, as well as any employees commencing employment on or before date of ratification.

NOTES #3 TRANSITION FROM NA 1 TO NA 11

Employees moving from Nurses' Aide (Untrained) to Nurses' Aide (Trained) shall be placed on the trained rate pay scale at the next highest increment level.

NOTE #4 Students - an employee who is in full-time attendance at a high school and is hired to help the Dietary Aide shall be paid a rate of one dollar (\$1.00) above

the minimum wage as determined by the Province of Manitoba. (Applicable to Beausejour site only.)

Long Service Step

- (1) Effective October 1, 2014 a Long Service Step equivalent to two percent (2%) shall be added to Schedule A. Employees shall be eligible for the Long Service Step identified in Schedule A upon completion of the following:**
 - (a) Twenty (20) or more years of continuous service, and**
 - (b) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**
- (2) Employees who do not meet the above criteria on October 1, 2014 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in (1) above.**

Note #1: For the purpose of (1) and (2) continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT or Term).

Schedule “B”**Site List****Group 1 (Original MGEU Site[s])**

Beausejour – East Gate Lodge PCH (includes Highway #302 Office)

Beausejour Health Centre (includes HEW Building)

Pine Falls Health Complex

Lac du Bonnet Health Centre

Lac du Bonnet Personal Care Home

Oakbank (Kin Place Health Complex)

Pinawa Hospital

Whitemouth Health Centre

Group 2 (CUPE to MGEU 2013)

Arborg & Districts Health Centre (includes Hospital and PCH)

Ashern – Lakeshore District Health Centre (includes Hospital and PCH)

Berens River Renal Health Centre

Eriksdale – E.M. Crowe Health Centre (includes Hospital and PCH)

Fisher Branch – Fisher Personal Care Home

Gimli Community Health Centre

Hodgson Area Renal Health Clinic

Lundar Personal Care Home

Pine Falls Health Centre

Selkirk Corporate Office

Selkirk & District General Hospital

Stonewall & District Health Centre (includes Hospital and Rosewood Lodge PCH)

Teulon – Hunter Memorial Health Centre (includes Hospital and PCH)

Memorandum of Understanding*between***Interlake-Eastern Regional Health Authority***and***Manitoba Government and General Employees' Union****Health Care Support Services****Re: Working Short**

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

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

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

- (a) Review and discuss staffing levels/workload issues such as
 - Sick replacement processes
 - Recruiting

- Current vacancies
 - Workload distribution
 - Shift duration
 - Other
- (b) Establish a mechanism for monitoring staffing levels/workload issues, including the development of jointly approved working short and overtime forms (examples to be tabled).
- (c) Review and make recommendations to facility management regarding the above.

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

Signed this 30th day of Nov, 2015.

R. Dawryu
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Transfer of Employees Within the Regional Health Authority

(A) Temporary Transfer

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

- (5) Employees who are temporarily transferred to sites within the Regional Health Authority shall be eligible for transportation reimbursement as per Article 17:06 (b) in accordance with the following formula:

Distance (in kms) from the employee's home to the new work site minus the distance (in kms) from the employee's home to the employee's originating work site.

(B) Permanent Transfer

- (1) When a position(s) is transferred from one site to another site within the Regional Health Authority, the employee occupying said position will be given the opportunity to move with the position(s).
- (2) Should an employee(s) decide not to transfer with the position(s), she shall have the right to exercise her seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this agreement, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question.

Signed this 30th day of Nov, 2015.

R. Daurin
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Job Descriptions

The Employer agrees to provide to the Union a complete set of the respective M.G.E.U. (Health Care Support Services) Bargaining Unit job descriptions within ninety (90) days of the signing of this Collective Agreement.

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Escort Duty

An employee reporting for work as called in for escort duty shall be paid at the appropriate rate of pay for time worked with a minimum guarantee of three (3) hours pay.

Where such escort duty results in the employee being away from the work site for 4 hours or more, upon presentation of an appropriate receipt, the employee shall be reimbursed up to a maximum of \$7.00 for the purchase of a meal.

Reasonable transportation costs will be provided by the employer as required.

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and


Manitoba Government and General Employees' Union

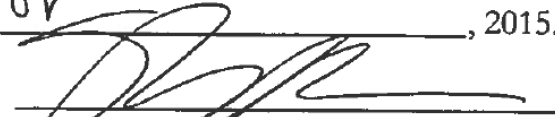
Health Care Support Services

Re: Civil Liability

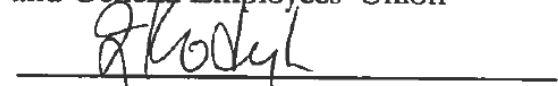
Upon written request from the Union, the Employer will meet with the bargaining unit representatives to outline current civil liability coverage for M.G.E.U. employees.

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and


Manitoba Government and General Employees' Union

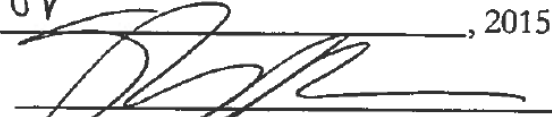
Health Care Support Services

Re: Expanded Staff Mobility

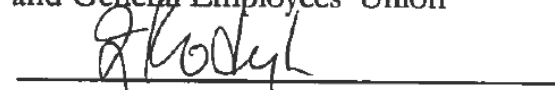
The parties agree to participate in a multi-union, multi-employer committee to discuss expanding the scope of the current staff mobility agreement in order to facilitate the movement of staff within and across the acute, long term, and community health care sectors as required to address systemic needs.

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Implementation of Twelve (12) Hour Shifts –Ward Clerks Pine Falls

Objective of Shifts

The objective of a change in shift for an extended work day is primarily to increase the effectiveness and efficiency of delivering patient care and/or an improvement in that care to the benefit of the patient.

Agreement

Interlake Eastern and the Union mutually agree that the procedures outlined below shall be followed in establishing twelve (12) hour shifts.

Protocol

The Care Team Manager and the Union will proceed as follows:

1. Hold staff conferences;
2. Confirm the fact that a majority of seventy percent (70%) affected wish to work the twelve (12) hour shifts;
3. Set objectives;
4. Plan master rotation for the group;
5. Plan twenty-four (24) hour plan to help staff organize their work over a longer period;

6. The Human Resources Manager will meet with the staff if requested.

The resource people will then submit the objectives, roster, and twenty-four (24) hour plan to the Manager of Human Resources for approval not less than four (4) weeks before the commencement of the twelve (12) hour shift.

Interlake Eastern RHA shall then notify the Site Representative of M.G.E.U. and forward a copy of the agreed rotation pattern. The twelve (12) hour shift shall be monitored over a four (4) month trial period and evaluation of same shall occur after the period of three (3) months.

During the four (4) month trial period, the following should be monitored:

1. Absenteeism
2. Staff Replacement – whether from floats or own staff
3. Overtime
4. Unusual incidents
5. Errors
6. Communications
7. Comments from the following:

Attending Doctors

Nurses

Patients

Visitors

Staff

Other Departments

These, together with objectives, will be needed for evaluation at the end of the three (3) months.

PROVISIONS APPLICABLE TO THE TWELVE (12) HOUR SHIFT:

1. Breaks

One (1) thirty (30) minute meal break (unpaid)

One (1) twenty-two and one-half (22 ½) minute meal break (7 ½ minutes unpaid with 15 minutes paid)

Two (2) fifteen (15) minute coffee breaks (paid)

2. Hours of work and Shift Schedules

Full-time hours of work shall provide:

- (a) An average of six (6) shifts of 11.625 hours duration and one (1) shift of seven and three quarter (7.75) hours duration in each bi-weekly period;
or
- (b) Twenty (20) shifts of 11.625 hours duration in each three (3) consecutive bi-weekly period.
- (c) Shift schedules shall be based on a Master Rotation pattern planned in consultation with the employees concerned and provide for a minimum of two (2) consecutive days off duty at one (1) time and shall provide employees with alternate weekends off duty, unless otherwise mutually agreed.
- (d) Overtime shall be authorized time worked in excess of a scheduled shift as defined in 1 above or in excess of full-time hours worked defined in 2 (a) or 2 (b) above.

3. General Holidays (STATS)

- (a) General Holidays will be paid and accumulated as per the Collective Agreement. For the purposes of time and one-half (1 ½) pay for worked statutory holidays, time and one-half (1 ½) will be paid on the actual statutory hours worked.

- (b) An employee may accumulate three (3) 7.75 statutory days given in lieu of General Holidays in order to take two (2) twelve (12) hour shifts off with pay.

4. Income Protection

Article 15 of the Collective Agreement shall apply with the understanding that utilization of income protection for one (1) twelve (12) hour shift utilizes 11.625 hours of accumulated Income Protection Credits.

5. Bereavement Leave

Article 11:03 of the Collective Agreement shall apply and every scheduled twelve (12) hour shift taken as bereavement equals full pay of 11.625 hours.

6. Annual Vacation

Article 16 of the Collective Agreement shall apply and every scheduled twelve (12) hour shift taken as vacation utilizes 11.625 hours.

7. Procedures for Areas Discontinuing the Twelve (12) Hour Shift

Should either party be considering the discontinuation of the twelve hour shift, they will meet with the other party and representatives of the affected employees to discuss the issues, concerns and reasons prior to serving written notice as outlined below.

Either the Employer or the Union may discontinue the twelve (12) hour shift schedule upon providing thirty (30) days written notice to the other party. Should the Union initiate such notice, they shall have seventy percent (70%) of the affected employees' agreement to do so. The Employer will meet with the Union within two (2) weeks of such notice to discuss the process for discontinuation.

8. Premiums

Shifts	Hours	Premium Pay
Day	07:30 to 19:45	4.25 Evening Rate
Weekend	Saturday 07:30 to Saturday 19:45	Weekend Rate
Weekend	Saturday 07:30 to Sunday 19:45	Weekend Rate

Signed this 30th day of Nov, 2015.

R. Dawinju
 On Behalf of Interlake-Eastern
 Regional Health Authority

[Signature]
 On Behalf of Manitoba Government
 and General Employees' Union

 On Behalf of Interlake-Eastern
 Regional Health Authority

[Signature]
 On Behalf of Manitoba Government
 and General Employees' Union

Memorandum of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Emergencies


In any emergency declared by the Facility or disaster declared by EMO, employees are required to perform duties as assigned notwithstanding any contrary provision in the Collective Agreement.


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

Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 13.

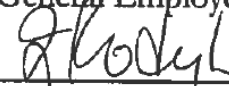
The importance of disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union and, to this end, participation of all employees is

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Understanding*between***Interlake-Eastern Regional Health Authority***and***Manitoba Government and General Employees' Union****Health Care Support Services****Re: Provincial Facility Support Sector Advisory Committee**

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

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


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

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

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

The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the collective agreement and will be extended if agreed to between the parties.

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Intent

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Maintenance of Wage Standardization

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

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

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

THEREFORE the parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support collective agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage

standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Understanding

between

Interlake-Eastern Regional Health Authority

and


Manitoba Government and General Employees' Union

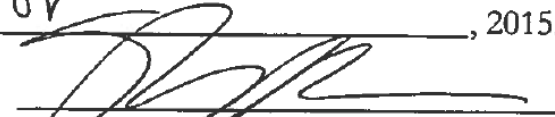
Health Care Support Services

Re: Pension or Benefit Plan Improvements

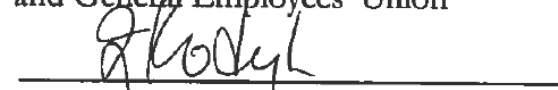
During the term of the 2012 to 2017 collective agreement, should another healthcare union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

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

Applicable to Site Group #2.

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

Signed this 30th day of Nov, 2015.

R. Dawanyu
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Reasonable Accommodation/Return to Work

Applicable to Site Group #2.

Reasonable Accommodation

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

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

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

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

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

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

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

Return to Work

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

Return to Work placement may occur within a 50-kilometre radius of the originating site unless a greater distance is mutually agreed between the Employer and the employee.

Signed this 30th day of Nov, 2015.

D. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: 9.69 (“10”) Hour Shift Schedule

Applicable to Site Group #2.

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer, however this will occur within 3 months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2015 annual hours) may be 7.5 hours (1950 annual hours) in applicable classifications with appropriate adjustments.
- A “10” hour shift for employees working 7.5 hours (1950 annual hours) will be 9.38 hours per day.

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

Trial and Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.

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

Hours of Work

- (a) Full-time hours of work shall provide twenty-four (24) shifts of 9.69 (“10”) hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 9.69 (“10”) hour duration and shifts of other lengths that equal 77.5 hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
 - A maximum of four (4) consecutive shifts of 9.69 (“10”) hours
 - At least two (2) consecutive days off at one time
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of two (2) 15-minute rest periods and exclusive of one (1) meal period of thirty (30) minutes.

Income Protection

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

General Holidays

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

Vacation

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

Shift Premium

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

Overtime

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

Bereavement

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

Termination Of Memorandum Of Understanding

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

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and Health Care Support Services

General Employees' Union

Re: 11.625 (“12”) Hour Shift Schedule

Applicable to Site Group #2.

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer; however, this will occur within 3 months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2015 annual hours) may be 7.5 hours (1950 annual hours) in applicable classifications with appropriate adjustments.
- A “12” hour shift for employees working 7.5 hours (1950 annual hours) will be 11.25 hours.

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

Trial And Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.

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

Hours Of Work

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

Income Protection

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

General Holidays

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

Vacation

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

Shift Premium

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

Overtime

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

Bereavement

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

Termination Of Memorandum Of Understanding

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

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Memorandum of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union


Health Care Support Services


Re: Classification Review

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

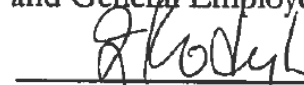
- Health Information Management Professional Group
- Tenant Companion
- Unit Clerk/HCA

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Modified Shifts of Less than Regular Hours of Work

Applicable to Site Group #2.

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

1. The terms and conditions of the Collective Agreement shall apply to part-time employees working shifts of less than regular hours of work except as provided thereafter.
2. Shifts of three (3.0) three to five (5.0) paid hours shall include one (1) fifteen (15) minute rest period.
 - Shifts of greater than five (5.0) paid hours up to and including six (6) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
 - Shifts of greater than six (6) hours up to the regular hours of work shall include two (2) fifteen (15) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
3. In the event that an employee is required to work beyond the end of her scheduled shift, she shall be paid for all hours worked beyond the shift at her basic salary up to the regular hours of work. Overtime rates of pay shall be

applicable for time worked in excess of regular hours work, in accordance with Article 1901.

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

Signed this 30th day of Nov, 2015.

R. Dawinju
On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]
On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services


Re: Article 37 - Overpayments

Applicable to Site Group #2.

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


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

Signed this 30th day of Nov, 2015.


On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

On Behalf of Interlake-Eastern
Regional Health Authority


On Behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Wage Adjustment – Trades Component Classifications

Applicable to Site Group #2.

For the continued maintenance of wage standardization, and to ensure the salary scales of Trades classifications as represented by MGEU maintain an appropriate relationship to salary scales of the same classifications represented by OEM, application of current and future wage adjustment will be as follows:

1. Effective April 1, 2008, and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the OEM central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:

Standardization Group Number	Interlake Regional Health Authority Classification Title	OEM Comparable Classification
12B	Stationary Engineer (4 th Class/Certified)	Engineer 4 th Class

Signed this 30th day of Nov, 2015.

R. Dawinju
 On Behalf of Interlake-Eastern
 Regional Health Authority

[Signature]
 On Behalf of Manitoba Government
 and General Employees' Union

 On Behalf of Interlake-Eastern
 Regional Health Authority

[Signature]
 On Behalf of Manitoba Government
 and General Employees' Union

Letter of Understanding

between

Interlake-Eastern Regional Health Authority

and

Manitoba Government and General Employees' Union

Health Care Support Services

Re: Maintenance at Gimli and Arborg

WHEREAS the parties recognize the long standing practice of Maintenance workers in these two sites working up to one (1) hour on Saturdays and Sundays and receive pay or bank time equivalent to two (2) hours of their regular rate;

AND WHEREAS the parties agree to allow this practice to continue with the incumbent employees only;

THEREFORE THE PARTIES AGREE that the following employees:

Lorne Neault

Brad Erickson

Brad Sumka

Ken Beauchemin

Shall be allowed to continue the practice of working up to one (1) hour on Saturdays and Sundays and receive pay or bank time equivalent to two (2) hours of their regular hourly rate. All other provisions of the Collective Agreement remain in effect.

Further, it is understood that this Letter of Understanding must be reviewed and signed each year in April or amended in the event that one of the incumbent employees leaves their position.

Signed this 30th day of Nov, 2015.

R. Dawinju

On Behalf of Interlake-Eastern
Regional Health Authority

On Behalf of Interlake-Eastern
Regional Health Authority

[Signature]

On Behalf of Manitoba Government
and General Employees' Union

[Signature]

On Behalf of Manitoba Government
and General Employees' Union

Salary Schedule

Effective April 1, 2012 (0.00%)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	19.658	20.247	20.855	21.480	22.125	22.789
				Monthly	3,300.91	3,399.81	3,501.90	3,606.85	3,715.16	3,826.65
				Annual	39,610.87	40,797.71	42,022.83	43,282.20	44,581.88	45,919.84
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	19.658	20.247	20.855	21.480	22.125	22.789
				Monthly	3,300.91	3,399.81	3,501.90	3,606.85	3,715.16	3,826.65
				Annual	39,610.87	40,797.71	42,022.83	43,282.20	44,581.88	45,919.84
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
5	Stores	Material Mgmt Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	19.129	19.703	20.294	20.903	21.530	22.176
				Monthly	3,212.08	3,308.46	3,407.70	3,509.96	3,615.25	3,723.72
				Annual	38,544.94	39,701.55	40,892.41	42,119.55	43,382.95	44,684.64
15	Dietetic Aide	Dietary Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	15.441	15.904	16.381	16.873	17.379	17.900
				Monthly	2,592.80	2,670.55	2,750.64	2,833.26	2,918.22	3,005.71
				Annual	31,113.62	32,046.56	33,007.72	33,999.10	35,018.69	36,068.50
23	Cook II	Cook II	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
23	Cook II - Certified	Cook	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
23	Cook II - Certified	Slaing Clerk	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	15.981	16.240	16.501	16.780	17.032	
				Monthly	2,683.48	2,726.97	2,770.79	2,817.64	2,859.96	
				Annual	32,201.72	32,723.60	33,249.52	33,811.70	34,319.48	
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	16.384	16.876	17.382	17.903	18.440	18.994
				Monthly	2,751.15	2,833.76	2,918.73	3,006.21	3,096.38	3,189.41
				Annual	33,013.76	34,005.14	35,024.73	36,074.55	37,156.60	38,272.91
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	16.548					
				Monthly	2,778.69					
				Annual	33,344.22					
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	16.548					
				Monthly	2,778.69					
				Annual	33,344.22					
42	Health Care Aide (Certified / Trained)	HCA/ CSR Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	P.C.A (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	15.040	15.491	15.956	16.434	16.927	17.435
				Monthly	2,525.47	2,601.20	2,679.28	2,759.54	2,842.33	2,927.63
				Annual	30,305.60	31,214.37	32,151.34	33,114.51	34,107.91	35,131.53
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	15.040	15.491	15.956	16.434	16.927	17.435
				Monthly	2,525.47	2,601.20	2,679.28	2,759.54	2,842.33	2,927.63
				Annual	30,305.60	31,214.37	32,151.34	33,114.51	34,107.91	35,131.53
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
46	Supervisory Role	Activity Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Activity Director	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
47	Rehab Aide	Rehab Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	20.046	20.647	21.267	21.905	22.562	23.239
				Monthly	3,366.06	3,466.98	3,571.08	3,678.22	3,788.54	3,902.22
				Annual	40,392.69	41,603.71	42,853.01	44,138.58	45,462.43	46,826.59

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
54	Material Porters	Courier / Driver	2015	Hourly	16.114	16.597	17.095	17.608	18.136	18.680
				Monthly	2,705.81	2,786.91	2,870.54	2,956.68	3,045.34	3,136.68
				Annual	32,469.71	33,442.96	34,446.43	35,480.12	36,544.04	37,640.20
58	Lab Assistant	Lab Assistant	2015	Hourly	14.654	15.093	15.546	16.012	16.493	16.988
				Monthly	2,460.65	2,534.37	2,610.43	2,688.68	2,769.45	2,852.57
				Annual	29,527.81	30,412.40	31,325.19	32,264.18	33,233.40	34,230.82
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	14.654	15.093	15.546	16.012	16.493	16.988
				Monthly	2,540.03	2,616.12	2,694.64	2,775.41	2,858.79	2,944.59
				Annual	30,480.32	31,393.44	32,335.68	33,304.96	34,305.44	35,335.04
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	15.993	16.472	16.967	17.476	18.000	18.540
				Monthly	2,772.12	2,855.15	2,940.95	3,029.17	3,120.00	3,213.60
				Annual	33,265.44	34,261.76	35,291.36	36,350.08	37,440.00	38,563.20
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
70	Dietetic Clerk	Clerk II	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
				Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
				Monthly	3,096.72	3,189.58	3,285.29	3,383.86	3,485.28	3,589.89
				Annual	37,160.63	38,274.93	39,423.48	40,606.28	41,823.34	43,078.69
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
				Monthly	3,096.72	3,189.58	3,285.29	3,383.86	3,485.28	3,589.89
				Annual	37,160.63	38,274.93	39,423.48	40,606.28	41,823.34	43,078.69
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
79	Ward Clerk	Unit Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
79	Ward Clerk	Ward Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
83	Medical Records Technician	Health Records Technician	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
				Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
83	Medical Records Technician	Medical Records Technician	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
				Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
83	Medical Records Technician II	Health Information Technician	2015	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,113.18	3,206.54	3,302.75	3,401.82	3,503.92	3,609.03
				Annual	37,358.10	38,478.44	39,633.04	40,821.89	42,047.01	43,308.40

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
				Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
				Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
89	Maintenance Worker I	Maintenance II	2015	Hourly	15.706	16.177	16.662	17.162	17.677	18.207
				Monthly	2,637.30	2,716.39	2,797.83	2,881.79	2,968.26	3,057.26
				Annual	31,647.59	32,596.66	33,573.93	34,581.43	35,619.16	36,687.11
90	Maintenance Worker II	Maintenance I	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
90	Maintenance Worker II	Plant Manager	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
102	Clerk II	Admin Clerk	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	General Office Clerk	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
103	Clerk II	Receptionist / Clerk	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
103	Clerk II	Receptionist / Typist	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
103	Clerk II	Support Services Clerk	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
104	Clerk III	Clerk III	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
				Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk III	Health Information Clerk	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
105	Clerk IV	EMS Admin Assistant	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
No Match	Cook	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557	
			Monthly	3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78	
			Annual	37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36	
No Match	Handivan Driver	2015	Hourly	15.901	16.378	16.869	17.376	17.897	18.434	
			Monthly	2,670.04	2,750.14	2,832.59	2,917.72	3,005.21	3,095.38	
			Annual	32,040.52	33,001.67	33,991.04	35,012.64	36,062.46	37,144.51	
No Match	Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)	2015	Hourly	23.838	24.312					
			Monthly	4,002.80	4,082.39					
			Annual	48,033.57	48,988.68					
No Match	Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)	2015	Hourly	23.838	24.312					
			Monthly	4,002.80	4,082.39					
			Annual	48,033.57	48,988.68					
No Match	Handivan Lead Driver - PIO (Stonewall & District Health Centre)	2015	Hourly	17.394	17.645	17.899	18.187	18.451		
			Monthly	2,920.74	2,962.89	3,005.54	3,053.90	3,098.23		
			Annual	35,048.91	35,554.68	36,066.49	36,646.81	37,178.77		
No Match	Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.535	17.891	18.257	18.629	19.024		
			Monthly	2,849.44	2,907.29	2,966.76	3,027.21	3,091.40		
			Annual	34,193.25	34,887.45	35,601.15	36,326.55	37,096.80		
No Match	Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.535	17.891	18.257	18.629	19.024		
			Monthly	2,849.44	2,907.29	2,966.76	3,027.21	3,091.40		
			Annual	34,193.25	34,887.45	35,601.15	36,326.55	37,096.80		
No Match	Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	17.641	18.535	19.429	20.325	21.171		
			Monthly	2,866.66	3,011.94	3,157.21	3,302.81	3,440.29		
			Annual	34,399.95	36,143.25	37,886.55	39,633.75	41,283.45		
No Match	Aboriginal Liaison Worker	2015	Hourly	16.291	16.556	16.824	17.099	17.376		
			Monthly	2,735.53	2,780.03	2,825.03	2,871.21	2,917.72		
			Annual	32,826.37	33,360.34	33,900.36	34,454.49	35,012.64		
No Match	Security & Physical Plant Workers	2015	Hourly	16.426	16.918	17.426	17.949	18.487	19.042	
			Monthly	2,758.20	2,840.81	2,926.12	3,013.94	3,104.28	3,197.47	
			Annual	33,098.39	34,089.77	35,113.39	36,167.24	37,251.31	38,369.63	

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
No Match		Maintenance Lead Hand	2015	Hourly	19.877	20.473	21.088	21.720	22.371	23.043
				Monthly	3,337.68	3,437.76	3,541.03	3,647.15	3,756.46	3,869.30
				Annual	40,052.16	41,253.10	42,492.32	43,765.80	45,077.57	46,431.65
No Match		Primary Health Clerical Team Leader	2015	Hourly	18.027	18.530	19.048	19.582	20.131	20.697
				Monthly	3,027.03	3,111.50	3,198.48	3,288.14	3,380.33	3,475.37
				Annual	36,324.41	37,337.95	38,381.72	39,457.73	40,563.97	41,704.46
No Match		Maintenance Tradesperson - PIO	2015	Hourly	21.336	22.110	22.910	23.711	24.882	26.029
				Monthly	3,582.67	3,712.64	3,846.97	3,981.47	4,178.10	4,370.70
				Annual	42,992.04	44,551.65	46,163.65	47,777.67	50,137.23	52,448.44
No Match		DSM - Admin Secretary II - PIO	2015	Hourly	18.767	19.201	19.692	20.182	20.762	21.297
				Monthly	3,151.29	3,224.17	3,306.62	3,388.89	3,486.29	3,576.12
				Annual	37,815.51	38,690.02	39,679.38	40,666.73	41,835.43	42,913.46
No Match		Receptionist - PIO	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
No Match		Receptionist - PIO	2015	Hourly	16.985	17.214	17.495	17.789	18.026	
				Monthly	2,852.07	2,890.52	2,937.70	2,987.07	3,026.87	
				Annual	34,224.78	34,686.21	35,252.43	35,844.84	36,322.39	
No Match		Purchasing Assistant - PIO (Selkirk & District General Hospital)	1950	Hourly	18.691	19.073	19.464	19.860	20.266	
				Monthly	3,037.29	3,099.36	3,162.90	3,227.25	3,293.23	
				Annual	36,447.45	37,192.35	37,954.80	38,727.00	39,518.70	
91	Carpenter	Carpenter	2015	Hourly	28.747					
				Monthly	4,827.10					
				Annual	57,925.21					
92	Electrician	Electrician	2015	Hourly	31.997					
				Monthly	5,372.83					
				Annual	64,473.96					
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly	24.907	26.291	27.675			
				Monthly	4,182.30	4,414.70	4,647.09			
				Annual	50,187.61	52,976.37	55,765.13			
93D	Engineer 5th Class	Maintenance I-Engineer 5th Class	2015	Hourly	21.074					
				Monthly	3,538.68					
				Annual	42,464.11					

Effective April 1, 2013 (0.00%)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	19.658	20.247	20.855	21.480	22.125	22.789
				Monthly	3,300.91	3,399.81	3,501.90	3,606.85	3,715.16	3,826.65
				Annual	39,610.87	40,797.71	42,022.83	43,282.20	44,581.88	45,919.84
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	19.658	20.247	20.855	21.480	22.125	22.789
				Monthly	3,300.91	3,399.81	3,501.90	3,606.85	3,715.16	3,826.65
				Annual	39,610.87	40,797.71	42,022.83	43,282.20	44,581.88	45,919.84
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
5	Stores	Material Mgmt Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	19.129	19.703	20.294	20.903	21.530	22.176
				Monthly	3,212.08	3,308.46	3,407.70	3,509.96	3,615.25	3,723.72
				Annual	38,544.94	39,701.55	40,892.41	42,119.55	43,382.95	44,684.64
15	Dietetic Aide	Dietary Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	15.441	15.904	16.381	16.873	17.379	17.900
				Monthly	2,592.80	2,670.55	2,750.64	2,833.26	2,918.22	3,005.71
				Annual	31,113.62	32,046.56	33,007.72	33,999.10	35,018.69	36,068.50
23	Cook II	Cook II	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
23	Cook II - Certified	Cook	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	
23	Cook II - Certified	Slating Clerk	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
				Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
				Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	15.981	16.240	16.501	16.780	17.032	
				Monthly	2,683.48	2,726.97	2,770.79	2,817.64	2,859.96	
				Annual	32,201.72	32,723.60	33,249.52	33,811.70	34,319.48	
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	16.384	16.876	17.382	17.903	18.440	18.994
				Monthly	2,751.15	2,833.76	2,918.73	3,006.21	3,096.38	3,189.41
				Annual	33,013.76	34,005.14	35,024.73	36,074.55	37,156.60	38,272.91
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
				Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
				Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	16.548					
				Monthly	2,778.69					
				Annual	33,344.22					
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	16.548					
				Monthly	2,778.69					
				Annual	33,344.22					
42	Health Care Aide (Certified / Trained)	HCA / CSR Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	P.C.A (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	15.040	15.491	15.956	16.434	16.927	17.435
				Monthly	2,525.47	2,601.20	2,679.28	2,759.54	2,842.33	2,927.63
				Annual	30,305.60	31,214.37	32,151.34	33,114.51	34,107.91	35,131.53
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	15.040	15.491	15.956	16.434	16.927	17.435
				Monthly	2,525.47	2,601.20	2,679.28	2,759.54	2,842.33	2,927.63
				Annual	30,305.60	31,214.37	32,151.34	33,114.51	34,107.91	35,131.53
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
46	Supervisory Role	Activity Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Activity Director	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	18.001	18.541	19.098	19.670	20.261	20.868
				Monthly	3,022.67	3,113.34	3,206.87	3,302.92	3,402.16	3,504.09
				Annual	36,272.02	37,360.12	38,482.47	39,635.05	40,825.92	42,049.02
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
47	Rehab Aide	Rehab Aide	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	20.046	20.647	21.267	21.905	22.562	23.239
				Monthly	3,366.06	3,466.98	3,571.08	3,678.22	3,788.54	3,902.22
				Annual	40,392.69	41,603.71	42,853.01	44,138.58	45,462.43	46,826.59

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
54	Material Porters	Courier / Driver	2015	Hourly	16.114	16.597	17.095	17.608	18.136	18.680
				Monthly	2,705.81	2,786.91	2,870.54	2,956.68	3,045.34	3,136.68
				Annual	32,469.71	33,442.96	34,446.43	35,480.12	36,544.04	37,640.20
58	Lab Assistant	Lab Assistant	2015	Hourly	14.654	15.093	15.546	16.012	16.493	16.988
				Monthly	2,460.65	2,534.37	2,610.43	2,688.68	2,769.45	2,852.57
				Annual	29,527.81	30,412.40	31,325.19	32,264.18	33,233.40	34,230.82
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	14.654	15.093	15.546	16.012	16.493	16.988
				Monthly	2,540.03	2,616.12	2,694.64	2,775.41	2,858.79	2,944.59
				Annual	30,480.32	31,393.44	32,335.68	33,304.96	34,305.44	35,335.04
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	15.993	16.472	16.967	17.476	18.000	18.540
				Monthly	2,772.12	2,855.15	2,940.95	3,029.17	3,120.00	3,213.60
				Annual	33,265.44	34,261.76	35,291.36	36,350.08	37,440.00	38,563.20
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
70	Dietetic Clerk	Clerk II	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
				Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
				Monthly	3,096.72	3,189.58	3,285.29	3,383.86	3,485.28	3,589.89
				Annual	37,160.63	38,274.93	39,423.48	40,606.28	41,823.34	43,078.69
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
				Monthly	3,096.72	3,189.58	3,285.29	3,383.86	3,485.28	3,589.89
				Annual	37,160.63	38,274.93	39,423.48	40,606.28	41,823.34	43,078.69
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
79	Ward Clerk	Unit Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
79	Ward Clerk	Ward Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
				Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
				Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
83	Medical Records Technician	Health Records Technician	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
				Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
83	Medical Records Technician	Medical Records Technician	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
				Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
83	Medical Records Technician II	Health Information Technician	2015	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
				Monthly	3,113.18	3,206.54	3,302.75	3,401.82	3,503.92	3,609.03
				Annual	37,358.10	38,478.44	39,633.04	40,821.89	42,047.01	43,308.40

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
				Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
				Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
89	Maintenance Worker I	Maintenance II	2015	Hourly	15.706	16.177	16.662	17.162	17.677	18.207
				Monthly	2,637.30	2,716.39	2,797.83	2,881.79	2,968.26	3,057.26
				Annual	31,647.59	32,596.66	33,573.93	34,581.43	35,619.16	36,687.11
90	Maintenance Worker II	Maintenance I	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
90	Maintenance Worker II	Plant Manager	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037
				Monthly	2,902.27	2,989.25	3,078.92	3,171.27	3,266.48	3,364.55
				Annual	34,827.26	35,871.03	36,947.04	38,055.29	39,197.80	40,374.56
102	Clerk II	Admin Clerk	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	General Office Clerk	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,526.88	2,602.60	2,680.76	2,761.20	2,844.08	2,929.39
				Annual	30,322.50	31,231.20	32,169.15	33,134.40	34,128.90	35,152.65
103	Clerk II	Receptionist / Clerk	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
103	Clerk II	Receptionist / Typist	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
103	Clerk II	Support Services Clerk	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
				Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
				Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
104	Clerk III	Clerk III	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
				Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk III	Health Information Clerk	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
				Monthly	2,815.29	2,899.75	2,986.73	3,076.23	3,168.59	3,263.63
				Annual	33,783.49	34,797.04	35,840.81	36,914.80	38,023.05	39,163.54
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
105	Clerk IV	EMS Admin Assistant	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
				Monthly	2,922.25	3,009.91	3,100.08	3,193.10	3,288.98	3,387.55
				Annual	35,067.05	36,118.88	37,200.93	38,317.24	39,467.81	40,650.61
No Match		Cook	2015	Hourly	18.596	19.153	19.728	20.320	20.930	21.557
				Monthly	3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78
				Annual	37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36
No Match		Handivan Driver	2015	Hourly	15.901	16.378	16.869	17.376	17.897	18.434
				Monthly	2,670.04	2,750.14	2,832.59	2,917.72	3,005.21	3,095.38
				Annual	32,040.52	33,001.67	33,991.04	35,012.64	36,062.46	37,144.51
No Match		Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)	2015	Hourly	23.838	24.312				
				Monthly	4,002.80	4,082.39				
				Annual	48,033.57	48,988.68				
No Match		Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)	2015	Hourly	23.838	24.312				
				Monthly	4,002.80	4,082.39				
				Annual	48,033.57	48,988.68				
No Match		Handivan Lead Driver - PIO (Stonewall & District Health Centre)	2015	Hourly	17.394	17.645	17.899	18.187	18.451	
				Monthly	2,920.74	2,962.89	3,005.54	3,053.90	3,098.23	
				Annual	35,048.91	35,554.68	36,066.49	36,646.81	37,178.77	
No Match		Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.535	17.891	18.257	18.629	19.024	
				Monthly	2,849.44	2,907.29	2,966.76	3,027.21	3,091.40	
				Annual	34,193.25	34,887.45	35,601.15	36,326.55	37,096.80	
No Match		Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.535	17.891	18.257	18.629	19.024	
				Monthly	2,849.44	2,907.29	2,966.76	3,027.21	3,091.40	
				Annual	34,193.25	34,887.45	35,601.15	36,326.55	37,096.80	
No Match		Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	17.641	18.535	19.429	20.325	21.171	
				Monthly	2,866.66	3,011.94	3,157.21	3,302.81	3,440.29	
				Annual	34,399.95	36,143.25	37,886.55	39,633.75	41,283.45	
No Match		Aboriginal Liaison Worker	2015	Hourly	16.291	16.556	16.824	17.099	17.376	
				Monthly	2,735.53	2,780.03	2,825.03	2,871.21	2,917.72	
				Annual	32,826.37	33,360.34	33,900.36	34,454.49	35,012.64	
No Match		Security & Physical Plant Workers	2015	Hourly	16.426	16.918	17.426	17.949	18.487	19.042
				Monthly	2,758.20	2,840.81	2,926.12	3,013.94	3,104.28	3,197.47
				Annual	33,098.39	34,089.77	35,113.39	36,167.24	37,251.31	38,369.63

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
No Match	Maintenance Lead Hand		2015	Hourly	19.877	20.473	21.088	21.720	22.371	23.043
				Monthly	3,337.68	3,437.76	3,541.03	3,647.15	3,756.46	3,869.30
				Annual	40,052.16	41,253.10	42,492.32	43,765.80	45,077.57	46,431.65
No Match	Primary Health Clerical Team Leader		2015	Hourly	18.027	18.530	19.048	19.582	20.131	20.697
				Monthly	3,027.03	3,111.50	3,198.48	3,288.14	3,380.33	3,475.37
				Annual	36,324.41	37,337.95	38,381.72	39,457.73	40,563.97	41,704.46
No Match	Maintenance Tradesperson - PIO		2015	Hourly	21.336	22.110	22.910	23.711	24.882	26.029
				Monthly	3,582.67	3,712.64	3,846.97	3,981.47	4,178.10	4,370.70
				Annual	42,992.04	44,551.65	46,163.65	47,777.67	50,137.23	52,448.44
No Match	DSM - Admin Secretary II - PIO		2015	Hourly	18.767	19.201	19.692	20.182	20.762	21.297
				Monthly	3,151.29	3,224.17	3,306.62	3,388.89	3,486.29	3,576.12
				Annual	37,815.51	38,690.02	39,679.38	40,666.73	41,835.43	42,913.46
No Match	Receptionist - PIO		2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
				Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
				Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
No Match	Receptionist - PIO		2015	Hourly	16.985	17.214	17.495	17.789	18.026	
				Monthly	2,852.07	2,890.52	2,937.70	2,987.07	3,026.87	
				Annual	34,224.78	34,686.21	35,252.43	35,844.84	36,322.39	
No Match	Purchasing Assistant - PIO (Selkirk & District General Hospital)		1950	Hourly	18.691	19.073	19.464	19.860	20.266	
				Monthly	3,037.29	3,099.36	3,162.90	3,227.25	3,293.23	
				Annual	36,447.45	37,192.35	37,954.80	38,727.00	39,518.70	
91	Carpenter	Carpenter	2015	Hourly	28.747					
				Monthly	4,827.10					
				Annual	57,925.21					
92	Electrician	Electrician	2015	Hourly	31.997					
				Monthly	5,372.83					
				Annual	64,473.96					
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly	24.907	26.291	27.675			
				Monthly	4,182.30	4,414.70	4,647.09			
				Annual	50,187.61	52,976.37	55,765.13			
93D	Engineer 5th Class	Maintenance I-Engineer 5th Class	2015	Hourly	21.074					
				Monthly	3,538.68					
				Annual	42,464.11					

Effective April 1, 2014 (2.50%)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	20.149	20.754	21.376	22.018	22.678	23.358
				Monthly	3,383.35	3,484.94	3,589.39	3,697.19	3,808.01	3,922.20
				Annual	40,600.24	41,819.31	43,072.64	44,366.27	45,696.17	47,066.37
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	20.149	20.754	21.376	22.018	22.678	23.358
				Monthly	3,383.35	3,484.94	3,589.39	3,697.19	3,808.01	3,922.20
				Annual	40,600.24	41,819.31	43,072.64	44,366.27	45,696.17	47,066.37
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	15.939	16.416	16.909	17.417	17.940	18.478
				Monthly	2,676.42	2,756.52	2,839.30	2,924.61	3,012.43	3,102.76
				Annual	32,117.09	33,078.24	34,071.64	35,095.26	36,149.10	37,233.17
5	Stores	Material Mgmt Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	19.607	20.195	20.801	21.425	22.068	22.730
				Monthly	3,292.34	3,391.08	3,492.84	3,597.62	3,705.59	3,816.75
				Annual	39,508.11	40,692.93	41,914.02	43,171.38	44,467.02	45,800.95
15	Dietetic Aide	Dietary Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	15.827	16.302	16.791	17.294	17.813	18.348
				Monthly	2,657.62	2,737.38	2,819.49	2,903.95	2,991.10	3,080.94
				Annual	31,891.41	32,848.53	33,833.87	34,847.41	35,893.20	36,971.22
23	Cook II	Cook II	2015	Hourly	18.263	18.812	19.376	19.957	20.555	21.172
				Monthly	3,066.66	3,158.85	3,253.55	3,351.11	3,451.53	3,555.13
				Annual	36,799.95	37,906.18	39,042.64	40,213.36	41,418.33	42,661.58
23	Cook II - Certified	Cook	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	
23	Cook II - Certified	Slating Clerk	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	16.381	16.646	16.914	17.200	17.458	
				Monthly	2,750.64	2,795.14	2,840.14	2,888.17	2,931.49	
				Annual	33,007.72	33,541.69	34,081.71	34,658.00	35,177.87	
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	16.794	17.298	17.816	18.351	18.902	19.469
				Monthly	2,819.99	2,904.62	2,991.60	3,081.44	3,173.96	3,269.17
				Annual	33,839.91	34,855.47	35,899.24	36,977.27	38,087.53	39,230.04
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	16.962					
				Monthly	2,848.20					
				Annual	34,178.43					
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	16.961					
				Monthly	2,848.04					
				Annual	34,176.42					
42	Health Care Aide (Certified / Trained)	HCA / CSR Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	P.C.A (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	15.416	15.878	16.354	16.845	17.350	17.871
				Monthly	2,588.60	2,666.18	2,746.11	2,828.56	2,913.35	3,000.84
				Annual	31,063.24	31,994.17	32,953.31	33,942.68	34,960.25	36,010.07
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	15.416	15.878	16.354	16.845	17.350	17.871
				Monthly	2,588.60	2,666.18	2,746.11	2,828.56	2,913.35	3,000.84
				Annual	31,063.24	31,994.17	32,953.31	33,942.68	34,960.25	36,010.07
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
46	Supervisory Role	Activity Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85
46	Supervisory Role	Activity Director	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
47	Rehab Aide	Rehab Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	20.547	21.163	21.798	22.452	23.126	23.820
				Monthly	3,450.18	3,553.62	3,660.25	3,770.07	3,883.24	3,999.78
				Annual	41,402.21	42,643.45	43,922.97	45,240.78	46,598.89	47,997.30

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
54	Material Porters	Courier / Driver	2015	Hourly	16.517	17.012	17.522	18.048	18.589	19.147
				Monthly	2,773.48	2,856.60	2,942.24	3,030.56	3,121.40	3,215.10
				Annual	33,281.76	34,279.18	35,306.83	36,366.72	37,456.84	38,581.21
58	Lab Assistant	Lab Assistant	2015	Hourly	15.020	15.470	15.935	16.412	16.905	17.413
				Monthly	2,522.11	2,597.67	2,675.75	2,755.85	2,838.63	2,923.93
				Annual	30,265.30	31,172.05	32,109.03	33,070.18	34,063.58	35,087.20
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	15.020	15.471	15.935	16.413	16.905	17.412
				Monthly	2,603.47	2,681.64	2,762.07	2,844.92	2,930.20	3,018.08
				Annual	31,241.60	32,179.68	33,144.80	34,139.04	35,162.40	36,216.96
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	16.392	16.884	17.391	17.913	18.450	19.003
				Monthly	2,841.28	2,926.56	3,014.44	3,104.92	3,198.00	3,293.85
				Annual	34,095.36	35,118.72	36,173.28	37,259.04	38,376.00	39,526.24
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
				Monthly	2,995.30	3,085.13	3,177.66	3,273.03	3,371.10	3,472.35
				Annual	35,943.57	37,021.60	38,131.86	39,276.38	40,453.14	41,668.19
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
				Monthly	2,995.30	3,085.13	3,177.66	3,273.03	3,371.10	3,472.35
				Annual	35,943.57	37,021.60	38,131.86	39,276.38	40,453.14	41,668.19
70	Dietetic Clerk	Clerk II	1950	Hourly	16.556	17.052	17.564	18.091	18.633	19.192
				Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,027.86	3,118.70
				Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,334.35	37,424.40
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	18.903	19.470	20.054	20.656	21.275	21.914
				Monthly	3,174.13	3,269.34	3,367.40	3,468.49	3,572.43	3,679.73
				Annual	38,089.55	39,232.05	40,408.81	41,621.84	42,869.13	44,156.71
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	18.903	19.470	20.054	20.656	21.275	21.914
				Monthly	3,174.13	3,269.34	3,367.40	3,468.49	3,572.43	3,679.73
				Annual	38,089.55	39,232.05	40,408.81	41,621.84	42,869.13	44,156.71
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
79	Ward Clerk	Unit Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
79	Ward Clerk	Ward Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80
83	Medical Records Technician	Health Records Technician	1950	Hourly	19.004	19.573	20.161	20.765	21.389	22.030
				Monthly	3,088.15	3,180.61	3,276.16	3,374.31	3,475.71	3,579.88
				Annual	37,057.80	38,167.35	39,313.95	40,491.75	41,708.55	42,958.50
83	Medical Records Technician	Medical Records Technician	1950	Hourly	19.004	19.573	20.161	20.765	21.389	22.030
				Monthly	3,088.15	3,180.61	3,276.16	3,374.31	3,475.71	3,579.88
				Annual	37,057.80	38,167.35	39,313.95	40,491.75	41,708.55	42,958.50
83	Medical Records Technician II	Health Information Technician	2015	Hourly	19.003	19.574	20.161	20.766	21.389	22.030
				Monthly	3,190.92	3,286.80	3,385.37	3,486.96	3,591.57	3,699.20
				Annual	38,291.05	39,441.61	40,624.42	41,843.49	43,098.84	44,390.45

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604
				Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15
				Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80
89	Maintenance Worker I	Maintenance II	2015	Hourly	16.099	16.581	17.079	17.591	18.119	18.662
				Monthly	2,703.29	2,784.23	2,867.85	2,953.82	3,042.48	3,133.66
				Annual	32,439.49	33,410.72	34,414.19	35,445.87	36,509.79	37,603.93
90	Maintenance Worker II	Maintenance I	2015	Hourly	17.716	18.247	18.794	19.358	19.939	20.538
				Monthly	2,974.81	3,063.98	3,155.83	3,250.53	3,348.09	3,448.67
				Annual	35,697.74	36,767.71	37,869.91	39,006.37	40,177.09	41,384.07
90	Maintenance Worker II	Plant Manager	2015	Hourly	17.716	18.247	18.794	19.358	19.939	20.538
				Monthly	2,974.81	3,063.98	3,155.83	3,250.53	3,348.09	3,448.67
				Annual	35,697.74	36,767.71	37,869.91	39,006.37	40,177.09	41,384.07
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	17.716	18.247	18.795	19.359	19.939	20.538
				Monthly	2,974.81	3,063.98	3,155.99	3,250.70	3,348.09	3,448.67
				Annual	35,697.74	36,767.71	37,871.93	39,008.39	40,177.09	41,384.07
102	Clerk II	Admin Clerk	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10
102	Clerk II	General Office Clerk	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10
103	Clerk II	Receptionist / Clerk	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90
103	Clerk II	Receptionist / Typist	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90
103	Clerk II	Support Services Clerk	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90
104	Clerk III	Clerk III	1950	Hourly	17.185	17.701	18.232	18.778	19.342	19.922
				Monthly	2,792.56	2,876.41	2,962.70	3,051.43	3,143.08	3,237.33
				Annual	33,510.75	34,516.95	35,552.40	36,617.10	37,716.90	38,847.90
104	Clerk III	Health Information Clerk	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	17.838	18.373	18.924	19.491	20.077	20.678
				Monthly	2,898.68	2,985.61	3,075.15	3,167.29	3,262.51	3,360.18
				Annual	34,784.10	35,827.35	36,901.80	38,007.45	39,150.15	40,322.10
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	17.838	18.373	18.924	19.491	20.077	20.678
				Monthly	2,898.68	2,985.61	3,075.15	3,167.29	3,262.51	3,360.18
				Annual	34,784.10	35,827.35	36,901.80	38,007.45	39,150.15	40,322.10
105	Clerk IV	EMS Admin Assistant	2015	Hourly	17.838	18.373	18.924	19.491	20.077	20.678
				Monthly	2,995.30	3,085.13	3,177.66	3,272.86	3,371.26	3,472.18
				Annual	35,943.57	37,021.60	38,131.86	39,274.37	40,455.16	41,666.17
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	17.838	18.373	18.924	19.491	20.077	20.678
				Monthly	2,995.30	3,085.13	3,177.66	3,272.86	3,371.26	3,472.18
				Annual	35,943.57	37,021.60	38,131.86	39,274.37	40,455.16	41,666.17
No Match		Cook	2015	Hourly	19.061	19.632	20.221	20.828	21.453	22.096
				Monthly	3,200.66	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29
				Annual	38,407.92	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44
No Match		Handivan Driver	2015	Hourly	16.299	16.787	17.291	17.810	18.344	18.895
				Monthly	2,736.87	2,818.82	2,903.45	2,990.60	3,080.26	3,172.79
				Annual	32,842.49	33,825.81	34,841.37	35,887.15	36,963.16	38,073.43
No Match		Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)	2015	Hourly	24.434	24.920				
				Monthly	4,102.88	4,184.48				
				Annual	49,234.51	50,213.80				
No Match		Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)	2015	Hourly	24.434	24.920				
				Monthly	4,102.88	4,184.48				
				Annual	49,234.51	50,213.80				
No Match		Handivan Lead Driver - PIO (Stonewall & District Health Centre)	2015	Hourly	17.829	18.086	18.346	18.642	18.912	
				Monthly	2,993.79	3,036.94	3,080.60	3,130.30	3,175.64	
				Annual	35,925.44	36,443.29	36,967.19	37,563.63	38,107.68	
No Match		Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.973	18.338	18.713	19.095	19.500	
				Monthly	2,920.61	2,979.93	3,040.86	3,102.94	3,168.75	
				Annual	35,047.35	35,759.10	36,490.35	37,235.25	38,025.00	
No Match		Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.973	18.338	18.713	19.095	19.500	
				Monthly	2,920.61	2,979.93	3,040.86	3,102.94	3,168.75	
				Annual	35,047.35	35,759.10	36,490.35	37,235.25	38,025.00	
No Match		Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	18.082	18.998	19.915	20.833	21.700	
				Monthly	2,938.33	3,087.18	3,236.19	3,385.36	3,526.25	
				Annual	35,259.90	37,046.10	38,834.25	40,624.35	42,315.00	
No Match		Aboriginal Liaison Worker	2015	Hourly	16.698	16.970	17.245	17.526	17.810	
				Monthly	2,803.87	2,849.55	2,895.72	2,942.91	2,990.60	
				Annual	33,646.47	34,194.55	34,748.68	35,314.89	35,887.15	
No Match		Security & Physical Plant Workers	2015	Hourly	16.836	17.341	17.862	18.397	18.949	19.518
				Monthly	2,827.05	2,911.84	2,999.33	3,089.16	3,181.85	3,277.40
				Annual	33,924.54	34,942.12	35,991.93	37,069.96	38,182.24	39,328.77

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
No Match		Maintenance Lead Hand	2015	Hourly	20.374	20.985	21.615	22.263	22.931	23.619
				Monthly	3,421.13	3,523.73	3,629.52	3,738.33	3,850.50	3,966.02
				Annual	41,053.61	42,284.78	43,554.23	44,859.95	46,205.97	47,592.29
No Match		PrimaryHealth Clerical Team Leader	2015	Hourly	18.478	18.993	19.524	20.071	20.634	21.215
				Monthly	3,102.76	3,189.24	3,278.41	3,370.26	3,464.79	3,562.35
				Annual	37,233.17	38,270.90	39,340.86	40,443.07	41,577.51	42,748.23
No Match		Maintenance Tradesperson - PIO	2015	Hourly	21.870	22.663	23.483	24.304	25.504	26.679
				Monthly	3,672.34	3,805.50	3,943.19	4,081.05	4,282.55	4,479.85
				Annual	44,068.05	45,665.95	47,318.25	48,972.56	51,390.56	53,758.19
No Match		DSM - Admin Secretary II - PIO	2015	Hourly	19.237	19.681	20.184	20.687	21.281	21.829
				Monthly	3,230.21	3,304.77	3,389.23	3,473.69	3,573.44	3,665.45
				Annual	38,762.56	39,657.22	40,670.76	41,684.31	42,881.22	43,985.44
No Match		Receptionist - PIO	2015	Hourly	15.939	16.417	16.909	17.417	17.939	18.477
				Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60
				Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16
No Match		Receptionist - PIO	2015	Hourly	17.409	17.644	17.933	18.233	18.477	
				Monthly	2,923.26	2,962.72	3,011.25	3,061.63	3,102.60	
				Annual	35,079.14	35,552.66	36,135.00	36,739.50	37,231.16	
No Match		Purchasing Assistant - PIO (Selkirk & District General Hospital)	1950	Hourly	19.158	19.550	19.951	20.357	20.773	
				Monthly	3,113.18	3,176.88	3,242.04	3,308.01	3,375.61	
				Annual	37,358.10	38,122.50	38,904.45	39,696.15	40,507.35	
91	Carpenter	Carpenter	2015	Hourly	29.466					
				Monthly	4,947.83					
				Annual	59,373.99					
92	Electrician	Electrician	2015	Hourly	32.797					
				Monthly	5,507.16					
				Annual	66,085.96					
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly	25.530	26.948	28.367			
				Monthly	4,286.91	4,525.02	4,763.29			
				Annual	51,442.95	54,300.22	57,159.51			
93D	Engineer 5th Class	Maintenance I-Engineer 5th Class	2015	Hourly	21.601					
				Monthly	3,627.17					
				Annual	43,526.02					

Effective October 1, 2014 (20 Yr Step)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	20.149	20.754	21.376	22.018	22.678	23.358	23.826
				Monthly	3,383.35	3,484.94	3,589.39	3,697.19	3,808.01	3,922.20	4,000.78
				Annual	40,600.24	41,819.31	43,072.64	44,366.27	45,696.17	47,066.37	48,009.39
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	20.149	20.754	21.376	22.018	22.678	23.358	23.826
				Monthly	3,383.35	3,484.94	3,589.39	3,697.19	3,808.01	3,922.20	4,000.78
				Annual	40,600.24	41,819.31	43,072.64	44,366.27	45,696.17	47,066.37	48,009.39
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	15.939	16.416	16.909	17.417	17.940	18.478	18.847
				Monthly	2,676.42	2,756.52	2,839.30	2,924.61	3,012.43	3,102.76	3,164.73
				Annual	32,117.09	33,078.24	34,071.64	35,095.26	36,149.10	37,233.17	37,976.71
5	Stores	Material Mgmt Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	19.607	20.195	20.801	21.425	22.068	22.730	23.185
				Monthly	3,292.34	3,391.08	3,492.84	3,597.62	3,705.59	3,816.75	3,893.15
				Annual	39,508.11	40,692.93	41,914.02	43,171.38	44,467.02	45,800.95	46,717.78
15	Dietetic Aide	Dietary Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205	17.549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08	35,361.24
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	15.827	16.302	16.791	17.294	17.813	18.348	18.715
				Monthly	2,657.62	2,737.38	2,819.49	2,903.95	2,991.10	3,080.94	3,142.56
				Annual	31,891.41	32,848.53	33,833.87	34,847.41	35,893.20	36,971.22	37,710.73
23	Cook II	Cook II	2015	Hourly	18.263	18.812	19.376	19.957	20.555	21.172	21.596
				Monthly	3,066.66	3,158.85	3,253.55	3,351.11	3,451.53	3,555.13	3,626.33
				Annual	36,799.95	37,906.18	39,042.64	40,213.36	41,418.33	42,661.58	43,515.94
23	Cook II - Certified	Cook	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.596
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.33
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,515.94

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.596
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.33
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,515.94
23	Cook II - Certified	Slating Clerk	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.596
				Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.33
				Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,515.94
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	16.381	16.646	16.914	17.200	17.458		17.807
				Monthly	2,750.64	2,795.14	2,840.14	2,888.17	2,931.49		2,990.09
				Annual	33,007.72	33,541.69	34,081.71	34,658.00	35,177.87		35,881.11
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205	17.549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08	35,361.24
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	16.794	17.298	17.816	18.351	18.902	19.469	19.858
				Monthly	2,819.99	2,904.62	2,991.60	3,081.44	3,173.96	3,269.17	3,334.49
				Annual	33,839.91	34,855.47	35,899.24	36,977.27	38,087.53	39,230.04	40,013.87
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	14.841	15.286	15.745	16.218	16.703	17.205	17.549
				Monthly	2,492.05	2,566.77	2,643.85	2,723.27	2,804.71	2,889.01	2,946.77
				Annual	29,904.62	30,801.29	31,726.18	32,679.27	33,656.55	34,668.08	35,361.24
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	16.962						17.301
				Monthly	2,848.20						2,905.13
				Annual	34,178.43						34,861.52
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	16.961						17.301
				Monthly	2,848.04						2,905.13
				Annual	34,176.42						34,861.52
42	Health Care Aide (Certified / Trained)	HCA / CSR Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	P.C.A (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	15.416	15.878	16.354	16.845	17.350	17.871	18.228
				Monthly	2,588.60	2,666.18	2,746.11	2,828.56	2,913.35	3,000.84	3,060.79
				Annual	31,063.24	31,994.17	32,953.31	33,942.68	34,960.25	36,010.07	36,729.42
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	15.416	15.878	16.354	16.845	17.350	17.871	18.228
				Monthly	2,588.60	2,666.18	2,746.11	2,828.56	2,913.35	3,000.84	3,060.79
				Annual	31,063.24	31,994.17	32,953.31	33,942.68	34,960.25	36,010.07	36,729.42
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87
46	Supervisory Role	Activity Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390	21.817
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74	3,663.44
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85	43,961.26
46	Supervisory Role	Activity Director	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390	21.817
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74	3,663.44
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85	43,961.26
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390	21.817
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74	3,663.44
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85	43,961.26
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390	21.817
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74	3,663.44
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85	43,961.26
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	18.451	19.005	19.575	20.162	20.768	21.390	21.817
				Monthly	3,098.23	3,191.26	3,286.97	3,385.54	3,487.29	3,591.74	3,663.44
				Annual	37,178.77	38,295.08	39,443.63	40,626.43	41,847.52	43,100.85	43,961.26
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
47	Rehab Aide	Rehab Aide	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,625.87

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	20.547	21.163	21.798	22.452	23.126	23.820	24.296
				Monthly	3,450.18	3,553.62	3,660.25	3,770.07	3,883.24	3,999.78	4,079.70
				Annual	41,402.21	42,643.45	43,922.97	45,240.78	46,598.89	47,997.30	48,956.44
54	Material Porters	Courier / Driver	2015	Hourly	16.517	17.012	17.522	18.048	18.589	19.147	19.530
				Monthly	2,773.48	2,856.60	2,942.24	3,030.56	3,121.40	3,215.10	3,279.41
				Annual	33,281.76	34,279.18	35,306.83	36,366.72	37,456.84	38,581.21	39,352.95
58	Lab Assistant	Lab Assistant	2015	Hourly	15.020	15.470	15.935	16.412	16.905	17.413	17.761
				Monthly	2,522.11	2,597.67	2,675.75	2,755.85	2,838.63	2,923.93	2,982.37
				Annual	30,265.30	31,172.05	32,109.03	33,070.18	34,063.58	35,087.20	35,788.42
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	15.020	15.471	15.935	16.413	16.905	17.412	17.760
				Monthly	2,603.47	2,681.64	2,762.07	2,844.92	2,930.20	3,018.08	3,078.40
				Annual	31,241.60	32,179.68	33,144.80	34,139.04	35,162.40	36,216.96	36,940.80
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	16.392	16.884	17.391	17.913	18.450	19.003	19.383
				Monthly	2,841.28	2,926.56	3,014.44	3,104.92	3,198.00	3,293.85	3,359.72
				Annual	34,095.36	35,118.72	36,173.28	37,259.04	38,376.00	39,526.24	40,316.64
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.092
				Monthly	2,995.30	3,085.13	3,177.66	3,273.03	3,371.10	3,472.35	3,541.70
				Annual	35,943.57	37,021.60	38,131.86	39,276.38	40,453.14	41,668.19	42,500.38
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.092
				Monthly	2,995.30	3,085.13	3,177.66	3,273.03	3,371.10	3,472.35	3,541.70
				Annual	35,943.57	37,021.60	38,131.86	39,276.38	40,453.14	41,668.19	42,500.38
70	Dietetic Clerk	Clerk II	1950	Hourly	16.556	17.052	17.564	18.091	18.633	19.192	19.576
				Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,027.86	3,118.70	3,181.10
				Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,334.35	37,424.40	38,173.20
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	18.903	19.470	20.054	20.656	21.275	21.914	22.352
				Monthly	3,174.13	3,269.34	3,367.40	3,468.49	3,572.43	3,679.73	3,753.27
				Annual	38,089.55	39,232.05	40,408.81	41,621.84	42,869.13	44,156.71	45,039.28
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	18.903	19.470	20.054	20.656	21.275	21.914	22.352
				Monthly	3,174.13	3,269.34	3,367.40	3,468.49	3,572.43	3,679.73	3,753.27
				Annual	38,089.55	39,232.05	40,408.81	41,621.84	42,869.13	44,156.71	45,039.28
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
79	Ward Clerk	Unit Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
79	Ward Clerk	Ward Clerk	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.253	20.658
				Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.82	3,468.82
				Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,809.80	41,625.87
83	Medical Records Technician	Health Records Technician	1950	Hourly	19.004	19.573	20.161	20.765	21.389	22.030	22.471
				Monthly	3,088.15	3,180.61	3,276.16	3,374.31	3,475.71	3,579.88	3,651.54
				Annual	37,057.80	38,167.35	39,313.95	40,491.75	41,708.55	42,958.50	43,818.45
83	Medical Records Technician	Medical Records Technician	1950	Hourly	19.004	19.573	20.161	20.765	21.389	22.030	22.471
				Monthly	3,088.15	3,180.61	3,276.16	3,374.31	3,475.71	3,579.88	3,651.54
				Annual	37,057.80	38,167.35	39,313.95	40,491.75	41,708.55	42,958.50	43,818.45

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
83	Medical Records Technician II	Health Information Technician	2015	Hourly	19.003	19.574	20.161	20.766	21.389	22.030	22.471
				Monthly	3,190.92	3,286.80	3,385.37	3,486.96	3,591.57	3,699.20	3,773.26
				Annual	38,291.05	39,441.61	40,624.42	41,843.49	43,098.84	44,390.45	45,279.07
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604	21.016
				Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10
				Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80	40,981.20
89	Maintenance Worker I	Maintenance II	2015	Hourly	16.099	16.581	17.079	17.591	18.119	18.662	19.035
				Monthly	2,703.29	2,784.23	2,867.85	2,953.82	3,042.48	3,133.66	3,196.29
				Annual	32,439.49	33,410.72	34,414.19	35,445.87	36,509.79	37,603.93	38,355.53
90	Maintenance Worker II	Maintenance I	2015	Hourly	17.716	18.247	18.794	19.358	19.939	20.538	20.949
				Monthly	2,974.81	3,063.98	3,155.83	3,250.53	3,348.09	3,448.67	3,517.69
				Annual	35,697.74	36,767.71	37,869.91	39,006.37	40,177.09	41,384.07	42,212.24
90	Maintenance Worker II	Plant Manager	2015	Hourly	17.716	18.247	18.794	19.358	19.939	20.538	20.949
				Monthly	2,974.81	3,063.98	3,155.83	3,250.53	3,348.09	3,448.67	3,517.69
				Annual	35,697.74	36,767.71	37,869.91	39,006.37	40,177.09	41,384.07	42,212.24
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	17.716	18.247	18.795	19.359	19.939	20.538	20.948
				Monthly	2,974.81	3,063.98	3,155.99	3,250.70	3,348.09	3,448.67	3,517.52
				Annual	35,697.74	36,767.71	37,871.93	39,008.39	40,177.09	41,384.07	42,210.22
102	Clerk II	Admin Clerk	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478	18.847
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68	3,062.64
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10	36,751.65
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478	18.847
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68	3,062.64
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10	36,751.65
102	Clerk II	General Office Clerk	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478	18.847
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68	3,062.64
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10	36,751.65
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	15.939	16.416	16.909	17.417	17.940	18.478	18.847
				Monthly	2,590.09	2,667.60	2,747.71	2,830.26	2,915.25	3,002.68	3,062.64
				Annual	31,081.05	32,011.20	32,972.55	33,963.15	34,983.00	36,032.10	36,751.65
103	Clerk II	Receptionist / Clerk	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.576
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83	3,287.14
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90	39,445.64
103	Clerk II	Receptionist / Typist	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.576
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83	3,287.14
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90	39,445.64
103	Clerk II	Support Services Clerk	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.576
				Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83	3,287.14
				Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90	39,445.64
104	Clerk III	Clerk III	1950	Hourly	17.185	17.701	18.232	18.778	19.342	19.922	20.320
				Monthly	2,792.56	2,876.41	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
				Annual	33,510.75	34,516.95	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Clerk III	Health Information Clerk	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.321
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24	3,412.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83	40,946.82

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.321
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24	3,412.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83	40,946.82
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.321
				Monthly	2,885.65	2,972.13	3,061.46	3,153.14	3,247.84	3,345.24	3,412.24
				Annual	34,627.78	35,665.50	36,737.48	37,837.67	38,974.13	40,142.83	40,946.82
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	17.838	18.373	18.924	19.491	20.077	20.678	21.092
				Monthly	2,898.68	2,985.61	3,075.15	3,167.29	3,262.51	3,360.18	3,427.45
				Annual	34,784.10	35,827.35	36,901.80	38,007.45	39,150.15	40,322.10	41,129.40
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	17.838	18.373	18.924	19.491	20.077	20.678	21.092
				Monthly	2,898.68	2,985.61	3,075.15	3,167.29	3,262.51	3,360.18	3,427.45
				Annual	34,784.10	35,827.35	36,901.80	38,007.45	39,150.15	40,322.10	41,129.40
105	Clerk IV	EMS Admin Assistant	2015	Hourly	17.838	18.373	18.924	19.491	20.077	20.678	21.092
				Monthly	2,995.30	3,085.13	3,177.66	3,272.86	3,371.26	3,472.18	3,541.70
				Annual	35,943.57	37,021.60	38,131.86	39,274.37	40,455.16	41,666.17	42,500.38
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	17.838	18.373	18.924	19.491	20.077	20.678	21.092
				Monthly	2,995.30	3,085.13	3,177.66	3,272.86	3,371.26	3,472.18	3,541.70
				Annual	35,943.57	37,021.60	38,131.86	39,274.37	40,455.16	41,666.17	42,500.38
No Match		Cook	2015	Hourly	19.061	19.632	20.221	20.828	21.453	22.096	22.538
				Monthly	3,200.66	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29	3,784.51
				Annual	38,407.92	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44	45,414.07
No Match		Handivan Driver	2015	Hourly	16.299	16.787	17.291	17.810	18.344	18.895	19.273
				Monthly	2,736.87	2,818.82	2,903.45	2,990.60	3,080.26	3,172.79	3,236.26
				Annual	32,842.49	33,825.81	34,841.37	35,887.15	36,963.16	38,073.43	38,835.10
No Match		Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)	2015	Hourly	24.434	24.920					25.418
				Monthly	4,102.88	4,184.48					4,268.11
				Annual	49,234.51	50,213.80					51,217.27
No Match		Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)	2015	Hourly	24.434	24.920					25.418
				Monthly	4,102.88	4,184.48					4,268.11
				Annual	49,234.51	50,213.80					51,217.27
No Match		Handivan Lead Driver - PIO (Stonewall & District Health Centre)	2015	Hourly	17.829	18.086	18.346	18.642	18.912		19.291
				Monthly	2,993.79	3,036.94	3,080.60	3,130.30	3,175.64		3,239.28
				Annual	35,925.44	36,443.29	36,967.19	37,563.63	38,107.68		38,871.37
No Match		Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.973	18.338	18.713	19.095	19.500		19.890
				Monthly	2,920.61	2,979.93	3,040.86	3,102.94	3,168.75		3,232.13
				Annual	35,047.35	35,759.10	36,490.35	37,235.25	38,025.00		38,785.50
No Match		Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	17.973	18.338	18.713	19.095	19.500		19.890
				Monthly	2,920.61	2,979.93	3,040.86	3,102.94	3,168.75		3,232.13
				Annual	35,047.35	35,759.10	36,490.35	37,235.25	38,025.00		38,785.50
No Match		Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	18.082	18.998	19.915	20.833	21.700		22.134
				Monthly	2,938.33	3,087.18	3,236.19	3,385.36	3,526.25		3,596.78
				Annual	35,259.90	37,046.10	38,834.25	40,624.35	42,315.00		43,161.30
No Match		Aboriginal Liaison Worker	2015	Hourly	16.698	16.970	17.245	17.526	17.810		18.167
				Monthly	2,803.87	2,849.55	2,895.72	2,942.91	2,990.60		3,050.54
				Annual	33,646.47	34,194.55	34,748.68	35,314.89	35,887.15		36,606.51

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
No Match		Security & Physical Plant Workers	2015	Hourly	16.836	17.341	17.862	18.397	18.949	19.518	19.908
				Monthly	2,827.05	2,911.84	2,999.33	3,089.16	3,181.85	3,277.40	3,342.89
				Annual	33,924.54	34,942.12	35,991.93	37,069.96	38,182.24	39,328.77	40,114.62
No Match		Maintenance Lead Hand	2015	Hourly	20.374	20.985	21.615	22.263	22.931	23.619	24.091
				Monthly	3,421.13	3,523.73	3,629.52	3,738.33	3,850.50	3,966.02	4,045.28
				Annual	41,053.61	42,284.78	43,554.23	44,859.95	46,205.97	47,592.29	48,543.37
No Match		Primary Health Clerical Team Leader	2015	Hourly	18.478	18.993	19.524	20.071	20.634	21.215	21.639
				Monthly	3,102.76	3,189.24	3,278.41	3,370.26	3,464.79	3,562.35	3,633.55
				Annual	37,233.17	38,270.90	39,340.86	40,443.07	41,577.51	42,748.23	43,602.59
No Match		Maintenance Tradesperson - PIO	2015	Hourly	21.870	22.663	23.483	24.304	25.504	26.679	27.213
				Monthly	3,672.34	3,805.50	3,943.19	4,081.05	4,282.55	4,479.85	4,569.52
				Annual	44,068.05	45,665.95	47,318.25	48,972.56	51,390.56	53,758.19	54,834.20
No Match		DSM - Admin Secretary II - PIO	2015	Hourly	19.237	19.681	20.184	20.687	21.281	21.829	22.266
				Monthly	3,230.21	3,304.77	3,389.23	3,473.69	3,573.44	3,665.45	3,738.83
				Annual	38,762.56	39,657.22	40,670.76	41,684.31	42,881.22	43,985.44	44,865.99
No Match		Receptionist - PIO	2015	Hourly	15.939	16.417	16.909	17.417	17.939	18.477	18.847
				Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60	3,164.73
				Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16	37,976.71
No Match		Receptionist - PIO	2015	Hourly	17.409	17.644	17.933	18.233	18.477	18.847	
				Monthly	2,923.26	2,962.72	3,011.25	3,061.63	3,102.60	3,164.73	
				Annual	35,079.14	35,552.66	36,135.00	36,739.50	37,231.16	37,976.71	
No Match		Purchasing Assistant - PIO (Selkirk & District General Hospital)	1950	Hourly	19.158	19.550	19.951	20.357	20.773	21.188	
				Monthly	3,113.18	3,176.88	3,242.04	3,308.01	3,375.61	3,443.05	
				Annual	37,358.10	38,122.50	38,904.45	39,696.15	40,507.35	41,316.60	
91	Carpenter	Carpenter	-	2015	Hourly	29.466					30.055
					Monthly	4,947.83					5,046.74
					Annual	59,373.99					60,560.83
92	Electrician***	Electrician	0.55%	2015	Hourly	32.976					33.635
					Monthly	5,537.22					5,647.88
					Annual	66,446.64					67,774.53
93C	Engineer 4th Class	Engineer 4th Class	-	2015	Hourly	25.530	26.948	28.367			28.934
					Monthly	4,286.91	4,525.02	4,763.29			4,858.50
					Annual	51,442.95	54,300.22	57,159.51			58,302.01
93D	Engineer 5th Class ¹	Maintenance I-Engineer 5th Class	-	2015	Hourly	21.601					22.033
					Monthly	3,627.17					3,699.71
					Annual	43,526.02					44,396.50

¹The same percentage rate adjustments as is applied to the 4th class Engineer

Market Adjustment

* 1.82% MA - Engineer 2nd Class

** 0.56% MA - Industrial Mechanic

*** 0.55% MA - Certified Technologist, Electrician, Licensed Technician, Plumber / Steamfitter

Effective April 1, 2015 (2.50%)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	20.653	21.272	21.911	22.568	23.245	23.942	24.421
				Monthly	3,467.98	3,571.92	3,679.22	3,789.54	3,903.22	4,020.26	4,100.69
				Annual	41,615.80	42,863.08	44,150.67	45,474.52	46,838.68	48,243.13	49,208.32
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	20.653	21.272	21.911	22.568	23.245	23.942	24.421
				Monthly	3,467.98	3,571.92	3,679.22	3,789.54	3,903.22	4,020.26	4,100.69
				Annual	41,615.80	42,863.08	44,150.67	45,474.52	46,838.68	48,243.13	49,208.32
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	16.337	16.827	17.332	17.852	18.388	18.940	19.318
				Monthly	2,743.26	2,825.53	2,910.33	2,997.65	3,087.65	3,180.34	3,243.81
				Annual	32,919.06	33,906.41	34,923.98	35,971.78	37,051.82	38,164.10	38,925.77
5	Stores	Material Mgmt Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	20.097	20.700	21.321	21.961	22.620	23.298	23.764
				Monthly	3,374.62	3,475.88	3,580.15	3,687.62	3,798.28	3,912.12	3,990.37
				Annual	40,495.46	41,710.50	42,961.82	44,251.42	45,579.30	46,945.47	47,884.46
15	Dietetic Aide	Dietary Aide	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.987
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.32
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,243.81
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	16.223	16.709	17.211	17.727	18.259	18.806	19.183
				Monthly	2,724.11	2,805.72	2,890.01	2,976.66	3,065.99	3,157.84	3,221.15
				Annual	32,689.35	33,668.64	34,680.17	35,719.91	36,791.89	37,894.09	38,653.75
23	Cook II	Cook II	2015	Hourly	18.720	19.282	19.860	20.456	21.069	21.702	22.136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,537.84	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,454.04	43,729.53	44,604.04
23	Cook II - Certified	Cook	2015	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04
23	Cook II - Certified	Slaing Clerk	2015	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
				Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
				Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	16.790	17.062	17.336	17.629	17.894		18.252
				Monthly	2,819.32	2,864.99	2,911.00	2,960.20	3,004.70		3,064.82
				Annual	33,831.85	34,379.93	34,932.04	35,522.44	36,056.41		36,777.78
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.987
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.32
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,243.81
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	17.214	17.730	18.262	18.810	19.374	19.955	20.354
				Monthly	2,890.52	2,977.16	3,066.49	3,158.51	3,253.22	3,350.78	3,417.78
				Annual	34,686.21	35,725.95	36,797.93	37,902.15	39,038.61	40,209.33	41,013.31
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.987
				Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.32
				Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,243.81
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	17.386						17.733
				Monthly	2,919.40						2,977.67
				Annual	35,032.79						35,732.00
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	17.385						17.733
				Monthly	2,919.23						2,977.67
				Annual	35,030.78						35,732.00
42	Health Care Aide (Certified / Trained)	HCA / CSR Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	P.C.A (Trained)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	15.801	16.275	16.763	17.266	17.784	18.318	18.684
				Monthly	2,653.25	2,732.84	2,814.79	2,899.25	2,986.23	3,075.90	3,137.36
				Annual	31,839.02	32,794.13	33,777.45	34,790.99	35,834.76	36,910.77	37,648.26
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	15.801	16.275	16.763	17.266	17.784	18.318	18.684
				Monthly	2,653.25	2,732.84	2,814.79	2,899.25	2,986.23	3,075.90	3,137.36
				Annual	31,839.02	32,794.13	33,777.45	34,790.99	35,834.76	36,910.77	37,648.26
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
46	Supervisory Role	Activity Coordinator	2015	Hourly	18.912	19.480	20.065	20.666	21.287	21.924	22.363
				Monthly	3,175.64	3,271.02	3,369.25	3,470.17	3,574.44	3,681.41	3,755.12
				Annual	38,107.68	39,252.20	40,430.98	41,641.99	42,893.31	44,176.86	45,061.45
46	Supervisory Role	Activity Director	2015	Hourly	18.912	19.480	20.065	20.666	21.287	21.924	22.363
				Monthly	3,175.64	3,271.02	3,369.25	3,470.17	3,574.44	3,681.41	3,755.12
				Annual	38,107.68	39,252.20	40,430.98	41,641.99	42,893.31	44,176.86	45,061.45
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	18.912	19.480	20.065	20.666	21.287	21.924	22.363
				Monthly	3,175.64	3,271.02	3,369.25	3,470.17	3,574.44	3,681.41	3,755.12
				Annual	38,107.68	39,252.20	40,430.98	41,641.99	42,893.31	44,176.86	45,061.45
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	18.912	19.480	20.065	20.666	21.287	21.924	22.363
				Monthly	3,175.64	3,271.02	3,369.25	3,470.17	3,574.44	3,681.41	3,755.12
				Annual	38,107.68	39,252.20	40,430.98	41,641.99	42,893.31	44,176.86	45,061.45
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	18.912	19.480	20.065	20.666	21.287	21.924	22.363
				Monthly	3,175.64	3,271.02	3,369.25	3,470.17	3,574.44	3,681.41	3,755.12
				Annual	38,107.68	39,252.20	40,430.98	41,641.99	42,893.31	44,176.86	45,061.45
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
47	Rehab Aide	Rehab Aide	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	21.061	21.693	22.343	23.014	23.704	24.415	24.903
				Monthly	3,536.49	3,642.62	3,751.76	3,864.43	3,980.30	4,099.69	4,181.63
				Annual	42,437.92	43,711.40	45,021.15	46,373.21	47,763.56	49,196.23	50,179.55
54	Material Porters	Courier / Driver	2015	Hourly	16.930	17.437	17.960	18.499	19.054	19.626	20.018
				Monthly	2,842.83	2,927.96	3,015.78	3,106.29	3,199.48	3,295.53	3,361.36
				Annual	34,113.95	35,135.56	36,189.40	37,275.49	38,393.81	39,546.39	40,336.27
58	Lab Assistant	Lab Assistant	2015	Hourly	15.396	15.857	16.333	16.823	17.328	17.848	18.205
				Monthly	2,585.25	2,662.66	2,742.58	2,824.86	2,909.66	2,996.98	3,056.92
				Annual	31,022.94	31,951.86	32,911.00	33,898.35	34,915.92	35,963.72	36,683.08
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	15.395	15.857	16.333	16.823	17.328	17.848	18.204
				Monthly	2,668.47	2,748.55	2,831.05	2,915.99	3,003.52	3,093.65	3,155.36
				Annual	32,021.60	32,982.56	33,972.64	34,991.84	36,042.24	37,123.84	37,864.32
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	16.802	17.306	17.826	18.360	18.911	19.478	19.868
				Monthly	2,912.35	2,999.71	3,089.84	3,182.40	3,277.91	3,376.19	3,443.79
				Annual	34,948.16	35,996.48	37,078.08	38,188.80	39,334.88	40,514.24	41,325.44
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
				Monthly	3,070.19	3,162.21	3,257.08	3,354.81	3,455.39	3,559.16	3,630.36
				Annual	36,842.26	37,946.48	39,084.96	40,257.69	41,464.67	42,709.94	43,564.30
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
				Monthly	3,070.19	3,162.21	3,257.08	3,354.81	3,455.39	3,559.16	3,630.36
				Annual	36,842.26	37,946.48	39,084.96	40,257.69	41,464.67	42,709.94	43,564.30
70	Dietetic Clerk	Clerk II	1950	Hourly	16.970	17.478	18.004	18.544	19.099	19.672	20.065
				Monthly	2,757.63	2,840.18	2,925.65	3,013.40	3,103.59	3,196.70	3,260.56
				Annual	33,091.50	34,082.10	35,107.80	36,160.80	37,243.05	38,360.40	39,126.75
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	19.375	19.957	20.555	21.172	21.807	22.461	22.911
				Monthly	3,253.39	3,351.11	3,451.53	3,555.13	3,661.76	3,771.58	3,847.14
				Annual	39,040.63	40,213.36	41,418.33	42,661.58	43,941.11	45,258.92	46,165.67
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	19.375	19.957	20.555	21.172	21.807	22.461	22.911
				Monthly	3,253.39	3,351.11	3,451.53	3,555.13	3,661.76	3,771.58	3,847.14
				Annual	39,040.63	40,213.36	41,418.33	42,661.58	43,941.11	45,258.92	46,165.67
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
79	Ward Clerk	Unit Clerk	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
79	Ward Clerk	Ward Clerk	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
				Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
				Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
83	Medical Records Technician	Health Records Technician	1950	Hourly	19.479	20.063	20.665	21.285	21.923	22.581	23.033
				Monthly	3,165.34	3,260.24	3,358.06	3,458.81	3,562.49	3,669.41	3,742.86
				Annual	37,984.05	39,122.85	40,296.75	41,505.75	42,749.85	44,032.95	44,914.35
83	Medical Records Technician	Medical Records Technician	1950	Hourly	19.479	20.063	20.665	21.285	21.923	22.581	23.033
				Monthly	3,165.34	3,260.24	3,358.06	3,458.81	3,562.49	3,669.41	3,742.86
				Annual	37,984.05	39,122.85	40,296.75	41,505.75	42,749.85	44,032.95	44,914.35

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
83	Medical Records Technician II	Health Information Technician	2015	Hourly	19.479	20.063	20.665	21.285	21.923	22.581	23.033
				Monthly	3,270.85	3,368.91	3,470.00	3,574.11	3,681.24	3,791.73	3,867.63
				Annual	39,250.19	40,426.95	41,639.98	42,889.28	44,174.85	45,500.72	46,411.50
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	18.217	18.764	19.327	19.906	20.504	21.119	21.541
				Monthly	2,960.26	3,049.15	3,140.64	3,234.73	3,331.90	3,431.84	3,500.41
				Annual	35,523.15	36,589.80	37,687.65	38,816.70	39,982.80	41,182.05	42,004.95
89	Maintenance Worker I	Maintenance II	2015	Hourly	16.501	16.996	17.506	18.031	18.572	19.129	19.511
				Monthly	2,770.79	2,853.91	2,939.55	3,027.71	3,118.55	3,212.08	3,276.22
				Annual	33,249.52	34,246.94	35,274.59	36,332.47	37,422.58	38,544.94	39,314.67
90	Maintenance Worker II	Maintenance I	2015	Hourly	18.159	18.703	19.264	19.842	20.438	21.051	21.472
				Monthly	3,049.20	3,140.55	3,234.75	3,331.80	3,431.88	3,534.81	3,605.51
				Annual	36,590.39	37,686.55	38,816.96	39,981.63	41,182.57	42,417.77	43,266.08
90	Maintenance Worker II	Plant Manager	2015	Hourly	18.159	18.703	19.264	19.842	20.438	21.051	21.472
				Monthly	3,049.20	3,140.55	3,234.75	3,331.80	3,431.88	3,534.81	3,605.51
				Annual	36,590.39	37,686.55	38,816.96	39,981.63	41,182.57	42,417.77	43,266.08
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	18.159	18.704	19.265	19.843	20.438	21.051	21.472
				Monthly	3,049.20	3,140.71	3,234.92	3,331.97	3,431.88	3,534.81	3,605.51
				Annual	36,590.39	37,688.56	38,818.98	39,983.65	41,182.57	42,417.77	43,266.08
102	Clerk II	Admin Clerk	1950	Hourly	16.337	16.827	17.332	17.852	18.388	18.940	19.318
				Monthly	2,654.76	2,734.39	2,816.45	2,900.95	2,988.05	3,077.75	3,139.18
				Annual	31,857.15	32,812.65	33,797.40	34,811.40	35,856.60	36,933.00	37,670.10
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	16.337	16.827	17.332	17.852	18.388	18.940	19.318
				Monthly	2,654.76	2,734.39	2,816.45	2,900.95	2,988.05	3,077.75	3,139.18
				Annual	31,857.15	32,812.65	33,797.40	34,811.40	35,856.60	36,933.00	37,670.10
102	Clerk II	General Office Clerk	1950	Hourly	16.337	16.827	17.332	17.852	18.388	18.940	19.318
				Monthly	2,654.76	2,734.39	2,816.45	2,900.95	2,988.05	3,077.75	3,139.18
				Annual	31,857.15	32,812.65	33,797.40	34,811.40	35,856.60	36,933.00	37,670.10
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	16.337	16.827	17.332	17.852	18.388	18.940	19.318
				Monthly	2,654.76	2,734.39	2,816.45	2,900.95	2,988.05	3,077.75	3,139.18
				Annual	31,857.15	32,812.65	33,797.40	34,811.40	35,856.60	36,933.00	37,670.10
103	Clerk II	Receptionist / Clerk	2015	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.066
				Monthly	2,849.55	2,935.02	3,023.00	3,113.68	3,207.04	3,303.26	3,369.42
				Annual	34,194.55	35,220.19	36,276.05	37,364.15	38,484.49	39,639.08	40,432.99
103	Clerk II	Receptionist / Typist	2015	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.066
				Monthly	2,849.55	2,935.02	3,023.00	3,113.68	3,207.04	3,303.26	3,369.42
				Annual	34,194.55	35,220.19	36,276.05	37,364.15	38,484.49	39,639.08	40,432.99
103	Clerk II	Support Services Clerk	2015	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.066
				Monthly	2,849.55	2,935.02	3,023.00	3,113.68	3,207.04	3,303.26	3,369.42
				Annual	34,194.55	35,220.19	36,276.05	37,364.15	38,484.49	39,639.08	40,432.99
104	Clerk III	Clerk III	1950	Hourly	17.615	18.143	18.687	19.247	19.825	20.420	20.828
				Monthly	2,862.44	2,948.24	3,036.64	3,127.64	3,221.56	3,318.25	3,384.55
				Annual	34,349.25	35,378.85	36,439.65	37,531.65	38,658.75	39,819.00	40,614.60
104	Clerk III	Health Information Clerk	2015	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.829
				Monthly	2,957.85	3,046.51	3,137.86	3,232.06	3,328.95	3,428.86	3,497.54
				Annual	35,494.23	36,558.15	37,654.31	38,784.72	39,947.38	41,146.30	41,970.44

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.829
				Monthly	2,957.85	3,046.51	3,137.86	3,232.06	3,328.95	3,428.86	3,497.54
				Annual	35,494.23	36,558.15	37,654.31	38,784.72	39,947.38	41,146.30	41,970.44
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.829
				Monthly	2,957.85	3,046.51	3,137.86	3,232.06	3,328.95	3,428.86	3,497.54
				Annual	35,494.23	36,558.15	37,654.31	38,784.72	39,947.38	41,146.30	41,970.44
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	18.284	18.832	19.397	19.979	20.579	21.195	21.619
				Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,344.09	3,444.19	3,513.09
				Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,129.05	41,330.25	42,157.05
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	18.284	18.832	19.397	19.979	20.579	21.195	21.619
				Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,344.09	3,444.19	3,513.09
				Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,129.05	41,330.25	42,157.05
105	Clerk IV	EMS Admin Assistant	2015	Hourly	18.284	18.832	19.397	19.979	20.579	21.195	21.619
				Monthly	3,070.19	3,162.21	3,257.08	3,354.81	3,455.56	3,558.99	3,630.19
				Annual	36,842.26	37,946.48	39,084.96	40,257.69	41,466.69	42,707.93	43,562.29
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	18.284	18.832	19.397	19.979	20.579	21.195	21.619
				Monthly	3,070.19	3,162.21	3,257.08	3,354.81	3,455.56	3,558.99	3,630.19
				Annual	36,842.26	37,946.48	39,084.96	40,257.69	41,466.69	42,707.93	43,562.29
No Match		Cook	2015	Hourly	19.537	20.123	20.727	21.349	21.990	22.648	23.101
				Monthly	3,280.59	3,378.99	3,480.41	3,584.85	3,692.49	3,802.98	3,879.04
				Annual	39,367.06	40,547.85	41,764.91	43,018.24	44,309.85	45,635.72	46,548.52
No Match		Handivan Driver	2015	Hourly	16.706	17.207	17.723	18.256	18.803	19.367	19.755
				Monthly	2,805.22	2,889.34	2,975.99	3,065.49	3,157.34	3,252.04	3,317.19
				Annual	33,662.59	34,672.11	35,711.85	36,785.84	37,888.05	39,024.51	39,806.33
No Match		Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)	2015	Hourly	25.045	25.543					26.054
				Monthly	4,205.47	4,289.10					4,374.90
				Annual	50,465.68	51,469.15					52,498.81
No Match		Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)	2015	Hourly	25.045	25.543					26.054
				Monthly	4,205.47	4,289.10					4,374.90
				Annual	50,465.68	51,469.15					52,498.81
No Match		Handivan Lead Driver - PIO (Stonewall & District Health Centre)	2015	Hourly	18.275	18.538	18.805	19.108	19.385		19.773
				Monthly	3,068.68	3,112.84	3,157.67	3,208.55	3,255.07		3,320.22
				Annual	36,824.13	37,354.07	37,892.08	38,502.62	39,060.78		39,842.60
No Match		Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	18.423	18.797	19.181	19.572	19.987		20.387
				Monthly	2,993.74	3,054.51	3,116.91	3,180.45	3,247.89		3,312.89
				Annual	35,924.85	36,654.15	37,402.95	38,165.40	38,974.65		39,754.65
No Match		Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)	1950	Hourly	18.423	18.797	19.181	19.572	19.987		20.387
				Monthly	2,993.74	3,054.51	3,116.91	3,180.45	3,247.89		3,312.89
				Annual	35,924.85	36,654.15	37,402.95	38,165.40	38,974.65		39,754.65
No Match		Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	18.534	19.473	20.413	21.354	22.243		22.688
				Monthly	3,011.78	3,164.36	3,317.11	3,470.03	3,614.49		3,686.80
				Annual	36,141.30	37,972.35	39,805.35	41,640.30	43,373.85		44,241.60
No Match		Aboriginal Liaison Worker	2015	Hourly	17.116	17.394	17.676	17.965	18.256		18.621
				Monthly	2,874.06	2,920.74	2,968.10	3,016.62	3,065.49		3,126.78
				Annual	34,488.74	35,048.91	35,617.14	36,199.48	36,785.84		37,521.32

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
No Match	Security & Physical Plant Workers	2015	Hourly	17.257	17.775	18.308	18.857	19.423	20.006	20.406	
			Monthly	2,897.74	2,984.72	3,074.22	3,166.41	3,261.45	3,359.34	3,426.51	
			Annual	34,772.86	35,816.63	36,890.62	37,996.86	39,137.35	40,312.09	41,118.09	
No Match	Maintenance Lead Hand	2015	Hourly	20.883	21.510	22.155	22.819	23.504	24.209	24.694	
			Monthly	3,506.60	3,611.89	3,720.19	3,831.69	3,946.71	4,065.10	4,146.53	
			Annual	42,079.25	43,342.65	44,642.33	45,980.29	47,360.56	48,781.14	49,758.41	
No Match	Primary Health Clerical Team Leader	2015	Hourly	18.940	19.468	20.012	20.573	21.150	21.745	22.180	
			Monthly	3,180.34	3,269.00	3,360.35	3,454.55	3,551.44	3,651.35	3,724.39	
			Annual	38,164.10	39,228.02	40,324.18	41,454.60	42,617.25	43,816.18	44,692.70	
No Match	Maintenance Tradesperson - PIO	2015	Hourly	22.416	23.229	24.070	24.912	26.142	27.346	27.893	
			Monthly	3,764.02	3,900.54	4,041.75	4,183.14	4,389.68	4,591.85	4,683.70	
			Annual	45,168.24	46,806.44	48,501.05	50,197.68	52,676.13	55,102.19	56,204.40	
No Match	DSM - Admin Secretary II - PIO	2015	Hourly	19.718	20.173	20.688	21.204	21.813	22.375	22.823	
			Monthly	3,310.98	3,387.38	3,473.86	3,560.51	3,662.77	3,757.14	3,832.36	
			Annual	39,731.77	40,648.60	41,686.32	42,726.06	43,953.20	45,085.63	45,988.35	
No Match	Receptionist - PIO	2015	Hourly	16.337	16.827	17.332	17.852	18.388	18.939	19.318	
			Monthly	2,743.26	2,825.53	2,910.33	2,997.65	3,087.65	3,180.17	3,243.81	
			Annual	32,919.06	33,906.41	34,923.98	35,971.78	37,051.82	38,162.09	38,925.77	
No Match	Receptionist - PIO	2015	Hourly	17.845	18.085	18.381	18.689	18.939	19.318		
			Monthly	2,996.47	3,036.77	3,086.48	3,138.20	3,180.17	3,243.81		
			Annual	35,957.68	36,441.28	37,037.72	37,658.34	38,162.09	38,925.77		
No Match	Purchasing Assistant - PIO (Selkirk & District General Hospital)	1950	Hourly	19.637	20.039	20.449	20.865	21.292	21.718		
			Monthly	3,191.01	3,256.34	3,322.96	3,390.56	3,459.95	3,529.18		
			Annual	38,292.15	39,076.05	39,875.55	40,686.75	41,519.40	42,350.10		
91	Carpenter	Carpenter	2015	Hourly	30.203						30.807
				Monthly	5,071.59						5,173.01
				Annual	60,859.05						62,076.11
92	Electrician	Electrician	2015	Hourly	33.800						34.476
				Monthly	5,675.58						5,789.10
				Annual	68,107.00						69,469.14
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly	26.168	27.622	29.076				29.657
				Monthly	4,394.04	4,638.19	4,882.35				4,979.91
				Annual	52,728.52	55,658.33	58,588.14				59,758.86
93D	Engineer 5th Class	Maintenance I-Engineer 5th Class	2015	Hourly	22.141						22.584
				Monthly	3,717.84						3,792.23
				Annual	44,614.12						45,506.76

Effective October 1, 2015 (MA)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
91	Carpenter	Carpenter	2015	Hourly	30.203					30.807
				Monthly	5,071.59					5,173.01
				Annual	60,859.05					62,076.11
92	Electrician***	Electrician	2015	Hourly	33.966					34.645
				Monthly	5,703.46					5,817.47
				Annual	68,441.49					69,809.68
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly	26.168	27.622	29.076			29.657
				Monthly	4,394.04	4,638.19	4,882.35			4,979.91
				Annual	52,728.52	55,658.33	58,588.14			59,758.86
93D	Engineer 5th Class ¹	Maintenance I-Engineer 5th Class	2015	Hourly	22.141					22.584
				Monthly	3,717.84					3,792.23
				Annual	44,614.12					45,506.76

¹The same percentage rate adjustments as is applied to the 4th class Engineer

* 1.82% MA - Engineer 2nd Class

** 0.56% MA - Industrial Mechanic

*** 0.55% MA - Certified Technologist, Electrician, Licensed Technician, Plumber / Steamfitter

Effective April 1, 2016 (2.00%)

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
2/3A	CPS Technician III	CSR Coordinator	2015	Hourly	21.066	21.698	22.349	23.019	23.710	24.421	24.910
				Monthly	3,537.33	3,643.46	3,752.77	3,865.27	3,981.30	4,100.69	4,182.80
				Annual	42,447.99	43,721.47	45,033.24	46,383.29	47,775.65	49,208.32	50,193.65
2/3A	CPS Technician III	Health Information Coordinator	2015	Hourly	21.066	21.698	22.349	23.019	23.710	24.421	24.910
				Monthly	3,537.33	3,643.46	3,752.77	3,865.27	3,981.30	4,100.69	4,182.80
				Annual	42,447.99	43,721.47	45,033.24	46,383.29	47,775.65	49,208.32	50,193.65
2/3C	CPS Technician I (Certified)	C.S.R. Aide / Materials Management	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
2/3C	CPS Technician I (Certified)	CSR Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
2/3D	CSR (Non Certified)	C.S.R. Aide	2015	Hourly	16.664	17.163	17.679	18.209	18.756	19.318	19.705
				Monthly	2,798.16	2,881.95	2,968.60	3,057.60	3,149.45	3,243.81	3,308.80
				Annual	33,577.96	34,583.45	35,623.19	36,691.14	37,793.34	38,925.77	39,705.58
5	Stores	Material Mgmt Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
5	Stores	Materials Management Warehouse Clerk	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
12	Purchasing Agent	Purchasing / Material Management Assistant	2015	Hourly	20.499	21.114	21.748	22.400	23.072	23.764	24.239
				Monthly	3,442.12	3,545.39	3,651.85	3,761.33	3,874.17	3,990.37	4,070.13
				Annual	41,305.49	42,544.71	43,822.22	45,136.00	46,490.08	47,884.46	48,841.59
15	Dietetic Aide	Dietary Aide	2015	Hourly	15.516	15.981	16.461	16.955	17.463	17.987	18.347
				Monthly	2,605.40	2,683.48	2,764.08	2,847.03	2,932.33	3,020.32	3,080.77
				Annual	31,264.74	32,201.72	33,168.92	34,164.33	35,187.95	36,243.81	36,969.21
22	Cook I - Uncertified	Assistant Cook	2015	Hourly	16.547	17.043	17.555	18.081	18.624	19.183	19.566
				Monthly	2,778.52	2,861.80	2,947.78	3,036.10	3,127.28	3,221.15	3,285.46
				Annual	33,342.21	34,341.65	35,373.33	36,433.22	37,527.36	38,653.75	39,425.49
23	Cook II	Cook II	2015	Hourly	19.094	19.668	20.257	20.865	21.491	22.136	22.578
				Monthly	3,206.20	3,302.59	3,401.49	3,503.58	3,608.70	3,717.00	3,791.22
				Annual	38,474.41	39,631.02	40,817.86	42,042.98	43,304.37	44,604.04	45,494.67
23	Cook II - Certified	Cook	2015	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
				Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
				Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
23	Cook II - Certified	Cook - Adult Day Program	2015	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
				Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
				Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69
23	Cook II - Certified	Slaing Clerk	2015	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
				Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
				Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69
28	Housekeeping Aide	Automatic Scrubber Operator - PIO (Selkirk & District General Hospital)	2015	Hourly	17.126	17.403	17.683	17.982	18.252		18.617
				Monthly	2,875.74	2,922.25	2,969.27	3,019.48	3,064.82		3,126.11
				Annual	34,508.89	35,067.05	35,631.25	36,233.73	36,777.78		37,513.26
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	15.516	15.981	16.461	16.955	17.463	17.987	18.347
				Monthly	2,605.40	2,683.48	2,764.08	2,847.03	2,932.33	3,020.32	3,080.77
				Annual	31,264.74	32,201.72	33,168.92	34,164.33	35,187.95	36,243.81	36,969.21
31	Lead Hand / Housekeeping / Laundry	Lead Hand - Housekeeping / Laundry	2015	Hourly	17.558	18.085	18.627	19.186	19.762	20.354	20.761
				Monthly	2,948.28	3,036.77	3,127.78	3,221.65	3,318.37	3,417.78	3,486.12
				Annual	35,379.37	36,441.28	37,533.41	38,659.79	39,820.43	41,013.31	41,833.42
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	15.516	15.981	16.461	16.955	17.463	17.987	18.347
				Monthly	2,605.40	2,683.48	2,764.08	2,847.03	2,932.33	3,020.32	3,080.77
				Annual	31,264.74	32,201.72	33,168.92	34,164.33	35,187.95	36,243.81	36,969.21
41	Health Care Aide (Untrained)	Health Care Aide (Untrained)	2015	Hourly	17.733						18.088
				Monthly	2,977.67						3,037.28
				Annual	35,732.00						36,447.32
41	Health Care Aide (Non-Certified)	Health Care Aide (Untrained)	2015	Hourly	17.733						18.088
				Monthly	2,977.67						3,037.28
				Annual	35,732.00						36,447.32
42	Health Care Aide (Certified / Trained)	HCA / CSR Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	P.C.A. (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	Health Care Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	Nurse Aide (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	Resident Care Aide (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	Unit Assistant (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
42	Health Care Aide (Certified / Trained)	Unit Assistant / Porter	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
42	Health Care Aide (Certified / Trained)	Health Care Aide (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
42	Health Care Aide (Certified / Trained)	Support Service Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
44	Activity Worker (Non-Certified)	Recreation Worker (Non-Certified)	2015	Hourly	16.117	16.601	17.099	17.611	18.140	18.684	19.058
				Monthly	2,706.31	2,787.59	2,871.21	2,957.18	3,046.01	3,137.36	3,200.16
				Annual	32,475.76	33,451.02	34,454.49	35,486.17	36,552.10	37,648.26	38,401.87
44	Activity Worker (Non-Certified)	Adult Day Program Worker (Non-Certified)	2015	Hourly	16.117	16.601	17.099	17.611	18.140	18.684	19.058
				Monthly	2,706.31	2,787.59	2,871.21	2,957.18	3,046.01	3,137.36	3,200.16
				Annual	32,475.76	33,451.02	34,454.49	35,486.17	36,552.10	37,648.26	38,401.87
45	Activity Worker (Certified)	Activity Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
45	Activity Worker (Certified)	Recreation Worker (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
45	Activity Worker (Certified)	Adult Day Program Worker (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
46	Supervisory Role	Activity Coordinator	2015	Hourly	19.291	19.869	20.466	21.079	21.712	22.363	22.810
				Monthly	3,239.28	3,336.34	3,436.58	3,539.52	3,645.81	3,755.12	3,830.18
				Annual	38,871.37	40,036.04	41,238.99	42,474.19	43,749.68	45,061.45	45,962.15
46	Supervisory Role	Activity Director	2015	Hourly	19.291	19.869	20.466	21.079	21.712	22.363	22.810
				Monthly	3,239.28	3,336.34	3,436.58	3,539.52	3,645.81	3,755.12	3,830.18
				Annual	38,871.37	40,036.04	41,238.99	42,474.19	43,749.68	45,061.45	45,962.15
46	Supervisory Role	Adult Day Care Facilitator	2015	Hourly	19.291	19.869	20.466	21.079	21.712	22.363	22.810
				Monthly	3,239.28	3,336.34	3,436.58	3,539.52	3,645.81	3,755.12	3,830.18
				Annual	38,871.37	40,036.04	41,238.99	42,474.19	43,749.68	45,061.45	45,962.15
46	Supervisory Role	Adult Day Care Program Coordinator	2015	Hourly	19.291	19.869	20.466	21.079	21.712	22.363	22.810
				Monthly	3,239.28	3,336.34	3,436.58	3,539.52	3,645.81	3,755.12	3,830.18
				Annual	38,871.37	40,036.04	41,238.99	42,474.19	43,749.68	45,061.45	45,962.15
46	Supervisory Role	Adult Day Program Coordinator	2015	Hourly	19.291	19.869	20.466	21.079	21.712	22.363	22.810
				Monthly	3,239.28	3,336.34	3,436.58	3,539.52	3,645.81	3,755.12	3,830.18
				Annual	38,871.37	40,036.04	41,238.99	42,474.19	43,749.68	45,061.45	45,962.15
47	Rehab Aide	Physio / O.T. Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
47	Rehab Aide	Rehab Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
47	Rehab Aide - Certified	Rehab Assistant	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
52A	Interpreter	Aboriginal Interpreter	2015	Hourly	21.482	22.126	22.790	23.474	24.178	24.903	25.402
				Monthly	3,607.19	3,715.32	3,826.82	3,941.68	4,059.89	4,181.63	4,265.42
				Annual	43,286.23	44,583.89	45,921.85	47,300.11	48,718.67	50,179.55	51,185.03
54	Material Porters	Courier / Driver	2015	Hourly	17.268	17.786	18.320	18.869	19.435	20.018	20.419
				Monthly	2,899.59	2,986.57	3,076.23	3,168.42	3,263.46	3,361.36	3,428.69
				Annual	34,795.02	35,838.79	36,914.80	38,021.04	39,161.53	40,336.27	41,144.29
58	Lab Assistant	Lab Assistant	2015	Hourly	15.704	16.174	16.660	17.159	17.675	18.205	18.569
				Monthly	2,636.96	2,715.88	2,797.49	2,881.28	2,967.93	3,056.92	3,118.05
				Annual	31,643.56	32,590.61	33,569.90	34,575.39	35,615.13	36,683.08	37,416.54
58	Lab Assistant - Untrained	DSM - Lab Assistant (Untrained)	2080	Hourly	15.703	16.174	16.660	17.159	17.674	18.204	18.569
				Monthly	2,721.85	2,803.49	2,887.73	2,974.23	3,063.49	3,155.36	3,218.63
				Annual	32,662.24	33,641.92	34,652.80	35,690.72	36,761.92	37,864.32	38,623.52
59	NM	DSM - Lab Assistant (Trained)	2080	Hourly	17.138	17.652	18.182	18.728	19.289	19.868	20.265
				Monthly	2,970.59	3,059.68	3,151.55	3,246.19	3,343.43	3,443.79	3,512.60
				Annual	35,647.04	36,716.16	37,818.56	38,954.24	40,121.12	41,325.44	42,151.20
67	Admitting Clerk I	Admitting Clerk	2015	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
				Monthly	3,131.48	3,225.51	3,322.23	3,421.97	3,524.57	3,630.36	3,702.90
				Annual	37,577.74	38,706.14	39,866.78	41,063.69	42,294.85	43,564.30	44,434.78
67	Admitting Clerk I	Receptionist/Admitting Clerk	2015	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
				Monthly	3,131.48	3,225.51	3,322.23	3,421.97	3,524.57	3,630.36	3,702.90
				Annual	37,577.74	38,706.14	39,866.78	41,063.69	42,294.85	43,564.30	44,434.78
70	Dietetic Clerk	Clerk II	1950	Hourly	17.309	17.828	18.364	18.914	19.481	20.065	20.467
				Monthly	2,812.71	2,897.05	2,984.15	3,073.53	3,165.66	3,260.56	3,325.89
				Annual	33,752.55	34,764.60	35,809.80	36,882.30	37,987.95	39,126.75	39,910.65
73A	Finance / Accounting Clerk II	Accounting Clerk	2015	Hourly	19.763	20.356	20.967	21.596	22.243	22.911	23.369
				Monthly	3,318.54	3,418.11	3,520.71	3,626.33	3,734.97	3,847.14	3,924.05
				Annual	39,822.45	41,017.34	42,248.51	43,515.94	44,819.65	46,165.67	47,088.54
73A	Finance / Accounting Clerk II	Accounting Clerk 2 - EMS	2015	Hourly	19.763	20.356	20.967	21.596	22.243	22.911	23.369
				Monthly	3,318.54	3,418.11	3,520.71	3,626.33	3,734.97	3,847.14	3,924.05
				Annual	39,822.45	41,017.34	42,248.51	43,515.94	44,819.65	46,165.67	47,088.54
79	Ward Clerk	Ward Clerk / Unit Asst. Float	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
79	Ward Clerk	Unit Clerk	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
79	Ward Clerk	Ward Clerk	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.598
				Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.66
				Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,519.97
83	Medical Records Technician	Health Records Technician	1950	Hourly	19.868	20.464	21.078	21.710	22.362	23.033	23.493
				Monthly	3,228.55	3,325.40	3,425.18	3,527.88	3,633.83	3,742.86	3,817.61
				Annual	38,742.60	39,904.80	41,102.10	42,334.50	43,605.90	44,914.35	45,811.35
83	Medical Records Technician	Medical Records Technician	1950	Hourly	19.868	20.464	21.078	21.710	22.362	23.033	23.493
				Monthly	3,228.55	3,325.40	3,425.18	3,527.88	3,633.83	3,742.86	3,817.61
				Annual	38,742.60	39,904.80	41,102.10	42,334.50	43,605.90	44,914.35	45,811.35

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
83	Medical Records Technician II	Health Information Technician	2015	Hourly	19.868	20.464	21.078	21.710	22.362	23.033	23.493
				Monthly	3,336.17	3,436.25	3,539.35	3,645.47	3,754.95	3,867.63	3,944.87
				Annual	40,034.02	41,234.96	42,472.17	43,745.65	45,059.43	46,411.50	47,338.40
85	Senior Communications Clerk	Medical Transcriptionist	1950	Hourly	18.582	19.139	19.713	20.305	20.914	21.541	21.972
				Monthly	3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45
				Annual	36,234.90	37,321.05	38,440.35	39,594.75	40,782.30	42,004.95	42,845.40
89	Maintenance Worker I	Maintenance II	2015	Hourly	16.831	17.336	17.856	18.391	18.943	19.511	19.902
				Monthly	2,826.21	2,911.00	2,998.32	3,088.16	3,180.85	3,276.22	3,341.88
				Annual	33,914.47	34,932.04	35,979.84	37,057.87	38,170.15	39,314.67	40,102.53
90	Maintenance Worker II	Maintenance I	2015	Hourly	18.522	19.077	19.650	20.239	20.847	21.472	21.902
				Monthly	3,110.15	3,203.35	3,299.56	3,398.47	3,500.56	3,605.51	3,677.71
				Annual	37,321.83	38,440.16	39,594.75	40,781.59	42,006.71	43,266.08	44,132.53
90	Maintenance Worker II	Plant Manager	2015	Hourly	18.522	19.077	19.650	20.239	20.847	21.472	21.902
				Monthly	3,110.15	3,203.35	3,299.56	3,398.47	3,500.56	3,605.51	3,677.71
				Annual	37,321.83	38,440.16	39,594.75	40,781.59	42,006.71	43,266.08	44,132.53
90	Maintenance Worker II	Maintenance Worker I	2015	Hourly	18.522	19.078	19.650	20.239	20.847	21.472	21.901
				Monthly	3,110.15	3,203.51	3,299.56	3,398.47	3,500.56	3,605.51	3,677.54
				Annual	37,321.83	38,442.17	39,594.75	40,781.59	42,006.71	43,266.08	44,130.52
102	Clerk II	Admin Clerk	1950	Hourly	16.664	17.163	17.679	18.209	18.756	19.318	19.705
				Monthly	2,707.90	2,788.99	2,872.84	2,958.96	3,047.85	3,139.18	3,202.06
				Annual	32,494.80	33,467.85	34,474.05	35,507.55	36,574.20	37,670.10	38,424.75
102	Clerk II	Clerk Typist I - Medical Records	1950	Hourly	16.664	17.163	17.679	18.209	18.756	19.318	19.705
				Monthly	2,707.90	2,788.99	2,872.84	2,958.96	3,047.85	3,139.18	3,202.06
				Annual	32,494.80	33,467.85	34,474.05	35,507.55	36,574.20	37,670.10	38,424.75
102	Clerk II	General Office Clerk	1950	Hourly	16.664	17.163	17.679	18.209	18.756	19.318	19.705
				Monthly	2,707.90	2,788.99	2,872.84	2,958.96	3,047.85	3,139.18	3,202.06
				Annual	32,494.80	33,467.85	34,474.05	35,507.55	36,574.20	37,670.10	38,424.75
102	Clerk II	Office Clerk - Clerk I	1950	Hourly	16.664	17.163	17.679	18.209	18.756	19.318	19.705
				Monthly	2,707.90	2,788.99	2,872.84	2,958.96	3,047.85	3,139.18	3,202.06
				Annual	32,494.80	33,467.85	34,474.05	35,507.55	36,574.20	37,670.10	38,424.75
103	Clerk II	Receptionist / Clerk	2015	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
				Monthly	2,906.47	2,993.62	3,083.45	3,175.98	3,271.19	3,369.42	3,436.75
				Annual	34,877.64	35,923.42	37,001.45	38,111.71	39,254.22	40,432.99	41,241.01
103	Clerk II	Receptionist / Typist	2015	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
				Monthly	2,906.47	2,993.62	3,083.45	3,175.98	3,271.19	3,369.42	3,436.75
				Annual	34,877.64	35,923.42	37,001.45	38,111.71	39,254.22	40,432.99	41,241.01
103	Clerk II	Support Services Clerk	2015	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
				Monthly	2,906.47	2,993.62	3,083.45	3,175.98	3,271.19	3,369.42	3,436.75
				Annual	34,877.64	35,923.42	37,001.45	38,111.71	39,254.22	40,432.99	41,241.01
104	Clerk III	Clerk III	1950	Hourly	17.967	18.506	19.061	19.632	20.222	20.828	21.245
				Monthly	2,919.64	3,007.23	3,097.41	3,190.20	3,286.08	3,384.55	3,452.31
				Annual	35,035.65	36,086.70	37,168.95	38,282.40	39,432.90	40,614.60	41,427.75
104	Clerk III	Health Information Clerk	2015	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.245
				Monthly	3,016.96	3,107.47	3,200.66	3,296.71	3,395.61	3,497.54	3,567.39
				Annual	36,203.51	37,289.59	38,407.92	39,560.50	40,747.33	41,970.44	42,808.68

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
104	Clerk III	Receptionist / Medical Records Clerk	2015	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.245
				Monthly	3,016.96	3,107.47	3,200.66	3,296.71	3,395.61	3,497.54	3,567.39
				Annual	36,203.51	37,289.59	38,407.92	39,560.50	40,747.33	41,970.44	42,808.68
104	Clerk III	DSM - Receptionist / Typist - Diagnostics	2015	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.245
				Monthly	3,016.96	3,107.47	3,200.66	3,296.71	3,395.61	3,497.54	3,567.39
				Annual	36,203.51	37,289.59	38,407.92	39,560.50	40,747.33	41,970.44	42,808.68
105	Clerk IV	Admin Clerk - Clerk IV	1950	Hourly	18.650	19.209	19.785	20.378	20.990	21.619	22.052
				Monthly	3,030.63	3,121.46	3,215.06	3,311.43	3,410.88	3,513.09	3,583.45
				Annual	36,367.50	37,457.55	38,580.75	39,737.10	40,930.50	42,157.05	43,001.40
105	Clerk IV	Payroll Clerk - Clerk IV	1950	Hourly	18.650	19.209	19.785	20.378	20.990	21.619	22.052
				Monthly	3,030.63	3,121.46	3,215.06	3,311.43	3,410.88	3,513.09	3,583.45
				Annual	36,367.50	37,457.55	38,580.75	39,737.10	40,930.50	42,157.05	43,001.40
105	Clerk IV	EMS Admin Assistant	2015	Hourly	18.650	19.209	19.785	20.378	20.990	21.619	22.052
				Monthly	3,131.65	3,225.51	3,322.23	3,421.81	3,524.57	3,630.19	3,702.90
				Annual	37,579.75	38,706.14	39,866.78	41,061.67	42,294.85	43,562.29	44,434.78
105	Clerk IV	Allied Health Admin Assistant	2015	Hourly	18.650	19.209	19.785	20.378	20.990	21.619	22.052
				Monthly	3,131.65	3,225.51	3,322.23	3,421.81	3,524.57	3,630.19	3,702.90
				Annual	37,579.75	38,706.14	39,866.78	41,061.67	42,294.85	43,562.29	44,434.78
No Match	Cook		2015	Hourly	19.928	20.525	21.141	21.776	22.429	23.101	23.563
				Monthly	3,346.24	3,446.49	3,549.93	3,656.55	3,766.20	3,879.04	3,956.62
				Annual	40,154.92	41,357.88	42,599.12	43,878.64	45,194.44	46,548.52	47,479.45
No Match	Handivan Driver		2015	Hourly	17.040	17.551	18.077	18.621	19.179	19.755	20.150
				Monthly	2,861.30	2,947.11	3,035.43	3,126.78	3,220.47	3,317.19	3,383.52
				Annual	34,335.60	35,365.27	36,425.16	37,521.32	38,645.69	39,806.33	40,602.25
No Match	Maintenance Tradesperson / Electrician - PIO (Johnson Memorial Hospital)		2015	Hourly	25.546	26.054					26.575
				Monthly	4,289.60	4,374.90					4,462.39
				Annual	51,475.19	52,498.81					53,548.63
No Match	Maintenance Tradesperson / Plumber - PIO (Selkirk & District General Hospital)		2015	Hourly	25.546	26.054					26.575
				Monthly	4,289.60	4,374.90					4,462.39
				Annual	51,475.19	52,498.81					53,548.63
No Match	Handivan Lead Driver - PIO (Stonewall & District Health Centre)		2015	Hourly	18.640	18.909	19.181	19.490	19.773		20.168
				Monthly	3,129.97	3,175.14	3,220.81	3,272.70	3,320.22		3,386.54
				Annual	37,559.60	38,101.64	38,649.72	39,272.35	39,842.60		40,638.52
No Match	Clerk - Admitting - Clerk II - PIO (Selkirk & District General Hospital)		1950	Hourly	18.791	19.173	19.565	19.964	20.387		20.795
				Monthly	3,053.54	3,115.61	3,179.31	3,244.15	3,312.89		3,379.19
				Annual	36,642.45	37,387.35	38,151.75	38,929.80	39,754.65		40,550.25
No Match	Clerk - Records - Clerk II - PIO (Selkirk & District General Hospital)		1950	Hourly	18.791	19.173	19.565	19.964	20.387		20.795
				Monthly	3,053.54	3,115.61	3,179.31	3,244.15	3,312.89		3,379.19
				Annual	36,642.45	37,387.35	38,151.75	38,929.80	39,754.65		40,550.25
No Match	Admin Clerk IV - PIO (Lundar Personal Care Home)		1950	Hourly	18.905	19.863	20.821	21.781	22.688		23.141
				Monthly	3,072.06	3,227.74	3,383.41	3,539.41	3,686.80		3,760.41
				Annual	36,864.75	38,732.85	40,600.95	42,472.95	44,241.60		45,124.95
No Match	Aboriginal Liaison Worker		2015	Hourly	17.458	17.742	18.029	18.324	18.621		18.993
				Monthly	2,931.49	2,979.18	3,027.37	3,076.91	3,126.78		3,189.24
				Annual	35,177.87	35,750.13	36,328.44	36,922.86	37,521.32		38,270.90

Stand. Group #	Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
No Match		Security & Physical Plant Workers	2015	Hourly	17.602	18.130	18.674	19.234	19.812	20.406	20.814
				Monthly	2,955.67	3,044.33	3,135.68	3,229.71	3,326.77	3,426.51	3,495.02
				Annual	35,468.03	36,531.95	37,628.11	38,756.51	39,921.18	41,118.09	41,940.21
No Match		Maintenance Lead Hand	2015	Hourly	21.301	21.940	22.598	23.276	23.974	24.694	25.187
				Monthly	3,576.79	3,684.09	3,794.58	3,908.43	4,025.63	4,146.53	4,229.32
				Annual	42,921.52	44,209.10	45,534.97	46,901.14	48,307.61	49,758.41	50,751.81
No Match		Primary Health Clerical Team Leader	2015	Hourly	19.318	19.857	20.413	20.984	21.573	22.180	22.624
				Monthly	3,243.81	3,334.32	3,427.68	3,523.56	3,622.47	3,724.39	3,798.95
				Annual	38,925.77	40,011.86	41,132.20	42,282.76	43,469.60	44,692.70	45,587.36
No Match		Maintenance Tradesperson - PIO	2015	Hourly	22.865	23.694	24.551	25.410	26.665	27.893	28.451
				Monthly	3,839.42	3,978.62	4,122.52	4,266.76	4,477.50	4,683.70	4,777.40
				Annual	46,072.98	47,743.41	49,470.27	51,201.15	53,729.98	56,204.40	57,328.77
No Match		DSM - Admin Secretary II - PIO	2015	Hourly	20.112	20.577	21.102	21.628	22.250	22.823	23.279
				Monthly	3,377.14	3,455.22	3,543.38	3,631.70	3,736.15	3,832.36	3,908.93
				Annual	40,525.68	41,462.66	42,520.53	43,580.42	44,833.75	45,988.35	46,907.19
No Match		Receptionist - PIO	2015	Hourly	16.664	17.164	17.679	18.209	18.755	19.318	19.704
				Monthly	2,798.16	2,882.12	2,968.60	3,057.60	3,149.28	3,243.81	3,308.63
				Annual	33,577.96	34,585.46	35,623.19	36,691.14	37,791.33	38,925.77	39,703.56
No Match		Receptionist - PIO	2015	Hourly	18.201	18.447	18.749	19.063	19.318		19.704
				Monthly	3,056.25	3,097.56	3,148.27	3,201.00	3,243.81		3,308.63
				Annual	36,675.02	37,170.71	37,779.24	38,411.95	38,925.77		39,703.56
No Match		Purchasing Assistant - PIO (Selkirk & District General Hospital)	1950	Hourly	20.030	20.439	20.858	21.283	21.718		22.152
				Monthly	3,254.88	3,321.34	3,389.43	3,458.49	3,529.18		3,599.70
				Annual	39,058.50	39,856.05	40,673.10	41,501.85	42,350.10		43,196.40

91	Carpenter	Carpenter	2015	Hourly							
				Monthly							
				Annual							To be determined. ¹
92	Electrician	Electrician	2015	Hourly							
				Monthly							
				Annual							To be determined. ¹
93C	Engineer 4th Class	Engineer 4th Class	2015	Hourly							
				Monthly							
				Annual							To be determined. ¹
93D	Engineer 5th Class	Maintenance I-Engineer 5th Class	2015	Hourly							
				Monthly							
				Annual							To be determined. ¹

¹ Subject to the negotiated settlement at the OEM Trades Central Table.