

Collective Agreement

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union
Facility Support (FS)
Prairie Mountain Health Local 421 and 456

April 1, 2024 to March 31, 2028

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*All changes appear in **bold**.

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*All changes appear in **bold**.

This Agreement made this 26th day of June 2025

between

Prairie Mountain Health

(hereinafter referred to as the "Employer")

of the first part

and

Manitoba Government and General Employees' Union

(hereinafter referred to as the "Union")

of the second part.

Preamble

WHEREAS it is the desire of both parties to this Agreement to maintain harmonious relations between the Employers and their employees, to recognize the mutual value of joint discussion and negotiations in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this Agreement, and further that the **parties to this Agreement share a fundamental commitment to provide and improve quality patients/residents/clients care.**

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

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

Article 1 Scope of Recognition

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

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

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

Article 2 Management Rights

2:01 The Union recognizes the sole right of the Employer(s), unless otherwise provided in this Collective Agreement, to exercise its function of management under which it shall have among others, the right to maintain efficiency and quality of patient/resident/client care; the right to direct the work of its employees; the right to hire, classify, assign to positions and promote; the right to determine job content; the right to demote, discipline, suspend, layoff, and discharge for just cause; the right to make, alter, and enforce rules and regulations in a manner that is fair and consistent with the terms of this Collective Agreement.

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

2:03 Emergency, Disaster, and Fire Plans

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

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

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

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

Article 3 Definitions

- 3:01 "Base Location" shall mean the location identified by the Employer in an employee's letter of offer, to be where an employee is based out of for the purpose of service delivery.
- 3:02 "Basic Pay" shall mean the rates of pay shown in the Salary Schedule.
- 3:03 "Biweekly Period" shall mean the two (2) weeks constituting a pay period.
- 3:04 "Concurrent Employment" shall mean an employee who holds more than one (1) position with the same Employer.
- 3:05 Effective August 22, 2022, "Continuous Service" shall mean the period of time since an employee last became a full-time or part-time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Collective Agreement including, but not limited to, vacation, bonus vacation, and qualifications for pre-retirement leave and "Length of Service" shall have a similar meaning.
- Conversion from full-time or part-time status to casual status shall be considered a break in service. No period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee's length of service even when a casual employee subsequently becomes a full-time or part-time employee, except as provided for in Article 9:08(k) and (l).
- 3:06 "Demotion" shall mean a change from one (1) classification to another classification with a lower maximum rate of pay.
- 3:07 "Employee" is a person employed by the Employer and covered by this Collective Agreement.
- 3:08 "Employer" shall mean the legal entity with whom the employee is employed as listed in **Appendix B** (Schedule "B").

- 3:09 The "Employment Status" of an employee shall be:
- (a) A "Full-time" employee is one who regularly works the hours specified in Article 12:01.
 - (b) A "Part-time" employee is one who regularly works less than full-time hours, specified in Article 12:01, but not less than the daily hours per day in a biweekly period.
 - (c) A "Casual" employee is as defined in Article 34.
- 3:10 "Health Sector Bargaining Unit" shall mean the facility support bargaining unit of another Employers' Organization as specified in **Appendix B** (Schedule "B").
- 3:11 "Layoff" shall mean the temporary or permanent removal of an employee from active employment status as a result of an employment security notice issued in accordance with Article 10.
- 3:12 "Promotion" shall mean a change from one (1) classification to another classification with a higher maximum rate of pay.
- 3:13 Shifts will be named as follows:
- (a) "Night Shift" means a shift commencing at or about 2330 hours. Night shift shall be considered as the first shift of each calendar day.
 - (b) "Day Shift" means a shift commencing at or about 0730 hours.
 - (c) "Evening Shift" means a shift commencing at or about 1530 hours.
- 3:14 "Site" shall mean the facility/program where the employee is employed within an Employers Organization as listed in **Appendix B** (Schedule "B").
- 3:15 "Transfer" shall mean a change from one (1) position to another position with the same maximum rate of pay in the Salary Schedule.
- 3:16 The term "Union" shall mean the Manitoba Government and General Employees' Union.
- 3:17 "Weekend" shall mean the period starting on or about 2330 hours on the Friday to 2330 hours on the immediate following Sunday.

3:18 "Worksite" shall mean the location, as determined by the Employer, to be where the employee is assigned to perform work for the purpose of service delivery.

3:19 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.

Article 4 Union Security and Dues Check-off

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

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

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

(b) This information may only be used by the Union for the purpose of communicating with its members.

(c) The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information in accordance with FIPPA.

- 4:03** (a) The Union shall notify the Employer in writing of any changes in the amount of dues or general assessment referenced in Article 4:01 at least one (1) month in advance prior to the effective date of such change.
- (b) Subject to notice being served in accordance with Article 27:01(c) or (d), in the event of a strike or lockout the Union shall notify the Employer in writing of any change to the percentage rate of dues to be deducted at least two (2) weeks in advance. Similar notice shall be provided in writing by the Union at the conclusion of a strike or lockout to change the percentage rate in place immediately prior to the original notice being served. Changes to the percentage rate of dues deducted will be implemented by the Employer at the commencement of the first pay period following the completion of the two (2) weeks' notice.
- 4:04** In consideration of the foregoing Articles, the Union shall hold the Employer harmless with respect to all dues and general assessments so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.
- 4:05** The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.
- 4:06** All new employees shall, as a condition of employment, become and remain members in good standing in the Union as of the date of hire.
- The Union will provide the Employer with Union membership application forms. The Employer shall distribute said application forms within its employment process and advise new employees that they must be a member of the Union to work in the Employer Organization. The new employee will be directed to fill out the form and give it to the Union's designated representative at the site.
- 4:07** The Union representative or designate shall have up to fifteen (15) minutes either at a time mutually agreeable with the Employer, or up to thirty (30) minutes at the facility orientation sessions, to acquaint new employees falling within the scope of this Collective Agreement with the fact that a Collective Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

Article 5 Technological Change

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

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

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

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

5:03 (a) Where new or greater skills are required than are already possessed by affected employees under the present methods of operations as a result of the technological change, the Employer agrees that employees shall be trained on the new equipment or new methods of operation, and said training shall be provided and paid for by the Employer during normal working hours if possible. In addition, at the option of the Employer, the

employee may be trained in a new area in respect of which there is a demand within the facility for individuals possessing such skills. A reasonable training period (not to exceed twelve [12] months) will be provided by the Employer. During the above training periods the employees shall be paid at their current rate of pay.

- (b) The Employer agrees that where two (2) or more employees require training in (a) above, first consideration shall be given to the employee with the most seniority.

Article 6 Grievance Procedure

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

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

- 6:02** An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however nothing in this Collective Agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.

- 6:03** Union representatives at the site, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of two (2) employees, or more employees so engaged if mutually agreed upon. Such permission shall not be unreasonably sought or withheld.

- 6:04 Discussion Stage**

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

6:05 Step One

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

6:06 Step Two

Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:05, the Union may within the ensuing ten (10) calendar days, submit the grievance in writing to the Human Resources Manager of Labour Relations or designated Administrative Officer for the Employer.

6:07 The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.

6:08 An employee may choose to be accompanied by a Union representative at the discussion stage of the grievance procedure, and will be accompanied by a Union representative for Steps One and Two.

6:09 Policy grievances, group grievances, and grievances filed as a result of dismissal, suspension, or demotion shall be submitted at Step Two.

6:10 For purposes of determining the time limits in the foregoing procedure, Saturdays, Sundays, and general holidays in accordance with Article 15 are excluded.

Article 7 Arbitration Procedure

7:01 Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:06, either party may refer the matter to arbitration by serving written notice to the other party within the ensuing thirty (30) calendar days.

7:02 A referral for arbitration shall be made in writing by either party, addressed to the other party to this Collective Agreement, within the time defined in Article 7:01. The referral for arbitration shall contain the names of three (3) proposed sole arbitrators. The other party shall, within seven (7) days of the

receipt of such notice, notify the party who referred the matter to arbitration of the acceptance of one (1) of the arbitrators named or propose others.

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

- 7:03** The sole Arbitrator shall not be empowered to make any decision inconsistent with the provisions of this Collective Agreement, or to modify or amend any portion of this Collective Agreement.
- 7:04** The sole Arbitrator shall determine their own procedures, but shall provide full opportunity to all parties to present evidence and make representations.
- 7:05** The decision of the sole Arbitrator shall be final and binding and enforceable on all parties.
- 7:06** Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the sole Arbitrator, either party may apply to the sole Arbitrator to reconvene. Within ten (10) calendar days the sole Arbitrator shall reconvene to clarify the decision.
- 7:07** Each party shall pay one-half ($\frac{1}{2}$) the fees and expenses of the sole Arbitrator.
- 7:08** Nothing in this Collective Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 7:09** Employees who are subpoenaed (subpoena ad testificandum or subpoena duces tecum) to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called the employee (either the Employer or MGEU as the case may be) shall be responsible for compensating the employee for any salary and benefits which would otherwise be lost.
- 7:10** The 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 basic rate of pay from the time the employee last entered the full-time or part-time service of the Employer in the Facility Support Bargaining Unit.
- 8:02 In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, a satisfactory employment record, and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon the following order as at date of posting:
- (a) Seniority among applicants who hold an EFT from the **base location** where the vacancy occurs; failing that:
 - (b) Where no employee within the base location where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among applicants who hold an EFT from the site where the vacancy occurs.**
 - (c) Where no employee within the site where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among the applicants who hold an EFT from other sites comprising the Employer.
 - (d) Where no full-time or part-time employee has applied for the position, consideration will be given to casual employees from the base location.**
 - (e) Where no full-time or part-time employee has applied for the position, consideration will be given to casual employees from sites comprising the Employer Organization**
 - (f) Where no casual employees have applied for the position, consideration will be given to external applicants.**
- 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.
- (e) Any period of Employer paid return to work.**

8:04 Seniority will terminate if an employee:

- (a) Resigns.
- (b) Is discharged for just cause and not reinstated under the grievance or arbitration procedure.
- (c) Is laid off and fails to report for duty as instructed as per Article 10:09.
- (d) Is laid off for more than twenty-four (24) months.
- (e) Fails to report for work as scheduled at the end of an approved leave of absence, suspension, or vacation, without an explanation satisfactory to the Employer.
- (f) Is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.
- (g) Is absent without approved leave and does not provide the Employer with an acceptable explanation.

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

- (a) Is on any period of paid leave of absence.
- (b) Is on any period of paid income protection.

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

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

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

8:07 (a) A seniority roster of all employees indicating the total seniority hours since the date of entry into the service of the Employer, in the Facility Support Bargaining Unit, shall be prepared by the Employer effective the end date of the last pay period of the calendar year. This roster will be posted on the **Union** bulletin boards (**virtual where applicable**) no later than February 1 of each year.

This roster will be posted on the employees' bulletin boards no later than February 1 of each year. This roster shall be open for correction for a period of twenty (20) calendar days from the date of the initial posting, on presentation of proof of error by an employee or the Union representative. At the expiration of the twenty (20) days, the above seniority list, as corrected within such twenty (20) days, shall be considered to be the accurate list and shall not be subject to further changes until the next posting.

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

Article 9 Recruitment and Selection

- 9:01**
- (a) Vacant positions which fall within the scope of this Collective Agreement shall be posted on the same date within all sites which comprise the Employer for a period of at least seven (7) calendar days. Such postings shall be numbered, include position number where applicable, state required qualifications, current location and shift, hours of work, and wage rate. A copy of each posting shall be given to the Union Local President at the time of posting. The Union shall, upon request, be informed in writing of the names and seniority of the applicants. When a position becomes vacant, and the Employer chooses not to fill the vacancy, the Employer shall notify the Union. The Union shall be informed in writing of the name of the successful applicant.
 - (b) An employee on vacation when a vacancy occurs shall be considered for the promotion or transfer provided they have submitted the prescribed application form prior to their departure.
 - (c) When more than one (1) vacancy is posted at the same time, an employee shall have the right to bid on any or all, stating preference. Should the employee be awarded any of the positions for which they have applied,

the employee shall not have the right to file a grievance with respect to other positions for which they have applied and expressed lower preference.

- (d) An employee on leave of absence or income protection shall be considered for a promotion or transfer along with other applicants, provided that, during such absence, the employee advises the Human Resources Officer **or designate** of their request for promotion or transfer, by telephone during normal business hours, and the employee shall provide written confirmation of their request within twenty-four (24) hours.

9:02 (a) As per the posting provisions contained in Article 9:01, within **ten (10) business days (i.e. excluding weekends and general holidays)** the Employer will select the person for the position and will post their name in the same locations where the position was previously posted, providing there are qualified applicants as per Article 8:02.

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

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

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

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

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

When an employee is promoted to a new position while maintaining their original position in a lower classification, increment hours for the original position shall be maintained separately until the next increment is due; thereafter Article 18:03 shall apply.

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

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

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

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

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

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

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

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

- 9:07** All new full-time employees shall be on probation for three (3) calendar months with provisions for an extension of the probationary period for another three (3) months, and all new part-time employees shall be on probation for six (6) calendar months from the day of their employment. During this period, the Employer may, in its sole discretion, dismiss, suspend, discipline, or demote such employees.
- 9:08**
- (a) A "Term Position" shall be for a specific time period or until completion of a particular project within a specific department, of a minimum duration of **two (2)** months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.
 - (b) When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 9:01 and filled in accordance with Article 8:02. All employees may apply for the term position.
 - (c) The parties agree to two (2) additional term postings resulting from the original term posting as referenced above. Any additional hours occurring as a result of filling of the last position posted, shall be offered to part-time employees in accordance with Article 21:07.
 - (d) Upon completion of the original term position, the employee shall be returned to their former position(s).
 - (e) The parties agree that if a unique situation arises due to the additional two (2) postings as provided above, the Employer and the Union will meet and attempt to reach a mutually agreeable resolution. Should such a resolution

not be reached, the wording above shall apply and the Employer shall be limited to the two (2) additional postings.

- (f) For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours' notice of return of the current incumbent to their position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.
- (g) Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Articles 18:04 and 21:07 shall apply, wherever possible.

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

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

connected for seniority purposes, provided the subsequent position commences within four (4) weeks of the expiry of the original term position.

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

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

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

Article 10 Layoff and Recall

10:01 Layoff

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

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

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

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

- 10:03** (a) In the event that an employee has their hours of work reduced or their position is deleted, the employee shall be provided notice as per Article 10:01.
- (b) Employees whose hours of work have been reduced or whose position has been deleted, shall be entitled to exercise their seniority within the same classification and the same site, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

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

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

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

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

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

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

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

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

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

- (c) The employee shall be paid five percent (5%) of the basic rate of pay in lieu of time off on general holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay deposit.
- (d) Participation in benefit plans is subject to the provisions of each plan.
- (e) Seniority shall be calculated in accordance with hours worked **at the basic rate of pay** for these additional available shifts.
- (f) Any period of time during a layoff when the employee works additional available hours or works in a term position shall not extend the two (2)

year period referenced in Article 8. However, an employee on layoff who is recalled into a term position shall retain their right to be recalled into a permanent position while working in the term position.

10:06 Recall

No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article 8:02 **or 43:02** of the Collective Agreement or be recalled to positions for which they possess the qualifications and ability sufficient to perform the required duties.

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

10:08 Laid off employees shall be recalled by order of seniority to available positions in equal or lower paid classifications to vacancies at the originating site and at other sites within the Employer within a fifty kilometre (50km) radius of the originating site. Such recall shall be to vacancies in equal or lower paid classifications and in equal or lower EFT status, provided that the employee possesses the qualifications and the ability sufficient to perform the required work.

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

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

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

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

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

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

Article 11 Leave of Absence

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

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

11:02 Parenting Leave

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

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

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

Where maternity and/or parental leave exceeds thirty-seven (37) weeks, the employee may elect to carry over to the next vacation year **(or the subsequent vacation year for eighteen [18] month leave)**, up to five (5) days of current annual vacation (prorated for part-time). The balance of the current annual vacation will be paid out at a time immediately following the period during which Employment Insurance (EI) benefits were payable (even if this period extends into the following vacation year).

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

(i) Maternity Leave

(A) Plan A

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

- (a) An employee must have completed six (6) continuous months of employment with the Employer as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) An employee must submit a written request not later than the end of the twenty-second week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (c) An employee must provide the Employer with a certificate issued by a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery.
- (d) In the interest of job performance or employee health, as verified by a qualified medical practitioner, the Employer will have the right to place the employee on maternity leave.

- (e) A full-time employee entitled to income protection credits may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance. Such days that may be utilized for this purpose will be as set out in Article 16:10.

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

(B) Plan B

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

- (2) An applicant for maternity leave under Plan B must sign an agreement with the Employer providing that:
 - (a) They will return to work and remain in the employ of the Employer for at least six (6) months following their return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of their return from maternity leave or at any time during the six (6) months following their return from maternity leave, the employee must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
 - (b) They will return to work on the date of the expiry of their maternity leave and where applicable, their parental leave, unless this date is modified by the Employer; and
 - (c) Should the employee fail to return to work as provided under (a) and/or (b) above, they are indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during their entire period of maternity leave.
- (3) An employee who qualifies is entitled to a maternity leave consisting of:
 - (a) A period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 11:02(i)(B)(1)(c).
 - (b) A period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 11:02(i)(B)(1)(c).

- (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the department head.
- (4) The employee must provide the Employer with proof of approval for Employment Insurance (EI) benefits within twelve (12) weeks of receiving written notice from Employment and Social Development Canada (ESDC). Reasonable consideration will be given to extending the time limit noted above in the case of exceptional circumstances.

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

One (1) Week Employment Insurance Wait Period Served

- (a) For the first week an employee shall receive ninety-three percent (93%) of their weekly rate of pay.
- (b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings.
- (c) For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee will receive ninety-three percent (93%) of their weekly rate of pay provided the employee does not receive Employment Insurance Parental benefits.

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

No Employment Insurance Wait Period Required

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

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

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

(ii) Parental Leave

- (1) (a) In order to qualify for parental leave, an employee must:
 - Be the natural mother of a child; or
 - Be the natural father of a child; or
 - Adopt a child under the law of the province;
 - Assume legal care and custody of a child.
- (b) An employee who qualifies for parental leave, except in the case of adoption leave as specified below, must submit to the Employer an application in writing for parental leave at least four (4) weeks before the intended date of the commencement of the leave.

(c) In the case of adoption leave, the employee must submit a written request for such leave. The employee may commence adoption leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.

(d) An employee who qualifies in accordance with (a), (b), and (c) above must have completed six (6) months of continuous employment with the Employer to be entitled to parental leave without pay for a continuous period of up to sixty-three (63) weeks.

(2) Parental leave must commence no later than eighteen (18) months following the birth or adoption of the child of the date on which the child comes into actual care and custody of the employee.

(3) Where an employee takes parental leave in addition to maternity leave, the employee must commence the parental leave immediately on the expiry of the maternity leave without a return to work, unless otherwise approved by the Employer.

(4) An employee may end maternity or parental leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the day the employee wants to end the leave. On return from maternity and/or parental leave, the employee shall be placed in their former classification and shift schedule at the same increment step.

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

11:04 Bereavement Leave

(a) An employee shall be granted four (4) regularly scheduled working days leave without loss of pay and benefits, one (1) of which shall be the day of

interment, funeral, cremation, or initial memorial service, in the case of the death of:

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

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

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

duty, i.e. days off, vacation periods, general holidays, and days during which income protection is being utilized.

- (e) For the purposes of this Article, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the employee.

11:05 Citizenship Ceremony

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

11:06 Legal and Investigative Proceedings

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

- (a) An employee required to attend a court proceeding that is not related to their private affairs, shall receive a leave of absence at their basic rate of pay, and shall remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to work. The employee shall not request reimbursement for, or be required to remit, any reimbursement of expenses for such duty.
- (b) If an employee is subpoenaed as a witness in a work-related matter on their scheduled day off, the employee shall have the option to receive pay or bank the time at their basic rate of pay.
- (c) Where the Employer requires the employee to participate in a workplace investigation that is required by legislation or Employer policy, and where such investigation meeting cannot be scheduled on the employee's regular work day, the Employer will compensate the employee for the investigation meeting time at their basic rate of pay.
- (d) An employee required to attend a court proceeding as a party to that proceeding, occasioned by the employee's private affairs, shall receive a leave of absence without pay for the required absence; or, in the

alternative, the employee may use banked time in lieu of overtime, general holiday, or vacation time.

11:07 Union Leave

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

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

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

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

11:09 Compassionate Care Leave

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

- (a) An employee must have completed at least thirty (30) days of employment with the Employer as of the intended date of leave.
- (b) An employee who wishes to take a leave under this Article must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than twenty-eight (28) weeks, which must end not later than fifty-two (52) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.

- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- (i) A family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (A) The day the certificate is issued; or
 - (B) If the leave was begun before the certificate was issued, the day the leave began; and
 - (ii) The family member requires the care or support of one (1) or more family members.

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

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

- (e) A family member for the purpose of this Article shall be defined as:
- (i) A spouse or common-law partner of the employee, including partner.
 - (ii) A child of the employee or a child of the employee's spouse or common-law partner.
 - (iii) A parent of the employee or a parent of the employee's spouse or common-law partner.
 - (iv) A brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild, or grandparent of the employee or of the employee's spouse or common-law partner.
 - (v) A current or former foster parent of the employee or of the employee's spouse or common-law partner.
 - (vi) A current or former foster child, ward, or guardian of the employee, or of the employee's spouse or common-law partner.

- (vii) The spouse or common-law partner of a person mentioned in any of the Articles 11:09(e)(iii), (iv), (v), and (vi).
- (viii) Any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage, or common-law relationship.
- (f) An employee may end their compassionate leave earlier than twenty-eight (28) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this Article, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 8:03(c) and 8:05(d).
- (h) **One (1) Week Employment Insurance (EI) Wait Period Served**
Subject to the provisions of Article 16:10, an employee may apply to utilize income protection of up to five (5) days to cover part or all of the Employment Insurance waiting period. An employee may also apply to utilize up to an additional five (5) days of income protection in the week immediately following the discontinuation of payments of Employment Insurance Compassionate Care benefits.
- No Employment Insurance Wait Period Required**
Should an employee not be required to serve a wait period before the commencement of Employment Insurance Compassionate Care benefits, the benefits under (h) above will be paid in the two (2) weeks following the discontinuation of payments of Employment Insurance Compassionate Care benefits.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for bereavement leave as outlined in Article 11:04 and 21:09.

11:10 Interpersonal Violence Leave

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

- (a) An employee is entitled to interpersonal violence leave if:
 - (i) The employee or a dependent is a victim of interpersonal violence;
and
 - (ii) The employee has been employed by the same Employer for at least ninety (90) days.

- (b) An employee is entitled to both the following periods of interpersonal violence leave in each fifty-two (52) week period:
 - (i) Leave of up to ten (10) days, which the employee may choose to take intermittently or in one (1) continuous period.
 - (ii) Leave of up to seventeen (17) weeks to be taken in one (1) continuous period.
 - (iii) Employees may take the leave in any order that meets their individual circumstances.

- (c) An employee may take an interpersonal violence leave only for one (1) or more of the following purposes as they relate to the employee or to a dependent:
 - (i) To seek medical attention in respect of a physical or psychological injury or disability caused by the interpersonal violence.
 - (ii) To obtain services from a victim services organization.
 - (iii) To obtain psychological or other professional counselling.
 - (iv) To relocate temporarily or permanently.
 - (v) To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the interpersonal violence.

- (vi) Any other prescribed purpose.
- (d) For the purpose of this Article, a child is also considered to be a victim of interpersonal violence if they are directly or indirectly exposed to interpersonal violence experienced by:
- (i) A parent.
 - (ii) A parent or child of a person referred to in (i) above.
 - (iii) A spouse or common-law partner of the child.
 - (iv) A child of the child.
 - (v) Any other person who lives with the child as member of their family.
- (e) Subject to Article 11:10(f), leave taken under this Article is unpaid leave.
- (f) An employee shall be granted up to five (5) days of leave in a fifty-two (52) week period as paid leave, provided that when giving notice under Article 11:10(h) the employee notifies the Employer which days, if any, are to be paid leave.
- (g) If an employee takes any part of a day as leave under this Article, the Employer may count that day as a day of leave for the purpose of this Article.
- (h) An employee who wishes to take leave under this Article must provide as much notice as is reasonable and practicable under the circumstances.
- (i) An employee who has taken leave under Article 11:10(b)(iii) may end their leave earlier than the date specified by giving the Employer written notice of at least two (2) weeks. Where an employee has been provided necessary time off under this Article, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

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

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

Article 12 Hours of Work

12:01 Regular daily, biweekly, and annual hours of work for full-time employees shall consist of one (1) of the following:

- (a) Eight (8) hours per day, eighty (80) hours biweekly, and two thousand eighty (2080) hours per year; or
- (b) Seven and three-quarters (7.75) hours per day, seventy-seven and one-half (77.50) hours biweekly, and two thousand fifteen (2015) hours per year; or
- (c) For clarification purposes it is understood that the daily hours of work in (a) **and** (b) above are referenced in this Collective Agreement as eight (8) hour shifts.

12:02 Meal Periods

- (a) An unpaid meal period will be scheduled by the Employer and will be one-half (½) hour in duration.
- (b) An employee who is required by the Employer to remain in the work site during the meal period shall receive pay at overtime rates for the entire meal period.
- (c) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

- 12:03 Employees will be allowed a rest period of fifteen (15) minutes, away from the work station or client, during each consecutive three (3) hour period of work, or unless otherwise mutually agreed to between the Employer and the employee.
- 12:04 This Article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer.
- 12:05 Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the department head or designate and shall not result in overtime costs to the Employer. Requests for interchanges shall be granted if reasonably possible.
- 12:06 **Cancelled Shifts**
Except as provided in Article 21, an employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at their basic rate of pay; however, when such employee works any portion of their scheduled shift, the employee shall receive pay for that entire shift.
- 12:07 **Not Applicable to Home Care Direct Service Staff**
Whenever an employee is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, they shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.
- 12:08 **Maximum Hours of Work**
Unless mutually agreed otherwise, employees shall not be required to work more than a total of sixteen (16) hours (inclusive of regular and overtime hours) for a twenty-four (24) hour period beginning at the first hour the employee reports to work.

Article 13 Shift Schedules

- 13:01 Shift schedules for a minimum of a two (2) week period shall be posted in each department of the site at least two (2) weeks in advance of the beginning of a scheduled period. Except in cases of emergency, shifts within the minimum

two (2) week period shall not be altered after posting except by mutual agreement between the employee and the Employer.

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

- 13:02** As soon as reasonably possible after making a decision to proceed with a significant change to the normal work day, **or** start and finish times, **or** normal work week, or normal shift pattern the Employer will hold a meeting to discuss such changes with the affected employees. The Union shall receive seven (7) days' notice of such meeting. Following the meeting after due consideration of all feedback, if the Employer still plans to implement the change, the affected employees will be given at least four (4) weeks' notice. Notice time may be adjusted by mutual agreement between the employee, Employer and the Union.
- 13:03** Shift patterns shall, unless otherwise mutually agreed, provide for the following:
- (a) An employee shall not be required to change shifts without first receiving a minimum of two (2) consecutive shifts off duty (minimum fifteen [15] hours), unless otherwise agreed to between the employee and the Employer.
 - (b) Employees shall be assigned alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
 - (c) No employee shall be scheduled to work more than seven (7) consecutive days (less if reasonably possible). An employee scheduled to work seven (7) consecutive days, will receive every second weekend off and/or consecutive days off.
 - (d) Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each shift pattern.

13:04 Relief Positions and Schedules

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

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

13:05 Float Positions and Schedules

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

The following conditions shall apply to float positions:

- (a) Float positions shall be posted in accordance with Article 9 and shall include the base location (if appropriate) and the unit(s)/site(s) where the employee will work.
- (b) Shift replacement for an absent employee shall be determined by the Employer and if required, subject to Article 21:07.

- (c) Subject to Article 13:01 and 13:04, float schedules shall have recurring shift patterns and are assigned to a unit(s) or site(s) based on patient care requirements.
- (d) In the event the employee is assigned to more than one (1) worksite, transportation reimbursement will be provided in accordance with Article 40.

13:06 Where an error of awarding a shift occurs, the employee will be scheduled for a shift similar to the shift that was missed and will be scheduled as supernumerary at the time of scheduling.

Article 14 Overtime

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

Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 14:02.

- 14:02** (a) Overtime shall be compensated at two times (2x) the employee's basic rate of pay for authorized overtime hours worked in any one (1) day.
- (b) Employees shall be compensated at one times (1x) their basic rate of pay for authorized overtime due to a missed paid rest period.
- (c) Employees shall be compensated at two and one-half times (2½x) the employee's basic rate of pay for authorized overtime worked on a general holiday.

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

- (a) Except as stated in (b) below, notification for the cancellation of overtime shall be provided a minimum of three (3) hours prior to the commencement of the start of the overtime period.

- (b) In the event the overtime was authorized within three (3) hours of the commencement of the overtime period, the overtime may be cancelled as soon as reasonably possible.
- (c) Should the employee report for duty prior to the cancellation of the overtime, the employee shall be paid three (3) hours at overtime rates.

14:04 By mutual agreement between the Employer and the employee, **overtime may be compensated for by the granting of equivalent time off at applicable overtime rates.**

Overtime may be accumulated to a maximum of seventy-seven and one-half (77.50) hours at any one time. Any overtime in excess of seventy-seven and one-half (77.50) hours shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March 31 of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the employee in the last pay period of the fiscal year on a separate **direct deposit** without a surcharge.

Requests for payouts of accumulated overtime bank can be made on a quarterly basis. Payouts may be requested on a separate direct deposit and shall not be unreasonably denied.

14:05 When overtime is required, it shall be offered to the most senior qualified volunteer employee(s) in the classification employed at the site and when there are no volunteer employees, such duty shall be assigned starting with the most junior employee within the classification on duty.

14:06 Overtime worked as a result of the changeover from Daylight Saving Time to Central Standard Time shall be deemed to be authorized overtime.

14:07 A meal shall be provided or **twelve** dollars (**\$12.00**) (effective **October 18, 2024**) in lieu of shall be paid to an employee working overtime when said employee works in excess of two (2) hours of a shift or when an employee is called to work within three (3) hours of the start of a shift.

14:08 Employees working two (2) consecutive shifts shall not get the period of overlap paid twice. Employees will receive their basic rate of pay for the period of overlap.

- 14:09** In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift, in which case regular meal/rest periods shall occur.

Article 15 General Holidays

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

New Year's Day (Jan 1)	Labour Day
Louis Riel Day (la journée Louis Riel)	Day for Truth and Reconciliation (Sep 30)
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day (Nov 11)
Victoria Day	Christmas Day (Dec 25)
Canada Day (Jul 1)	Boxing Day (Dec 26)
Terry Fox Day (la journée Terry Fox)	

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

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

- 15:02** An employee required to work on a general holiday will be paid at the rate of one and one-half times (1½x) their basic rate of pay.
- 15:03** Subject to Article 15:06, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional days pay at the basic rate shall be granted in lieu.
- 15:04** Subject to Article 15:06, if a general holiday falls on the regular day off of an employee or during their annual vacation, they shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee

to take an alternate day off within thirty (30) working days before or after the holiday, a days' pay at the basic rate shall be granted in lieu.

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

- 15:05** If a general holiday falls on a day on which an employee is receiving income protection benefits, it shall be paid as a holiday and not deducted from income protection credits.
- 15:06** Full-time employees shall be allowed to maintain up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. The employee shall submit their request for time off at least two (2) weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. If compensating time off is impractical to schedule by March 31, of any year, the employee shall receive their regular rate of pay for all days banked.

Article 16 Income Protection

- 16:01** The provision of income protection is for the sole purpose of insuring an employee a continuing income during periods of bona fide injury or illness, unless provided for otherwise in the Collective Agreement.
- 16:02** An employee who is absent from scheduled work due to illness, disability, quarantine, or because of an accident for which compensation is not payable by the Workers Compensation Board (WCB) or Manitoba Public Insurance (MPI) as a result of a motor vehicle accident, shall receive their regular basic pay to the extent that they have accumulated income protection credits.
- (a) Upon providing reasonable notice as outlined in (d) below, the necessary time off with pay to attend appointments for medical, dental, and chiropractic examinations or treatments, including reasonable travel time, shall be granted to an employee and such time off shall be chargeable

against the employee's accumulated income protection credits, providing the following conditions are met:

- (i) Whenever possible, appointments are to be made on the employee's day off or at a time when the employee is not on duty. If not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the workplace;
 - (ii) The employee endeavours to make reasonable efforts to attend a practitioner within their community; and
 - (iii) When non-local resources are utilized, necessary time up to a maximum of one (1) day may be claimed from income protection.
- (b) Subject to (d) below, as soon as an employee is aware of a date upon which surgery will occur, they shall notify their manager, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.
- (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (d) Reasonable notice for pre-scheduled medical, dental, or chiropractic examination or treatment will be seventy-two (72) hours. An employee undergoing elective surgery shall, if possible, give fourteen (14) days' notice except in cases of emergency.
- (e) An employee may utilize income protection for any period of time where the employee's presence constituted a health hazard for patients/clients/residents and/or other employees and the employee was instructed by the Employer to not report to work or leave their place of duty.

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

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

An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question:

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

16:04 Income protection shall accumulate at the rate of one and one-quarter ($1\frac{1}{4}$) days for each full month of service.

Effective April 1, 2027: Each employee shall accumulate income protection at the rate of one and one-half ($1\frac{1}{2}$) days for each full month of service.

16:05 Income protection credits will accumulate on the same basis as seniority is accrued under Article 8.

16:06 During the probationary period, as per Article 9:06, an employee may claim accumulated income protection credits. However, should an employee be terminated prior to the expiry of the above referenced probationary period, income protection credits paid to the employee will be recovered by the Employer.

16:07 The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.

16:08 If an employee is to be absent for illness for a period exceeding their income protection, including Employment Insurance (EI) benefits, the employee must request, or cause someone on their behalf to request, a leave of absence in

writing for the expected duration of convalescence within ten (10) days of their last paid day of income protection.

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

16:09 Income Protection and Workers Compensation

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

(ii) An employee unable to work because of a work-related injury or illness will inform the Employer immediately in accordance with established procedures, and must also contact the Workers Compensation Board (WCB) to begin the claim process. Upon being notified by WCB that the claim has been filed, the Employer will forward their report to WCB in a timely manner, so not to delay the claim.

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

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

(A) Advance payment(s) shall not exceed the employee's basic pay as defined in Article 3:02 (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and Employment Income (EI) contributions.

(B) The advance(s) will cover the period of time from the date of injury until the date the final WCB decision is received; however, in no case shall the total amount of the advance exceed seventy

percent (70%) of the value of the employee's accumulated income protection credits.

- (C) The employee shall reimburse the Employer by assigning sufficient WCB payments to be paid directly to the Employer to offset the total amount of the advance.
 - (D) In the event WCB disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (E) Upon written request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (b) (i) An employee who has accumulated sufficient income protection credits may elect to submit a written application to the Employer requesting that the Employer supplement WCB payments. The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic pay as defined in Article 3:02 of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions, and Employment Insurance contributions.
- (ii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted, or until one hundred nineteen (119) calendar days have elapsed since the first day of supplement, whichever occurs first.
- (iii) Subject to the provisions of each plan the employee may request in writing that the Employer reimburse the employee from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan, long term disability plan, and group life insurance plan as if the

employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self payments to the Employer to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.

- (iv) Further to this, the Employer shall notify the Workers Compensation Board of salary adjustments at the time they occur.
- (v) If at any time it is decided by the Workers Compensation Board that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by the Workers Compensation Board, then such payment shall not be payable.

(c) Income Protection and Manitoba Public Insurance

- (i) Where an employee is unable to work because of injuries sustained in a motor vehicle accident the employee must advise their supervisor as soon as possible and they must submit a claim for benefits to Manitoba Public Insurance (MPI). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.
- (ii) Subject to (i) above, where an employee has applied for MPI benefits and where a loss of normal salary would result while awaiting a MPI decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:
 - (A) Advance payment(s) shall not exceed the employee's basic pay as defined in Article 3:02 (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and Employment Insurance contributions.
 - (B) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.

- (C) The employee shall reimburse the Employer by assigning sufficient MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by MPI directly to the employee.
 - (D) In the event that MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (E) Upon request, the Employer will provide a statement to the employee indicating amount of advance payment(s) made and repayment(s) received by the Employer.
- (d)
- (i) An employee who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement MPI payments.
 - (ii) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic pay as defined in Article 3:02 of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions, and Employment Insurance contributions.
 - (iii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted.
 - (iv) If at any time it is decided by Manitoba Public Insurance that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by Manitoba Public Insurance, then such payment shall not be payable.

- (e) Where a work assessment period or a modified return to work period is recommended by MPI, the Employer shall make every reasonable effort to arrange for such assessment/return subject to MPI covering all related costs.

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

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

Effective April 1, 2027: For each one and one-half ($1\frac{1}{2}$) days of income protection accumulated, one-point-two (1.2) day (eighty percent [80%]) shall be reserved exclusively for the employee's personal use as outlined in Article 16:02. The remaining point-three (0.3) of a day (twenty percent [20%]) shall be reserved for either the employee's personal use as outlined in Article 16:02, or for use in the event of family illness as specified in Article 16:11. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend one-point-two (1.2) day to read point-nine (0.9) of a day, and amend point-three (0.3) of a day to read point-six (0.6) of a day.

16:11 Subject to the provisions of Article 16:10, an employee may utilize income protection for the purpose of providing care in the event of an illness of a spouse, child, or parent. Travel to and attendance at non-**routine**, emergent, or critical medical appointments or treatments comes within the meaning of providing care in the event of an illness.

16:12 Where an employee has been provided necessary time off due to scheduled surgery, and where the surgery is subsequently cancelled, and where the Employer has made arrangement for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional costs.

16:13 **Health examinations required by the Employer shall be at the expense of the Employer.**

16:14 Wellness Days

A Wellness Day is designated time off that an employee can use to support their physical and mental wellness.

Up to two (2) days in each fiscal year may be deducted from an employee's accumulated income protection credits to be used for Wellness Days.

The use of Wellness Days cannot reduce the number of income protection credits to less than twelve (12) days.

The utilization of Wellness Days is subject to the following:

- (a) The leave shall be for physical or mental wellness;**
- (b) The two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave; and**
- (c) These two (2) days are not carried forward from fiscal year to fiscal year.**

The employee shall request a Wellness Day at minimum twenty-four (24) hours in advance and no more than seventy-two (72) hours in advance.

Subject to operational requirements the request for Wellness Days shall not be unreasonably denied.

Wellness Days are intended to support physical and mental wellness and these days will not be used by the Employer with respect to any attendance management program that may relate to the employee.

Article 17 Annual Vacation

17:01 The vacation year shall be from April 1 in the one (1) year to March 31 in the next year. Notwithstanding these dates, vacation entitlement shall be calculated as at the end of the last full pay period of the vacation year.

17:02 An employee who has completed less than one (1) years continuous employment as of March 31 will be granted vacation based on a percentage of regular hours worked, in the new vacation year.

17:03 **To start accruing in the 2024/2025 vacation year, for utilization in the 2025/2026 vacation year.** Annual vacation shall be earned at the rate of:

- 15 working days per year commencing in the first year of employment.
- 20 working days per year commencing in the fourth year of employment.
- 25 working days per year commencing in the **tenth** year of employment.
- 30 working days per year commencing in the **twentieth** year of employment.

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

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

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

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

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

Beginning **February 15** of each year the manager or designate shall arrange an appointment with each employee, in order of seniority, so that the employee may confirm or amend their choice of vacation dates, in writing. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

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

Employees in term positions as per Article 9:07, will be considered to be assigned to the unit/department/base location they will be working in **as of the February 15 planning date noted above.**

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

17:06 The Employer will post an approved vacation schedule of the projected vacation entitlement list within the unit/department/base location at each site no later than the first day of the new vacation year. Vacation shall not be changed unless mutually agreed upon by the employee and the Employer.

17:07 Vacation earned in any vacation year is to be taken in the following vacation year as per Article 17:01.

17:08 In the event that an employee is hospitalized during their vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled at a time mutually agreed upon between the Employer and the employee within the available time periods remaining during the vacation year. Proof of such hospitalization shall be provided if requested.

- 17:09 Where an employee is subpoenaed for jury duty or in receipt of WCB benefits during their period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during the vacation year, subject to Article 17:07.
- 17:10 Vacation entitlement will be payable at the employee's basic hourly rate of pay.
- 17:11 An employee who transfers to a different unit or department after vacation requests have been approved will have their vacation scheduled by the manager of the new unit in consultation with the employee within the time periods remaining during the vacation year.
- 17:12 An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) the basic rate of pay for all hours worked and the vacation day will be rescheduled.
- An employee who volunteers to work on a scheduled vacation day will be paid at the straight time rate and the vacation day will be rescheduled as mutually agreed.
- 17:13 Vacation requests to be reviewed and responded to in a timely manner.

Article 18 Salaries and Increments

- 18:01 Employees shall be paid in accordance with the Salary Schedule attached to and forming part of this Collective Agreement. The granting of increases shall be contingent upon the employee having performed their duties in a satisfactory fashion.
- 18:02 (a) Salaries shall be paid biweekly to each employee in accordance with their classification listed in the Salary Schedule.
- (b) Upon discovery of a payroll error, the employee/Employer is responsible to report such error in pay to the Employer/employee as soon as possible.
- (c) Errors in pay equivalent to one (1) full day (7.75 hrs) of regular pay or less made by the Employer shall be corrected on the next payday.

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

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

18:04 (a) Employees temporarily assigned to relieve or replace employees in positions covered by this Collective Agreement that are higher than their normal class, shall be paid **one dollar and** seventy cents (**\$1.70**) or the first step on the pay scale of the classification of which they are replacing, whichever is the greater per hour for hours so assigned.

- (b) An employee assigned to temporarily perform the duties of an employee in a lower rated classification shall continue to receive the rate for their regular duties.

18:05 An employee assigned, by the Employer, to temporarily relieve or replace an employee whose position is outside of the bargaining unit will be paid **one dollar and** eighty cents (**\$1.80**) per hour above their existing rate of pay, or the first step on the pay scale of the classification of which they are replacing from another bargaining unit, whichever is the greater.

18:06 (a) When an employee reports to work and is requested to work in a lower paid classification, the employee shall be paid their current rate of pay.

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

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

18:07 Where employees are not provided a uniform by the Employer, but are required to wear uniforms while on duty, the Employer shall provide a uniform allowance of ten cents (\$0.10) per hour for all hours worked.

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

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

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

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

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

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

Article 19 Premiums

19:01 **Effective October 18, 2024**, 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 three dollars and **seventy-five** cents (**\$3.75**) per hour for that shift.

19:02 **Effective October 18, 2024**, 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 two dollars **and twenty-five cents (\$2.25)** per hour for that shift.

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

19:03 **Effective October 18, 2024**, a weekend premium of **five** dollars and **seventy-five** cents (**\$5.75**) per hour shall be paid to an employee for all hours worked **between 1800 to 2400 on the Friday evening shift, all shifts worked on Saturday and Sunday and 0001 to 0730 on the night shift which is considered to be the first shift of a Monday.**

This applies to the payment of weekend premium only and shall not change the definition of a weekend under Article 3:17.

19:04 Shift premiums and weekend premiums will not be payable while an employee is off duty for any reason **(except when on approved Union Leave)**.

Article 20 Notice of Termination of Employment

20:01 An employee may terminate their employment with the Employer by giving the following written notice:

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

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

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.

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

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

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

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

Article 21 Special Provisions Re: Part-time Employees

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

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

21:02 Income Protection in Case of Illness

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

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

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

21:03 Annual Vacations

(a) Entitlement to Vacation Pay

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

Example of Entitlement to Vacation Pay

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

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

(b) Entitlement to Vacation Time

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

Example of Entitlement to Vacation Time

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

(c) Entitlement to Receive Vacation Pay and Vacation Time

(i) Initial Selection of Vacation Time

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

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

Example of Initial Selection

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

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

(ii) Selecting the Balance of the Vacation Time

After the initial selection set out in Article 21:03(b)(i) above has been completed, the selection of the balance of vacation time shall be at the option of the part-time employee but shall be governed by the last sentence of paragraph 1 of Article 17:05.

Example of Selecting the Balance of Vacation Time

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

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

Alternate Example

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

(iii) Operational Requirements

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

(iv) Receipt of Vacation Pay

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

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

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

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

21:04 General Holidays

Part-time employees will be paid five percent (5%) of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each regular pay deposit.

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

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

21:05 Overtime

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

21:06 Increments

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

21:07 Assignment of Additional Hours

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

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

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

- (i) **Not Applicable to Home Care Direct Service Staff**
 - (A) First among those employees meeting the provisions above within that site who have requested additional hours.
 - (B) Second among those employees meeting the provisions above within the sites comprising the Employer who have requested additional hours.
- (b) Should a part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, the employee will henceforth be offered additional hours at the sole discretion of the Employer until the next seniority list is posted.
- (c)
 - (i) Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.
 - (ii) Additional hours worked by a part-time employee shall be included in the determination of seniority, accumulated vacation pay, accumulated income protection credits, and general holiday pay in accordance with Article 21:01.
 - (iii) When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 9:08 (Term Position), the employee shall be entitled to income protection benefits and bereavement leave.
- (d) Part-time employees may accept additional hours on a scheduled vacation day but shall not have preference for said hours.

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

- (a) Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position with the Employer. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more

than one (1) position, the employee will have the option of assuming the position applied for and relinquishing their former position.

- (b) At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT, however, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee, and the Union.
- (c) Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time, (i.e. status will not be converted to full-time), and the provisions of Article 21 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- (d) All salary-based benefits, i.e., Group Life, Pension, D&R, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- (e) All accrued employee benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- (f) Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/facility/base location supervisor/manager or designate, and will be considered independently, based on the operational requirements of each department/facility/base location.
- (g) Employees taking on an additional position in the same or different classification shall be entitled to a trial period as outlined in Article 9:03.
- (h) Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one (1) of the positions occupied.

21:09 Bereavement Leave

- (a) An employee shall be allowed to take up to four (4) consecutive calendar days off without loss of pay and benefits, one (1) of which shall be the day

of interment, funeral, cremation, or initial memorial service, in the case of the death of a:

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

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

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

scheduled to be on duty, i.e. days off, vacation periods, general holidays, and days during which income protection is being utilized.

21:10 Compassionate Care Leave

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

Article 22 Committees

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

22:02 The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members, unless mutually agreed otherwise. The local Union committee shall be appointed by the local Union Executive may at any time have a representative from the Manitoba Government and General Employees' Union.

22:03 The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place. Where an employee is required to use their own vehicle to travel to attend meetings of the Committee at a location other than their work site, the employee shall be reimbursed by the Employer in accordance with the Province of Manitoba mileage rates.

22:04 The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

22:05 It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety

equipment where required and to install safety devices where necessary as per The Manitoba Safety and Health Act.

- 22:06** A Safety Committee, as per The Workplace Safety and Health Act, shall be established to examine all aspects of safety and health measures within the Employer.

Article 23 Pre-retirement Leave

- 23:01** Employees retiring in accordance with the following:

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

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

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

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

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

- 23:04** Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date

shall be the last day worked in cases where an employee chooses lump sum payment.

- 23:05** Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this Collective Agreement.
- 23:06** **Applicable to Healthcare Employees Pension Plan (HEPP) Participants only**
Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions. Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.
- 23:07** Where an employee is entitled to pre-retirement leave in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement leave shall be paid to their estate.
- 23:08** An employee who has received a pre-retirement leave under the provisions of this Article that is re-hired by any Employer that is part of any Employers Organization will not be entitled to receive the pre-retirement benefit again.

Article 24 Benefits-HEB/HEPP

- 24:01 Dental Plan**
The parties agree that during the life of this Collective Agreement, Healthcare Employees Benefit Plan (HEB MANITOBA) sponsored Dental Plan will be cost-shared on a 50/50 basis.
- 24:02 Disability and Rehabilitation Plan**
The Disability and Rehabilitation Plan with benefit levels, as determined by the HEBP Board of Trustees, shall continue to be implemented for all eligible employees.

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

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

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

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

24:03 Full-time and part-time employees will be eligible to enroll in benefits through the HEB member portal. The Employer will ensure there is accessibility to workplace computers for all employees to access the portal if required.

In accordance with the plan text, the Employer will continue to provide information to the benefit provider as required.

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

Article 25 Changes in Classification

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

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

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

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

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

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

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

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

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

Article 26 Sub-contracting

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

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

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

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

- (a) Severance pay on the basis of two (2) weeks' pay at the regular basic rate for the position last occupied, for each year of employment with the Employer; or
- (b) The exercise of their seniority to displace a less senior employee in an equivalent or lower classification with the Employer and within the scope of this Collective Agreement, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

26:03 If the Employer intends to sub-contract work which results in the displacement of one (1) or more employees, the Employer will notify the Union at least ninety (90) days in advance of such change and will make every reasonable effort to find suitable alternative employment with the site and/or another site with the same Employer and within the scope of this Collective Agreement for those employees so displaced and will guarantee to offer alternative employment with the site and/or another site with the same Employer and within the scope of this Collective Agreement to those employees who have thirty-six (36) months or more continuous service with the Employer. Any employee with more than thirty-six (36) months of continuous service accepting a position in a lower paid grade will continue at their present grade and will receive an increase only when the rate in their new scale, corresponding to their years of service, provides for an increase over their current basic rate of pay. In any event, this red circling provision shall be limited to no more than one (1) year from the date of transfer or redeployment.

Article 27 Duration and Date of Ratification

- 27:01** (a) This Collective Agreement shall be in full force and effect from **April 1, 2024**, until **March 31, 2028**.
- (b) The provisions of the Collective Agreement shall continue in effect following the expiry date until replaced by a new agreement or until the declaration of a strike or lockout, whichever occurs first.

- (c) The Union agrees to give the Employer at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of lockout.

27:02 Should either party desire to propose changes to this Collective Agreement they shall give notice in writing to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Collective Agreement.

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

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

27:05 Ratification of this Collective Agreement occurred on **October 18, 2024**.

Article 28 Union Representation

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

28:02 The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Manitoba Government and General Employees' Union when negotiating or dealing with matters concerning the Collective Agreement.

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

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

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

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

Article 29 Respectful Workplace

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

29:02 Harassment

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

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

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

Article 30 Representative Workforce

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

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

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

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

(b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce.

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

Article 31 Bulletin Boards

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

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

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

32:02 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee. The employee may be accompanied at the meeting by a Union representative if the employee so desires. The Employer shall notify the employee of the date and time of the meeting. An employee who wishes to have a Union representative present at the meeting shall contact the Union to make those arrangements in advance of the meeting occurring.

An employee who is placed on a leave pending an investigation shall continue to be paid as if they were still working until such time as the investigation has been completed and an outcome meeting has occurred.

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

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

- 32:03** If the action referred to in the above Article results in a written warning, suspension, demotion, or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.
- 32:04** Upon written request and at a mutually agreeable time at the site of employment, an employee shall be given the opportunity to examine any document which is placed in their personnel file, provided no part thereof is removed from the file, and the employee's reply to any such document shall also be placed in their personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of their file.
- 32:05** An employee may elect to provide authorization to the Employer for a designated Union representative and/or be accompanied in person by a Union representative if the employee so elects, to examine their personnel file on request as per Article 32:04 of the Collective Agreement.
- 32:06** There shall be one (1) personnel file maintained by the Employer for each employee.
- 32:07** Where the Employer makes a written assessment of an employee's work performance, the employee shall be entitled to receive a copy. The employee shall sign the assessment indicating only that the employee has read and understands the contents. The employee may respond in writing to the assessment which shall become part of their record.

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

Article 33 Standby and Callback

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

33:02 A "Callback" is defined as a call which requires an employee to report for duty during the period between completion of regularly scheduled hours of work and subsequent starting time while on standby.

A callback shall conclude when all emergent work has been completed as confirmed with the supervisor in charge except where such requirement is specifically exempted by the Employer.

33:03 A "Call-in" is defined as a call where the manager or designate requests an employee to report for duty during the period between completion of regularly scheduled hours of work and subsequent starting time when an employee is not on standby.

A call-in shall be paid a minimum of three (3) hours and shall conclude when all emergent work has been completed as confirmed with the supervisor in charge except where such requirement is specifically exempted by the Employer.

33:04 An employee who is designated by the Employer to be on standby shall be entitled for payment of two (2) hours basic pay for each (8) hour period or a pro rata payment for any portion thereof.

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

33:05 Shift and weekend premiums are not applicable to periods of standby.

33:06 Employees required to report back to work outside their regular working hours shall be paid a minimum of three (3) hours at the applicable rate of pay. Where an employee is called back within two (2) hours prior to the commencement of their next scheduled shift time the employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

33:07 When an employee returning on a callback is on route and the callback is cancelled, the employee shall be paid for not less than one (1) hour at straight time rates.

33:08 Telephone Calls Outside of Work Hours

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

- (a) An employee who has not completed the regular daily hours of work shall be paid at their basic rate of pay for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at their basic rate of pay for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (b) An employee who has completed the regular daily hours of work shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (c) For the purposes of calculation as per (a) and (b) above, accumulated time spent on telephone consultation(s) shall be calculated from 0001 to 2400 hours daily.
- (d) Employees consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their supervisor for processing.
- (e) The parties agree that when an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the telephone consult shall not constitute a callback to work. If the telephone consult results in the employee having to attend to

the workplace, it shall constitute a callback and be paid as per Article 33:04.

Article 34 Special Provisions Re: Casual Employees

- 34:01** A "Casual Employee" means an employee who does not hold an EFT position and is called by the Employer to replace an absent employee or to supplement regular staff coverage, subject to Article 21:07. The terms of this Collective Agreement do not apply to the casual employee, except as specified hereinafter.
- 34:02** Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly period.
- 34:03** Casual employees are paid in accordance with the salaries specified in the Salary Schedule. Increments will be granted after completion of the equivalent to full-time annual hours worked as specified in Article 12:01.
- 34:04** Casual employees are entitled to the shift premium(s) outlined in Article 19.
- 34:05** Casual employees required to work on a general holiday shall be paid as outlined in Article 15:02.
- 34:06** Casual employees shall be entitled to compensation for overtime worked in accordance with Article 14:01 and 14:02.
- 34:07** The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.
- 34:08** In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- 34:09** Retroactive to their first day of employment, seniority shall accumulate on the basis of all regular hours worked for the sole purpose of attaining a permanent or term position, subject to Article 8:02. Such casual seniority will not take priority over full-time or part-time employee seniority. Regular hours worked for seniority purposes shall also include any hours worked in a term position.

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

- 34:10 Articles 6 and 7 herein apply only with respect to the terms of this Article.
- 34:11 A casual employee shall be paid five percent (5%) of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each pay deposit.
- 34:12 A full-time or part-time employee who resigns and who within thirty (30) calendar days is rehired as a casual employee **in the same classification** shall be paid at the same increment step as the employee received in their former position. **Previous full-time or part-time employees who were on a Long Service Step (15, 20, or 25) prior to resigning shall be moved to the step on the salary scale before the Long Service Steps.**
- 34:13 Casual employees will be entitled to the Transportation Allowance outlined in Article 40.

Article 35 Storm/Disaster Pay

- 35:01 If an employee is unable to attend work due to bad weather conditions and there are actual blizzard conditions, as declared by Environment Canada, or the Employer, or due to road closures as declared by the police agencies, or the Department of Highways, **the employee shall be rescheduled at a mutually agreeable time where possible during the following two (2) consecutive biweekly pay periods to work any hours missed. Where the scheduling of such shift cannot be accommodated or the employee chooses not to be rescheduled,** the employee will be allowed to use banked time in lieu of overtime, banked **general** holiday or vacation time.

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

Article 36 Education Leave

- 36:01 The Employer, where possible, will attempt to accommodate scheduling requests for employees who have been accepted into an educational program and wish to maintain an employment relationship with the Employer.
- 36:02 Upon written request, the Employer shall give due consideration to an employee's request for educational leave of absence without pay.
- 36:03 (a) Employees required by the Employer to complete online training, attend classes of instruction, or interdepartmental meetings outside their regular hours shall be paid at straight time rates for time spent in attendance or authorized time as determined by the Employer to complete the online training for such courses or be given equivalent time off.
- (b) **Where the Employer requires an employee to attend educational conferences, workshops, programs, or seminars, the Employer shall pay registration or tuition fees and expenses and shall pay for the course time of such attendance at these conferences, workshops, programs, or seminars at straight time rates.**
- 36:04 Where an employee incurs transportation costs to attend training courses as in Article 36:03(b) above, they shall be reimbursed in accordance with **Article 40 - Transportation, or Article 43 - Special Provisions Re: Home Care Direct Service Staff.**
- 36:05 Staff will be advised on a regular and recurring basis of Employer sponsored specialized training opportunities and other in-services as they are made available.

Article 37 Loss Of or Damage To Personal Effects

- 37:01 In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for replacement of same.
- 37:02 No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or

theft or damage to the employee's tools, equipment or personal effects, or for luxury items.

- 37:03** Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

Article 38 Safety and Health

- 38:01** The Employer shall in accordance with the objects and purposes of The Workplace Safety and Health Act:

- (a) Ensure so far as is reasonably practicable, the safety, health, and welfare at work of all workers; and
- (b) Comply with The Workplace Safety and Health Act and Regulations.

- 38:02** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary.

- 38:03** (a) A joint Safety and Health Committee, as per The Workplace Safety and Health Act, shall be established to examine all aspects of safety and health measures within the workplace having regard for:
- (i) The number of employees within the workplace.
 - (ii) The type of work performed in the workplace and the degree of hazard involved.
 - (iii) The complexity of the workplace operations, and the size, location, and nature of the workplace.
- (b) The joint Safety and Health Committee shall hold meetings at least quarterly for jointly considering, monitoring, inspecting, investigating, and reviewing safety and health conditions and practices within the site. The duties of the committee include:

- (i) The receipt, consideration and disposition of concerns and complaints respecting the safety and health of workers;
 - (ii) Participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;
 - (iii) The development and promotion of measures to protect the safety and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
 - (iv) Co-operation with the occupational health service, if such a service has been established;
 - (v) Co-operation with a safety and health officer exercising duties under this Act or the regulations;
 - (vi) The making of recommendations to the Employer or prime contractor respecting the safety and health of workers;
 - (vii) The inspection of the workplace at regular intervals;
 - (viii) The participation in investigations of accidents and dangerous occurrences at the workplace;
 - (ix) The maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
 - (x) Such other duties as may be specified in this Act or prescribed by regulation.
- (c) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, posted on the Safety and Health bulletin boards, and supplied to the Workplace Safety and Health Division.
- (d) Recommendations for corrective actions shall be referred, in writing, to the CEO or designate and a response shall be provided to the Workplace Safety and Health Committee within thirty (30) days.

- 38:04** The Employer and the Union agree that violent or aggressive behaviour shall not be condoned in the workplace and is further agreed that both parties will work together in recognizing and resolving such problems should they arise.
- (a) When the Employer is aware that a resident/patient/client has a history of aggressive behaviour the Employer will make such information available to employees who provide service to those residents/patients/clients.
 - (b) Where such a program does not exist, the Employer shall develop an Aggressive Resident/Patient/Client Conduct Program. Prior to implementing such a program, the Employer shall receive a recommendation from the Safety and Health committee. Such a program will include instruction and dissemination of information.
- 38:05** The Employer shall provide information and preventative measures for those employees in contact with known infectious diseases where medically necessary to protect the employee or other residents/patients/clients.
- 38:06** An employee may refuse to perform particular work where the employee has reasonable grounds to believe and does believe that the work is dangerous to their safety or health or the safety or health of another worker or another person. Where the employee refuses particular work, they shall immediately report the refusal and reasons therefore to their immediate supervisor. The Employer shall ensure that employees subsequently asked to perform this work are made aware of the original refusal. The immediate supervisor in conjunction with the appropriate authorities will ensure that the employee is not required to continue working under dangerous conditions.

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

Article 39 Overpayments and Under Deductions

- 39:01** The Employer may not make deductions from wages unless authorized by statute, by court order, by arbitration award, by this Collective Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover

any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

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

39:02 In the event the employee retires from, or leaves the employ of, the Employer before the Employer is able to fully recover an overpayment or an under deduction as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

39:03 "Under Deduction" shall include, but is not limited to, any statutory deduction, or any other amount for which the employee has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.

39:04 (a) All under deductions are considered to be an accounts receivable and will be deducted from an employee's wages when discovered by the Employer.

(b) The deduction will be made in a fair and reasonable manner after notification to the employee and taking into consideration the amount of the account receivable and the purpose of the amount under deducted.

(c) Where an error has been made by the Employer in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery. The proposed recovery will be made over a period of time which is no less than the period during which the under deduction

was made, unless otherwise agreed between the employee and the Employer.

(d) Employee Benefit Forms/Under Deduction

An employee failing to submit their benefit and/or pension forms on a timely basis or to ensure appropriate notification prior to a return from leave of absence may result in an under deduction.

In order to initiate or maintain continuity of benefits and pension contributions, under deductions will be corrected as soon as possible with the Employer and the employee making their required contributions.

Failure to do so may negate the availability of these benefits to the employee or may result in the employee having to provide evidence of proof of insurability to the benefit provider.

39:05 The Employer shall notify the employee of an overpayment or under deduction error by letter within ten (10) business days of discovery. **Should the overpayment or under deduction affect a group of ten (10) or more employees, this timeline may be extended by the mutual agreement of the parties and requests for extension shall not be unreasonably denied.**

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

Article 40 Transportation

40:01 Not Applicable for Home Care Direct Service Staff

- (a) An employee required to return to the facility/base location on a callback as referenced in Article 33:05 will have:
 - (i) Return transportation provided by the Employer; or
 - (ii) Reimbursement in accordance with the Province of Manitoba mileage rates if the employee uses their own vehicle.
- (b) Employees who are required to use their own personal vehicle for facility business which has been pre-authorized by the Employer shall be reimbursed by the Employer for all mileage accrued out-of-town trips and **five** dollars (**\$5.00**) for in-town trips per trip, whichever is greater.
- (c) Employees required to attend meetings outside the facility shall be reimbursed applicable transportation and mileage rates as outlined above and applicable travel time from work location.

Article 41 Retroactive Wages

41:01 All applicable retroactive wage adjustments shall be processed as soon as possible following **the date of** ratification of the settlement by both parties **and the Union's written confirmation of the approved salary schedule to the Employer**. The anticipated timelines for processing of retroactive pay will be communicated to all current employees in an appropriate format.

Former employees are eligible to apply for applicable retroactive pay provided that they apply in writing within ninety (90) days after the ratification **of the settlement by both parties and the Union's written confirmation of the approved Salary Schedule to the Employer**.

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

Article 42 Reasonable Accommodation and Return to Work

42:01 Reasonable Accommodation

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

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

Where a need has been identified, the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful, and reasonable to the point of undue hardship. Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Union and the Employer, be waived.

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

In the event the accommodation results in the employee being moved to a higher classification position, their new salary shall be determined in accordance with Article 9:04.

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

42:02 The Employer, the Union, and the employee(s) share a mutual concern for facilitating the return to work of ill, injured, or disabled employees. The Union shall be notified of any return to work initiatives with respect to any employee. The applicable parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work designated is

within their restrictions and limitations as documented by a qualified medical practitioner.

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

Article 43 Special Provisions Re: Home Care Direct Service Staff

43:01 Definitions

- (a) "Client Assignment" means the specific clients, tasks, and assigned time periods that have been given to the employee to complete during their **normal** daily **scheduled** hours of work.
- (d) "EFT Position" means a full-time or part-time position with a regular reoccurring guaranteed amount of hours within a biweekly pay period.
- (e) "Normal Daily Scheduled Hours" means the daily hours **of work** associated with the EFT requirement.

43:02 In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, a satisfactory employment record, and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon the following order as at date of posting:

- (a) The selection of employees for vacant or new positions shall be made within the applicable **base location*** on the basis of qualifications** and work performance. Where all factors are relatively equal, seniority shall be the determining factor.
- (b) First consideration for filling vacancies or new positions shall be from among EFT employees in the applicable **base location***; thereafter, consideration shall be given as follows:
 - (i) Casual employees from within the **base location***.
 - (ii) EFT employees from outside the **base location***.

- (iii) Casual employees from outside the **base location***.
- (c) First consideration for filling vacancies or new positions shall be given to persons on the re-employment list. Thereafter, consideration shall be given to qualified internal candidates.

*Region specific.

**It is acknowledged that qualifications may include gender and transportation requirements.

43:03 **Cancelled Assignments**

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

For purposes of clarity in scheduling and communication:

- (a) Where the employee arrives at the client residence and the client is not home, or, the employee is notified of a cancelled assignment that day:
 - (i) The employee must call in to the appropriate office.
 - (ii) If alternate work is available at that time they will be reassigned.
 - (iii) Travel time and other expenses shall be paid as applicable.

43:04 (a) **The Employer will contact employees when additional hours are available. Employees who indicate in writing they are not available shall not be called on non-working days.**

(b) **The Employer may contact all employees on their days of rest only in those instances where the matter is urgent or it pertains to**

information which must be conveyed prior to the start of the next shift.

43:05 Time spent travelling between consecutive and contiguous work assignments is considered work time and will not be counted as part of the task time.

43:06 Shift Schedules

- (a) Shift schedules will be scheduled, will be established for each employee and maintained. Each employee's work schedule (i.e. client assignment) will be provided to the employee in writing on a biweekly basis.

Employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each shift pattern.

- (b) The Employer has the right to assign work within the **normal daily scheduled hours** of an employee in order to maintain their respective EFT.

43:07 Where the employee is not at work due to illness, the Employer is only responsible for fulfilling the EFT commitment that is scheduled on the remaining scheduled work days within that pay period plus paying the employee for any hours they may have worked on a partial day of illness.

43:08 Assignment of Additional Hours for Part-time Employees

- (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours, shall be offered such work, when available, provided they are qualified, trained, and able to perform the required duties (this shall include but is not limited to client continuity, client specific training, gender, and/or availability of vehicle).

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

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

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

(A) Casual employees from within the base location.

(B) EFT employees from outside the base location.

(C) Casual employees from outside the base location.

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

(b) Should a part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, the employee will henceforth be offered additional hours at the sole discretion of the employer until the next seniority list is posted.

(c) (i) Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.

(ii) Additional hours worked by a part-time employee shall be included in the determination of seniority, accumulated vacation pay, accumulated income protection credits, and general holiday pay in accordance with Article 21:01.

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

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

- (e) The Employer shall post the names of employees who have been assigned additional hours, and the dates and hours so assigned, in the base location, in a location easily accessed by the employees, on a biweekly basis.

43:09 Where bus transportation is approved for travel between work locations employees shall be reimbursed transit expenses and travel time as per Article **43:05**.

43:10 Where an employee is authorized to use their privately owned vehicle on the Employer's business the employee shall be reimbursed in accordance with rates paid by the Province of Manitoba contained in the Government Employees' Master Agreement (GEMA) for all travel between work locations. Where the Employer requires the employee to use their personal vehicle or where the employee's schedule is based on the use of a vehicle, the use of the privately owned vehicle shall be deemed to be authorized.

The Employer shall reimburse the employee for any distance travelled:

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

Effective January 1, 2025 Home Care Direct Service Staff shall be reimbursed in accordance with the Canada Revenue Agency (CRA) mileage rates.

43:11 Taxi fare shall be reimbursed for all travel on the Employer's business between the hours of 2400 (midnight) and 0600. Upon approval from the Employer, in instances where an employee takes a taxi for safety or other reasons, the employee shall be reimbursed for the fare.

- 43:12 (a) Travel time between worksites shall be considered time worked.
- (b) Travel time from the employee's home to the first work assignment of the day shall also be considered time worked but only where:
- (i) The first assignment is to report to a client's residence, rather than to the base location to which the employee normally reports; and
 - (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and from the employee's home.
- (c) Travel time from the last work assignment of the day to the employee's home shall also be considered time worked but only where:
- (i) The last assignment is at a client's residence, rather than at the base location to which the employee normally reports; and
 - (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and the employee's home. Employees required by the Employer to attend a training course shall be paid at their regular hourly rate for all classroom hours.

43:13 **Where there is not an available work period in place, and a Home Care Direct Service Staff employee is unable to complete their scheduled hours due to client circumstances or where services cannot be assigned within the scheduled hours, the employee may be assigned to other clients, or other work for which the employee is qualified, trained, and properly orientated within the scheduled hours at any of the sites comprising the Employer Organization. It is understood that such reassignment will only occur within a fifty kilometre (50km) radius of the originating base location, unless a greater distance is mutually agreed between the Employer and the employee. Travel time, mileage, and any other expenses incurred shall be paid in accordance with the Collective Agreement.**

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry Dugan

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Appendix A Increments and Long Service Steps

Full-time Employee Hours

Daily	Annual	Start	Step 1	Step 2	Step 3	Step 4	Step 5
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

Long Service Steps

Fifteen (15) Year Long Service Step

Effective April 1, 2024, a Fifteen (15) Year Long Service Step equivalent to two percent (2%) above top of scale shall be added to the Salary Schedule. Employees shall be eligible for the Long Service Step identified in the Salary Schedule upon completion of the following:

- (a) **Fifteen (15) or more years of continuous service as per Article 3:05; and**
- (b) **The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

Twenty (20) Year Long Service Step

Effective April 1, 2024, the Twenty (20) Year Long Service Step shall be equivalent to two percent (2%) above the Fifteen (15) Year Long Service Step. Employees shall be eligible for the Long Service Step identified in the Salary Schedule upon completion of the following:

- (a) Twenty (20) or more years of continuous service **as per Article 3:05;** and
- (b) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.

Twenty-five (25) Year Long Service Step

Effective April 1, 2024, the Twenty-five (25) Year Long Service Step equivalent to three percent (3%) above the Twenty (20) Year Long Service Step shall be added to

the Salary Schedule. Employees shall be eligible for the Long Service Step identified in the Salary Schedule upon completion of the following:

- (a) **Twenty-five (25) or more years of continuous service as per Article 3:05; and**
- (b) **The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

Employees who do not meet the above criteria on **April 1, 2024** shall be eligible for the **applicable** Long Service Step on the employee's anniversary date in which the employee meets **the eligibility criteria** outlined in **the appropriate Long Service Step** above.

Appendix B Site List-Community and Facility Support

Bargaining Unit: Prairie Mountain Health Employers Organization

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

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

*Identifies non-transferred sites.

Appendix C Base Locations-Community and Facility Support

Bargaining Unit: Prairie Mountain Health Employers Organization

Employer List	Site List	Base Location
Prairie Mountain Health Employers Organization (PMHEO) (Direct Operations)	Baldur Health Centre (includes Personal Care Home)	Baldur Health Centre 531 Elizabeth Avenue E Baldur MB R0K 1B0
	Birtle Health Centre (includes Personal Care Home)	Birtle Health Centre 843 Gertrude Street Birtle MB ROM 0C0
	Boissevain Health Centre (includes Evergreen Personal Care Home)	Boissevain Health Centre 305 Mill Road Street Boissevain MB R0K 0E0
	Brandon Regional Health Centre (includes Centre for Adult Psychiatry & Centre for Geriatric Psychiatry)	Brandon Regional Health Centre 150 McTavish Avenue E Brandon MB R7A 2B3
	Bren-del-win Lodge	Bren-del-win Lodge 103 Kellett Street S Deloraine MB ROM 0M0
	Carberry Health Centre	Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
	Child & Adolescent Treatment Centre	Child & Adolescent Treatment Centre 1240 10 th Street Brandon MB R7A 7L6
	Country Meadows Personal Care Home	Country Meadows Personal Care Home 500 Veterans Way Neepawa MB R0H 1H0
	Dauphin Regional Health Centre (includes Personal Care Home)	Dauphin Regional Health Centre 625 3 rd Street SW Dauphin MB R7N 1R7
	Davidson Memorial Health Centre	Davidson Memorial Health Centre 345 Davidson Street Cartwright MB R0K 0L0
	Deloraine Health Centre (includes Delwynda Personal Care Home)	Deloraine Health Centre 109 Kellett Street S Deloraine MB ROM 0M0
	Dinsdale Personal Care Home	Dinsdale Personal Care Home 510 6th Street Brandon MB R7A 3N9
	Elkwood Manor	Elkwood Manor 12 Antrim Street Elkhorn MB ROM 0N0

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

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

Employer List	Site List	Base Location
		Ste. Rose Primary Health Care Centre 603 1 st Avenue E Ste. Rose du Lac MB R0L 1S0 Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0 Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0 Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0 Virden Health Centre 480 King Street East Virden MB R0M 2C0 Westman Crisis Services (CSU) 404 13 th Street Brandon MB R7A 4R1
	Minnedosa Health Centre	Minnedosa Health Centre 334 1 st Street Minnedosa MB R0J 1E0
	Minnedosa Personal Care Home	Minnedosa Personal Care Home 138 3 rd Avenue SW Minnedosa MB R0J 1D0
	Neepawa District Memorial Hospital	Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
	Primary Health Care Program	7 th Street Health Access Centre 20 7 th Street Brandon MB R7A 6M8 Baldur Health Centre 531 Elizabeth Avenue E Baldur MB R0K 0B0 Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0 Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road S Boissevain MB R0K 0E0

Employer List	Site List	Base Location
		Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5
		Camperville Primary Health Care Centre PTH #20 S Camperville MB R0L 0J0
		Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
		Crane River Community Health PTH #48, House 1103, Unit #2 Crane River MB R0L 0M0
		Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7
		Duck Bay Community Health 57 Government Road Allowance N Duck Bay MB R0L 0N0
		Erickson Health Centre 60 Queen Elizabeth Road Erickson MB R0J 0P0
		Ethelbert Primary Health Care Centre 31 Railway Avenue N Ethelbert MB R0L 0T0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 334 1 st Street SW Minnedosa MB R0J 1E0
		Rivers Health Centre (includes Personal Care Home) 512 Quebec Street Rivers MB R0K 1X0
		Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0L 1P0

Employer List	Site List	Base Location
		Rosburn Health Centre (includes Personal Care Home) 166 Parkview Drive Rosburn MB ROJ 1V0
		Ste. Rose Primary Health Care Centre 603 1sts Avenue E Ste. Rose du Lac MB ROL 1S0
		Swan Valley Primary Care Centre 1000 Main Street N Swan River MB ROL 1Z0
		Waterhen Primary Health Care Centre 104 North Mallard Road Waterhen MB ROL 2C0
		Wawanesa Health Centre (includes Personal Care Home) 506 George Street Wawanesa MB ROK 2G0
	McTavish Manor	McTavish Manor 602 13 th Street Brandon MB R7A 4R5
	Reston Health Centre (includes Personal Care Home)	Reston Health Centre 523 1 st Street N Reston MB ROM 1X0
	Rideau Park Personal Care Home	Rideau Park Personal Care Home 525 Victoria Avenue E Brandon MB R7A 6S9
	Rivers Health Centre (includes Personal Care Home)	Rivers Health Centre 512 Quebec Street Reivers MB ROK 1X0
	Roblin District Health Centre (includes Crocus Court Personal Care Home)	Roblin District Health Centre 15 Hospital Street Roblin MB ROL 1P0
	Rosburn Health Centre (includes Personal Care Home)	Rosburn Health Centre 166 Parkview Drive Rosburn MB ROJ 1V0
	Russell Health Centre	Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB ROJ 1W0
	Russell Personal Care Home	Russell Personal Care Home 113 Arsini Street E, Bag Service #2 Russell MB ROJ 1W0
	Sandy Lake Personal Care Home	Sandy Lake Personal Care Home 106 1 st Street W Sandy Lake MB ROJ 1W0

Employer List	Site List	Base Location
	Shoal Lake - Strathclair Health Centre (includes Morley House Personal Care Home)	Shoal Lake - Strathclair Health Centre 344 Elm Street Shoal Lake MB R0J 1Z0
	Souris Health Centre (includes Personal Care Home)	Souris Health Centre 155 Brindle Avenue Souris MB R0K 2C0
	Sherwood Personal Care Home	Sherwood Personal Care Home 223 Hargrave Street E Virden MB R0M 200
	St. Paul's Home Personal Care Home	St. Paul's Home Personal Care Home 703 Jackson Street Dauphin MB R7N 2N2
	Swan Valley Health Facilities	Swan Valley Health Centre (includes Swan Valley Lodge) 1101 Main Street Swan River MB Swan River Valley Personal Care Home 334 8 th Avenue S Swan River MB R0L 1Z0 Benito Health Centre 200 1 st Street E Benito MB R0L 0C0
	Tiger Hills Health Centre (includes Personal Care Home)	Tiger Hills Health Centre 64 Clark Street Treherne MB R0G 2V0
	Tri-Lake Health Centre (includes Bayside Personal Care Home)	Tri-Lake Health Centre 86 Ellis Drive Killarney MB R0K 1G0
	Virden Health Centre	Virden Health Centre 480 King Street E Virden MB R0M 2C0
	Wawanesa Health Centre (includes Personal Care Home)	Wawanesa Health Centre 506 George Street Wawanesa MB R0K 2G0
	West-Man Nursing Home	West-Man Nursing Home 427 Frame Street E Virden MB R0M 200
	Westview Lodge	Westview Lodge 200 Struthers Street Boissevain MB R0K 0E0
	Home Care Program	Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0

Employer List	Site List	Base Location
		Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road South Boissevain MB R0K 0E0
		Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5
		Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
		Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7
		Deloraine Health Centre (includes Delwynda Personal Care Home) 109 Kellett Street S Deloraine MB R0M 0M0
		Erickson Health Centre 60 Queen Elizabeth Road Erickson MB R0J 0P0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 334 1 st Street SW Minnedosa MB R0J 1E0
		Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
		Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0J 1V0
		Rossburn Health Centre (includes Personal Care Home) 166 Parkview Drive Rossburn MB R0J 1V0

Employer List	Site List	Base Location
		Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0
		Shoal Lake - Strathclair Health Centre (includes Morley House Personal Care Home) 526 Mary Street Shoal Lake MB R0J 1Z0
		Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0
		Ste. Rose Primary Health Care Centre 603 1 st Avenue E Ste. Rose du Lac MB R0L 1S0
		Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0
		Tiger Hills Health Centre (includes Personal Care Home) 64 Clark Street Treherne MB R0G 2V0
		Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0
		Virden Health Centre 480 King Street E Virden MB R0M 2C0
		Wawanesa Health Centre (includes Personal Care Home) 506 George Street Wawanesa MB R0K 2G0
	Public Health Program	Birtle Health Centre (includes Personal Care Home) 843 Gertrude Street Birtle MB R0M 0C0
		Boissevain Health Centre (includes Evergreen Personal Care Home) 305 Mill Road S Boissevain MB R0K 0E0
		Brandon Town Centre 800 Rosser Avenue Brandon MB R7A 6N5

Employer List	Site List	Base Location
		Carberry Health Centre 340 Toronto Street Carberry MB R0K 0H0
		Dauphin Regional Health Centre (includes Personal Care Home) 625 3 rd Street SW Dauphin MB R7N 1R7
		Deloraine Health Centre (includes Delwynda Personal Care Home) 109 Kellett Street S Deloraine MB R0M 0M0
		Gilbert Plains Health Centre 100 Cutforth Street N Gilbert Plains MB R0L 0X0
		Glenboro Health Centre (includes Personal Care Home) 219 Murray Avenue Glenboro MB R0K 0X0
		Grandview District Hospital 644 Mill street Grandview MB R0L 0Y0
		Hamiota Health Centre (includes Birch Lodge Personal Care Home) 177 Birch Avenue E Hamiota MB R0M 0T0
		McCreary Alonsa Health Centre (includes Personal Care Home) 613 PTH 50 McCreary MB R0J 1B0
		Melita Health Centre (includes Personal Care Home) 147 Summit Avenue Melita MB R0M 1L0
		Minnedosa Health Centre 344 1 st Street S Minnedosa MB R0J 1E0
		Neepawa District Memorial Hospital 500 Hospital Street Neepawa MB R0J 1H0
		Rivers Health Centre (includes Personal Care Home) 512 Quebec Street Rivers MB R0K 1X0

Employer List	Site List	Base Location
		Roblin District Health Centre (includes Crocus Personal Care Home) 15 Hospital Street Roblin MB R0L 1P0
		Russell Health Centre 426 Alexandria Avenue S, Bag Service #2 Russell MB R0J 1W0
		Souris Health Centre (includes Personal Care Home) 155 Brindle Avenue E Souris MB R0K 2C0
		Ste. Rose Primary Health Care Centre 603 1 st Avenue E Ste. Rose du Lac MB R0L 1S0
		Swan Valley Health Facility 1011 Main Street Swan River MB R0L 1Z0
		Tiger Hills Health Centre (includes Personal Care Home) 64 Clark Street Treherne MB R0G 2V0
		Tri-Lake Health Centre (includes Bayside Personal Care Home) 86 Ellis Drive Killarney MB R0K 1G0
		Virден Health Centre 480 King Street E Virден MB R0M 2C0
	Regional Programs	Brandon Office 940 Princess Avenue Brandon MB R7A 0P6
		Dauphin Office 404 1 st Avenue NE Dauphin MB R7N 1A9
		Minnedosa Office 70 3 rd Avenue SW Minnedosa MB R0J 1E0
		Parkwood Office 510 Frederick Street Brandon MB R7A 6Z4
		Rossburn Office 10 Main Street Rossburn MB R0J 1V0

Employer List	Site List	Base Location
		Swan River Office 126 6 th Avenue N Swan River MB R0L 1Z0
		Viriden Office 283 Nelson Street W Viriden MB R0M 2C0
		Willard Monson House Office 540 Central Avenue Ste. Rose du Lac MB R0L 1S0
Ste. Rose Health Inc.*	Ste. Rose General Hospital	Ste. Rose General Hospital 480 3 rd Street E Ste. Rose du Lac MB R0L 1S0
	Dr. Gendreau Personal Care Home	Dr. Gendreau Personal Care Home 515 Mission Street Ste. Rose du Lac MB R0L 1S0
Winnipegosis & District Health Centre*	Winnipegosis & District Health Centre (includes Personal Care Home)	Winnipegosis & District Health Centre 230 Bridge Street Winnipegosis MB R0L 2G0

*Identifies non-transferred sites.

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

Memorandum of Understanding FSM-1

between

Prairie Mountain Health

and

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

Re: 9.69 ("10") Hour Shift Schedule

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

Trial and Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held at least ninety (90) days prior to the change to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 9.69 ("10") hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for an alternate period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 9.69 ("10") hour shift schedule. To continue with the "10 hour" shift schedule there must be mutual agreement between the Employer and seventy percent (70%) of the affected employees.
- (e) The Employer shall advise the Union of any introduction of a "10" hour shift schedule on a trial basis and whether the "10" hour shift will be implemented.

Hours of Work

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

Income Protection

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

General Holidays

Employees required to work on a general holiday shall be paid one and one-half times ($1\frac{1}{2}x$) their basic rate of pay for all regular hours worked. Full-time employees shall receive seven and three-quarter (7.75) hours off at their basic rate of pay in accordance with the Collective Agreement.

Vacation

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

Shift Premium

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

Overtime

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

Bereavement

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

Termination of Memorandum of Understanding

Upon a minimum of four (4) weeks' notice, the Employer or seventy percent (70%) of the affected employees working the 9.69 ("10") hour shift schedule may terminate the modified shift schedule.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lapiniere
Kerry D'Agostino

For the Union:

[Signature]
Jimmy Rowe
Rob Long

Memorandum of Understanding FSM-2

between

Prairie Mountain Health

and

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

Re: 11.625 ("12") Hour Shift Schedule

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

Trial and Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held at least ninety (90) days prior to the change, to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 11.625 ("12") hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for an alternate period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 11.625 ("12") hour shift schedule. To continue with the "12 hour" shift schedule there must be mutual agreement between the Employer and seventy percent (70%) of the affected employees.
- (e) The Employer shall advise the Union of any introduction of a "12" hour shift schedule on a trial basis and whether the "12" hour shift will be implemented.

Hours of Work

- (a) Full-time hours of work shall provide twenty (20) shifts of 11.625 ("12") hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 11.625 ("12") hour duration and shifts of other lengths that equal seventy-seven and one-half (77.50) hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
- A maximum of four (4) consecutive shifts of 11.625 ("12") hours.
 - At least two (2) consecutive days off at one (1) time.
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of:
- (i) One unpaid meal period thirty (30) minutes in duration.
 - (ii) One meal period thirty (30) minutes in duration that will be comprised of seven and one-half (7.50) minutes unpaid time and twenty-two and one-half (22.50) minutes paid time.
 - (iii) Two paid fifteen (15) minute rest periods.

Income Protection

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

General Holidays

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

Vacation

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

Shift Premium

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

Overtime

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

Bereavement

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

Termination of Memorandum of Understanding

Upon a minimum of four (4) weeks' notice, the Employer or seventy percent (70%) of the affected employees working the 11.625 ("12") hour shift schedule may terminate the modified shift schedule.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere
Kerry D'Agostino

For the Union:

[Signature]
Jimmy Crowe
Rob Long

Memorandum of Understanding FSM-3

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

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

During the term of the **2024 to 2028** Collective Agreement, the Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in Article 12 during the life of this Collective Agreement.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry Duggan

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-4

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Civil Liability

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

Signed this 26th day of June, 2025.

For the Employer:

For the Union:

Kelsey Lapiniere

Bob Long

Kerry Duggan

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-5

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Classification Review

The following classifications will be reviewed **for wage standardization, retention concerns, and potential market adjustments** as per current classification/evaluation provisions:

- MDR Techs
- **Dietary Aides**
- **Environmental Services**
- **All Clerical positions, including staffing/scheduling clerks, and HIS clerks**
- **Maintenance (non-trades)**
- **Any other classifications either party deems necessary for review**

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lapiniere

Kerry D'Agostino

For the Union:

Bob

Sammy Rowe

Rob Long

Memorandum of Understanding FSM-6

between

Prairie Mountain Health

and

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

Re EFT Review

WHEREAS the parties agree that a consistent, qualified, and available workforce is essential to the delivery of quality healthcare;

AND WHEREAS the parties recognize the fundamental mission of healthcare and the necessity to protect the continuity of client care and to minimize disruption to service;

AND WHEREAS it is recognized that healthcare employees want to work;

AND WHEREAS to attract and retain a qualified workforce, it may be necessary to create larger EFTs;

AND WHEREAS the parties are committed to maximizing the number and the size of EFTs wherever operationally appropriate or feasible;

AND WHEREAS the parties recognize the Employer has a fiscal responsibility to maintain operational efficiencies that may result in decreased EFTs;

THEREFORE, the parties agree that within one hundred eighty (180) days of ratification:

- (a) The parties will form a committee with equal representation between the Union and the Employer to determine which departments may benefit from an EFT review.**
- (b) The parties will work in partnership to develop and establish measures to either increase or decrease both the number and the size of EFTs, where operationally appropriate or feasible.**

- (c) **Where restructuring (or any other process) is undertaken to achieve this, seniority shall be respected.**
- (d) **After three (3) years of commencement of the Memorandum of Understanding, either party may terminate this Memorandum of Understanding by providing the opposing party with one hundred eighty (180) days' notice of termination.**

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-7

between

Prairie Mountain Health

and

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

Re: Employment Security-Staffing Complement-Reductions/Restructuring

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

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

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

- (a) The Employer shall notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of staff.
- (b) If it becomes necessary to reduce or restructure the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer, and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above and determine a date for the parties to meet with all affected employees to advise of the changes. The Employer will provide seven (7) days' notice to the employees in advance of the meeting.
- (d) The Employer will, wherever reasonably possible, carry out any reductions by way of attrition.

(e) In keeping with the Employer's commitment to ensure that any affected employee shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, the employee shall be:

- (i) Given the opportunity to fill any current vacancy with the Employer provided they possess the seniority, qualifications, and ability to perform the position; or
- (ii) Article 10 shall apply.

Any employee thus displaced shall have the same rights.

(f) Should the employee choose to not exercise rights under Article 10 then the employee shall be placed on layoff.

(g) In the event of (e) above occurring or in the event of the closure of a site and in conjunction with (h) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with future employment opportunities.

(h) The Employer and the Union will also cooperate with other Employers, Unions, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader retraining effort where reasonably possible.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere
Kerry Duggan

For the Union:

Bob Long
Sammy Crowe
Bob Long

Memorandum of Understanding FSM-8

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

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

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

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

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

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

NOW THEREFORE the parties agree the following will apply:

- (a) Discussions regarding the expansion and implementation of income protections benefits to full-time and part-time direct service staff within the Home Care Service will be forwarded to the multi-union table.
- (b) Until such time a resolution is achieved at the multi-union table, full-time and part-time direct service staff within the Home Care Service, the provisions for sick credit language shall continue to apply as follows:

Sick Credits

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-9

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: French Language

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

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

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

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry D. G. O.

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-10

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Funding Opportunities for Training

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laphoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-11

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: HEB Pension or Benefit Plan Improvements

During the term of the **2024** to **2028** Collective Agreement, should another healthcare union receive enhanced HEB pension or benefit plan improvements, the MGEU facility/**community** support group will also receive the same enhancements at the same time.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry D'Agostino

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-12

between

Prairie Mountain Health

and

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

Re: Indigenous Workforce

The Employer recognizes the importance of building an exemplary health care labour force that is inclusive and reflective of the population it serves.

The Employer further recognizes that the rights of all employees must be respected under the Collective Agreement.

In accordance with the Employment Equity Act, Truth and Reconciliation Commission of Canada report, the Employer may designate positions that require Indigenous status. Where the Employer elects to designate such a position, the Employer and the Union shall meet to discuss the requirement attached to the position(s).

Where such designation has been made, the employment candidate will be required to complete an Affirmation of Indigenous Identity form or provide a certified copy of a Certificate of Indigenous Status Card, Metis Citizenship Card, or Inuit Citizenship Card, or other approved Employer accepted documentation.

Should an Employer be unable to fill an Indigenous designated position upon first job posting, the Employer will post the position a second time. If the Employer is able to demonstrate inability to successfully recruit to an Indigenous designated position(s), the position may then be awarded to a non-Indigenous candidate in order to meet the necessary patient care needs. It will be the expectation that if another position becomes available of the same job classification that it will be a designated position.

When posting a position (internally and/or externally) that requires a candidate to be of Indigenous ancestry, the following wording will be used:

- **The (Employer Name) recognizes the importance of building an exemplary health care labour force that is inclusive and reflective of the population it serves.**
- **This is a designated Indigenous job posting, open to Indigenous applicants.**
- **Applicants are required to self-declare and those selected for an interview will be asked interview questions related to the designation. This process will apply both to internal and external applicants.**

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lapointe

Kerry Dugan

For the Union:

Bob

Sammy Rowe

Rob Long

Memorandum of Understanding FSM-13

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Job Descriptions

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-14

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Job Sharing

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

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lapiniere

Kerry Dlogo

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-15

between

Prairie Mountain Health

and

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

Re: Legal Liability

- (a) **If an action or any form of legal proceeding (referred to below as a "claim"), is brought against any employee who is, or any former employee who was, covered by this Agreement, which claim arises out of the employee's actions while in the good faith performance of their duties, and provided such actions do not constitute gross negligence, then:**
- (i) **The employee shall notify the Employer as soon as possible;**
 - (ii) **Upon notification, the Employer and the employee shall meet as soon as possible, and appoint counsel who is mutually agreeable to both the Employer and the employee;**
 - (iii) **Should the Employer and the employee not be able to agree on counsel satisfactory to both, then the employee may unilaterally appoint legal counsel subject to the following conditions:**
 - (A) **The legal counsel must be entitled to practice law in the Province of Manitoba and be in good standing with the Law Society of Manitoba;**
 - (B) **The legal counsel must be qualified and competent to practice in the area of law at issue in the claim;**
 - (C) **Reasonable legal fees shall be paid by the Employer and, only if prior approval is sought, which approval shall not be unreasonably withheld, disbursements including but not limited**

to fees for transcripts, travel expenses for counsel and/or witnesses, or the services of experts;

- (iv) The employee shall have the sole right to instruct private legal counsel;**
- (v) If a settlement of any claim is reached, and if the settlement is approved by the Employer before the settlement is finalized, the Employer shall pay any amount the employee is liable for in connection with the settlement of the claim; and**
- (vi) The Employer shall pay any monetary amounts, damages, and/or costs awarded against the employee in any claim, and all reasonable legal fees and related expenses (e.g. disbursements, travel, etc.).**

All reasonable legal fees and related expenses (e.g. disbursements, travel, etc.) incurred by employees or former employees who are reasonably required to retain their own counsel in relation to attendance at or an appearance before any Commission of Inquiry or fatality inquest, shall be paid by the Employer.

Signed this 26th day of June, 2025.

For the Employer:

For the Union:

Kelsey Laponiere
Kerry D. O.

[Signature]
Sammy Rowe
Rob Long

Memorandum of Understanding FSM-16

between

Prairie Mountain Health

and

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

Re: Market Adjustment and Wage Standardization Multi-union Support Sector Joint
Committee

The parties agree to maintain the Multi-union Support Sector Joint Market Adjustment and Wage Standardization Committee, the purpose of which shall be to determine what, if any, classifications warrant a market adjustment based on demonstrable recruitment, retention patterns, or wage differentials. Market adjustments are to apply to designated classifications only (not all classifications).

As such, the parties agree the joint committee consisting of equal representation from the Employer and the Unions not to exceed twelve (12) (four [4] from each group) committee members in total. The Multi-union Support Sector Joint Market Adjustment and Wage Standardization Committee will commence meeting within ninety (90) days of all Unions' ratification of the 2024-2028 negotiated agreement. Additional representatives may be invited to attend as determined by the committee to provide necessary information.

PHLRS on behalf of the Employers confirms the funding of three million five hundred sixty-two thousand five hundred dollars (\$3,562,500).

Criteria: Any adjustment(s) shall be based on demonstrable recruitment/retention criteria (i.e.: adjustment(s) applicable to only those classifications for which it has been demonstrated that there have been recruitment/retention challenges) or wage discrepancy; and

Any Market Adjustment and Wage Standardization adjustments will be effective at mutually agreeable date(s) as decided by the joint committee, but no sooner than April 1, 2024.

It is recognized and agreed by the parties that:

- (a) Where the parties are unable to agree upon allocation of any part of the fund, the parties will appoint an adjudicator to determine the issue. If the parties are unable to agree upon an adjudicator, the parties may submit a request to the Manitoba Labour Board. The adjudicator's ruling shall not exceed the financial capability of the fund. The ruling of the adjudicator shall be final and binding on all parties. Expenses and fees of the adjudicator shall be cost shared between the parties. These costs will not be charged against the Fund.**
- (b) Should the market adjustment rate be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.**

In order to address identified inequities, a Market Adjustment and Wage Standardization Fund will be provided as outlined above and allocated as follows:

Costs associated with this Multi-union Support Sector Joint Market Adjustment and Wage Standardization Committee will be borne as follows:

- (a) Employees will not suffer a loss of pay or benefits as a result of joint committee participation (at the expense of the Employer).**
- (b) Each party shall be responsible for its own incurred expenses.**

Matters contained in this MOU shall not be subject to the grievance and arbitration procedure. The parties agree that the amount allocated for wage standardization and market adjustments is intended to be all inclusive of all wage standardization and market adjustment issues between the parties including, but not limited to, inequities not addressed from previous wage standardization, MOUs FSM-5 and CSM-5 - Classification Review, etc. and the maintaining of wage standardization.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-17

between

Prairie Mountain Health

and

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

Re: Market Adjustment and Wage Standardization Fund Additional Funding

An additional two million five hundred thousand dollars (\$2,500,000) will be allocated to the Market Adjustment and Wage Standardization Fund referenced is FSM-16. The yearly distribution of the additional funds shall be determined by the parties with the understanding that the total financial impact over the life of the Collective Agreement shall not exceed two million five hundred thousand dollars (\$2,500,000).

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-18

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Modified Shifts of Less than Regular Hours of Work

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-19

between

Prairie Mountain Health

and

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

Re: Personal Cellular Phones

Applicable to Home Support Workers Only

Fifty cents (**\$0.50**) per call shall apply, based on the following:

Where an employee is required to call in when the client is not at home, or the client visit is cancelled in some way at the last minute, the employee will follow the Employer defined protocol for communicating such to the Employer. Where the only option for the employee to do so is to make a pay phone call or cell phone call to the Employer, the employee will be reimbursed fifty cents (**\$0.50**) per telephone call.

Applicable to Employees Working Alone

Employees who are working alone and are required to carry a personal cell phone for safety reasons shall be reimbursed fifty cents (\$0.50) for each call made to the manager on call or designate regarding safety check-ins or an emergency.

This is not applicable for employees who are already reimbursed for personal cell phone use.

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-20

between

Prairie Mountain Health

and

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

Re: Provincial Multi-union Support Sector Mobility

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

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

NOW THEREFORE the parties agree the following will apply:

- (a) Unless specified otherwise within the provisions of the receiving collective agreement, where an employee is the successful applicant to a support sector position with an employer in another employer organization represented by another union, the employee will be entitled to the mobility of their accrued benefits as follows:
 - (i) Accumulated income protection benefits/sick leave credits.
 - (ii) Continuous service applicable to the rate at which vacation is earned.
 - (iii) Continuous service applicable to pre-retirement leave.
 - (iv) Continuous service for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
 - (v) **Benefits**
An incoming employee is subject to the terms and conditions of the receiving agreements' benefit plans, however, normal waiting periods

would be waived, subject to the applicable benefit plans' terms and conditions.

(vi) Hourly Rate of Pay

- (A) If range is identical, then placed step-on-step.
- (B) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's hourly rate of pay.
- (C) The above (A) and (B) are subject to the provisions of the long service step.

(vii) Hours worked for the purpose of calculating the next increment.

(viii) Any vacation hours earned.

(b) Employees shall not be entitled to mobilize the following:

- (i) Seniority hours; or
- (ii) Banked overtime or general holidays, these are to be paid out by sending Employer.

Signed this 26th day of June, 2025.

For the Employer:

For the Union:

Kelsey Lafoniere

Kerry D. O.

[Signature]

Jammy Crowe

Rob Long

Memorandum of Understanding FSM-21

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Provincial Multi-union Support Sector Advisory Committee

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

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

- To identify classifications that are experiencing current or anticipated shortages of trained staff.
- To identify training requirements in order to address current or anticipated shortages.
- To recommend strategies to facilitate the availability and accessibility of training programs.
- To consider other systemic staffing issues that may be raised by Committee members.

The Provincial Support Sector Advisory Committee will commence meeting within ninety (90) days of all unions' ratification of the **2024-2028** negotiated Collective Agreement.

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laperriere

Kerry D'AgO.

For the Union:

Bob

Jimmy Crowe

Rob Long

Memorandum of Understanding FSM-22

between

Prairie Mountain Health

and

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

Re: Recognition of Pre-retirement Leave for Standardized Annual Hours of Work
to 2015 or 2080

WHEREAS the parties agreed to standardize the annual hours of work for those working 1885 and 1950 to 2015 annual hours in MOU FSM-20 Re: Standardization of Annual Hours of Work, and those working 2015 to 2080 annual hours in MOU FSM-25 (IERHA) and FSM-26 (PMH) within the April 1, 2017 to March 31, 2024 Collective Agreements;

AND WHEREAS the implementation of standardization to 2015 annual hours from 1885 or 1950 and 2015 to 2080 annual hours impacted the pre-retirement leave calculations;

THEREFORE the parties agree to the following:

- (a) All active employees who were standardized as noted above shall have their pre-retirement leave prior to the standardization calculated based on their previous annual hours of work.**
- (b) For further clarity, employees who were transitioned to standardized hours of work as per above, shall have pre-retirement leave calculated for each period of annual hours worked.**
- (c) Reconciliation of the pre-retirement leave banks for those impacted employees under (a) above shall be made within one hundred eighty (180) days of ratification.**

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-23

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Remoteness Allowance-Facility Support Services

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

(a) Eligibility Claim

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

(b) Single or Dependent's Allowance

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

- (i) The employee shall be supporting one (1) or more dependents where a dependent includes:
 - A spouse or common-law spouse living with and dependent on the employee for main and continuing support.
 - An unmarried dependent child under eighteen (18) years of age.
 - An unmarried dependent child over eighteen (18) years but under twenty-one (21) years if in full-time attendance at school or university or similar educational institution.

- An unmarried child of any age with a disability, provided such child is dependent on the employee for support.
- (ii) There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependent's rate.
- (iii) Where both spouses or common-law partners are employees of the Employer to which these eligibility criteria apply, the dependent rate shall be paid to one (1) spouse or common-law partner only and the other spouse or common-law partner will not receive either the dependent or single rate of remoteness allowance, or the employees can receive one-half ($\frac{1}{2}$) of the dependent rate each.

(c) **Locations and Residence**

The remoteness allowances applicable to the location at which the employee has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the employee's work site. In any case where the employee does not have a residence established on a continuing basis in relation to their work site, the location of the employee's work site as established by the Employer, shall be considered the location for remoteness.

(d) **Limitations**

The remoteness allowances for the various sites, for employees who are single supporting dependent(s) as indicated, represent a maximum daily taxable allowance relative to paid employment. They are payable during paid general holidays and vacations taken during continued employment, or during authorized paid sickness leave (e.g. income protection benefits) during continued employment. They are not payable during periods of absence without pay, nor payable at time and one-half ($1\frac{1}{2}x$) or other premium pay scales, nor while being paid overtime rates or receiving other premiums, nor included as part of regular biweekly earnings in calculation of vacation days earned upon termination of employment.

(e) **Geographic Eligibility**

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

(f) **Daily Rates**

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

(i) The employee shall receive one-tenth ($\frac{1}{10}^{\text{th}}$) of the biweekly rate for every day the employee is at work irrespective of the number of hours worked, so long as a minimum of one (1) hour is worked that day.

(ii) Where an employee regularly works a shift above the normal daily hours as provided for in Article 12:01, the allowance will be provided on a prorated basis.

(g) **Biweekly Rates**

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

	Effective March 25, 2023	Effective March 23, 2024	Effective March 22, 2025	Effective March 21, 2026
Berens River				
Dependent	317.99	326.73	336.53	346.63
Single	182.31	187.32	192.94	198.73
Bissett				
Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95
Bloodvein River				
Dependent	322.73	331.61	341.56	351.81
Single	185.39	190.49	196.20	202.09

	Effective March 25, 2023	Effective March 23, 2024	Effective March 22, 2025	Effective March 21, 2026
Brochet				
Dependent	379.84	390.29	402.00	414.06
Single	218.72	224.73	231.47	238.41
Churchill				
Dependent	307.08	315.52	324.99	334.74
Single	186.30	191.42	197.16	203.07
Cormorant				
Dependent	179.28	184.21	189.74	195.43
Single	114.34	117.48	121.00	124.63
Cranberry Portage				
Dependent	153.63	157.85	162.59	167.47
Single	96.78	99.44	102.42	105.49
Crane River				
Dependent	189.25	194.45	200.28	206.29
Single	137.49	141.27	145.51	149.88
Cross Lake				
Dependent	341.91	351.31	361.85	372.71
Single	197.66	203.10	209.19	215.47
Dauphin River (Anama Bay)				
Dependent	212.09	217.92	224.46	231.19
Single	150.51	154.65	159.29	164.07
Easterville				
Dependent	156.83	161.14	165.97	170.95
Single	99.02	101.74	104.79	107.93
Flin Flon				
Dependent	132.92	136.58	140.68	144.90
Single	82.70	84.97	87.52	90.15
Gillam				
Dependent	273.16	280.67	289.09	297.76
Single	165.27	169.81	174.90	180.15
God's Lake Narrows				
Dependent	376.76	387.12	398.73	410.69
Single	216.58	222.54	229.22	236.10
God's River				
Dependent	381.66	392.16	403.92	416.04
Single	219.92	225.97	232.75	239.73

	Effective March 25, 2023	Effective March 23, 2024	Effective March 22, 2025	Effective March 21, 2026
Grand Rapids				
Dependent	152.48	156.67	161.37	166.21
Single	94.26	96.85	99.76	102.75
Ilford				
Dependent	408.11	419.33	431.91	444.87
Single	233.60	240.02	247.22	254.64
Island Lake/Garden Hill				
Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56
Jen Peg				
Dependent	249.29	256.15	263.83	271.74
Single	149.00	153.10	157.69	162.42
Lac Brochet				
Dependent	413.95	425.33	438.09	451.23
Single	237.47	244.00	251.32	258.86
Leaf Rapids				
Dependent	210.85	216.65	223.15	229.84
Single	130.87	134.47	138.50	142.66
Little Grand Rapids				
Dependent	338.28	347.58	358.01	368.75
Single	191.84	197.12	203.03	209.12
Lynn Lake				
Dependent	217.75	223.74	230.45	237.36
Single	131.83	135.46	139.52	143.71
Manigotagan				
Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95
Matheson Island				
Dependent	215.07	220.98	227.61	234.44
Single	152.50	156.69	161.39	166.23
Moose Lake				
Dependent	227.70	233.96	240.98	248.21
Single	140.78	144.65	148.99	153.46
Negginan/Poplar Point				
Dependent	323.31	332.20	342.17	352.44
Single	185.94	191.05	196.78	202.68

	Effective March 25, 2023	Effective March 23, 2024	Effective March 22, 2025	Effective March 21, 2026
Nelson House				
Dependent	232.80	239.20	246.38	253.77
Single	142.17	146.08	150.46	154.97
Norway House				
Dependent	304.11	312.47	321.84	331.50
Single	173.90	178.68	184.04	189.56
Oxford House				
Dependent	369.57	379.73	391.12	402.85
Single	211.41	217.22	223.74	230.45
Pikwitonie				
Dependent	298.15	306.35	315.54	325.01
Single	178.60	183.51	189.02	194.69
Pukatawagan				
Dependent	245.69	252.45	260.02	267.82
Single	150.92	155.07	159.72	164.51
Red Sucker Lake				
Dependent	374.78	385.09	396.64	408.54
Single	214.99	220.90	227.53	234.36
St. Therese Point				
Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56
Shamattawa				
Dependent	401.11	412.14	424.50	437.24
Single	232.91	239.32	246.50	253.90
Sherridon				
Dependent	242.80	249.48	256.96	264.67
Single	148.93	153.03	157.62	162.35
Snow Lake				
Dependent	182.40	187.42	193.04	198.83
Single	113.40	116.52	120.02	123.62
Southern Indian Lake				
Dependent	386.36	396.98	408.89	421.16
Single	222.85	228.98	235.85	242.93
Split Lake				
Dependent	401.95	413.00	425.39	438.15
Single	229.44	235.75	242.82	250.10

	Effective March 25, 2023	Effective March 23, 2024	Effective March 22, 2025	Effective March 21, 2026
Tadoule Lake				
Dependent	420.28	431.84	444.80	458.14
Single	241.92	248.57	256.03	263.71
The Pas				
Dependent	124.74	128.17	132.02	135.98
Single	76.25	78.35	80.70	83.12
Thicket Portage				
Dependent	297.51	305.69	314.86	324.31
Single	178.12	183.02	188.51	194.17
Thompson				
Dependent	198.60	204.06	210.18	216.49
Single	139.54	143.38	147.68	152.11
Wabowden				
Dependent	254.91	261.92	269.78	277.87
Single	173.94	178.72	184.08	189.60
Waterhen				
Dependent	157.50	161.83	166.68	171.68
Single	98.49	101.20	104.24	107.37
York Landing				
Dependent	405.45	416.60	429.10	441.97
Single	236.16	242.65	249.93	257.43

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-24

between

Prairie Mountain Health

and

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

Re: Retention and Recruitment Working Group

The parties recognize that there are significant challenges with retention and recruitment to the health care field in Manitoba;

The parties further recognize that it would be advantageous to collaborate on initiatives to recruit and retain individuals within the Employers;

As such, the parties agree to include collaborative retention and recruitment initiatives as an agenda item for each Employers Labour Management committees. This agenda item will initiate discussions for ongoing strategies and recommendations by the parties for retention and recruitment initiatives.

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry Duggan

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-25

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Transfer of Employees within the Employer

(a) Temporary Transfer

- (i) To facilitate temporary transfers to the sites within the Employer experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another site shall be offered the opportunity to work in the site experiencing the need for additional employees.
- (ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement relating to the assigning of occasional additional shifts are fulfilled.
- (iii) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the Employer reserves the right to transfer employees, commencing with the most junior qualified employee at the sending site.
- (iv) If required, orientation will be provided which will assist the employee to be acquainted with essential information, such as policies and procedures, routine, location of supplies and equipment, and fire and disaster plans.
- (v) Employees who are temporarily transferred to sites within the Employer shall be eligible for transportation reimbursement as per Article 40 in accordance with the following formula:
 - o Distance (in kilometres) from the employee's home to the new work site minus the distance (in kilometres) from the employee's home to the employee's originating work site.

(b) **Permanent Transfer**

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafontaine
Kerry Dugan

For the Union:

[Signature]
Jimmy Crowe
Rob Long

Memorandum of Understanding FSM-26

between

Prairie Mountain Health

and

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

Re: Working Short

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

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

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

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere
Kerry D. O.

For the Union:

Bob
Jimmy Crowe
Rob Long

Memorandum of Understanding FSM-AWP-1

between

Prairie Mountain Health

and

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

Re: Elimination of the Available Work Period for Home Care Direct Service Staff

The Employer Organizations and the Union seek to ensure that quality home care services continue to be delivered to Manitobans through a public system which is, to the fullest extent possible, sustainable, accessible, cost-effective, efficient, and effective.

The parties acknowledge the importance of reducing downtime, overtime costs, and the reliance on Agency individuals utilized within the system for service delivery and continue to prioritize the need to retain and attract qualified staff to work as part of the delivery of those services.

The parties understand that the employees want to have meaningful work and maintain their EFTs and that the Employer Organizations have an obligation to be fiscally responsible and efficiently utilize their resources in other areas of the Health Care System.

As such the parties agree as follows:

- (a) To eliminate the AWP within the Home Care Direct Service schedules within six (6) months from date of ratification.**
- (b) That the existing language regarding the AWP shall continue to apply within the Collective Agreement for Home Care Direct Service Staff, until AWP is eliminated. The grievance and arbitration process shall remain applicable during the elimination process.**

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-AWP-2

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Applicability of Available Work Period Language for Home Care Direct Service Staff

In conjunction with the **MOU FSM AWP-1** Elimination of the Available Work Period, the parties agree that the following language shall continue to apply to Home Care Direct Service Staff until the implementation and elimination of the Available Work Period has been completed.

Please note: Article numbers referenced below are from the 2017-2024 Collective Agreement.

- 3:20 (a) "Anticipated Daily Hours of Work" means the number of hours that the Employer has committed to scheduling the employee on a particular day as part of the EFT position that the employee was awarded.
- (b) The "Available Work Period" means a regular reoccurring period of availability in which work is scheduled, defined daily as the "Normal Daily Hours of Work" plus:
- An extra thirty (30) minutes of availability beyond the unpaid meal break for those paid eight (8) hours.
 - An extra forty-five (45) minutes of availability beyond the unpaid meal break for those paid five (5) to seven and one-half (7.50) hours.
 - An extra sixty (60) minutes of availability for those paid three (3) to four and one-half (4.50) hours.

3:20 Scheduling Within the Available Work Period

- (i) Where the Employer is already scheduling client assignments consecutively, the Employer will continue to schedule as consecutively as possible, in accordance with (ii) below.
- (ii) Client assignments will be scheduled consecutively, unless client needs or the need to provide services necessitates an assigned task being completed at a specific period of time.
- (iii) Where an unscheduled period is necessary in the consecutive scheduling of assignments, that is due to client specific needs or the need to provide services as referenced in (ii) above, said unscheduled period will be no less than fifteen (15) minutes in length.
- (iv) Where an unscheduled period is scheduled as referenced in (iii) above, the unscheduled period will be unpaid and will be considered part of the available work period for that day.
- (v) Where an unscheduled period is scheduled as referenced in (iii) above, but is less than fifteen (15) minutes in length, the unscheduled period shall be considered to be part of the client assignments and the unscheduled period of less than fifteen (15) minutes will be paid and treated as time worked.
- (vi) Where legitimate unforeseen circumstances arise that necessitate the employee work beyond their scheduled hours, without an opportunity to obtain prior authorization, the employee shall document same on their time sheet to substantiate the reason for the additional work. Payment for the additional work, at the appropriate rate of pay, shall not be unreasonably denied.

12:04 The total client assignment on any given workday shall not be less than **three (3)** paid hours or more than eight (8) paid hours within the available work period and may include the requirement to work a split shift.

12:05 Applicable to Home Care Direct Service Staff only

Employees who may be required to work a split shift shall:

- (a) Receive a premium of six dollars and seventy-five cents (\$6.75) per shift. Split shift premiums will only be paid once per twenty-four (24) hour calendar day.
- (b) The premium referred to in Article 12:05(a) shall not be included in the calculation of any benefits.
- (c) A "Split Shift" is defined as any two (2) or more daily work assignments that include a scheduled unpaid break period of one (1) hour and fifteen (15) minutes or more. Assignments that cross 2400 hours (midnight) on consecutive days do not constitute a split shift.
- (d) Split shift premium is not payable on the time period that may fall between the employee's regular EFT assignment and additional hours that the employee may pick up.
- (e) If however the employee accepts an additional client assignment, and the client assignment has an unpaid break period of more than one (1) hour and fifteen (15) minutes, the employee shall be eligible for a split shift premium, provided that they have not as yet received a split shift payment of that twenty-four (24) hour calendar day.

13:02 Shift Schedules

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

Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each shift pattern.

- (b) The Employer has the right to assign work within the **daily or biweekly** available work period of an employee in order to maintain their respective

EFT. The available work period on any given day will be available for the scheduling of work.

- (c) Daily hours or work may fluctuate due to changing client needs. Down time within the daily hours of work shall be filled first, and if unable to fill, then the biweekly EFT will be maintained.
- 40:05
- (a) Where an employee travels by bus between assignments on a split shift, the employee shall be reimbursed bus fare and the normal time that would have been scheduled for travel between the assignments as if they were contiguous.
 - (b) Where the employee is authorized to use their privately owned vehicle on a split shift the employee shall receive:
 - (i) Paid mileage at the appropriate rate for the distance between the assignments; and
 - (ii) Travel time as if the assignments were contiguous.
 - (c) Where an employee is assigned a split shift with one (1) client, the employee shall be eligible for transportation cost and travel time to and from the client for the second and any subsequent assignments on the same day.

If the Employer reschedules/adds an assignment to an employee's shift which alters their start time, the employee shall be notified of their updated start time prior to the close of their previous shift, subject to Article 43:04(b).

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-27

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

RE: Clarification of Standby and Callback

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lapiniere

Kerry D'Agostino

For the Union:

Bob Long

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-PMH-1

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: 12-hour Shift Rotation-Shift Engineer

Applies to Dauphin Regional Health Centre

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

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

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

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

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

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

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

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere
Kerry D. O.

For the Union:

Bob
Sammy Crowe
Rob Long

Memorandum of Understanding FSM-PMH-2

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

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

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

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

This Memorandum expires **March 31, 2028**.

Signed this 26th day of June, 2025.

For the Employer:

For the Union:

Kelsey Lapiniere

Bob Long

Kerry Duggan

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-PMH-3

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Clayton Hucaluk

Applicable to Winnipegosis Only

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

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

Both parties agree to delete effective March 31, 2024, in the event that this provision has not been utilized during the life of this Collective Agreement, **April 1, 2024** to **March 31, 2028** or when Mr. Hucaluk resigns or retires, whichever date comes first.

Signed this 26th day of June, 2025.

For the Employer:

For the Union:

Kelsey Lapiniere

Bob Long

Kerry Dlogo

Sammy Crowe

Bob Long

Memorandum of Understanding FSM-PMH-4

between

Prairie Mountain Health

and

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

Re: Convenience Leave

Applicable to Dr. Gendreau Home Employees Hired Prior to August 22, 2022 Only
Seniority shall be retained but will not accrue if an employee is on a leave of absence identified as a Convenience Leave of Absence of two (2) days or less.

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D. O.

For the Union:

Bob

Jimmy Crowe

Rob Long

Memorandum of Understanding FSM-PMH-5

between

Prairie Mountain Health

and

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

Re: Legacied Civil Service Benefits Plan and Superannuation Pension Plan (CSSB)

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

- Colleen Clark

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

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

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

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Lafoniere

Kerry D'Agostino

For the Union:

Bob Long

Jimmy Crowe

Bob Long

Memorandum of Understanding FSM-PMH-6

between

Prairie Mountain Health

and

Manitoba Government and General Employees' Union

Facility Support (FS)

Re: Vacation Schedule for AFM Employees

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

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

Vacation

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

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

Signed this 26th day of June, 2025.

For the Employer:

Kelsey Laponiere

Kerry Dlogo

For the Union:

Bob Long

Sammy Rowe

Rob Long

Salary Schedule

Effective April 1, 2024

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Accounting Office Clerk - St Rose Hosp		Code Needed	2015	2015	Hourly 22.505	23.179	23.875	24.592	25.329	26.088					26.610	27.142	27.956
						Monthly 3,778.965	3,892.140	4,009.010	4,129.407	4,253.161	4,380.610					4,468.263	4,557.594	4,694.278
						Annual 45,347.575	46,705.685	48,108.125	49,552.880	51,037.935	52,567.320					53,619.150	54,691.130	56,331.340
	Admin. Secretary 1		Code Needed	1885	2015	Hourly 18.725	19.141	19.689	20.224	20.771						21.186	21.610	22.258
						Monthly 3,144.240	3,214.093	3,306.111	3,395.947	3,487.797						3,557.483	3,628.679	3,737.489
						Annual 37,730.875	38,569.115	39,673.335	40,751.360	41,853.565						42,689.790	43,544.150	44,849.870
	Admin. Secretary 2		MC05	1885	2015	Hourly 21.187	21.670	22.219	22.783	23.434	24.031					24.512	25.002	25.752
						Monthly 3,557.650	3,638.754	3,730.940	3,825.645	3,934.959	4,035.205					4,115.973	4,198.253	4,324.190
						Annual 42,691.805	43,665.050	44,771.285	45,907.745	47,219.510	48,422.465					49,391.680	50,379.030	51,890.280
	Admin. Secretary 3		MC06	1885	2015	Hourly 24.196	24.849	25.533	26.215	26.930	27.678					28.232	28.797	29.661
						Monthly 4,062.912	4,172.561	4,287.416	4,401.935	4,521.996	4,647.598					4,740.623	4,835.496	4,980.576
						Annual 48,754.940	50,070.735	51,448.995	52,823.225	54,263.950	55,771.170					56,887.480	58,025.955	59,766.915
	Administrative Assistant		MF77	1950	2015	Hourly 24.776	25.441	26.128	26.833	27.561	28.312					28.878	29.456	30.340
						Monthly 4,160.303	4,271.968	4,387.327	4,505.708	4,627.951	4,754.057					4,849.098	4,946.153	5,094.592
						Annual 49,923.640	51,263.615	52,647.920	54,068.495	55,535.415	57,048.680					58,189.170	59,353.840	61,135.100
	Administrative Officer (A03)		Code Needed	1885	2015	Hourly 27.852	28.880	29.843	30.971	32.097	33.247					33.912	34.590	35.628
						Monthly 4,676.815	4,849.433	5,011.137	5,200.547	5,389.621	5,582.725					5,694.390	5,808.238	5,982.535
						Annual 56,121.780	58,193.200	60,133.645	62,406.565	64,675.455	66,992.705					68,332.680	69,698.850	71,790.420
	Admitting Clerk		MF05	2015	2015	Hourly 21.236	21.874	22.529	23.206	23.902	24.618					25.110	25.612	26.380
						Monthly 3,565.878	3,673.009	3,782.995	3,896.674	4,013.544	4,133.773					4,216.388	4,300.682	4,429.642
						Annual 42,790.540	44,076.110	45,395.935	46,760.090	48,162.530	49,605.270					50,596.650	51,608.180	53,155.700
	Admitting Officer - PIO		MF06	1950	2015	Hourly 22.513	22.851	23.277	23.663	24.051						24.532	25.023	25.774
						Monthly 3,780.308	3,837.064	3,908.596	3,973.412	4,038.564						4,119.332	4,201.779	4,327.884
						Annual 45,363.695	46,044.765	46,903.155	47,680.945	48,462.765						49,431.980	50,421.345	51,934.610
23-55MDR1	C.S.R. Tech I	MDR Technician I	MF17	2015	2015	Hourly 22.878	23.566	24.272	24.998	25.750	26.523					27.053	27.594	28.422
						Monthly 3,841.598	3,957.124	4,075.673	4,197.581	4,323.854	4,453.654					4,542.650	4,633.493	4,772.528
						Annual 46,099.170	47,485.490	48,908.080	50,370.970	51,886.250	53,443.845					54,511.795	55,601.910	57,270.330
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	2015	Hourly 18.975	19.543	20.133	20.735	21.357	21.996					22.436	22.885	23.572
						Monthly 3,186.219	3,281.595	3,380.666	3,481.752	3,586.196	3,693.495					3,767.378	3,842.773	3,958.132
						Annual 38,234.625	39,379.145	40,567.995	41,781.025	43,034.355	44,321.940					45,208.540	46,113.275	47,497.580
23-12H	Carpenter		MF08	2015	2015	Hourly 37.464	38.588									39.360	40.147	41.351
						Monthly 6,290.830	6,479.568									6,609.200	6,741.350	6,943.522
						Annual 75,489.960	77,754.820									79,310.400	80,896.205	83,322.265
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	2015	Hourly 18.199	18.744	19.308	19.887	20.483	21.097					21.519	21.949	22.607
						Monthly 3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538					3,613.399	3,685.603	3,796.092
						Annual 36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455					43,360.785	44,227.235	45,553.105
	Clerk I		MF09	1950	2015	Hourly 18.975	19.544	20.133	20.735	21.355	21.996					22.436	22.885	23.572
						Monthly 3,186.219	3,281.763	3,380.666	3,481.752	3,586.860	3,693.495					3,767.378	3,842.773	3,958.132
						Annual 38,234.625	39,381.160	40,567.995	41,781.025	43,030.325	44,321.940					45,208.540	46,113.275	47,497.580
	Clerk II		MC09	1885	2015	Hourly 19.991	20.469	20.988	21.586	22.137	22.783					23.239	23.704	24.415
						Monthly 3,356.822	3,437.086	3,524.235	3,624.649	3,717.171	3,825.645					3,902.215	3,980.297	4,099.685
						Annual 40,281.865	41,245.035	42,290.820	43,495.790	44,606.055	45,907.745					46,826.585	47,763.560	49,196.225
	Clerk III		MF11	1950	2015	Hourly 20.460	21.073	21.705	22.355	23.028	23.718					24.192	24.676	25.416
						Monthly 3,435.575	3,538.508	3,644.631	3,753.777	3,866.785	3,982.648					4,062.240	4,143.512	4,267.770
						Annual 41,226.900	42,462.095	43,735.575	45,045.325	46,401.420	47,791.770					48,746.880	49,722.140	51,213.240
	Clerk III-Bdn		MF06	1950	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112					24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680					49,556.910	50,548.290	52,065.585
	Clerk IV		MF12	1950	2015	Hourly 21.236	21.874	22.529	23.206	23.902	24.618					25.110	25.612	26.380
						Monthly 3,565.878	3,673.009	3,782.995	3,896.674	4,013.544	4,133.773					4,216.388	4,300.682	4,429.642
						Annual 42,790.540	44,076.110	45,395.935	46,760.090	48,162.530	49,605.270					50,596.650	51,608.180	53,155.700

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly Monthly Annual	26.399 4,432.832 53,193.985	27.316 4,586.812 55,041.740	28.278 4,748.348 56,980.170	29.221 4,906.693 58,880.315	30.317 5,090.730 61,088.755	31.342 5,262.844 63,154.130	32.463 5,451.079 65,412.945	33.476 5,621.178 67,454.140		34.146 5,733.683 68,804.190	34.829 5,848.370 70,180.435	35.874 6,023.843 72,286.110
	Community Health Facilitator		MC14	1885	2015	Hourly Monthly Annual	24.196 4,062.912 48,754.940	24.849 4,172.561 50,070.735	25.533 4,287.416 51,448.995	26.215 4,401.935 52,823.225	26.930 4,521.996 54,263.950	27.678 4,647.598 55,771.170			28.232 4,740.623 56,887.480	28.797 4,835.496 58,025.955	29.661 4,980.576 59,766.915	
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly Monthly Annual	19.912 3,451.413 41,416.960	20.578 3,566.853 42,802.240	21.292 3,690.613 44,287.360	22.010 3,815.067 45,780.800	22.703 3,935.187 47,222.240	23.470 4,068.133 48,817.600			23.939 4,149.427 49,793.120	24.418 4,232.453 50,789.440	25.151 4,359.507 52,314.080	
0	Control Systems Specialist		MF71	2015	2015	Hourly Monthly Annual	44.855 7,531.902 90,382.825									45.752 7,682.523 92,190.280	46.667 7,836.167 94,034.005	48.067 8,071.250 96,855.005
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly Monthly Annual	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940	22.655 3,804.152 45,649.825			23.108 3,880.218 46,562.620	23.570 3,957.796 47,493.550	24.277 4,076.513 48,918.155	
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly Monthly Annual	19.544 3,387.627 40,651.520	20.133 3,489.720 41,876.640	20.735 3,594.067 43,128.800	21.355 3,701.533 44,418.400	21.996 3,812.640 45,751.680	22.655 3,926.867 47,122.400			23.108 4,005.387 48,064.640	23.570 4,085.467 49,025.600	24.277 4,208.013 50,496.160	
23-52UC	Cook 1 - Ste Rose / Wpogosis	Uncertified Cook	MF13	2015	2015	Hourly Monthly Annual	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940	22.655 3,804.152 45,649.825			23.108 3,880.218 46,562.620	23.570 3,957.796 47,493.550	24.277 4,076.513 48,918.155	
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly Monthly Annual	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105	25.963 4,359.620 52,315.445			26.482 4,446.769 53,361.230	27.012 4,535.765 54,429.180	27.822 4,671.778 56,061.330	
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly Monthly Annual	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105	25.963 4,359.620 52,315.445			26.482 4,446.769 53,361.230	27.012 4,535.765 54,429.180	27.822 4,671.778 56,061.330	
23-52C	Cook 2 AFM	Cook	CK2F	2080	2080	Hourly Monthly Annual	22.396 3,881.973 46,583.680	23.066 3,998.107 47,977.280	23.759 4,118.227 49,418.720	24.472 4,241.813 50,901.760	25.207 4,369.213 52,430.560	25.963 4,500.253 54,003.040			26.482 4,590.213 55,082.560	27.012 4,682.080 56,184.960	27.822 4,822.480 57,869.760	
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly Monthly Annual	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105	25.963 4,359.620 52,315.445			26.482 4,446.769 53,361.230	27.012 4,535.765 54,429.180	27.822 4,671.778 56,061.330	
23-52DS	Cook 3 AFM	Food Services Supervisor	CK3	2080	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720			27.065 4,691.267 56,295.200	27.606 4,785.040 57,420.480	28.434 4,928.560 59,142.720	
	CPS Technician I		MF17	2015	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
	Cultural Facilitator		MC20	1950	2015	Hourly Monthly Annual	22.069 3,705.753 44,469.035	22.783 3,825.645 45,907.745	23.550 3,954.438 47,453.250	24.381 4,093.976 49,127.715	25.180 4,228.142 50,737.700	25.996 4,365.162 52,381.940			26.516 4,452.478 53,429.740	27.046 4,541.474 54,497.690	27.857 4,677.655 56,131.855	
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455			21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105	
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly Monthly Annual	22.888 3,843.277 46,119.320	23.578 3,959.139 47,309.670	24.284 4,077.688 48,932.260	25.012 4,199.932 50,399.180	25.762 4,325.869 51,910.430	26.534 4,455.501 53,466.010			27.065 4,544.665 54,535.975	27.606 4,635.508 55,626.090	28.434 4,774.543 57,294.510	
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455			21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105	
	Driver - Mobile Bus		MF68	2015	2015	Hourly Monthly Annual	25.017 4,200.771 50,409.255	25.767 4,326.709 51,920.505	26.539 4,456.340 53,476.085	27.338 4,590.506 55,086.070	28.157 4,728.030 56,736.355	28.997 4,869.080 58,428.955			29.577 4,966.471 59,597.655	30.169 5,065.878 60,790.535	31.074 5,217.843 62,614.110	
	Driver 1		MF22	2015	2015	Hourly Monthly Annual	20.503 3,442.795 41,313.545	21.117 3,545.896 42,350.755	21.751 3,652.355 43,828.265	22.404 3,762.005 45,144.060	23.075 3,874.677 46,496.125	23.768 3,991.043 47,892.520			24.243 4,070.804 48,849.645	24.728 4,152.243 49,826.920	25.470 4,276.838 51,322.050	

Standard Gp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12E	Electrician		MF23	2015	2015	Hourly 42,132 Monthly 7,074.665 Annual 84,895.980	43,396 7,286.912 87,442.940									44,264 7,432.663 89,191.960	45,149 7,581.270 90,975.235	46,503 7,808.629 93,703.545
23-93B	Engineer 2	Power Engineer 2nd Class	MF24	2015	2080	Hourly 48,301 Monthly 8,372.173 Annual 100,466.080	49,267 8,539.613 102,475.360									50,252 8,710.347 104,524.160	51,257 8,884.547 106,614.560	52,795 9,151.133 109,813.600
23-93D	Engineer 4th Class	Power Engineer 4th Class	MF26	2015	2080	Hourly 36,574 Monthly 6,339.493 Annual 76,073.920	38,501 6,673.507 80,082.080									39,271 6,806.973 81,683.680	40,056 6,943.040 83,216.480	41,258 7,151.387 85,816.640
23-93E	Engineer 5th Class	Power Engineer 5th Class	MF27	2015	2080	Hourly 29,317 Monthly 5,081.613 Annual 60,979.360	29,906 5,183.707 62,204.480									30,504 5,287.360 63,448.320	31,114 5,393.093 64,717.120	32,047 5,554.813 66,657.760
23-53HA	Environmental Services Aide	Housekeeping Aide	Code Needed	2015	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
I	Health Records Technician		Code Needed	1950	2015	Hourly 33,517 Monthly 5,628.063 Annual 67,536.755	34,526 5,797.491 69,569.890	35,561 5,971.285 71,655.415	36,626 6,150.116 73,801.390	37,727 6,334.992 76,019.905	38,860 6,525.242 78,302.900					39,637 6,655.713 79,868.555	40,430 6,788.871 81,466.450	41,643 6,992.554 83,910.645
	Home Care Resource Coordinator		Code Needed	1885	2015	Hourly 27,661 Monthly 4,644.743 Annual 55,736.915	28,613 4,804.600 57,655.195	29,640 4,977.050 59,724.600	30,626 5,142.616 61,711.390	31,761 5,333.201 63,998.415	32,848 5,515.727 66,188.720	34,030 5,714.204 68,570.450	35,072 5,889.173 70,670.080			35,773 6,006.883 72,082.595	36,488 6,126.943 73,523.320	37,583 6,310.812 75,229.745
23-53HSW	Home Support Worker	Home Support Worker	Code Needed	2080	2080	Hourly 18,199 Monthly 3,154.493 Annual 37,853.920	18,744 3,248.960 38,987.520	19,308 3,346.720 40,160.640	19,887 3,447.080 41,364.960	20,483 3,550.387 42,604.640	21,097 3,656.813 43,881.760					21,519 3,729.960 44,759.520	21,949 3,804.493 45,653.920	22,607 3,918.547 47,022.560
23-53HALH	Housekeeping / Laundry Supervisor	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
23-53HA	Housekeeping Aide	Housekeeping Aide	MF32	2015	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
23-53HALH	Housekeeping Supervisor	Housekeeping Lead Hand	MF60	2015	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
23-53HS	Housekeeping Supervisor - Wpsosis	Housekeeping Supervisor	SDSV	2015	2015	Hourly 22,888 Monthly 3,943.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510
23-53HALH	Housekeeping Team Leader	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
	Housing Developer (Housing Resource Wrkr)		MC24	2080	2080	Hourly 22,069 Monthly 3,825.293 Annual 45,903.520	22,783 3,949.053 47,388.640	23,550 4,082.000 48,984.000	24,381 4,226.040 50,712.480	25,180 4,364.533 52,374.400	25,996 4,505.973 54,071.680					26,516 4,596.107 55,153.280	27,046 4,687.973 56,255.680	27,857 4,828.547 57,942.560
	Institutional Safety Officer (ISO)		Code Needed	2015	2015	Hourly 34,440 Monthly 5,783.050 Annual 69,396.600	35,473 5,956.508 71,478.095	36,537 6,135.171 73,622.055	37,633 6,319.208 75,830.495	38,763 6,508.954 78,107.445	39,924 6,703.905 80,446.860					40,722 6,837.903 82,054.830	41,536 6,974.587 83,695.040	42,782 7,183.811 86,205.730
23-54LA	Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
23-54LA2	Laundry Attendant 3	Laundry Aide 2	MF34	2015	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,570 3,957.796 47,493.550	24,277 4,076.513 48,918.155
23-54LA2	Laundry Equipment Operator 1	Laundry Aide 2	MF34	2015	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,570 3,957.796 47,493.550	24,277 4,076.513 48,918.155
23-54LA2	Laundry Equipment Operator 2 - PIO	Laundry Aide 2	MF35	2015	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,570 3,957.796 47,493.550	24,277 4,076.513 48,918.155
23-54LALH	Laundry Supervisor	Laundry Aide Lead Hand	Code Needed	2015	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680				24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
23-54LA	Linen / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455				21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
23-54LA	Linen / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455				21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
23-54LA	Linen Aide	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455				21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
23-54LA	Linen Aide II	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455				21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
23-54LA	Linen Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455				21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly Monthly Annual	34.739 5,833.257 69,999.085	35.781 6,008.226 72,098.715								36.497 6,128.455 73,541.455	37.227 6,251.034 75,012.405	38.344 6,438.597 77,263.160
	Maintenance I - PIO		MF58	2015	2015	Hourly Monthly Annual	25.336 4,254.337 51,052.040									25.843 4,339.470 52,073.645	26.360 4,426.283 53,115.400	27.151 4,559.105 54,709.265
	Maintenance Worker I		MF59	2015	2015	Hourly Monthly Annual	19.166 3,218.291 38,619.490	19.741 3,314.843 39,778.115	20.333 3,414.250 40,970.995	20.945 3,517.015 42,204.175	21.572 3,622.298 43,467.580	22.220 3,731.108 44,773.300				22.664 3,805.663 45,667.960	23.117 3,881.730 46,580.755	23.811 3,998.264 47,979.165
	Maintenance Worker II		MF59	2015	2015	Hourly Monthly Annual	21.091 3,541.530 42,498.365	21.723 3,647.654 43,771.845	22.377 3,757.471 45,089.655	23.047 3,869.975 46,439.705	23.739 3,986.174 47,834.085	24.451 4,105.730 49,268.765				24.940 4,187.842 50,254.100	25.439 4,271.632 51,259.585	26.202 4,399.753 52,797.030
	Material Management Aide		MF41	2015	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680				24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
	Material Management Technician		MF82	2015	2015	Hourly Monthly Annual	19.664 3,301.913 39,622.960	20.253 3,400.816 40,809.795	20.861 3,502.910 42,034.915	21.488 3,608.193 43,298.320	22.132 3,716.332 44,595.980	22.794 3,827.493 45,929.910				23.250 3,904.063 46,848.750	23.715 3,982.144 47,785.275	24.246 4,101.533 49,218.390
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.543 3,281.595 39,379.145	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.357 3,586.196 43,034.355	21.996 3,693.495 44,321.940				22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly Monthly Annual	22.878 3,841.598 46,099.170	23.566 3,957.124 47,485.490	24.272 4,075.673 48,908.080	24.998 4,197.581 50,370.970	25.750 4,323.854 51,896.250	26.523 4,453.654 53,443.845				27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,720.330
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly Monthly Annual	23.919 4,016.399 48,196.785	24.635 4,136.627 49,639.525	25.373 4,260.550 51,126.595	26.135 4,388.502 52,662.025	26.920 4,520.317 54,243.800	27.728 4,655.993 55,871.920				28.283 4,749.187 56,990.245	28.849 4,844.228 58,130.735	29.714 4,989.476 59,873.710
I	Medical Records Technician II		Code Needed	2015	2015	Hourly Monthly Annual	33.517 5,628.063 67,536.755	34.526 5,797.491 69,369.890	35.561 5,971.285 71,655.415	36.626 6,150.116 73,801.390	37.727 6,334.992 76,019.905	38.860 6,525.242 78,302.900				39.637 6,655.713 79,868.555	40.430 6,788.871 81,466.450	41.643 6,992.554 83,910.645
	Medical Transcriptionist I		MF44	2015	2015	Hourly Monthly Annual	21.159 3,552.949 42,635.385	21.794 3,659.576 43,914.910	22.446 3,769.058 45,228.690	23.121 3,882.401 46,588.815	23.815 3,998.935 47,987.225	24.529 4,118.828 49,425.935				25.020 4,201.275 50,415.300	25.520 4,285.233 51,422.800	26.286 4,413.858 52,966.290
23-52DS	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly Monthly Annual	22.888 3,843.277 46,119.320	23.578 3,959.139 47,509.670	24.284 4,077.688 48,932.260	25.012 4,199.932 50,399.180	25.762 4,325.869 51,910.430	26.534 4,455.501 53,466.010				27.065 4,544.665 54,535.975	27.606 4,635.508 55,626.090	28.344 4,774.543 57,294.510
	Office Assistant AFM (0A2)		MFA2	1885	2015	Hourly Monthly Annual	23.190 3,893.988 46,727.850	23.781 3,993.226 47,918.715	24.458 4,106.966 49,282.870	25.093 4,213.533 50,562.395	25.815 4,334.769 52,017.225	26.625 4,470.781 53,649.375				27.158 4,560.281 54,723.370	27.701 4,651.460 55,817.515	28.532 4,790.998 57,491.980
	Office Assistant AFM (0A3)		MFA3	1885	2015	Hourly Monthly Annual	25.181 4,228.310 50,739.715	25.882 4,346.019 52,152.230	26.571 4,461.714 53,540.565	27.272 4,579.423 54,953.080	28.093 4,717.283 56,607.395	28.880 4,849.433 58,193.200				29.458 4,946.489 59,357.870	30.047 5,045.392 60,544.705	30.948 5,196.685 62,360.220

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12G	Painter / Decorator		Code Needed	2015	2015	Hourly 35.183	36.238									36.963	37.702	38.833
						Monthly 5,907.812	6,084.964									6,206.704	6,330.794	6,520.708
						Annual 70,893.745	73,019.570									74,480.445	75,969.530	78,248.495
	Palliative Care Coordinator		Code Needed	1885	2015	Hourly 36.276	37.503	38.901	40.284	41.784	43.341	45.030	46.769	48.590	50.018	51.018	52.038	53.599
						Monthly 6,091.345	6,297.379	6,532.126	6,764.355	7,016.230	7,277.676	7,561.288	7,853.295	8,159.071	8,398.856	8,566.773	8,738.048	9,000.165
						Annual 73,096.140	75,568.545	78,385.515	81,172.260	84,194.760	87,332.115	90,735.450	94,239.535	97,908.850	100,786.270	102,801.270	104,856.570	108,001.985
	Patient Representative		MT57	2015	2015	Hourly 36.275	37.501	38.898	40.282	41.784	43.340	45.028	46.768			47.703	48.657	50.117
						Monthly 6,091.177	6,297.043	6,531.623	6,764.019	7,016.230	7,277.508	7,560.952	7,853.127			8,010.129	8,170.321	8,415.480
						Annual 73,094.125	75,564.515	78,379.470	81,168.230	84,194.760	87,330.100	90,731.420	94,237.520			96,121.545	98,043.855	100,985.755
	Pharmacy Aide - Ste Rose		MF46	2015	2015	Hourly 17.882	18.418	18.971	19.538	20.127	20.730					21.145	21.568	22.215
						Monthly 3,002.686	3,092.689	3,185.547	3,280.756	3,379.659	3,480.913					3,550.598	3,621.627	3,730.269
						Annual 36,032.230	37,112.270	38,226.565	39,369.070	40,555.905	41,770.950					42,607.175	43,459.520	44,763.225
23-12F	Plumber		MF47	2015	2015	Hourly 42.132	43.396									44.264	45.149	46.503
						Monthly 7,074.665	7,286.912									7,432.663	7,581.270	7,808.629
						Annual 84,895.980	87,442.940									89,191.960	90,975.235	93,703.545
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly 18.199	18.744	19.308	19.887	20.483	21.097					21.519	21.949	22.607
						Monthly 3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538					3,613.399	3,685.603	3,796.092
						Annual 36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455					43,360.785	44,227.235	45,553.105
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly 48.301	49.267									50.252	51.257	52.795
						Monthly 8,372.173	8,539.613									8,710.347	8,884.547	9,151.133
						Annual 100,466.080	102,475.360									104,524.160	106,614.560	109,813.600
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly 39.424	41.499									42.329	43.176	44.471
						Monthly 6,833.493	7,193.160									7,337.027	7,483.840	7,708.307
						Annual 82,001.920	86,317.920									88,044.320	89,806.080	92,499.680
	Protection Officer		MF70	2015	2015	Hourly 20.045	20.644	21.264	21.902	22.560	23.236					23.701	24.175	24.900
						Monthly 3,365.890	3,466.472	3,570.580	3,677.711	3,788.200	3,901.712					3,979.793	4,059.385	4,181.125
						Annual 40,390.675	41,597.660	42,846.960	44,132.530	45,458.400	46,820.540					47,757.515	48,712.625	50,173.500
	Purchasing Agent		MF87	1950	2015	Hourly 22.725	23.638	24.589	25.490	26.577	27.629	28.774	29.907			30.505	31.115	32.048
						Monthly 3,815.906	3,969.214	4,128.903	4,280.196	4,462.721	4,639.370	4,831.634	5,021.884			5,122.298	5,224.727	5,381.939
						Annual 45,790.875	47,630.570	49,546.835	51,362.350	53,552.655	55,672.435	57,979.610	60,262.605			61,467.575	62,696.725	64,576.720
	Purchasing Buyer		MF69	2015	2015	Hourly 23.342	24.043	24.765	25.508	26.273	27.062					27.603	28.155	29.000
						Monthly 3,919.511	4,037.220	4,158.456	4,283.218	4,411.675	4,544.161					4,635.004	4,727.694	4,869.583
						Annual 47,034.130	48,446.645	49,901.475	51,398.620	52,940.095	54,529.930					55,620.045	56,732.325	58,435.000
	Refrigeration / Air Cond. Mechanic		MF48	2015	2015	Hourly 44.855										45.752	46.667	48.067
						Monthly 7,531.902										7,682.523	7,836.167	8,071.250
						Annual 90,382.825										92,190.280	94,034.005	96,855.005
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly 18.199	18.744	19.308	19.887	20.483	21.097					21.519	21.949	22.607
						Monthly 3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538					3,613.399	3,685.603	3,796.092
						Annual 36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455					43,360.785	44,227.235	45,553.105
	Secretary II		MF89	1950	2015	Hourly 22.192	22.857	23.543	24.250	24.977	25.725					26.240	26.765	27.568
						Monthly 3,726.407	3,838.071	3,953.262	4,071.979	4,194.055	4,319.656					4,406.133	4,494.290	4,629.127
						Annual 44,716.880	46,056.855	47,439.145	48,863.750	50,328.655	51,835.875					52,873.600	53,931.475	55,549.520
	Secretary Medical		MF90	1950	2015	Hourly 21.161	21.794	22.446	23.122	23.815	24.529					25.020	25.520	26.286
						Monthly 3,553.285	3,659.576	3,769.058	3,882.569	3,998.935	4,118.828					4,201.275	4,285.233	4,413.858
						Annual 42,639.415	43,914.910	45,228.690	46,590.830	47,987.225	49,425.935					50,415.300	51,422.800	52,966.290
	Security Officer - Qualified Person (QP)		QPSO	2015	2015	Hourly 21.855	22.580	23.351	24.142	24.966	25.813	26.331				26.858	27.395	28.217
						Monthly 3,669.819	3,791.558	3,921.022	4,053.844	4,192.208	4,334.433	4,421.414				4,509.906	4,600.077	4,738.105
						Annual 44,037.825	45,498.700	47,052.265	48,646.130	50,306.490	52,013.195	53,056.965				54,118.870	55,200.925	56,857.255
	Service Worker II - PIO		MX13	2015	2015	Hourly 22.564	23.181	23.802	24.474	25.202	25.877					26.395	26.923	27.731
						Monthly 3,788.872	3,892.476	3,996.753	4,109.593	4,231.836	4,345.180					4,432.160	4,520.820	4,656.497
						Annual 45,466.460	46,709.715	47,961.030	49,315.110	50,782.030	52,142.155					53,185.925	54,249.845	55,877.965
	Slating Clerk		MF66	1950	2015	Hourly 21.744	22.396	23.066	23.759	24.472	25.207					25.711	26.225	27.012
						Monthly 3,651.180	3,760.662	3,873.166	3,989.532	4,109.257	4,232.675					4,317.305	4,403.615	4,535.765
						Annual 43,814.160	45,121.940	46,471.990	47,874.385	49,311.080	50,792.105					51,807.665	52,843.375	54,249.180
	Staffing Clerk		MF50	2015	2015	Hourly 22.158	22.825	23.508	24.217	24.941	25.691					26.205	26.729	27.531
						Monthly 3,720.698	3,832.698	3,947.385	4,066.438	4,188.010	4,313.947					4,400.256	4,488.245	4,622.914
						Annual 44,648.370	45,992.375	47,368.620	48,797.255	50,256.115	51,767.365					52,803.075	53,858.935	55,474.965
	Stores Clerk		MF51	2015	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112					24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680					49,556.910	50,548.290	52,065.585

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Stores Lead Hand		MF52	2015	2015	Hourly	21.967	22.624	23.306	24.004	24.724	25.465					25.974	26.493	27.288
						Monthly	3,688.625	3,798.947	3,913.466	4,030.672	4,151.572	4,275.998					4,361.468	4,448.616	4,582.110
						Annual	44,263.505	45,587.360	46,961.590	48,368.060	49,818.860	51,311.975					52,337.610	53,383.395	54,985.320
	Storeskeeper		MF92	2015	2015	Hourly	21.744	22.396	23.066	23.759	24.472	25.207					25.711	26.225	27.012
						Monthly	3,651.180	3,760.662	3,873.166	3,989.532	4,109.257	4,232.675					4,317.305	4,403.615	4,535.765
						Annual	43,814.160	45,127.940	46,477.990	47,874.385	49,311.080	50,792.105					51,807.665	52,843.375	54,429.180
23-52DS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly	22.888	23.578	24.284	25.012	25.762	26.534					27.065	27.606	28.434
						Monthly	3,843.277	3,959.139	4,077.688	4,199.932	4,325.869	4,455.501					4,544.665	4,635.508	4,774.543
						Annual	46,119.320	47,509.670	48,932.260	50,399.180	51,910.430	53,466.010					54,535.975	55,626.090	57,294.510
	Support Services to Seniors		Code Needed	1885	2015	Hourly	20.943										21.362	21.789	22.443
						Monthly	3,516.679										3,587.036	3,658.736	3,768.554
						Annual	42,200.145										43,044.430	43,904.835	45,222.645
	Switchboard Operator		Code Needed	1950	2015	Hourly	19.709	20.303	20.910	21.536	22.184	22.850					23.307	23.773	24.486
						Monthly	3,309.470	3,409.212	3,511.138	3,616.253	3,725.063	3,836.896					3,913.634	3,991.883	4,111.608
						Annual	39,713.635	40,910.545	42,133.650	43,395.040	44,700.760	46,042.750					46,963.605	47,902.595	49,339.290
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly	41.756										42.591	43.443	44.746
						Monthly	7,011.528										7,151.739	7,294.804	7,513.599
						Annual	84,138.340										85,820.865	87,537.645	90,163.190
	TV Representative		MF93	1950	2015	Hourly	15.858										16.175	16.499	16.994
						Monthly	2,662.823										2,716.052	2,770.457	2,853.576
						Annual	31,953.870										32,592.625	33,245.485	34,242.910
	Unit Clerk		Code Needed	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112					24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680					49,556.910	50,548.290	52,065.585
	Volunteer Coordinator		MF65	2015	2015	Hourly	22.366	23.035	23.726	24.439	25.171	25.926					26.445	26.974	27.783
						Monthly	3,755.624	3,867.960	3,983.991	4,103.715	4,226.630	4,353.408					4,440.556	4,529.384	4,665.229
						Annual	45,067.490	46,415.525	47,807.890	49,244.585	50,719.565	52,240.890					53,286.675	54,352.610	55,982.745
	Ward Clerk		MG02	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112					24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680					49,556.910	50,548.290	52,065.585
	Word Process Operator		MF95	1950	2015	Hourly	20.500	21.114	21.747	22.400	23.071	23.764					24.239	24.724	25.466
						Monthly	3,442.292	3,545.393	3,651.684	3,761.333	3,874.005	3,990.372					4,070.132	4,151.572	4,276.166
						Annual	41,307.500	42,544.710	43,820.205	45,136.000	46,488.065	47,884.460					48,841.585	49,818.860	51,313.990

Effective April 1, 2025

A1. Effective April 1, 2025

Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Accounting Office Clerk - St Rose Hosp		Code Needed	2015	2015	Hourly 23.124 Monthly 3,882.905 Annual 46,594.860	23.816 3,999.103 47,989.240	24.532 4,119.332 49,431.980	25.268 4,242.918 50,915.020	26.026 4,370.199 52,442.390	26.805 4,501.006 54,012.075					27.342 4,591.178 55,094.130	27.888 4,682.860 56,194.320	28.725 4,823.406 57,880.875
	Admin. Secretary 1		Code Needed	1885	2015	Hourly 19.667 Monthly 3,302.417 Annual 39,629.005	20.230 3,396.954 40,763.450	20.780 3,489.308 41,871.700	21.342 3,583.678 43,004.130							21.769 3,655.378 43,864.535	22.204 3,728.422 44,741.060	22.870 3,840.254 46,083.050
	Admin. Secretary 2		MC05	1885	2015	Hourly 22.266 Monthly 3,738.833 Annual 44,865.990	22.830 3,833.538 46,002.450	23.410 3,930.929 47,171.150	24.078 4,043.098 48,517.170	24.692 4,146.198 49,754.380						25.186 4,229.149 50,749.790	25.690 4,313.779 51,765.350	26.461 4,443.243 53,318.915
	Admin. Secretary 3		MC06	1885	2015	Hourly 24.861 Monthly 4,174.576 Annual 50,094.915	25.532 4,287.248 51,446.980	26.235 4,405.294 52,863.525	26.936 4,523.003 54,276.040	27.671 4,646.422 55,757.065	28.439 4,775.382 57,304.585					29.008 4,870.927 58,451.120	29.589 4,968.486 59,621.835	30.477 5,117.596 61,411.155
	Administrative Assistant		MF77	1950	2015	Hourly 25.457 Monthly 4,274.655 Annual 51,295.855	26.141 4,389.510 52,674.115	26.847 4,508.059 54,096.705	27.571 4,629.630 55,555.565	28.319 4,755.232 57,062.785	29.091 4,884.864 58,618.365					29.672 4,982.423 59,789.080	30.266 5,082.166 60,985.990	31.174 5,234.634 62,815.610
	Administrative Officer (A03)		Code Needed	1885	2015	Hourly 28.618 Monthly 4,805.439 Annual 57,665.270	29.674 4,982.759 59,793.110	30.664 5,148.997 61,787.960	31.823 5,343.612 64,123.345	32.980 5,537.892 66,454.700	34.161 5,736.201 68,834.415					34.845 5,851.056 70,212.675	35.541 5,967.926 71,615.115	36.608 6,147.093 73,765.120
	Admitting Clerk		MF05	2015	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,989.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605	
	Admitting Officer - PIO		MF06	1950	2015	Hourly 23.132 Monthly 3,884.248 Annual 46,610.980	23.479 3,942.515 47,310.185	23.917 4,016.063 48,192.755	24.314 4,082.726 48,992.710	24.712 4,149.557 49,794.680					25.207 4,232.675 50,792.105	25.711 4,317.305 51,807.665	26.483 4,446.937 53,363.245	
23-55MDR1	C.S.R. Tech I	MDR Technician I	MF17	2015	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780				27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060	
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	2015	Hourly 19.497 Monthly 3,273.871 Annual 39,286.455	20.080 3,371.767 40,461.200	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.944 3,684.763 44,217.160	22.601 3,795.085 45,541.015				23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.220 4,066.942 48,803.300	
23-12H	Carpenter		MF08	2015	2015	Hourly 38.494 Monthly 6,463.784 Annual 77,565.410	39.649 6,657.728 79,892.735								40.442 6,790.886 81,490.630	41.251 6,926.730 83,120.765	42.488 7,134.443 85,613.320	
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155					22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450	
	Clerk I		MF09	1950	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015					23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,066.774 48,801.285	
	Clerk II		MC09	1885	2015	Hourly 21.032 Monthly 3,531.623 Annual 42,379.480	21.565 3,621.123 43,453.475	22.180 3,724.392 44,692.700	22.746 3,819.433 45,833.190	23.410 3,930.929 47,171.150					23.878 4,009.514 48,114.170	24.356 4,089.778 49,077.340	25.087 4,212.525 50,550.305	
	Clerk III		MF11	1950	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550					24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725	
	Clerk III-Bdn		MF06	1950	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625					25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
	Clerk IV		MF12	1950	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,989.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605	

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly 27.125 Monthly 4,554.740 Annual 54,656.875	28.067 4,712.917 56,555.005	29.056 4,878.987 58,547.840	30.025 5,041.698 60,500.375	31.151 5,230.772 62,769.265	32.204 5,407.588 64,891.060	33.356 5,601.028 67,212.340	34.397 5,775.830 69,309.955			35.085 5,891.356 70,696.275	35.787 6,009.234 72,110.805	36.861 6,189.576 74,274.915
	Community Health Facilitator		MC14	1885	2015	Hourly 24.861 Monthly 4,174.576 Annual 50,094.915	25.532 4,287.248 51,446.980	26.235 4,405.294 52,863.525	26.936 4,523.003 54,276.040	27.671 4,646.422 55,757.065	28.439 4,775.382 57,304.585					29.008 4,870.927 58,451.120	29.589 4,968.486 59,621.835	30.477 5,117.596 61,411.155
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly 20.460 Monthly 3,546.400 Annual 42,556.800	21.144 3,664.960 43,979.520	21.878 3,792.187 45,506.240	22.615 3,919.933 47,039.200	23.327 4,043.347 48,520.160	24.115 4,179.933 50,159.200					24.597 4,263.480 51,161.760	25.089 4,348.760 52,185.120	25.843 4,479.453 53,753.440
0	Control Systems Specialist		MF71	2015	2015	Hourly 46.089 Monthly 7,739.111 Annual 92,869.335										47.010 7,893.763 94,725.150	47.950 8,051.604 96,619.250	49.389 8,293.236 99,518.835
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015	23.278 3,908.764 46,905.170					23.743 3,986.845 47,842.145	24.218 4,066.606 48,799.270	24.945 4,188.681 50,264.175
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly 20.081 Monthly 3,480.707 Annual 41,768.480	20.687 3,585.747 43,028.960	21.305 3,692.867 44,314.400	21.942 3,803.280 45,639.360	22.601 3,917.507 47,010.080	23.278 4,034.853 48,418.240					23.743 4,115.453 49,385.440	24.218 4,197.787 50,733.440	24.945 4,323.800 51,885.600
23-52UC	Cook 1 - Ste Rose / Wpagois	Uncertified Cook	MF13	2015	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015	23.278 3,908.764 46,905.170					23.743 3,986.845 47,842.145	24.218 4,066.606 48,799.270	24.945 4,188.681 50,264.175
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly 23.012 Monthly 3,864.098 Annual 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500	26.677 4,479.513 53,754.155					27.210 4,569.013 54,828.150	27.755 4,660.527 55,926.325	28.587 4,800.234 57,602.805
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly 23.012 Monthly 3,864.098 Annual 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500	26.677 4,479.513 53,754.155					27.210 4,569.013 54,828.150	27.755 4,660.527 55,926.325	28.587 4,800.234 57,602.805
23-52C	Cook 2 AFM	Cook	CK2F	2080	2080	Hourly 23.012 Monthly 3,988.747 Annual 47,864.960	23.700 4,108.000 49,296.000	24.412 4,231.413 50,776.960	25.145 4,358.467 52,301.600	25.900 4,489.333 53,872.000	26.677 4,624.013 55,488.160					27.210 4,716.400 56,596.800	27.755 4,810.867 57,730.400	28.587 4,955.080 59,460.960
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly 23.012 Monthly 3,864.098 Annual 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500	26.677 4,479.513 53,754.155					27.210 4,569.013 54,828.150	27.755 4,660.527 55,926.325	28.587 4,800.234 57,602.805
23-52DS	Cook 3 AFM	Food Services Supervisor	CK3	2080	2080	Hourly 23.517 Monthly 4,076.280 Annual 48,915.360	24.226 4,199.173 50,390.080	24.952 4,325.013 51,900.160	25.700 4,454.667 53,456.000	26.470 4,588.133 55,057.600	27.264 4,725.760 56,709.120					27.809 4,820.227 57,842.720	28.365 4,916.600 58,999.200	29.216 5,064.107 60,769.280
	CPS Technician I		MF17	2015	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625					25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
	Cultural Facilitator		MC20	1950	2015	Hourly 22.676 Monthly 3,807.678 Annual 45,692.140	23.410 3,930.929 47,171.150	24.198 4,063.248 48,758.970	25.051 4,206.480 50,477.765	25.872 4,344.340 52,132.080	26.711 4,485.222 53,822.665					27.245 4,574.890 54,898.675	27.790 4,666.404 55,996.850	28.623 4,806.279 57,675.345
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155	22.320 3,712.805 44,553.665					22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.500 4,243.422 50,921.065					25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly 23.517 Monthly 3,948.896 Annual 47,386.755	24.226 4,067.949 48,815.390	24.952 4,189.857 49,785.500	25.700 4,315.458 51,785.500	26.470 4,444.754 53,337.050	27.264 4,578.080 54,936.960					27.809 4,669.595 56,035.135	28.365 4,762.956 57,155.475	29.216 4,905.853 58,870.240
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155	22.320 3,712.805 44,553.665					22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450
	Driver - Mobile Bus		MF68	2015	2015	Hourly 25.705 Monthly 4,316.298 Annual 51,795.575	26.476 4,445.762 53,349.140	27.269 4,578.920 54,947.035	28.090 4,716.779 56,601.350	28.931 4,857.997 58,295.965	29.794 5,002.909 60,034.910					30.390 5,102.988 61,235.850	30.999 5,205.249 62,462.985	31.929 5,361.411 64,336.935
	Driver I		MF22	2015	2015	Hourly 21.067 Monthly 3,537.500 Annual 42,450.005	21.698 3,643.456 43,721.470	22.349 3,752.770 45,033.235	23.020 3,865.442 46,385.300	23.710 3,981.304 47,775.650	24.422 4,100.861 49,210.330					24.910 4,182.804 50,193.650	25.408 4,266.427 51,197.120	26.170 4,394.379 52,732.550

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12E	Electrician		MF23	2015	2015	Hourly Monthly Annual	43,291 7,269,280 87,231,365	44,589 7,487,236 89,846,835								45,481 7,637,018 91,644,215	46,391 7,789,822 93,477,865	47,782 8,023,394 96,280,730
23-93B	Engineer 2	Power Engineer 2nd Class	MF24	2015	2080	Hourly Monthly Annual	49,629 8,602,360 103,228,320	50,622 8,774,480 105,293,760								51,634 8,949,893 107,398,720	52,667 9,128,947 109,547,360	54,247 9,402,813 112,833,760
23-93D	Engineer 4th Class	Power Engineer 4th Class	MF26	2015	2080	Hourly Monthly Annual	37,580 6,513,867 78,166,400	39,560 6,857,067 82,284,800								40,351 6,994,173 83,930,080	41,158 7,134,053 85,608,640	42,393 7,348,120 88,177,440
23-93E	Engineer 5th Class	Power Engineer 5th Class	MF27	2015	2080	Hourly Monthly Annual	30,123 5,221,320 62,655,840	30,728 5,326,187 63,914,240								31,343 5,432,787 65,193,440	31,970 5,541,467 66,497,600	32,928 5,707,520 68,490,240
23-53HA	Environmental Services Aide	Housekeeping Aide	Code Needed	2015	2015	Hourly Monthly Annual	19,259 3,233,907 38,806,885	19,839 3,331,299 39,975,585	20,434 3,431,209 41,174,510	21,046 3,533,974 42,407,690	21,677 3,639,930 43,679,155					22,111 3,712,805 44,553,665	22,553 3,787,025 45,444,295	23,230 3,900,704 46,808,450
I	Health Records Technician		Code Needed	1950	2015	Hourly Monthly Annual	34,439 5,782,882 69,394,585	35,475 5,956,844 71,482,125	36,539 6,135,507 73,626,085	37,633 6,319,208 75,830,495	38,764 6,509,122 78,109,460	39,929 6,704,745 80,456,935				40,727 6,838,742 82,064,905	41,542 6,975,594 83,707,130	42,788 7,184,818 86,217,820
	Home Care Resource Coordinator		Code Needed	1885	2015	Hourly Monthly Annual	28,422 4,772,528 57,270,330	29,400 4,936,750 59,241,000	30,455 5,113,902 61,366,825	31,468 5,284,002 63,408,020	32,634 5,479,793 65,757,510	33,751 5,667,355 68,008,265	34,966 5,871,374 70,456,490	36,036 6,051,045 72,612,540		36,757 6,172,113 74,065,355	37,491 6,295,364 75,544,365	38,821 6,484,438 77,813,255
23-53HSW	Home Support Worker	Home Support Worker	Code Needed	2080	2080	Hourly Monthly Annual	19,259 3,338,227 40,058,720	19,839 3,438,760 41,265,120	20,434 3,541,893 42,502,720	21,046 3,647,973 43,775,680	21,677 3,757,347 45,088,160				22,111 3,832,573 45,990,880	22,553 3,909,187 46,910,240	23,230 4,026,533 48,318,400	
23-53HALH	Housekeeping/Laundry Supervisor	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly Monthly Annual	22,012 3,696,182 44,354,180	22,672 3,807,007 45,684,080	23,351 3,921,022 47,052,265	24,053 4,038,900 48,466,795	24,775 4,160,135 49,921,625				25,271 4,243,422 50,921,065	25,776 4,328,220 51,938,640	26,549 4,458,020 53,496,235	
23-53HA	Housekeeping Aide	Housekeeping Aide	MF32	2015	2015	Hourly Monthly Annual	19,259 3,233,907 38,806,885	19,839 3,331,299 39,975,585	20,434 3,431,209 41,174,510	21,046 3,533,974 42,407,690	21,677 3,639,930 43,679,155				22,111 3,712,805 44,553,665	22,553 3,787,025 45,444,295	23,230 3,900,704 46,808,450	
23-53HALH	Housekeeping Supervisor	Housekeeping Lead Hand	MF60	2015	2015	Hourly Monthly Annual	22,012 3,696,182 44,354,180	22,672 3,807,007 45,684,080	23,351 3,921,022 47,052,265	24,053 4,038,900 48,466,795	24,775 4,160,135 49,921,625				25,271 4,243,422 50,921,065	25,776 4,328,220 51,938,640	26,549 4,458,020 53,496,235	
23-53HS	Housekeeping Supervisor - Wpsqosis	Housekeeping Supervisor	SDSV	2015	2015	Hourly Monthly Annual	23,517 3,948,896 47,386,755	24,226 4,067,949 48,815,390	24,952 4,189,857 50,278,280	25,700 4,315,458 51,785,500	26,470 4,444,754 53,337,050	27,264 4,578,080 54,936,960				27,809 4,669,595 56,035,135	28,365 4,762,956 57,155,475	29,216 4,905,853 58,870,240
23-53HALH	Housekeeping Team Leader	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly Monthly Annual	22,012 3,696,182 44,354,180	22,672 3,807,007 45,684,080	23,351 3,921,022 47,052,265	24,053 4,038,900 48,466,795	24,775 4,160,135 49,921,625				25,271 4,243,422 50,921,065	25,776 4,328,220 51,938,640	26,549 4,458,020 53,496,235	
	Housing Developer (Housing Resource Wrkr)		MC24	2080	2080	Hourly Monthly Annual	22,676 3,930,507 47,166,080	23,410 4,057,733 48,692,800	24,198 4,194,320 50,331,840	25,051 4,342,173 52,106,080	25,872 4,484,480 53,813,760	26,711 4,629,907 55,558,880				27,245 4,722,467 56,669,600	27,790 4,816,933 57,803,200	28,623 4,961,320 59,535,840
	Institutional Safety Officer (ISO)		Code Needed	2015	2015	Hourly Monthly Annual	35,387 5,942,067 71,304,805	36,449 6,120,395 73,444,735	37,542 6,303,928 75,647,130	38,668 6,493,002 77,916,020	39,829 6,687,953 80,255,435	41,022 6,888,278 82,659,330				41,842 7,025,969 84,311,630	42,678 7,166,348 85,996,170	43,959 7,381,449 88,577,385
23-54LA	Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly Monthly Annual	19,259 3,233,907 38,806,885	19,839 3,331,299 39,975,585	20,434 3,431,209 41,174,510	21,046 3,533,974 42,407,690	21,677 3,639,930 43,679,155				22,111 3,712,805 44,553,665	22,553 3,787,025 45,444,295	23,230 3,900,704 46,808,450	
23-54LA2	Laundry Attendant 3	Laundry Aide 2	MF34	2015	2015	Hourly Monthly Annual	20,687 3,473,692 41,684,305	21,305 3,577,465 42,929,575	21,942 3,684,428 44,213,130	22,601 3,795,085 45,541,015	23,278 3,908,764 46,905,170				23,744 3,987,013 47,844,160	24,219 4,066,774 48,801,285	24,946 4,188,849 50,266,190	
23-54LA2	Laundry Equipment Operator 1	Laundry Aide 2	MF34	2015	2015	Hourly Monthly Annual	20,687 3,473,692 41,684,305	21,305 3,577,465 42,929,575	21,942 3,684,428 44,213,130	22,601 3,795,085 45,541,015	23,278 3,908,764 46,905,170				23,744 3,987,013 47,844,160	24,219 4,066,774 48,801,285	24,946 4,188,849 50,266,190	
23-54LA2	Laundry Equipment Operator 2 - PIO	Laundry Aide 2	MF35	2015	2015	Hourly Monthly Annual	20,687 3,473,692 41,684,305	21,305 3,577,465 42,929,575	21,942 3,684,428 44,213,130	22,601 3,795,085 45,541,015	23,278 3,908,764 46,905,170				23,744 3,987,013 47,844,160	24,219 4,066,774 48,801,285	24,946 4,188,849 50,266,190	
23-54LALH	Laundry Supervisor	Laundry Aide Lead Hand	Code Needed	2015	2015	Hourly Monthly Annual	22,012 3,696,182 44,354,180	22,672 3,807,007 45,684,080	23,351 3,921,022 47,052,265	24,053 4,038,900 48,466,795	24,775 4,160,135 49,921,625				25,271 4,243,422 50,921,065	25,776 4,328,220 51,938,640	26,549 4,458,020 53,496,235	

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly 22.012	22.672	23.351	24.053	24.775						25.271	25.776	26.549
						Monthly 3,696.182	3,807.007	3,921.022	4,038.900	4,160.135						4,243.422	4,328.220	4,458.020
						Annual 44,354.180	45,684.080	47,052.265	48,466.795	49,921.625						50,921.065	51,938.640	53,496.235
23-54LA	Linen / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly 3,233.907	3,331.299	3,431.209	3,533.974	3,639.930						3,712.805	3,787.025	3,900.704
						Annual 38,806.885	39,975.585	41,174.510	42,407.690	43,679.155						44,553.665	45,444.295	46,808.450
23-54LA	Linen / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly 19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly 3,233.907	3,331.299	3,431.209	3,533.974	3,639.930						3,712.805	3,787.025	3,900.704
						Annual 38,806.885	39,975.585	41,174.510	42,407.690	43,679.155						44,553.665	45,444.295	46,808.450
23-54LA	Linen Aide	Laundry Aide	MF37	2015	2015	Hourly 19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly 3,233.907	3,331.299	3,431.209	3,533.974	3,639.930						3,712.805	3,787.025	3,900.704
						Annual 38,806.885	39,975.585	41,174.510	42,407.690	43,679.155						44,553.665	45,444.295	46,808.450
23-54LA	Linen Aide II	Laundry Aide	MF37	2015	2015	Hourly 19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly 3,233.907	3,331.299	3,431.209	3,533.974	3,639.930						3,712.805	3,787.025	3,900.704
						Annual 38,806.885	39,975.585	41,174.510	42,407.690	43,679.155						44,553.665	45,444.295	46,808.450
23-54LA	Linen Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly 19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly 3,233.907	3,331.299	3,431.209	3,533.974	3,639.930						3,712.805	3,787.025	3,900.704
						Annual 38,806.885	39,975.585	41,174.510	42,407.690	43,679.155						44,553.665	45,444.295	46,808.450
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly 35.694	36.765									37.501	38.251	39.398
						Monthly 5,993.618	6,173.456									6,297.043	6,422.980	6,615.581
						Annual 71,923.410	74,081.475									75,564.515	77,075.765	79,386.970
	Maintenance I - PIO		MF58	2015	2015	Hourly 26.033										26.554	27.085	27.898
						Monthly 4,371.375										4,458.859	4,548.023	4,684.539
						Annual 52,456.495										53,506.310	54,576.275	56,214.470
	Maintenance Worker I		MF29	2015	2015	Hourly 20.284	20.892	21.521	22.165	22.831						23.288	23.754	24.467
						Monthly 3,406.022	3,508.115	3,613.735	3,721.873	3,833.705						3,910.443	3,988.693	4,108.417
						Annual 40,872.260	42,097.380	43,364.815	44,662.475	46,004.465						46,925.320	47,864.310	49,301.005
	Maintenance Worker II		MF59	2015	2015	Hourly 22.320	22.992	23.681	24.392	25.123						25.625	26.138	26.922
						Monthly 3,747.900	3,860.740	3,976.435	4,095.823	4,218.570						4,302.885	4,389.006	4,520.653
						Annual 44,974.800	46,328.880	47,717.215	49,149.880	50,622.845						51,634.275	52,668.070	54,247.830
	Material Management Aide		MF41	2015	2015	Hourly 21.370	22.012	22.672	23.351	24.053	24.775					25.270	25.776	26.550
						Monthly 3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135					4,243.254	4,328.220	4,458.188
						Annual 43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625					50,919.050	51,938.640	53,496.250
	Material Management Technician		MF82	2015	2015	Hourly 20.205	20.810	21.435	22.079	22.741	23.421					23.889	24.367	25.098
						Monthly 3,392.756	3,494.346	3,599.294	3,707.432	3,818.593	3,932.776					4,011.361	4,091.625	4,214.373
						Annual 40,713.075	41,932.150	43,191.525	44,489.185	45,823.115	47,193.315					48,136.335	49,099.505	50,572.470
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly 19.497	20.080	20.687	21.305	21.944	22.601					23.053	23.514	24.220
						Monthly 3,273.871	3,371.767	3,473.692	3,577.465	3,684.763	3,795.085					3,870.983	3,948.393	4,066.942
						Annual 39,286.455	40,461.200	41,684.305	42,929.575	44,217.160	45,541.015					46,451.795	47,380.710	48,803.300
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly 23.507	24.214	24.939	25.685	26.458	27.252					27.797	28.353	29.204
						Monthly 3,947.217	4,065.934	4,187.674	4,312.940	4,442.739	4,576.065					4,667.580	4,760.941	4,903.838
						Annual 47,366.605	48,791.210	50,252.085	51,755.275	53,312.870	54,912.780					56,010.955	57,131.295	58,846.060
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly 24.577	25.312	26.071	26.854	27.660	28.491					29.061	29.642	30.531
						Monthly 4,126.888	4,250.307	4,377.755	4,509.234	4,644.575	4,784.114					4,879.826	4,977.386	5,126.664
						Annual 49,522.655	51,003.680	52,533.065	54,110.810	55,734.900	57,409.385					58,557.915	59,728.630	61,519.965
I	Medical Records Technician II		Code Needed	2015	2015	Hourly 34.439	35.475	36.539	37.633	38.764	39.929					40.727	41.542	42.788
						Monthly 5,782.882	5,956.844	6,135.507	6,319.208	6,509.122	6,704.745					6,838.742	6,975.594	7,184.818
						Annual 69,394.585	71,482.125	73,626.085	75,830.495	78,109.460	80,456.935					82,064.905	82,707.130	86,217.820
	Medical Transcriptionist I		MF44	2015	2015	Hourly 22.393	23.063	23.757	24.470	25.204						25.708	26.222	27.009
						Monthly 3,760.158	3,872.662	3,989.196	4,108.921	4,232.172						4,316.802	4,403.111	4,535.261
						Annual 45,121.895	46,471.945	47,870.355	49,307.050	50,786.060						51,801.620	52,837.330	54,423.135
23-52D5	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly 23.517	24.226	24.952	25.700	26.470	27.264					27.809	28.365	29.216
						Monthly 3,948.896	4,067.949	4,189.857	4,315.458	4,444.754	4,578.080					4,669.595	4,762.956	4,905.853
						Annual 47,386.755	48,815.390	50,278.280	51,785.500	53,337.050	54,936.960					56,035.135	57,155.475	58,870.240
	Office Assistant- AFM (0A2)		MFA2	1885	2015	Hourly 23.828	24.435	25.131	25.783	26.525	27.357					27.905	28.463	29.317
						Monthly 4,001.118	4,103.044	4,219.914	4,329.395	4,453.990	4,593.696					4,685.715	4,779.412	4,922.813
						Annual 48,013.420	49,236.525	50,638.965	51,952.745	53,447.875	55,124.355					56,228.575	57,352.945	59,073.755
	Office Assistant- AFM (0A3)		MFA3	1885	2015	Hourly 25.873	26.594	27.302	28.022	28.866	29.674					30.268	30.873	31.799
						Monthly 4,344.508	4,465.576	4,584.461	4,705.361	4,847.083	4,982.759					5,082.502	5,184.091	5,339.582
						Annual 52,134.095	53,586.910	55,013.530	56,464.330	58,164.990	59,793.110					60,990.020	62,209.095	64,074.985

Standard Grp No.	Employer Classification	Standardized Title	Job/Dcc Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12G	Painter / Decorator		Code Needed	2015	2015	Hourly 36.151 6,070.355 Annual 72,844.265	37.235 6,252.377 75,028.525									37.979 6,377.307 76,527.685	38.739 6,504.924 78,059.085	39.901 6,700.043 80,400.515
	Palliative Care Coordinator		Code Needed	1885	2015	Hourly 37.274 6,258.926 Annual 75,107.110	38.534 6,470.501 77,646.010	39.971 6,711.797 80,541.565	41.392 6,950.407 83,404.880	42.933 7,209.166 86,509.995	44.533 7,477.833 89,733.995	46.268 7,769.168 93,230.020	48.055 8,069.235 96,830.825	49.926 8,383.408 100,600.890	51.393 8,629.741 103,556.895	53.469 8,802.360 106,628.315	55.073 8,978.336 107,740.035	57.075 9,247.675 110,972.095
	Patient Representative		MT57	2015	2015	Hourly 37.273 6,258.758 Annual 75,105.095	38.532 6,470.165 77,641.980	39.968 6,711.293 80,535.520	41.390 6,950.071 83,400.850	42.933 7,209.166 86,509.995	44.532 7,477.665 89,731.980	46.266 7,768.833 93,225.990	48.054 8,069.068 96,828.810			49.015 8,230.435 98,765.225	49.995 8,394.994 100,739.925	51.495 8,646.869 103,762.425
	Pharmacy Aide - Ste Rose		MF46	2015	2015	Hourly 18.374 3,085.301 Annual 37,023.610	18.924 3,177.655 38,131.860	19.493 3,273.200 39,278.395	20.075 3,370.927 40,451.125	20.680 3,472.517 41,670.200	21.300 3,576.625 42,919.500					21.726 3,648.158 43,777.890	22.161 3,721.201 44,654.415	22.826 3,832.866 45,994.390
23-12F	Plumber		MF47	2015	2015	Hourly 43.291 7,269.280 Annual 87,231.365	44.589 7,487.236 89,846.835									45.481 7,637.018 91,644.215	46.391 7,789.822 93,477.865	47.782 8,023.394 96,280.730
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly 19.259 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155						22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly 49.629 8,602.360 Annual 103,228.320	50.622 8,774.480 105,293.760									51.634 8,949.893 107,398.720	52.667 9,128.947 109,547.360	54.247 9,402.813 112,833.760
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly 40.508 7,021.387 Annual 84,256.640	42.640 7,390.933 88,691.200									43.493 7,538.787 90,465.440	44.363 7,689.587 92,275.040	45.694 7,920.293 95,043.520
	Protection Officer		MF70	2015	2015	Hourly 20.596 3,458.412 Annual 41,500.940	21.212 3,561.848 42,742.180	21.849 3,668.811 44,025.735	22.504 3,778.797 45,345.560	23.180 3,892.308 46,707.700	23.875 4,009.010 48,108.125					24.353 4,089.275 49,071.295	24.840 4,171.050 50,052.600	25.585 4,296.148 51,553.775
	Purchasing Agent		MF87	1950	2015	Hourly 23.350 3,920.854 Annual 47,050.250	24.288 4,078.360 48,940.320	25.265 4,242.415 50,908.975	26.191 4,397.905 52,774.865	27.308 4,585.468 55,025.620	28.389 4,766.986 57,203.835	29.565 4,964.456 59,573.475	30.729 5,159.911 61,918.935			31.344 5,263.180 63,158.160	31.971 5,368.464 64,421.565	32.929 5,529.328 66,351.935
	Purchasing Buyer		MF69	2015	2015	Hourly 23.984 4,027.313 Annual 48,327.760	24.704 4,148.213 49,778.560	25.446 4,272.808 51,273.690	26.209 4,400.928 52,811.135	26.996 4,533.078 54,396.940	27.806 4,669.091 56,029.090					28.362 4,762.453 57,149.430	28.929 4,857.661 58,291.935	29.798 5,003.581 60,042.970
	Refrigeration / Air Cond, Mechanic		MF48	2015	2015	Hourly 46.089 7,739.111 Annual 92,869.335										47.010 7,893.763 94,725.150	47.950 8,051.604 96,619.250	49.389 8,292.236 99,518.835
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly 18.699 3,139.874 Annual 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155					22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.229 3,900.536 46,806.435
	Secretary II		MF89	1950	2015	Hourly 22.802 3,828.836 Annual 45,946.030	23.486 3,943.691 47,324.290	24.190 4,061.904 48,742.850	24.917 4,183.980 50,207.755	25.664 4,309.413 51,712.960	26.432 4,438.373 53,260.480					26.962 4,527.369 54,328.430	27.501 4,617.876 55,414.515	28.326 4,756.408 57,076.890
	Secretary Medical		MF90	1950	2015	Hourly 22.393 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060						25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
	Security Officer - Qualified Person (QP)		QP50	2015	2015	Hourly 22.456 3,770.737 Annual 45,248.840	23.201 3,895.835 46,750.015	23.993 4,028.825 48,345.895	24.806 4,165.341 49,984.090	25.653 4,307.566 51,690.795	26.523 4,453.654 53,443.845	27.055 4,542.985 54,515.825				27.597 4,633.996 55,607.955	28.148 4,726.518 56,718.220	28.993 4,868.408 58,420.895
	Service Worker II - PIO		MX13	2015	2015	Hourly 23.185 3,893.148 Annual 46,717.775	23.818 3,999.439 47,993.270	24.457 4,106.738 49,280.855	25.147 4,222.600 50,671.205	25.895 4,348.202 52,178.425	26.589 4,464.736 53,576.835					27.121 4,554.068 54,648.815	27.663 4,645.079 55,740.945	28.494 4,784.618 57,415.410
	Slating Clerk		MF66	1950	2015	Hourly 22.342 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
	Staffing Clerk		MF50	2015	2015	Hourly 22.767 3,822.959 Annual 45,875.505	23.453 3,938.150 47,257.795	24.154 4,055.859 48,670.310	24.883 4,178.270 50,139.245	25.627 4,303.200 51,638.405	26.398 4,432.664 53,191.970					26.926 4,521.324 54,255.890	27.464 4,611.663 55,339.960	28.288 4,750.027 57,000.320
	Stores Clerk		MF51	2015	2015	Hourly 21.370 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625					25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year			
	Stores Lead Hand		MF57	2015	2015	Hourly	22,571	23,246	23,947	24,664	25,404	26,165				26,688	27,222	28,038			
						Monthly	3,790.047	3,903.351	4,021.100	4,141.407	4,265.755	4,393.340				4,481.360	4,571.028	4,708.048			
						Annual	45,480.565	46,840.680	48,253.205	49,697.960	51,189.060	52,722.445				53,776.320	54,852.330	56,496.570			
	Storeskeeper		MF92	2015	2015	Hourly	22,342	23,012	23,700	24,412	25,145	25,900				26,418	26,946	27,755			
						Monthly	3,751.394	3,864.098	3,979.625	4,099.182	4,222.265	4,349.042				4,436.023	4,524.683	4,660.527			
						Annual	45,019.130	46,369.180	47,755.500	49,190.180	50,667.115	52,188.500				53,232.270	54,296.190	55,926.325			
23-52DS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly	23,517	24,226	24,952	25,700	26,470	27,264				27,809	28,365	29,216			
						Monthly	3,948.896	4,067.949	4,189.857	4,315.458	4,444.754	4,578.080				4,669.395	4,762.956	4,905.853			
						Annual	47,386.755	48,815.390	50,278.280	51,785.500	53,337.050	54,936.960				56,033.135	57,155.475	58,870.240			
	Support Services to Seniors		Code Needed	1885	2015	Hourly	21,519									21,949	22,388	23,060			
						Monthly	3,613.399												3,685.603	3,759.318	3,872.158
						Annual	43,360.785												44,227.235	45,111.870	46,465.900
	Switchboard Operator		Code Needed	1950	2015	Hourly	20,251	20,861	21,485	22,128	22,794	23,478				23,948	24,427	25,159			
						Monthly	3,400.480	3,502.910	3,607.690	3,715.660	3,827.493	3,942.348				4,021.268	4,101.700	4,224.615			
						Annual	40,805.765	42,034.915	43,292.275	44,587.920	45,929.910	47,308.170				48,255.220	49,220.405	50,695.385			
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly	42,904									43,762	44,638	45,977			
						Monthly	7,148.369												7,290.775	7,495.464	7,770.305
						Annual	86,451.560												88,180.420	89,945.570	92,643.655
	TV Representative		MF93	1950	2015	Hourly	16,294									16,620	16,953	17,481			
						Monthly	2,736.034												2,790.775	2,846.691	2,931.993
						Annual	32,832.410												33,489.300	34,160.295	35,183.915
	Unit Clerk		Code Needed	2015	2015	Hourly	21,370	22,012	22,672	23,351	24,053	24,775				25,270	25,776	26,550			
						Monthly	3,569.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,213.254	4,328.220	4,458.188			
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.295	49,921.625				50,919.050	51,938.640	53,498.250			
	Volunteer Coordinator		MF65	2015	2015	Hourly	22,981	23,668	24,378	25,111	25,863	26,639				27,172	27,716	28,547			
						Monthly	3,838.893	3,974.252	4,093.473	4,216.555	4,342.829	4,473.132				4,562.672	4,653.978	4,793.517			
						Annual	46,306.715	47,691.020	49,121.670	50,598.665	52,113.945	53,677.585				54,751.380	55,847.740	57,522.205			
	Ward Clerk		MG07	2015	2015	Hourly	21,370	22,012	22,672	23,351	24,053	24,775				25,270	25,776	26,550			
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.254	4,328.220	4,458.188			
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.295	49,921.625				50,919.050	51,938.640	53,498.250			
	Ward Process Operator		MF95	1950	2015	Hourly	21,064	21,695	22,345	23,016	23,705	24,418				24,906	25,404	26,166			
						Monthly	3,536.997	3,642.952	3,752.098	3,864.770	3,980.465	4,100.189				4,182.133	4,265.755	4,393.708			
						Annual	42,443.960	43,715.425	45,025.175	46,377.240	47,765.575	49,202.270				50,185.390	51,189.060	52,724.490			

Effective September 30, 2025

A1. Effective September 30, 2025

Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Accounting Office Clerk - St Rose Hosp		Code Needed	2015	2015	Hourly 23.574	24.266	24.982	25.718	26.476	27.255					27.800	28.356	29.207
						Monthly 3,958.468	4,074.666	4,194.894	4,318.481	4,445.762	4,576.569					4,668.083	4,761.445	4,904.342
						Annual 47,501.610	48,895.990	50,338.730	51,821.770	53,349.140	54,918.825					56,017.000	57,137.340	58,852.105
	Admin, Secretary 1		Code Needed	1885	2015	Hourly 20.167	20.730	21.280	21.842							22.279	22.725	23.407
						Monthly 3,386.375	3,480.913	3,573.267	3,667.636							3,741.015	3,815.906	3,930.425
						Annual 40,636.505	41,770.950	42,879.200	44,011.630							44,892.185	45,790.875	47,165.105
	Admin, Secretary 2		MC05	1885	2015	Hourly 22.766	23.330	23.910	24.578	25.192						25.696	26.210	26.996
						Monthly 3,822.791	3,917.496	4,014.888	4,127.056	4,230.157						4,314.787	4,401.096	4,533.078
						Annual 45,873.490	47,009.950	48,178.650	49,524.670	50,761.880						51,777.440	52,813.150	54,396.940
	Admin, Secretary 3		MC06	1885	2015	Hourly 25.311	25.982	26.685	27.386	28.121	28.889					29.467	30.056	30.958
						Monthly 4,250.139	4,362.811	4,480.856	4,598.566	4,721.985	4,850.945					4,948.000	5,046.903	5,198.264
						Annual 51,001.665	52,353.730	53,770.275	55,182.790	56,663.815	58,211.335					59,376.005	60,562.840	62,380.370
	Administrative Assistant		MF77	1950	2015	Hourly 25.907	26.591	27.297	28.021	28.769	29.541					30.132	30.735	31.657
						Monthly 4,350.217	4,465.072	4,583.621	4,705.193	4,830.795	4,960.426					5,059.665	5,160.919	5,315.738
						Annual 52,202.605	53,580.865	55,003.455	56,462.315	57,969.535	59,525.115					60,715.980	61,931.025	63,788.855
	Administrative Officer (A03)		Code Needed	1885	2015	Hourly 29.068	30.124	31.114	32.273	33.430	34.611					35.303	36.009	37.089
						Monthly 4,881.002	5,058.322	5,224.559	5,419.175	5,613.454	5,811.764					5,927.962	6,046.511	6,227.861
						Annual 58,572.020	60,699.860	62,694.710	65,030.095	67,361.450	69,741.165					71,135.545	72,558.135	74,734.335
	Admitting Clerk		MF05	2015	2015	Hourly 22.976	23.649	24.344	25.059	25.795						26.311	26.837	27.642
						Monthly 3,858.053	3,971.061	4,087.763	4,207.824	4,331.410						4,418.055	4,506.380	4,641.553
						Annual 46,296.640	47,652.735	49,053.160	50,493.885	51,976.925						53,016.665	54,076.555	55,698.630
	Admitting Officer - PIO		MF06	1950	2015	Hourly 23.582	23.929	24.367	24.764	25.162	26.178					26.665	27.178	28.333
						Monthly 3,959.811	4,018.078	4,091.625	4,158.288	4,225.119	4,309.581					4,395.526	4,439.723	4,527.537
						Annual 47,517.730	48,216.935	49,099.505	49,899.460	50,701.430	51,714.975					52,748.670	53,330.445	54,330.445
23-55MDR1	C.S.R. Tech I	MDR Technician I	MF17	2015	2015	Hourly 23.957	24.664	25.389	26.135	26.908	27.702					28.256	28.821	29.686
						Monthly 4,022.780	4,141.497	4,263.236	4,388.502	4,518.302	4,651.628					4,744.653	4,839.526	4,984.774
						Annual 48,273.355	49,697.960	51,158.835	52,662.025	54,219.620	55,819.530					56,935.840	58,074.315	59,817.290
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	2015	Hourly 19.947	20.530	21.137	21.755	22.394	23.051					23.512	23.982	24.701
						Monthly 3,349.434	3,447.329	3,549.255	3,653.027	3,760.326	3,870.647					3,948.057	4,026.978	4,147.710
						Annual 40,193.205	41,367.950	42,591.055	43,836.325	45,123.910	46,447.765					47,376.680	48,323.730	49,772.515
23-12H	Carpenter		MF08	2015	2015	Hourly 38.944	40.099									40.901	41.719	42.971
						Monthly 6,539.347	6,733.290									6,867.960	7,005.315	7,215.547
						Annual 78,472.160	80,799.485									82,415.515	84,063.785	86,586.565
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	2015	Hourly 19.759	20.339	20.934	21.546	22.177						22.621	23.073	23.765
						Monthly 3,317.865	3,415.257	3,515.168	3,617.933	3,723.888						3,798.443	3,874.341	3,990.540
						Annual 39,814.385	40,983.085	42,182.010	43,415.190	44,686.655						45,581.315	46,492.095	47,886.475
	Clerk I		MF09	1950	2015	Hourly 20.581	21.187	21.805	22.442	23.101						23.563	24.034	24.755
						Monthly 3,455.893	3,557.650	3,661.423	3,768.386	3,879.043						3,956.620	4,035.709	4,156.777
						Annual 41,470.715	42,691.805	43,937.075	45,220.630	46,548.515						47,479.445	48,428.510	49,881.325
	Clerk II		MC09	1885	2015	Hourly 21.532	22.065	22.680	23.246	23.910						24.388	24.876	25.622
						Monthly 3,615.582	3,705.081	3,808.350	3,903.391	4,014.888						4,095.152	4,177.095	4,302.361
						Annual 43,386.980	44,460.975	45,700.200	46,840.690	48,178.650						49,141.820	50,125.140	51,628.330
	Clerk III		MF11	1950	2015	Hourly 22.153	22.802	23.470	24.161	24.870						25.367	25.874	26.650
						Monthly 3,719.858	3,828.836	3,941.004	4,057.035	4,176.088						4,259.542	4,344.676	4,474.979
						Annual 44,638.295	45,946.030	47,292.050	48,684.415	50,113.050						51,114.505	52,136.110	53,699.750
	Clerk III-Bdn		MF96	1950	2015	Hourly 22.512	23.172	23.851	24.553	25.275						25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094						4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125						51,948.715	52,988.455	54,578.290
	Clerk IV		MF12	1950	2015	Hourly 22.976	23.649	24.344	25.059	25.795						26.311	26.837	27.642
						Monthly 3,858.053	3,971.061	4,087.763	4,207.824	4,331.410						4,418.055	4,506.380	4,641.553
						Annual 46,296.640	47,652.735	49,053.160	50,493.885	51,976.925						53,016.665	54,076.555	55,698.630

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly 27.575	28.517	29.506	30.475	31.601	32.654	33.806	34.847			35.544	36.255	37.343
						Monthly 4,630.302	4,788.480	4,954.549	5,117.260	5,306.335	5,483.151	5,676.591	5,851.392			5,968.430	6,087.819	6,270.512
						Annual 55,563.625	57,461.755	59,454.590	61,407.125	63,676.015	65,797.810	68,119.090	70,216.705			71,621.160	73,053.825	75,246.145
	Community Health Facilitator		MC14	1885	2015	Hourly 25.311	25.982	26.685	27.386	28.121	28.889					29.467	30.056	30.958
						Monthly 4,250.139	4,362.811	4,480.856	4,598.566	4,721.985	4,850.945					4,948.000	5,046.903	5,198.364
						Annual 51,001.665	52,353.730	53,770.275	55,182.790	56,663.815	58,211.335					59,376.005	60,562.840	62,380.370
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly 20.910	21.594	22.328	23.065	23.777	24.565					25.056	25.557	26.324
						Monthly 3,624.400	3,742.960	3,870.187	3,997.933	4,121.347	4,257.933					4,343.040	4,429.880	4,562.827
						Annual 43,492.800	44,915.520	46,442.240	47,975.200	49,456.160	51,095.200					52,116.480	53,158.560	54,753.920
Q	Control Systems Specialist		MF71	2015	2015	Hourly 46.539										47.470	48.419	49.872
						Monthly 7,814.674										7,971.004	8,130.357	8,374.340
						Annual 93,776.085										95,652.050	97,564.285	100,492.080
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly 20.531	21.137	21.755	22.392	23.051	23.728					24.203	24.687	25.428
						Monthly 3,447.497	3,549.255	3,653.027	3,759.990	3,870.647	3,984.327					4,064.087	4,145.359	4,269.785
						Annual 41,369.965	42,591.055	43,836.325	45,119.880	46,447.765	47,811.920					48,769.045	49,744.305	51,237.420
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly 20.531	21.137	21.755	22.392	23.051	23.728					24.203	24.687	25.428
						Monthly 3,558.707	3,663.747	3,770.867	3,881.280	3,995.507	4,112.853					4,195.187	4,279.080	4,407.520
						Annual 42,704.480	43,964.960	45,250.400	46,575.360	47,946.080	49,354.240					50,342.240	51,348.960	52,890.240
23-52UC	Cook 1 - Ste Rose / Wpopsis	Uncertified Cook	MF13	2015	2015	Hourly 20.531	21.137	21.755	22.392	23.051	23.728					24.203	24.687	25.428
						Monthly 3,447.497	3,549.255	3,653.027	3,759.990	3,870.647	3,984.327					4,064.087	4,145.359	4,269.785
						Annual 41,369.965	42,591.055	43,836.325	45,119.880	46,447.765	47,811.920					48,769.045	49,744.305	51,237.420
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly 23.462	24.150	24.862	25.595	26.350	27.127					27.670	28.223	29.070
						Monthly 3,939.661	4,055.188	4,174.744	4,297.827	4,424.604	4,555.075					4,646.254	4,739.112	4,881.338
						Annual 47,275.930	48,662.250	50,096.930	51,573.925	53,095.250	54,660.905					55,755.050	56,869.345	58,576.050
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly 23.462	24.150	24.862	25.595	26.350	27.127					27.670	28.223	29.070
						Monthly 3,939.661	4,055.188	4,174.744	4,297.827	4,424.604	4,555.075					4,646.254	4,739.112	4,881.338
						Annual 47,275.930	48,662.250	50,096.930	51,573.925	53,095.250	54,660.905					55,755.050	56,869.345	58,576.050
23-52C	Cook 2 AFM	Cook	CK2F	2080	2080	Hourly 23.462	24.150	24.862	25.595	26.350	27.127					27.670	28.223	29.070
						Monthly 4,066.747	4,186.000	4,309.413	4,436.467	4,567.233	4,702.013					4,796.133	4,891.987	5,038.800
						Annual 48,800.960	50,232.000	51,712.960	53,237.600	54,808.000	56,424.160					57,553.600	58,703.840	60,465.600
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly 23.462	24.150	24.862	25.595	26.350	27.127					27.670	28.223	29.070
						Monthly 3,939.661	4,055.188	4,174.744	4,297.827	4,424.604	4,555.075					4,646.254	4,739.112	4,881.338
						Annual 47,275.930	48,662.250	50,096.930	51,573.925	53,095.250	54,660.905					55,755.050	56,869.345	58,576.050
23-52DS	Cook 3 AFM	Food Services Supervisor	CK3	2080	2080	Hourly 23.967	24.676	25.402	26.150	26.920	27.714					28.268	28.833	29.698
						Monthly 4,154.280	4,277.173	4,403.013	4,532.667	4,666.133	4,803.760					4,899.787	4,997.720	5,147.653
						Annual 49,851.360	51,326.080	52,836.160	54,392.000	55,993.600	57,645.120					58,797.440	59,972.640	61,771.840
	CPS Technician I		MF17	2015	2015	Hourly 21.820	22.462	23.122	23.801	24.503	25.225					25.730	26.245	27.032
						Monthly 3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698					4,320.496	4,406.973	4,539.123
						Annual 43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375					51,845.950	52,883.675	54,469.480
	Cultural Facilitator		MC20	1950	2015	Hourly 23.126	23.860	24.648	25.501	26.322	27.161					27.704	28.258	29.106
						Monthly 3,883.241	4,006.492	4,138.810	4,282.043	4,419.903	4,560.785					4,651.963	4,744.989	4,887.383
						Annual 46,598.890	48,077.900	49,665.720	51,384.515	53,038.830	54,729.415					55,823.560	56,939.870	58,648.590
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly 19.759	20.339	20.934	21.546	22.177						22.621	23.073	23.765
						Monthly 3,317.865	3,415.257	3,515.168	3,617.933	3,723.888						3,798.443	3,874.341	3,990.540
						Annual 39,814.385	40,983.085	42,182.010	43,415.190	44,686.655						45,581.315	46,492.095	47,886.475
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly 22.512	23.172	23.851	24.553	25.275						25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094						4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125						51,948.715	52,988.455	54,578.290
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly 23.967	24.676	25.402	26.150	26.920	27.714					28.268	28.833	29.698
						Monthly 4,024.459	4,143.512	4,265.419	4,391.021	4,520.317	4,653.643					4,746.668	4,841.541	4,986.789
						Annual 48,293.505	49,722.140	51,185.030	52,692.250	54,243.800	55,843.710					56,960.020	58,098.495	59,811.470
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly 19.759	20.339	20.934	21.546	22.177						22.621	23.073	23.765
						Monthly 3,317.865	3,415.257	3,515.168	3,617.933	3,723.888						3,798.443	3,874.341	3,990.540
						Annual 39,814.385	40,983.085	42,182.010	43,415.190	44,686.655						45,581.315	46,492.095	47,886.475
	Driver - Mobile Bus		MF68	2015	2015	Hourly 26.155	26.926	27.719	28.540	29.381	30.244					30.849	31.466	32.410
						Monthly 4,391.860	4,521.324	4,654.482	4,792.342	4,933.560	5,078.472					5,180.061	5,283.666	5,442.179
						Annual 52,702.325	54,255.890	55,853.785	57,508.100	59,202.715	60,941.660					62,160.735	63,403.990	65,306.150
	Driver 1		MF22	2015	2015	Hourly 21.517	22.148	22.799	23.470	24.160	24.872					25.369	25.876	26.652
						Monthly 3,613.063	3,719.018	3,828.332	3,941.004	4,056.867	4,176.423					4,259.878	4,345.012	4,475.315
						Annual 43,356.755	44,628.220	45,939.985	47,292.050	48,682.400	50,117.080					51,118.535	52,140.140	53,703.780

Standard Grip No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12E	Electrician		MF23	2015	2015	Hourly 43,741 Monthly 7,344.843 Annual 88,138.115	45,039 7,562.799 90,753.585									45,940 7,714.092 92,569.100	46,859 7,868.407 94,420.885	48,265 8,104.498 97,253.975
23-93B	Engineer 2	Power Engineer 2nd Class	MF24	2015	2080	Hourly 50,079 Monthly 8,680.360 Annual 104,164.320	51,072 8,852.480 106,229.760									52,093 9,029.453 108,353.440	53,135 9,210.067 110,520.800	54,729 9,486.360 113,836.320
23-93D	Engineer 4th Class	Power Engineer 4th Class	MF26	2015	2080	Hourly 38,030 Monthly 6,591.867 Annual 79,102.400	40,010 6,935.067 83,220.800									40,810 7,073.733 84,884.800	41,626 7,215.173 86,582.080	42,875 7,431.667 89,180.000
23-93E	Engineer 5th Class	Power Engineer 5th Class	MF27	2015	2080	Hourly 30,573 Monthly 5,299.320 Annual 63,591.840	31,178 5,404.187 64,850.240									31,802 5,512.347 66,148.160	32,438 5,622.587 67,471.040	33,411 5,791.240 69,494.880
23-53HA	Environmental Services Aide	Housekeeping Aide	Code Needed	2015	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
I	Health Records Technician		Code Needed	1950	2015	Hourly 34,889 Monthly 5,858.445 Annual 70,301.335	35,925 6,032.406 72,388.875	36,989 6,211.070 74,532.835	38,083 6,394.770 76,737.245	39,214 6,584.684 79,016.210	40,379 6,780.307 81,363.685					41,187 6,915.984 82,991.805	42,011 7,054.347 84,652.165	43,271 7,265.922 87,191.065
	Home Care Resource Coordinator		Code Needed	1885	2015	Hourly 28,872 Monthly 4,848.090 Annual 58,177.080	29,850 5,012.313 60,147.750	30,905 5,189.465 62,273.575	31,918 5,359.564 64,314.770	33,084 5,555.355 66,664.260	34,201 5,742.918 68,915.015	35,416 5,946.937 71,363.240	36,486 6,126.608 73,519.290			37,216 6,249.187 74,990.240	37,960 6,374.117 76,489.400	39,099 6,565.374 78,784.485
23-53HSW	Home Support Worker	Home Support Worker	Code Needed	2080	2080	Hourly 19,759 Monthly 3,424.893 Annual 41,098.720	20,339 3,525.427 42,305.120	20,934 3,628.560 43,542.720	21,546 3,734.640 44,815.680	22,177 3,844.013 46,128.160						22,621 3,920.973 47,051.680	23,073 3,999.320 47,991.840	23,765 4,119.267 49,331.200
23-53HALH	Housekeeping / Laundry Supervisor	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 22,512 Monthly 3,780.140 Annual 45,361.680	23,172 3,890.965 46,691.580	23,851 4,004.980 48,059.765	24,553 4,122.858 49,474.295	25,275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
23-53HA	Housekeeping Aide	Housekeeping Aide	MF32	2015	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
23-53HALH	Housekeeping Supervisor	Housekeeping Lead Hand	MF60	2015	2015	Hourly 22,512 Monthly 3,780.140 Annual 45,361.680	23,172 3,890.965 46,691.580	23,851 4,004.980 48,059.765	24,553 4,122.858 49,474.295	25,275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
23-53HS	Housekeeping Supervisor - Wpsqosis	Housekeeping Supervisor	SDSV	2015	2015	Hourly 23,967 Monthly 4,024.459 Annual 48,293.505	24,676 4,143.512 49,722.140	25,402 4,265.419 51,185.030	26,150 4,391.021 52,692.250	26,920 4,520.317 54,243.800	27,714 4,653.643 55,843.710					28,268 4,746.668 56,960.020	28,833 4,841.541 58,098.495	29,698 4,986.789 59,841.470
23-53HALH	Housekeeping Team Leader	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 22,512 Monthly 3,780.140 Annual 45,361.680	23,172 3,890.965 46,691.580	23,851 4,004.980 48,059.765	24,553 4,122.858 49,474.295	25,275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
	Housing Developer (Housing Resource Wrkr)		MC24	2080	2080	Hourly 23,126 Monthly 4,008.507 Annual 48,102.080	23,860 4,135.733 49,628.800	24,648 4,272.320 51,267.840	25,501 4,420.173 53,042.080	26,322 4,562.480 54,749.760	27,161 4,707.907 56,494.880					27,704 4,802.027 57,624.320	28,258 4,898.053 58,776.640	29,106 5,045.040 60,540.480
	Institutional Safety Officer (ISO)		Code Needed	2015	2015	Hourly 35,837 Monthly 6,017.630 Annual 72,211.555	36,899 6,195.957 74,351.485	37,992 6,379.490 76,553.880	39,118 6,568.564 78,822.770	40,279 6,763.515 81,162.185	41,472 6,963.840 83,566.080					42,301 7,103.043 85,236.515	43,147 7,245.100 86,941.205	44,441 7,462.385 89,548.615
23-54LA	Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
23-54LA2	Laundry Attendant 3	Laundry Aide 2	MF34	2015	2015	Hourly 21,187 Monthly 3,557.650 Annual 42,691.805	21,805 3,661.423 43,937.075	22,442 3,768.386 45,220.630	23,101 3,879.043 46,548.515	23,778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
23-54LA2	Laundry Equipment Operator 1	Laundry Aide 2	MF34	2015	2015	Hourly 21,187 Monthly 3,557.650 Annual 42,691.805	21,805 3,661.423 43,937.075	22,442 3,768.386 45,220.630	23,101 3,879.043 46,548.515	23,778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
23-54LA2	Laundry Equipment Operator 2 - PIO	Laundry Aide 2	MF35	2015	2015	Hourly 21,187 Monthly 3,557.650 Annual 42,691.805	21,805 3,661.423 43,937.075	22,442 3,768.386 45,220.630	23,101 3,879.043 46,548.515	23,778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
23-54LAH	Laundry Supervisor	Laundry Aide Lead Hand	Code Needed	2015	2015	Hourly 22,512 Monthly 3,780.140 Annual 45,361.680	23,172 3,890.965 46,691.580	23,851 4,004.980 48,059.765	24,553 4,122.858 49,474.295	25,275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290

Standard Grip No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly 22.512 Monthly 3,780.140 Annual 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125						25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290
23-54LA	Linen / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-54LA	Linen / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-54LA	Linen Aide	Laundry Aide	MF37	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-54LA	Linen Aide II	Laundry Aide	MF37	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-54LA	Linen Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly 36.144 Monthly 6,069.180 Annual 72,830.160	37.215 6,249.019 74,988.225									37.959 6,373.949 76,487.385	38.718 6,501.398 78,016.770	39.880 6,696.517 80,358.200
	Maintenance I - PIO		MF58	2015	2015	Hourly 26.533 Monthly 4,455.333 Annual 53,463.995										27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
	Maintenance Worker I		MF39	2015	2015	Hourly 20.784 Monthly 3,489.980 Annual 41,879.760	21.392 3,592.073 43,104.880	22.021 3,697.693 44,372.315	22.665 3,805.831 45,669.975	23.331 3,917.664 47,011.965						23.798 3,996.081 47,952.970	24.274 4,076.009 48,912.110	25.002 4,198.253 50,379.030
	Maintenance Worker II		MF59	2015	2015	Hourly 22.820 Monthly 3,831.858 Annual 45,982.300	23.492 3,944.698 47,336.380	24.181 4,060.393 48,724.715	24.892 4,179.782 50,157.380	25.623 4,302.529 51,630.345						26.135 4,388.502 52,662.025	26.658 4,476.323 53,715.870	27.458 4,610.656 55,327.870
	Material Management Aide		MF41	2015	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375					25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
	Material Management Technician		MF82	2015	2015	Hourly 20.655 Monthly 3,468.319 Annual 41,619.825	21.260 3,569.908 42,838.900	21.885 3,674.856 44,098.275	22.529 3,782.995 45,395.935	23.191 3,894.155 46,729.865	23.871 4,008.339 48,100.065					24.348 4,088.435 49,061.220	24.835 4,170.210 50,042.525	25.580 4,295.308 51,543.700
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly 19.947 Monthly 3,349.434 Annual 40,193.205	20.530 3,447.329 41,367.950	21.137 3,549.255 42,591.055	21.755 3,653.027 43,836.325	22.394 3,760.326 45,123.910	23.051 3,870.647 46,447.765					23.512 3,948.057 47,376.680	23.982 4,026.978 48,323.730	24.701 4,147.710 49,772.515
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly 23.957 Monthly 4,022.780 Annual 48,273.355	24.664 4,141.497 49,697.960	25.389 4,263.236 51,158.835	26.135 4,388.502 52,662.025	26.908 4,518.302 54,219.620	27.702 4,651.628 55,819.530					28.256 4,744.653 56,935.840	28.821 4,839.526 58,074.315	29.686 4,984.774 59,817.290
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly 25.027 Monthly 4,202.450 Annual 50,429.405	25.762 4,325.869 51,910.430	26.521 4,453.318 53,439.815	27.304 4,584.797 55,017.560	28.110 4,720.138 56,641.660	28.941 4,859.676 58,316.115					29.520 4,956.900 59,482.800	30.110 5,055.971 60,671.650	31.013 5,207.600 62,491.195
I	Medical Records Technician II		Code Needed	2015	2015	Hourly 34.889 Monthly 5,858.445 Annual 70,301.335	35.925 6,032.406 72,388.875	36.989 6,211.070 74,532.835	38.083 6,394.770 76,737.245	39.214 6,584.684 79,016.210	40.379 6,780.307 81,363.685					41.187 6,915.984 82,991.805	42.011 7,054.347 84,652.165	43.271 7,265.922 87,191.065
	Medical Transcriptionist I		MF44	2015	2015	Hourly 22.893 Monthly 3,844.116 Annual 46,129.395	23.563 3,956.620 47,479.445	24.257 4,073.155 48,877.855	24.970 4,192.879 50,314.550	25.704 4,316.130 51,793.660						26.218 4,402.439 52,829.270	26.742 4,490.428 53,885.130	27.544 4,625.097 55,501.160
23-52DS	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly 23.967 Monthly 4,024.459 Annual 48,293.505	24.676 4,143.512 49,722.140	25.402 4,265.419 51,185.030	26.150 4,391.021 52,692.250	26.920 4,520.317 54,243.800	27.714 4,653.643 55,843.710					28.268 4,746.668 56,960.020	28.833 4,841.541 58,098.495	29.698 4,986.789 59,841.470
	Office Assistant AFM (0A2)		MFA2	1885	2015	Hourly 24.278 Monthly 4,076.681 Annual 48,920.170	24.885 4,178.606 50,143.275	25.581 4,295.476 51,545.715	26.233 4,404.958 52,859.495	26.975 4,529.552 54,354.625	27.807 4,669.259 56,031.105					28.363 4,762.620 57,151.445	28.930 4,857.829 58,293.950	29.798 5,003.581 60,042.970
	Office Assistant AFM (0A3)		MFA3	1885	2015	Hourly 26.323 Monthly 4,420.070 Annual 53,040.845	27.044 4,541.138 54,493.660	27.752 4,660.023 55,920.280	28.472 4,780.923 57,371.080	29.316 4,922.645 59,071.740						30.726 5,159.408 61,912.890	31.341 5,262.676 63,152.115	32.281 5,420.518 65,046.215

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12G	Painter / Decorator		Code Needed	2015	2015	Hourly 36.601 Monthly 6,145.918 Annual 73,751.015	37.685 6,327.940 75,925.275									38.439 6,454.549 77,454.585	39.208 6,583.677 79,004.120	40.384 6,781.147 81,373.760
	Palliative Care Coordinator		Code Needed	1885	2015	Hourly 37.724 Monthly 6,334.488 Annual 76,013.860	38.984 6,346.063 78,352.760	40.421 6,787.360 81,448.315	41.842 7,025.969 84,311.630	43.383 7,284.729 87,416.745	44.983 7,553.395 90,640.745	46.718 7,844.731 94,136.770	48.505 8,144.798 97,737.575	50.376 8,458.970 101,507.640	51.843 8,705.304 104,463.645	52.880 8,879.433 106,553.200	53.938 9,057.089 108,685.070	55.556 9,328.778 111,945.340
	Patient Representative		MT57	2015	2015	Hourly 37.723 Monthly 6,334.320 Annual 76,011.845	38.982 6,345.728 78,348.730	40.418 6,786.856 81,442.270	41.840 7,025.633 84,307.600	43.382 7,284.729 87,416.745	44.982 7,553.228 90,638.730	46.716 7,844.395 94,132.740	48.504 8,144.630 97,735.560			49.474 8,307.509 99,690.110	50.463 8,473.579 101,682.945	51.977 8,727.805 104,733.655
	Pharmacy Aide - Ste Rose		MF46	2015	2015	Hourly 18.824 Monthly 3,160.863 Annual 37,930.360	19.374 3,253.218 39,038.610	19.943 3,348.762 40,185.145	20.525 3,446.490 41,357.875	21.130 3,548.079 42,576.950	21.750 3,652.188					22.185 3,725.231 44,702.775	22.629 3,799.786 45,597.435	23.308 3,913.802 46,965.620
23-12F	Plumber		MF47	2015	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly 50.079 Monthly 8,680.360 Annual 104,164.320	51.072 8,852.480 106,229.760									52.093 9,029.453 108,353.440	53.135 9,210.067 110,520.800	54.729 9,486.360 113,836.320
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly 40.958 Monthly 7,099.387 Annual 85,192.640	43.090 7,468.933 89,627.200									43.952 7,618.347 91,420.160	44.831 7,770.707 93,248.480	46.176 8,003.840 96,046.080
	Protection Officer		MF70	2015	2015	Hourly 21.046 Monthly 3,533.974 Annual 42,407.690	21.662 3,637.411 43,648.930	22.299 3,744.374 44,932.485	22.954 3,854.359 46,252.310	23.630 3,967.871 47,614.450	24.325 4,084.573 49,014.875					24.812 4,166.348 49,996.180	25.308 4,249.635 50,995.620	26.067 4,377.084 52,525.005
	Purchasing Agent		MF87	1950	2015	Hourly 23.800 Monthly 3,996.417 Annual 47,957.000	24.738 4,153.923 49,847.070	25.715 4,317.977 51,815.725	26.641 4,473.468 53,681.615	27.588 4,661.031 55,932.370	28.839 4,842.549 58,110.585	30.015 5,040.019 60,480.225	31.179 5,235.474 62,825.685			31.803 5,340.254 64,083.045	32.439 5,447.049 65,364.585	33.412 5,610.432 67,325.180
	Purchasing Buyer		MF69	2015	2015	Hourly 24.434 Monthly 4,102.876 Annual 49,234.510	25.154 4,223.776 50,685.310	25.896 4,348.370 52,180.440	26.659 4,476.490 53,717.885	27.446 4,608.641 55,303.690	28.256 4,744.653 56,925.840					28.821 4,829.526 58,074.215	29.397 4,936.246 59,234.955	30.279 5,084.349 61,012.185
	Refrigeration / Air Cond. Mechanic		MF48	2015	2015	Hourly 46.539 Monthly 7,814.674 Annual 93,776.085										47.470 7,971.004 95,652.050	48.419 8,130.357 97,564.285	49.872 8,374.340 100,492.080
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly 19.149 Monthly 3,215.436 Annual 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440	22.127 3,715.492 44,585.905					22.570 3,789.879 45,478.550	23.021 3,865.610 46,387.315	23.712 3,981.640 47,779.680
	Secretary II		MF89	1950	2015	Hourly 23.252 Monthly 3,904.398 Annual 46,852.780	23.936 4,019.253 48,231.040	24.640 4,137.467 49,649.600	25.367 4,259.542 51,114.505	26.114 4,384.976 52,619.710	26.882 4,513.936 54,167.230					27.420 4,604.275 55,251.300	27.968 4,696.293 56,355.520	28.807 4,837.175 58,046.105
	Secretary Medical		MF90	1950	2015	Hourly 22.893 Monthly 3,844.116 Annual 46,129.395	23.563 3,956.620 47,479.445	24.258 4,073.323 48,879.870	24.970 4,192.879 50,314.550	25.704 4,316.130 51,732.560						26.218 4,402.439 52,829.270	26.742 4,490.428 53,885.130	27.544 4,625.097 55,501.160
	Security Officer - Qualified Person (QP)		QP50	2015	2015	Hourly 22.906 Monthly 3,846.299 Annual 46,155.590	23.651 3,971.397 47,656.765	24.443 4,104.387 49,252.645	25.256 4,240.903 50,890.840	26.103 4,383.129 52,597.545	26.973 4,529.216 54,350.595	27.505 4,618.548 55,422.575				28.055 4,710.802 56,530.825	28.616 4,805.103 57,661.240	29.474 4,949.176 59,390.110
	Service Worker II - PIO		MX13	2015	2015	Hourly 23.635 Monthly 3,968.710 Annual 47,624.525	24.268 4,075.002 48,900.020	24.907 4,182.300 50,187.605	25.597 4,298.163 51,577.955	26.345 4,423.765 53,085.175	27.039 4,540.299 54,483.585					27.580 4,631.142 55,573.700	28.132 4,723.832 56,685.980	28.976 4,865.553 58,386.640
	Slatting Clerk		MF66	1950	2015	Hourly 22.792 Monthly 3,827.157 Annual 45,925.880	23.462 3,939.661 47,275.920	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250					26.877 4,513.096 54,157.155	27.415 4,603.435 55,241.225	28.237 4,741.463 56,897.555
	Staffing Clerk		MF50	2015	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.903 4,013.712 48,164.545	24.604 4,131.422 49,577.060	25.333 4,253.833 51,045.995	26.077 4,378.763 52,545.155	26.848 4,508.227 54,098.720					27.385 4,598.398 55,180.775	27.933 4,690.416 56,284.995	28.771 4,831.130 57,973.565
	Stores Clerk		MF51	2015	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375					25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Stores Lead Hand		MF52	2015	2015	Hourly 23.021	23.696	24.397	25.114	25.854	26.615					27.147	27.690	28.521
						Monthly 3,865.610	3,978.953	4,096.663	4,217.059	4,341.318	4,469.102					4,558.434	4,649.613	4,789.151
						Annual 46,387.315	47,747.440	49,159.955	50,604.710	52,095.810	53,629.225					54,701.205	55,795.350	57,469.815
	Storeskeeper		MF92	2015	2015	Hourly 22.792	23.462	24.150	24.862	25.595	26.350					26.877	27.415	28.237
						Monthly 3,827.157	3,939.661	4,055.188	4,174.744	4,297.827	4,424.604					4,513.096	4,603.435	4,741.463
						Annual 45,925.880	47,275.930	48,662.250	50,096.930	51,573.925	53,095.250					54,157.155	55,241.225	56,897.555
23-52DS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly 23.967	24.676	25.402	26.150	26.920	27.714					28.268	28.833	29.698
						Monthly 4,024.459	4,143.512	4,265.419	4,391.021	4,520.317	4,653.643					4,746.668	4,841.541	4,986.789
						Annual 48,293.505	49,722.140	51,185.030	52,692.250	54,243.800	55,843.710					56,960.020	58,098.495	59,841.470
	Support Services to Seniors		Code Needed	1885	2015	Hourly 21.969										22.408	22.856	23.542
						Monthly 3,688.961										3,762.677	3,837.903	3,953.094
						Annual 44,267.535										45,152.120	46,054.840	47,437.130
	Switchboard Operator		Code Needed	1950	2015	Hourly 20.701	21.311	21.935	22.578	23.244	23.928					24.407	24.895	25.642
						Monthly 3,476.043	3,578.472	3,683.252	3,791.223	3,903.055	4,017.910					4,098.342	4,180.285	4,305.719
						Annual 41,712.515	42,941.665	44,199.025	45,494.670	46,836.660	48,214.920					49,180.105	50,163.425	51,668.630
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly 43.354										44.221	45.105	46.458
						Monthly 7,279.859										7,425.443	7,573.881	7,801.073
						Annual 87,358.310										89,105.315	90,886.575	93,612.870
	TV Representative		MF93	1950	2015	Hourly 16.744										17.079	17.421	17.944
						Monthly 2,811.597										2,867.849	2,925.276	3,013.097
						Annual 33,739.160										34,414.185	35,103.315	36,157.160
	Unit Clerk		Code Needed	2015	2015	Hourly 21.820	22.462	23.122	23.801	24.503	25.225					25.730	26.245	27.032
						Monthly 3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698					4,320.496	4,406.973	4,539.123
						Annual 43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375					51,845.950	52,883.675	54,469.480
	Volunteer Coordinator		MF65	2015	2015	Hourly 23.431	24.118	24.828	25.561	26.313	27.089					27.631	28.184	29.030
						Monthly 3,934.455	4,049.814	4,169.035	4,292.118	4,418.391	4,548.695					4,639.705	4,732.563	4,874.621
						Annual 47,213.465	48,597.770	50,028.420	51,505.415	53,020.695	54,584.335					55,676.465	56,790.760	58,495.450
	Ward Clerk		MG02	2015	2015	Hourly 21.820	22.462	23.122	23.801	24.503	25.225					25.730	26.245	27.032
						Monthly 3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698					4,320.496	4,406.973	4,539.123
						Annual 43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375					51,845.950	52,883.675	54,469.480
	Word Process Operator		MF95	1950	2015	Hourly 21.514	22.145	22.795	23.466	24.155	24.868					25.365	25.872	26.648
						Monthly 3,612.559	3,718.515	3,827.660	3,940.333	4,056.027	4,175.752					4,259.206	4,344.340	4,474.643
						Annual 43,350.710	44,622.175	45,931.925	47,283.990	48,672.325	50,109.020					51,110.475	52,132.080	53,695.720

Effective April 1, 2026

A1. Effective April 1, 2026

Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year			
	Accounting Office Clerk - St Rose Hosp	Code Needed	2015	Hourly	24.281	24.994	25.731	26.490	27.270	28.073	28.634	29.207	30.083								
				Monthly	4,077.185	4,196.909	4,320.664	4,448.113	4,579.088	4,713.925	4,808.126	4,904.342	5,051.437								
				Annual	48,926.215	50,362.910	51,847.965	53,377.350	54,949.050	56,567.095	57,697.510	58,852.105	60,617.245								
	Admin. Secretary 1	Code Needed	1885	Hourly	20.772	21.352	21.918	22.497			22.947	23.407	24.109								
				Monthly	3,487.965	3,585.357	3,680.398	3,777.621			3,853.184	3,930.425	4,048.303								
				Annual	41,855.580	43,024.280	44,164.770	45,331.455			46,238.205	47,165.105	48,579.635								
	Admin. Secretary 2	MC05	1885	Hourly	23.449	24.030	24.627	25.315	25.948			26.467	26.996	27.806							
				Monthly	3,937.478	4,035.038	4,135.284	4,250.810	4,357.102			4,444.250	4,533.078	4,669.091							
				Annual	47,249.735	48,420.450	49,623.405	51,009.725	52,285.220			53,331.005	54,396.940	56,029.090							
	Admin. Secretary 3	MC06	1885	Hourly	26.070	26.761	27.486	28.208	28.965	29.756			30.351	30.958	31.887						
				Monthly	4,377.588	4,493.618	4,615.358	4,736.593	4,863.706	4,996.528			5,096.439	5,198.364	5,354.359						
				Annual	52,531.050	53,923.415	55,384.290	56,839.120	58,364.475	59,958.340			61,157.265	62,380.370	64,252.305						
	Administrative Assistant	MF77	1950	Hourly	26.684	27.389	28.116	28.862	29.632	30.427			31.036	31.657	32.607						
				Monthly	4,480.688	4,599.070	4,721.145	4,846.411	4,975.707	5,109.200			5,211.462	5,315.738	5,475.259						
				Annual	53,768.260	55,188.835	56,653.740	58,156.930	59,708.480	61,310.405			62,537.540	63,788.855	65,703.105						
	Administrative Officer (A03)	Code Needed	1885	Hourly	29.940	31.028	32.047	33.241	34.433	35.649			36.362	37.089	38.202						
				Monthly	5,027.425	5,210.118	5,381.225	5,581.718	5,781.875	5,986.061			6,105.786	6,227.861	6,414.753						
				Annual	60,329.100	62,521.420	64,574.705	66,980.615	69,382.495	71,832.735			73,269.430	74,734.335	76,977.030						
	Admitting Clerk	MF05	2015	Hourly	23.665	24.358	25.074	25.811	26.569			27.100	27.642	28.471							
				Monthly	3,973.748	4,090.114	4,210.343	4,334.097	4,461.378			4,550.542	4,641.553	4,800.755							
				Annual	47,684.975	49,081.370	50,524.110	52,009.165	53,536.535			54,606.500	55,698.630	57,369.065							
	Admitting Officer - PIO	MF06	1950	Hourly	24.289	24.647	25.098	25.507	25.917			26.435	26.963	27.772							
				Monthly	4,078.528	4,138.642	4,214.373	4,283.050	4,351.896			4,438.877	4,527.537	4,663.382							
				Annual	48,942.335	49,663.705	50,572.470	51,396.605	52,222.755			53,266.525	54,330.445	55,960.580							
23-55MDR1	C.S.R. Tech I	MDR Technician I	MF17	2015	Hourly	24.676	25.404	26.151	26.919	27.715	28.533			29.104	29.686	30.577					
					Monthly	4,143.512	4,265.755	4,391.189	4,520.149	4,653.810	4,791.166			4,887.047	4,984.774	5,134.388					
					Annual	49,722.140	51,189.060	52,694.265	54,241.785	55,845.725	57,493.995			58,644.560	59,817.290	61,612.655					
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	Hourly	20.545	21.146	21.771	22.408	23.066	23.743			24.217	24.701	25.442					
					Monthly	3,449.848	3,550.766	3,655.714	3,762.677	3,873.166	3,986.845			4,066.438	4,147.710	4,272.136					
					Annual	41,398.175	42,609.190	43,868.565	45,152.120	46,477.990	47,842.145			48,797.255	49,772.515	51,265.630					
23-12H	Carpenter	MF08	2015	Hourly	40.112	41.302					42.128	42.971	44.260								
				Monthly	6,735.473	6,935.294					7,073.993	7,215.547	7,431.992								
				Annual	80,825.680	83,223.530					84,887.920	86,586.565	89,183.900								
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	Hourly	20.352	20.949	21.562	22.192	22.842			23.300	23.765	24.478						
					Monthly	3,417.440	3,517.686	3,620.619	3,726.407	3,835.553			3,912.458	3,990.540	4,110.264						
					Annual	41,009.280	42,212.235	43,447.430	44,716.880	46,026.630			46,949.500	47,886.475	49,323.170						
	Clerk I	MF09	1950	Hourly	21.198	21.823	22.459	23.115	23.794			24.270	24.755	25.498							
				Monthly	3,559.498	3,664.445	3,771.240	3,881.394	3,995.409			4,075.338	4,156.777	4,281.539							
				Annual	42,713.970	43,973.345	45,254.885	46,576.725	47,944.910			48,904.050	49,881.325	51,378.470							
	Clerk II	MC09	1885	Hourly	22.178	22.727	23.360	23.943	24.627			25.120	25.622	26.391							
				Monthly	3,724.056	3,816.242	3,922.533	4,020.429	4,135.284			4,218.067	4,302.361	4,431.489							
				Annual	44,688.670	45,794.905	47,070.400	48,245.145	49,623.405			50,616.800	51,628.330	53,177.865							
	Clerk III	MF11	1950	Hourly	22.818	23.486	24.174	24.886	25.616			26.128	26.650	27.450							
				Monthly	3,831.523	3,943.691	4,059.218	4,178.774	4,301.353			4,387.327	4,474.979	4,609.313							
				Annual	45,978.270	47,324.290	48,710.610	50,145.290	51,616.240			52,647.920	53,699.750	55,311.750							
	Clerk III-Bdn	MF06	1950	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899							
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707							
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485							
	Clerk IV	MF12	1950	Hourly	23.665	24.358	25.074	25.811	26.569			27.100	27.642	28.471							
				Monthly	3,973.748	4,090.114	4,210.343	4,334.097	4,461.378			4,550.542	4,641.553	4,800.755							
				Annual	47,684.975	49,081.370	50,524.110	52,009.165	53,536.535			54,606.500	55,698.630	57,369.065							

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly 28.402 4,769.169 Annual 57,230.030	29.373 4,932.216 59,186.595	30.391 5,103.155 61,237.865	31.389 5,270.736 63,248.835	32.549 5,465.520 65,586.235	33.634 5,647.709 67,772.510	34.820 5,846.858 70,162.300	35.892 6,026.865 72,322.380			36.610 6,147.429 73,769.150	37.343 6,270.512 75,246.145	38.463 6,458.579 77,502.945
	Community Health Facilitator		MC14	1885	2015	Hourly 26.070 4,377.588 Annual 52,531.050	26.761 4,493.618 53,923.415	27.486 4,615.358 55,384.290	28.208 4,736.593 56,839.120	28.965 4,863.706 58,364.475	29.756 4,996.528 59,958.340					30.351 5,096.439 61,157.265	30.958 5,198.364 62,380.370	31.887 5,354.359 64,252.305
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly 21.537 3,733.080 Annual 44,796.960	22.242 3,855.280 46,263.360	22.998 3,986.320 47,835.840	23.757 4,117.880 49,414.560	24.490 4,244.933 50,939.200	25.302 4,385.680 52,628.160					25.808 4,473.287 53,680.640	26.324 4,562.827 54,753.920	27.114 4,699.760 56,397.120
Q	Control Systems Specialist		MF71	2015	2015	Hourly 47.935 8,049.085 Annual 96,589.025										48.894 8,210.118 98,521.410	49.872 8,374.340 100,492.080	51.368 8,625.543 103,506.520
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly 21.147 3,550.934 Annual 42,611.205	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.064 3,872.830 46,473.960	23.743 3,986.845 47,842.145	24.440 4,103.883 49,246.600					24.929 4,185.995 50,231.935	25.428 4,269.785 51,237.420	26.191 4,397.905 52,774.865
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly 21.147 3,665.480 Annual 43,985.760	21.771 3,773.640 45,283.680	22.408 3,884.053 46,608.640	23.064 3,997.760 47,973.120	23.743 4,115.453 49,385.440	24.440 4,236.267 50,835.200					24.929 4,321.027 51,852.320	25.428 4,407.520 52,890.240	26.191 4,539.773 54,477.280
23-52UC	Cook 1 - Ste Rose / Wpopsis	Uncertified Cook	MF13	2015	2015	Hourly 21.147 3,550.934 Annual 42,611.205	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.064 3,872.830 46,473.960	23.743 3,986.845 47,842.145	24.440 4,103.883 49,246.600					24.929 4,185.995 50,231.935	25.428 4,269.785 51,237.420	26.191 4,397.905 52,774.865
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly 24.166 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly 24.166 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
23-52C	Cook 2 AFM	Cook	CK2F	2080	2080	Hourly 24.166 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280					28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly 24.166 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
23-52DS	Cook 3 AFM	Food Services Supervisor	CK3	2080	2080	Hourly 24.686 4,278.907 Annual 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600					29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120
	CPS Technician I		MF17	2015	2015	Hourly 22.475 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
	Cultural Facilitator		MC20	1950	2015	Hourly 23.820 3,999.775 Annual 47,997.300	24.576 4,126.720 49,520.640	25.387 4,262.900 51,154.805	26.266 4,410.499 52,925.990	27.112 4,552.557 54,630.680	27.976 4,697.637 56,371.640					28.535 4,791.502 57,498.025	29.106 4,887.383 58,648.590	29.979 5,033.974 60,407.685
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly 20.352 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630					23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170	
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly 23.187 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495					26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485	
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly 24.686 4,145.191 Annual 49,742.290	25.416 4,267.770 51,213.240	26.164 4,393.372 52,720.460	26.935 4,522.835 54,274.025	27.728 4,655.993 55,871.920	28.545 4,793.181 57,518.175					29.116 4,889.062 58,668.740	29.698 4,986.789 59,841.470	30.589 5,136.403 61,636.835
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly 20.352 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630					23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170	
	Driver - Mobile Bus		MF68	2015	2015	Hourly 26.940 4,523.675 Annual 54,284.100	27.734 4,657.001 55,884.010	28.551 4,794.189 57,530.265	29.396 4,936.078 59,232.940	30.262 5,081.494 60,977.930	31.151 5,230.772 62,769.265					31.774 5,335.384 64,024.610	32.410 5,442.179 65,306.150	33.382 5,605.394 67,264.730
	Driver 1		MF22	2015	2015	Hourly 22.163 3,721.537 Annual 44,658.445	22.812 3,830.515 45,966.180	23.483 3,943.187 47,318.245	24.174 4,059.218 48,710.610	24.885 4,178.606 50,143.275	25.618 4,301.689 51,620.270					26.130 4,387.663 52,651.950	26.652 4,475.315 53,703.780	27.450 4,609.648 55,315.780

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12E	Electrician		MF23	2015	2015	Hourly 45,053 Monthly 7,565.150 Annual 90,781.795	46,390 7,789.654 93,475.850									47,318 7,945.481 95,345.770	48,265 8,104.498 97,253.975	49,713 8,347.641 100,171.695
23-93B	Engineer 2	Power Engineer 2nd Class	MF24	2015	2080	Hourly 51,581 Monthly 8,940.707 Annual 107,288.480	52,604 9,118.027 109,416.320									53,656 9,300.373 111,604.480	54,729 9,486.360 113,836.320	56,371 9,770.973 117,251.680
23-93D	Engineer 4th Class	Power Engineer 4th Class	MF26	2015	2080	Hourly 39,171 Monthly 6,789.640 Annual 81,475.680	41,210 7,143.067 85,716.800									42,034 7,285.893 87,430.720	42,875 7,431.667 89,180.000	44,161 7,654.573 91,854.880
23-93E	Engineer 5th Class	Power Engineer 5th Class	MF27	2015	2080	Hourly 31,490 Monthly 5,458.267 Annual 65,499.200	32,113 5,566.253 66,795.040									32,756 5,677.707 68,132.480	33,411 5,791.240 69,494.880	34,413 5,964.920 71,579.040
23-53HA	Environmental Services Aide	Housekeeping Aide	Code Needed	2015	2015	Hourly 20,352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.533 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
I	Health Records Technician		Code Needed	1950	2015	Hourly 35,936 Monthly 6,034.253 Annual 72,411.040	37,003 6,213.420 74,561.045	38,099 6,397.457 76,769.485	39,225 6,586.531 79,038.375	40,390 6,782.154 81,385.850	41,590 6,983.654 83,803.850					42,423 7,123.529 85,482.345	43,271 7,265.922 87,191.065	44,569 7,483.878 89,806.535
	Home Care Resource Coordinator		Code Needed	1885	2015	Hourly 29,738 Monthly 4,993.506 Annual 59,922.070	30,746 5,162.766 61,953.190	31,832 5,345.123 64,141.480	32,876 5,520.428 66,245.140	34,077 5,722.096 68,665.155	35,227 5,915.200 70,982.405	36,478 6,125.264 73,503.170	37,581 6,310.476			38,332 6,436.582 77,238.980	39,099 6,565.374 78,784.485	40,272 6,762.340 81,148.080
23-53HSW	Home Support Worker	Home Support Worker	Code Needed	2080	2080	Hourly 20,352 Monthly 3,527.680 Annual 42,332.160	20,949 3,631.160 43,573.920	21,562 3,737.413 44,848.960	22,192 3,846.613 46,159.360	22,842 3,959.280 47,511.360						23,300 4,038.667 48,464.000	23,765 4,119.267 49,431.200	24,478 4,242.853 50,914.240
23-53HALH	Housekeeping / Laundry Supervisor	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505	25,290 4,246.613 50,959.350	26,033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
23-53HA	Housekeeping Aide	Housekeeping Aide	MF32	2015	2015	Hourly 20,352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.533 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
23-53HALH	Housekeeping Supervisor	Housekeeping Lead Hand	MF60	2015	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505	25,290 4,246.613 50,959.350	26,033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
23-53HS	Housekeeping Supervisor - Wpsqosis	Housekeeping Supervisor	SDSV	2015	2015	Hourly 24,686 Monthly 4,145.191 Annual 49,742.290	25,416 4,267.770 51,213.240	26,164 4,393.372 52,720.460	26,935 4,522.835 54,274.025	27,728 4,655.993 55,871.920	28,545 4,793.181 57,518.175					29,116 4,889.062 58,668.740	29,698 4,986.789 59,841.470	30,589 5,136.403 61,636.835
23-53HALH	Housekeeping Team Leader	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505	25,290 4,246.613 50,959.350	26,033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
	Housing Developer (Housing Resource Wrkr)		MC24	2080	2080	Hourly 23,820 Monthly 4,128.800 Annual 49,545.600	24,576 4,259.840 51,118.080	25,387 4,400.413 52,804.960	26,266 4,552.773 54,633.280	27,112 4,699.413 56,392.960	27,976 4,849.173 58,190.080					28,535 4,946.067 59,352.800	29,106 5,045.040 60,540.480	29,979 5,196.360 62,356.320
	Institutional Safety Officer (ISO)		Code Needed	2015	2015	Hourly 36,912 Monthly 6,198.140 Annual 74,377.680	38,006 6,381.841 76,582.090	39,132 6,570.915 78,850.980	40,292 6,765.698 81,188.380	41,487 6,966.359 83,596.205	42,716 7,172.728 86,072.740					43,570 7,316.129 87,793.550	44,441 7,462.385 89,548.615	45,774 7,686.218 92,234.610
23-54LA	Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 20,352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.533 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
23-54LA2	Laundry Attendant 3	Laundry Aide 2	MF34	2015	2015	Hourly 21,823 Monthly 3,664.445 Annual 43,973.345	22,459 3,771.240 45,254.885	23,115 3,881.394 46,576.725	23,794 3,995.409 47,944.910	24,491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
23-54LA2	Laundry Equipment Operator 1	Laundry Aide 2	MF34	2015	2015	Hourly 21,823 Monthly 3,664.445 Annual 43,973.345	22,459 3,771.240 45,254.885	23,115 3,881.394 46,576.725	23,794 3,995.409 47,944.910	24,491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
23-54LA2	Laundry Equipment Operator 2 - PIO	Laundry Aide 2	MF35	2015	2015	Hourly 21,823 Monthly 3,664.445 Annual 43,973.345	22,459 3,771.240 45,254.885	23,115 3,881.394 46,576.725	23,794 3,995.409 47,944.910	24,491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
23-54LALH	Laundry Supervisor	Laundry Aide Lead Hand	Code Needed	2015	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505	25,290 4,246.613 50,959.350	26,033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
23-54LA	Linen / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
23-54LA	Linen / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
23-54LA	Linen Aide	Laundry Aide	MF37	2015	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
23-54LA	Linen Aide II	Laundry Aide	MF37	2015	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
23-54LA	Linen Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly 37.228 Monthly 6,251.202 Annual 75,014.420	38.331 6,436.414 77,236.965									39.098 6,665.206 78,782.470	39.880 6,897.345 80,358.200	41.076 7,189.345 82,768.140
	Maintenance I - PIO		MF58	2015	2015	Hourly 27.329 Monthly 4,588.995 Annual 55,067.935										27.876 4,680.845 56,170.140	28.433 4,774.375 57,292.495	29.286 4,917.608 59,011.290
	Maintenance Worker I		MF59	2015	2015	Hourly 21.408 Monthly 3,594.760 Annual 43,137.120	22.034 3,699.876 44,398.510	22.682 3,808.686 45,704.230	23.345 3,920.015 47,040.175	24.031 4,035.205 48,422.465						24.512 4,115.973 49,391.680	25.002 4,198.253 50,379.030	25.752 4,324.190 51,890.280
	Maintenance Worker II		MF59	2015	2015	Hourly 23.505 Monthly 3,946.881 Annual 47,362.575	24.197 4,063.080 48,756.955	24.906 4,182.133 50,185.590	25.639 4,305.215 51,662.585	26.392 4,431.657 53,179.880						26.919 4,520.149 54,241.785	27.458 4,610.656 55,327.870	28.282 4,749.019 56,988.230
	Material Management Aide		MF41	2015	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
	Material Management Technician		MF82	2015	2015	Hourly 21.275 Monthly 3,572.427 Annual 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805					25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly 20.545 Monthly 3,449.848 Annual 41,398.175	21.146 3,550.766 42,609.190	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.066 3,873.166 46,477.990	23.743 3,986.845 47,842.145					24.217 4,066.438 48,797.255	24.701 4,147.710 49,772.515	25.442 4,272.136 51,265.630
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly 24.676 Monthly 4,143.512 Annual 49,722.140	25.404 4,265.755 51,189.060	26.151 4,391.189 52,694.265	26.919 4,520.149 54,241.785	27.715 4,653.810 55,845.725	28.533 4,791.166 57,493.995					29.104 4,887.047 58,644.560	29.686 4,984.774 59,817.290	30.577 5,134.388 61,612.655
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
I	Medical Records Technician II		Code Needed	2015	2015	Hourly 35.936 Monthly 6,034.253 Annual 72,411.040	37.003 6,213.420 74,561.045	38.099 6,397.457 76,769.485	39.225 6,586.531 79,038.375	40.390 6,782.154 81,385.850	41.590 6,983.654 83,803.850					42.423 7,123.529 85,482.345	43.271 7,265.922 87,191.055	44.569 7,483.878 89,806.535
	Medical Transcriptionist I		MF44	2015	2015	Hourly 23.580 Monthly 3,959.475 Annual 47,513.700	24.270 4,075.338 48,904.050	24.985 4,195.398 50,344.775	25.719 4,318.649 51,823.785	26.475 4,445.594 53,347.125						27.005 4,534.590 54,415.075	27.544 4,625.097 55,501.160	28.370 4,763.796 57,165.550
23-52DS	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly 24.686 Monthly 4,145.191 Annual 49,742.290	25.416 4,267.770 51,213.240	26.164 4,393.372 52,720.460	26.935 4,522.835 54,274.025	27.728 4,655.993 55,871.920	28.545 4,793.181 57,518.175					29.116 4,889.062 58,668.740	29.688 4,986.789 59,841.470	30.589 5,136.403 61,636.835
	Office Assistant - AFM (0A2)		MFA2	1885	2015	Hourly 25.006 Monthly 4,198.924 Annual 50,387.090	25.632 4,304.040 51,648.480	26.348 4,424.268 53,091.220	27.020 4,537.108 54,445.300	27.784 4,665.397 55,984.760	28.641 4,809.301 57,711.615					29.214 4,905.518 58,866.210	29.798 5,003.581 60,042.970	30.692 5,153.698 61,844.380
	Office Assistant - AFM (0A3)		MFA3	1885	2015	Hourly 27.113 Monthly 4,552.725 Annual 54,632.695	27.855 4,677.319 56,127.825	28.585 4,799.898 57,598.775	29.326 4,924.324 59,091.890	30.195 5,070.244 60,842.925	31.028 5,210.118 62,521.420					31.648 5,314.227 63,770.720	32.281 5,420.518 65,046.215	33.249 5,583.061 66,996.735

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year			
23-12G	Painter / Decorator	Code Needed	2015	2015	Hourly	37.699	38.816									39.592	40.384	41.596			
					Monthly	6,330.290	6,317.853												6,648.157	6,781.147	6,984.662
					Annual	75,963.485	78,214.240												79,777.880	81,373.760	83,815.940
Palliative Care Coordinator	Code Needed	1885	2015	Hourly	38.856	40.154	41.634	43.097	44.684	46.332	48.120	49.960	51.887	53.398		54.466	55.556	57.223			
				Monthly	6,524.570	6,742.526	6,991.043	7,236.705	7,503.188	7,779.915	8,080.150	8,389.117	8,712.692	8,966.414	9,145.749	9,328.778	9,608.695				
				Annual	78,294.840	80,910.310	83,892.510	86,840.455	90,038.260	93,358.980	96,961.800	100,669.400	104,552.305	107,596.970	109,748.990	111,945.340	115,304.345				
Patient Representative	MT57	2015	2015	Hourly	38.855	40.151	41.631	43.095	44.684	46.331	48.117	49.959			50.958	51.977	53.536				
				Monthly	6,524.402	6,742.022	6,990.539	7,236.369	7,503.188	7,779.747	8,079.646	8,388.949					8,556.698	8,727.805	8,989.587		
				Annual	78,292.825	80,904.265	83,886.465	86,836.425	90,038.260	93,356.965	96,955.755	100,667.385					102,680.370	104,733.655	107,875.040		
Pharmacy Aide - Ste Rose	MF46	2015	2015	Hourly	19.389	19.955	20.541	21.141	21.764	22.403						22.851	23.308	24.007			
				Monthly	3,255.736	3,350.777	3,449.176	3,549.926	3,654.538	3,761.837							3,837.064	3,913.802	4,031.175		
				Annual	39,068.835	40,209.325	41,390.115	42,599.115	43,854.460	45,142.045							46,044.765	46,965.620	48,374.105		
23-12F	Plumber	MF47	2015	2015	Hourly	45.053	46.390									47.318	48.265	49.713			
					Monthly	7,565.150	7,789.654											7,945.481	8,104.498	8,347.641	
					Annual	90,781.795	93,475.850											95,345.770	97,253.975	100,171.695	
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly	20.352	20.949	21.562	22.192	22.842					23.300	23.765	24.478			
						Monthly	3,417.440	3,517.686	3,620.619	3,726.407	3,835.553								3,912.458	3,990.540	4,110.264
						Annual	41,009.280	42,212.235	43,447.430	44,716.880	46,026.630								46,949.500	47,886.475	49,323.170
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly	51.581	52.604								53.656	54.729	56.371			
						Monthly	8,940.707	9,118.027											9,300.373	9,486.360	9,770.973
						Annual	107,288.480	109,416.320											111,604.480	113,836.320	117,251.680
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly	42.187	44.383								45.271	46.176	47.561			
						Monthly	7,312.413	7,693.053											7,846.973	8,003.840	8,243.907
						Annual	87,748.960	92,316.640											94,163.680	96,046.080	98,926.880
Protection Officer	MF70	2015	2015	Hourly	21.677	22.312	22.968	23.643	24.339	25.055						25.556	26.067	26.849			
				Monthly	3,639.930	3,746.557	3,856.710	3,970.054	4,086.924	4,207.152							4,291.278	4,377.084	4,508.395		
				Annual	43,679.155	44,958.680	46,280.520	47,640.645	49,043.085	50,485.825							51,495.340	52,525.005	54,100.735		
Purchasing Agent	MF87	1950	2015	Hourly	24.514	25.480	26.486	27.440	28.591	29.704	30.915	32.114				32.757	33.412	34.414			
				Monthly	4,116.309	4,278.517	4,447.441	4,607.633	4,800.905	4,987.797	5,191.144	5,392.476					5,600.446	5,610.432	5,778.684		
				Annual	49,395.710	51,342.200	53,369.290	55,291.600	57,610.865	59,853.560	62,293.725	64,709.710					66,005.355	67,325.180	69,344.210		
Purchasing Buyer	MF69	2015	2015	Hourly	25.167	25.909	26.673	27.459	28.269	29.104						29.686	30.279	31.187			
				Monthly	4,225.959	4,350.553	4,478.841	4,610.824	4,746.836	4,887.047							4,984.774	5,084.349	5,236.817		
				Annual	50,711.505	52,206.635	53,746.095	55,329.885	56,962.035	58,644.560							59,817.290	61,012.185	62,841.805		
Refrigeration / Air Cond. Mechanic	MF48	2015	2015	Hourly	47.935											48.894	49.872	51.368			
				Monthly	8,049.085												8,210.118	8,374.340	8,625.543		
				Annual	96,589.025												98,521.410	100,492.080	103,506.520		
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly	19.723	20.300	20.898	21.511	22.141	22.791				23.247	23.712	24.423			
						Monthly	3,311.820	3,408.708	3,509.123	3,612.055	3,717.843	3,826.989							3,903.559	3,981.640	4,101.029
						Annual	39,741.845	40,904.500	42,109.470	43,344.665	44,614.115	45,923.865							46,842.705	47,779.680	49,212.345
Secretary II	MF89	1950	2015	Hourly	23.950	24.654	25.379	26.128	26.897	27.688						28.243	28.807	29.671			
				Monthly	4,021.604	4,139.818	4,261.557	4,387.327	4,516.455	4,649.277							4,742.470	4,837.175	4,982.255		
				Annual	48,259.250	49,677.810	51,138.685	52,647.920	54,197.455	55,791.320							56,909.645	58,046.105	59,787.065		
Secretary Medical	MF90	1950	2015	Hourly	23.580	24.270	24.986	25.719	26.475							27.005	27.544	28.370			
				Monthly	3,959.475	4,075.338	4,195.566	4,318.649	4,445.594								4,534.590	4,625.097	4,763.796		
				Annual	47,513.700	48,904.050	50,346.790	51,823.785	53,347.125								54,415.075	55,501.160	57,165.550		
Security Officer - Qualified Person (QP)	QPS0	2015	2015	Hourly	23.593	24.361	25.176	26.014	26.886	27.782	28.330					28.897	29.474	30.358			
				Monthly	3,961.658	4,090.618	4,227.470	4,368.184	4,514.608	4,665.061	4,757.079						4,852.288	4,949.176	5,097.614		
				Annual	47,539.895	49,087.415	50,729.640	52,418.210	54,175.290	55,980.730	57,084.950						58,227.455	59,390.110	61,171.370		
Service Worker II - PIO	MX13	2015	2015	Hourly	24.344	24.996	25.654	26.365	27.135	27.850						28.407	28.976	29.845			
				Monthly	4,087.763	4,197.245	4,307.734	4,427.123	4,546.419	4,676.479							4,770.009	4,865.553	5,011.473		
				Annual	49,053.160	50,366.940	51,692.810	53,125.475	54,677.025	56,117.750							57,240.105	58,386.640	60,137.675		
Slatinq Clerk	MF66	1950	2015	Hourly	23.476	24.166	24.875	25.608	26.363	27.141						27.683	28.237	29.084			
				Monthly	3,942.012	4,057.874	4,176.927	4,300.010	4,426.787	4,557.426							4,648.437	4,741.463	4,883.688		
				Annual	47,304.140	48,694.490	50,123.125	51,600.120	53,121.445	54,689.115							55,781.245	56,891.555	58,604.260		
Staffing Clerk	MF50	2015	2015	Hourly	23.914	24.620	25.342	26.093	26.859	27.653						28.207	28.771	29.634			
				Monthly	4,015.559	4,134.108	4,255.344	4,381.450	4,510.074	4,643.400							4,736.425	4,831.130	4,976.043		
				Annual	48,186.710	49,609.300	51,064.130	52,577.395	54,120.885	55,720.795							56,837.105	57,973.565	59,712.510		
Stores Clerk	MF51	2015	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982						26.502	27.032	27.843			
				Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811							4,450.128	4,539.123	4,675.304		
				Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730							53,401.530	54,469.480	56,103.645		

Standard Grip No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Stores Lead Hand		MF52	2015	2015	Hourly 23.712 Monthly 3,981.640 Annual 47,779.680	24.407 4,098.342 49,180.105	25.129 4,219.578 50,634.935	25.867 4,343.500 52,122.005	26.630 4,471.621 53,659.450	27.413 4,603.100 55,237.195					27.961 4,695.118 56,341.415	28.521 4,789.151 57,469.815	29.377 4,932.888 59,194.655
	Storeskeeper		MF92	2015	2015	Hourly 23.476 Monthly 3,942.012 Annual 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115					27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260
23-52DS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly 24.686 Monthly 4,145.191 Annual 49,742.290	25.416 4,267.770 51,213.240	26.164 4,393.372 52,720.460	26.935 4,522.835 54,274.025	27.728 4,655.993 55,871.920	28.545 4,793.181 57,518.175					29.116 4,889.062 58,668.740	29.698 4,986.789 59,841.470	30.589 5,136.403 61,636.835
	Support Services to Seniors		Code Needed	1885	2015	Hourly 22.628 Monthly 3,799.618 Annual 45,595.420										23.080 3,875.517 46,506.200	23.542 3,953.094 47,437.130	24.248 4,071.643 48,859.720
	Switchboard Operator		Code Needed	1950	2015	Hourly 21.322 Monthly 3,580.319 Annual 42,963.830	21.950 3,685.771 44,229.250	22.593 3,793.741 45,524.895	23.255 3,904.902 46,858.825	23.941 4,020.093 48,241.115	24.646 4,138.474 49,661.690					25.139 4,221.257 50,655.085	25.642 4,305.719 51,668.630	26.411 4,434.847 53,218.165
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly 44.655 Monthly 7,498.319 Annual 89,979.825										45.548 7,648.268 91,779.220	46.458 7,801.073 93,612.870	47.852 8,035.148 96,421.780
	TV Representative		MF93	1950	2015	Hourly 17.246 Monthly 2,895.891 Annual 34,750.690										17.591 2,953.822 35,445.865	17.944 3,013.097 36,157.160	18.482 3,103.436 37,241.230
	Unit Clerk		Code Needed	2015	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
	Volunteer Coordinator		MF65	2015	2015	Hourly 24.134 Monthly 4,052.501 Annual 48,630.010	24.842 4,171.386 50,056.630	25.573 4,294.133 51,529.595	26.328 4,420.910 53,050.920	27.102 4,550.878 54,610.530	27.902 4,685.211 56,222.530					28.460 4,778.908 57,346.900	29.030 4,874.621 58,495.450	29.901 5,020.876 60,250.515
	Ward Clerk		MG02	2015	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
	Word Process Operator		MF95	1950	2015	Hourly 22.159 Monthly 3,720.865 Annual 44,650.385	22.809 3,830.011 45,960.135	23.479 3,942.515 47,310.185	24.170 4,058.546 48,702.550	24.880 4,177.767 50,133.200	25.614 4,301.018 51,612.210					26.126 4,386.991 52,643.890	26.648 4,474.643 53,695.720	27.447 4,608.809 55,305.705

Effective September 30, 2026

A1. Effective September 30, 2026

Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Accounting Office Clerk - St Rose Hosp		Code Needed	2015	2015	Hourly 24.731	25.444	26.181	26.940	27.720	28.523					29.093	29.675	30.565
						Monthly 4,152.747	4,272.472	4,396.226	4,523.675	4,654.650	4,789.487					4,885.200	4,982.927	5,132.373
						Annual 49,832.965	51,269.660	52,754.715	54,284.100	55,855.800	57,473.845					58,622.395	59,795.125	61,588.475
	Admin. Secretary 1		Code Needed	1885	2015	Hourly 21.272	21.852	22.418	22.997							23.457	23.926	24.644
						Monthly 3,571.923	3,669.315	3,764.356	3,861.580							3,938.821	4,017.574	4,138.138
						Annual 42,863.080	44,031.780	45,172.270	46,338.955							47,265.855	48,210.890	49,657.660
	Admin. Secretary 2		MC05	1885	2015	Hourly 23.949	24.530	25.127	25.815	26.448						26.977	27.517	28.343
						Monthly 4,021.436	4,118.996	4,219.242	4,334.769	4,441.060						4,529.888	4,620.563	4,759.262
						Annual 48,257.235	49,427.950	50,630.905	52,017.225	53,292.720						54,358.655	55,446.755	57,111.145
	Admin. Secretary 3		MC06	1885	2015	Hourly 26.520	27.211	27.936	28.658	29.415	30.206					30.810	31.426	32.369
						Monthly 4,453.150	4,569.180	4,690.920	4,812.156	4,939.269	5,072.091					5,173.513	5,276.949	5,435.295
						Annual 53,437.800	54,830.165	56,291.040	57,745.870	59,271.225	60,865.090					62,082.150	63,323.390	65,223.535
	Administrative Assistant		MF77	1950	2015	Hourly 27.134	27.839	28.566	29.312	30.082	30.877					31.495	32.125	33.089
						Monthly 4,556.251	4,674.632	4,796.708	4,921.973	5,051.269	5,184.763					5,288.535	5,394.323	5,556.195
						Annual 54,675.010	56,095.585	57,560.490	59,063.680	60,615.230	62,217.155					63,462.425	64,731.875	66,674.335
	Administrative Officer (A03)		Code Needed	1885	2015	Hourly 30.390	31.478	32.497	33.691	34.883	36.099					36.821	37.557	38.684
						Monthly 5,102.988	5,285.681	5,456.788	5,657.280	5,857.437	6,061.624					6,182.860	6,306.446	6,495.688
						Annual 61,235.850	63,428.170	65,481.455	67,887.365	70,289.245	72,739.485					74,194.315	75,677.355	77,948.260
	Admittina Clerk		MF05	2015	2015	Hourly 24.165	24.858	25.574	26.311	27.069						27.610	28.162	29.007
						Monthly 4,057.706	4,174.073	4,294.301	4,418.055	4,545.336						4,636.179	4,728.869	4,870.759
						Annual 48,692.475	50,088.870	51,531.610	53,016.665	54,544.035						55,634.150	56,746.430	58,449.105
	Admitting Officer - PIO		MF06	1950	2015	Hourly 24.739	25.097	25.548	25.957	26.367						26.894	27.432	28.255
						Monthly 4,154.090	4,214.205	4,289.935	4,358.613	4,427.459						4,515.951	4,606.290	4,744.485
						Annual 49,849.085	50,570.455	51,479.220	52,303.355	53,129.505						54,191.410	55,275.480	56,933.825
23-55MDR1	C.S.R. Tech I	MDR Technician I	MF17	2015	2015	Hourly 25.126	25.854	26.601	27.369	28.165	28.983					29.563	30.154	31.059
						Monthly 4,219.074	4,341.318	4,466.751	4,595.711	4,729.373	4,866.729					4,964.120	5,063.359	5,215.324
						Annual 50,628.890	52,095.810	53,601.015	55,148.535	56,752.475	58,400.745					59,569.445	60,760.310	62,583.885
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	2015	Hourly 20.995	21.596	22.221	22.858	23.516	24.193					24.677	25.171	25.926
						Monthly 3,525.410	3,626.328	3,731.276	3,838.239	3,948.728	4,062.408					4,143.680	4,226.630	4,353.408
						Annual 42,304.925	43,515.940	44,775.315	46,058.870	47,384.740	48,748.895					49,724.155	50,719.565	52,240.890
23-12H	Carpenter		MF08	2015	2015	Hourly 40.562	41.752									42.587	43.439	44.742
						Monthly 6,811.036	7,010.857									7,151.067	7,294.132	7,512.928
						Annual 81,732.430	84,130.280									85,812.805	87,529.585	90,155.130
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.265	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
	Clerk I		MF09	1950	2015	Hourly 21.698	22.323	22.959	23.615	24.294						24.780	25.276	26.034
						Monthly 3,643.456	3,748.404	3,855.199	3,965.352	4,079.368						4,160.975	4,244.262	4,371.543
						Annual 43,721.470	44,980.845	46,262.385	47,584.225	48,952.410						49,931.700	50,931.140	52,458.510
	Clerk II		MC09	1885	2015	Hourly 22.678	23.227	23.860	24.443	25.127						25.630	26.143	26.927
						Monthly 3,808.014	3,900.200	4,006.492	4,104.387	4,219.242						4,303.704	4,389.845	4,521.492
						Annual 45,696.170	46,802.405	48,077.900	49,252.645	50,630.905						51,644.450	52,678.145	54,257.905
	Clerk III		MF11	1950	2015	Hourly 23.318	23.986	24.674	25.386	26.116						26.638	27.171	27.986
						Monthly 3,915.481	4,027.649	4,143.176	4,262.733	4,385.312						4,472.964	4,562.464	4,699.316
						Annual 46,985.770	48,331.790	49,718.110	51,152.790	52,623.740						53,675.570	54,749.565	56,391.790
	Clerk III-Bdn		MF96	1950	2015	Hourly 23.687	24.367	25.067	25.790	26.533						27.064	27.605	28.433
						Monthly 3,977.442	4,091.625	4,209.167	4,330.571	4,455.333						4,544.497	4,635.340	4,774.375
						Annual 47,729.305	49,099.505	50,510.005	51,966.850	53,463.995						54,533.960	55,624.075	57,292.495
	Clerk IV		MF12	1950	2015	Hourly 24.165	24.858	25.574	26.311	27.069						27.610	28.162	29.007
						Monthly 4,057.706	4,174.073	4,294.301	4,418.055	4,545.336						4,636.179	4,728.869	4,870.759
						Annual 48,692.475	50,088.870	51,531.610	53,016.665	54,544.035						55,634.150	56,746.430	58,449.105

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly 28.852	29.823	30.841	31.839	32.999	34.084	35.270	36.342			37.069	37.810	38.944
						Monthly 4,844.732	5,007.779	5,178.718	5,346.299	5,541.082	5,723.272	5,922.421	6,102.428			6,224.503	6,348.929	6,539.347
						Annual 58,136.780	60,093.345	62,144.615	64,155.585	66,492.985	68,679.260	71,069.050	73,229.130			74,694.035	76,187.150	78,472.160
	Community Health Facilitator		MC14	1885	2015	Hourly 26.520	27.211	27.936	28.658	29.415	30.206					30.810	31.426	32.369
						Monthly 4,453.150	4,569.180	4,690.920	4,812.156	4,939.269	5,072.091					5,173.512	5,276.949	5,435.295
						Annual 53,437.800	54,830.165	56,291.040	57,745.870	59,271.225	60,865.090					62,082.150	63,323.390	65,223.535
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly 21.987	22.692	23.448	24.207	24.940	25.752					26.267	26.792	27.596
						Monthly 3,811.080	3,933.280	4,064.320	4,195.880	4,322.933	4,463.680					4,552.947	4,643.947	4,783.307
						Annual 45,732.960	47,199.360	48,771.840	50,350.560	51,875.200	53,564.160					54,635.360	55,727.360	57,399.680
Q	Control Systems Specialist		MF71	2015	2015	Hourly 48.385										49.353	50.340	51.850
						Monthly 8,124.648										8,287.191	8,452.925	8,706.479
						Annual 97,495.775										99,446.295	101,435.100	104,477.750
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly 21.597	22.221	22.858	23.514	24.193	24.890					25.388	25.896	26.673
						Monthly 3,626.496	3,731.276	3,838.239	3,948.393	4,062.408	4,179.446					4,263.068	4,348.370	4,478.841
						Annual 43,517.955	44,775.315	46,058.870	47,380.710	48,748.895	50,153.350					51,156.820	52,180.440	53,746.095
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly 21.597	22.221	22.858	23.514	24.193	24.890					25.388	25.896	26.673
						Monthly 3,743.480	3,851.640	3,962.053	4,075.760	4,193.453	4,314.267					4,400.587	4,488.640	4,623.320
						Annual 44,921.760	46,219.680	47,544.640	48,909.120	50,321.440	51,771.200					52,807.040	53,663.680	55,479.840
23-52UC	Cook 1 - Ste Rose / Wpaosis	Uncertified Cook	MF13	2015	2015	Hourly 21.597	22.221	22.858	23.514	24.193	24.890					25.388	25.896	26.673
						Monthly 3,626.496	3,731.276	3,838.239	3,948.393	4,062.408	4,179.446					4,263.068	4,348.370	4,478.841
						Annual 43,517.955	44,775.315	46,058.870	47,380.710	48,748.895	50,153.350					51,156.820	52,180.440	53,746.095
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly 24.616	25.325	26.058	26.813	27.591	28.391					28.959	29.538	30.424
						Monthly 4,133.437	4,252.490	4,375.573	4,502.350	4,632.989	4,767.322					4,862.699	4,959.923	5,108.697
						Annual 49,601.240	51,029.875	52,506.870	54,028.195	55,595.865	57,207.865					58,352.385	59,519.070	61,304.360
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly 24.616	25.325	26.058	26.813	27.591	28.391					28.959	29.538	30.424
						Monthly 4,133.437	4,252.490	4,375.573	4,502.350	4,632.989	4,767.322					4,862.699	4,959.923	5,108.697
						Annual 49,601.240	51,029.875	52,506.870	54,028.195	55,595.865	57,207.865					58,352.385	59,519.070	61,304.360
23-52C	Cook 2 AFM	Cook	CK2F	2080	2080	Hourly 24.616	25.325	26.058	26.813	27.591	28.391					28.959	29.538	30.424
						Monthly 4,266.773	4,389.667	4,516.720	4,647.587	4,782.440	4,921.107					5,019.560	5,119.920	5,273.493
						Annual 51,201.280	52,676.000	54,200.640	55,771.040	57,389.280	59,053.280					60,234.720	61,439.040	63,281.920
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly 24.616	25.325	26.058	26.813	27.591	28.391					28.959	29.538	30.424
						Monthly 4,133.437	4,252.490	4,375.573	4,502.350	4,632.989	4,767.322					4,862.699	4,959.923	5,108.697
						Annual 49,601.240	51,029.875	52,506.870	54,028.195	55,595.865	57,207.865					58,352.385	59,519.070	61,304.360
23-52DS	Cook 3 AFM	Food Services Supervisor	CK3	2080	2080	Hourly 25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072
						Monthly 4,356.907	4,483.440	4,613.093	4,746.733	4,884.187	5,025.800					5,126.333	5,228.947	5,385.813
						Annual 52,282.880	53,801.280	55,357.120	56,960.800	58,610.240	60,309.600					61,516.000	62,747.360	64,629.760
	CPS Technician I		MF17	2015	2015	Hourly 22.925	23.586	24.266	24.965	25.688	26.432					26.961	27.500	28.325
						Monthly 3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373					4,527.201	4,617.708	4,756.240
						Annual 46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480					54,326.415	55,412.500	57,074.875
	Cultural Facilitator		MC20	1950	2015	Hourly 24.270	25.026	25.837	26.716	27.562	28.426					28.995	29.575	30.462
						Monthly 4,075.338	4,202.283	4,338.463	4,486.062	4,628.119	4,773.199					4,868.744	4,966.135	5,115.078
						Annual 48,904.050	50,427.390	52,061.555	53,832.740	55,537.430	57,278.390					58,424.925	59,593.625	61,380.930
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly 23.687	24.367	25.067	25.790	26.533						27.064	27.605	28.433
						Monthly 3,977.442	4,091.625	4,209.167	4,330.571	4,455.333						4,544.497	4,635.340	4,774.375
						Annual 47,729.305	49,099.505	50,510.005	51,966.850	53,463.995						54,533.960	55,624.075	57,292.495
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly 25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072
						Monthly 4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744					4,966.135	5,065.542	5,217.507
						Annual 50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925					59,593.625	60,786.505	62,610.080
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
	Driver - Mobile Bus		MF68	2015	2015	Hourly 27.390	28.184	29.001	29.846	30.712	31.601					32.233	32.878	33.864
						Monthly 4,599.238	4,732.563	4,869.751	5,011.641	5,157.057	5,306.335					5,412.458	5,520.764	5,686.330
						Annual 55,190.850	56,790.760	58,437.015	60,139.690	61,884.680	63,676.015					64,949.495	66,249.170	68,235.960
	Driver 1		MF22	2015	2015	Hourly 22.613	23.262	23.933	24.624	25.335	26.068					26.589	27.121	27.935
						Monthly 3,797.100	3,906.078	4,018.750	4,134.780	4,254.169	4,377.252					4,464.736	4,554.068	4,690.752
						Annual 45,565.195	46,872.930	48,224.995	49,617.360	51,050.025	52,527.020					53,576.835	54,648.815	56,289.025

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly 23.687	24.367	25.067	25.790	26.533						27.064	27.605	28.433
						Monthly 3,977.442	4,091.625	4,209.167	4,330.571	4,455.333						4,544.497	4,635.340	4,774.375
						Annual 47,729.305	49,099.505	50,510.005	51,966.850	53,463.995						54,533.960	55,624.075	57,292.495
23-54LA	Linens / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-54LA	Linens / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-54LA	Linens Aide	Laundry Aide	MF37	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-54LA	Linens Aide II	Laundry Aide	MF37	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-54LA	Linens Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly 20.852	21.449	22.062	22.692	23.342						23.809	24.285	25.014
						Monthly 3,501.398	3,601.645	3,704.578	3,810.365	3,919.511						3,997.928	4,077.856	4,200.268
						Annual 42,016.780	43,219.735	44,454.930	45,724.380	47,034.130						47,975.135	48,934.275	50,403.210
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly 37.678	38.781									39.557	40.348	41.558
						Monthly 6,326.764	6,511.976									6,642.280	6,775.102	6,978.281
						Annual 75,921.170	78,143.715									79,707.355	81,301.220	83,739.370
	Maintenance I - PIO		MF58	2015	2015	Hourly 27.829										28.386	28.954	29.823
						Monthly 4,672.953										4,766.483	4,861.859	5,007.779
						Annual 56,075.435										57,197.790	58,342.310	60,093.345
	Maintenance Worker I		MF59	2015	2015	Hourly 21.908	22.534	23.182	23.845	24.531						25.022	25.522	26.288
						Monthly 3,678.718	3,783.834	3,892.644	4,003.973	4,119.164						4,201.611	4,285.569	4,414.193
						Annual 44,144.620	45,406.010	46,711.730	48,047.675	49,429.965						50,419.330	51,426.830	52,970.320
	Maintenance Worker II		MF59	2015	2015	Hourly 24.005	24.697	25.406	26.139	26.892						27.430	27.979	28.818
						Monthly 4,030.840	4,147.038	4,266.091	4,389.174	4,515.615						4,605.954	4,698.140	4,839.023
						Annual 48,370.075	49,764.455	51,193.090	52,670.085	54,187.380						55,271.450	56,377.685	58,068.270
	Material Management Aide		MF41	2015	2015	Hourly 22.925	23.586	24.266	24.965	25.688	26.432					26.961	27.500	28.325
						Monthly 3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373					4,527.201	4,617.708	4,756.240
						Annual 46,193.875	47,325.790	48,895.990	50,304.475	51,761.320	53,260.480					54,326.415	55,412.500	57,074.875
	Material Management Technician		MF82	2015	2015	Hourly 21.725	22.348	22.992	23.655	24.337	25.037					25.538	26.049	26.830
						Monthly 3,647.990	3,752.602	3,860.740	3,972.069	4,086.588	4,204.130					4,288.256	4,374.051	4,505.204
						Annual 43,775.875	45,031.220	46,328.880	47,664.825	49,039.055	50,449.555					51,459.070	52,488.735	54,062.450
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly 20.995	21.596	22.221	22.858	23.516	24.193					24.677	25.171	25.926
						Monthly 3,525.410	3,626.328	3,731.276	3,838.239	3,948.728	4,062.408					4,143.680	4,226.630	4,353.400
						Annual 42,304.925	43,515.940	44,775.315	46,058.870	47,384.740	48,748.895					49,724.155	50,719.565	52,240.890
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly 25.126	25.854	26.601	27.369	28.165	28.983					29.563	30.154	31.059
						Monthly 4,219.074	4,341.318	4,466.751	4,595.711	4,729.373	4,866.729					4,964.120	5,063.359	5,215.324
						Annual 50,628.890	52,095.810	53,601.015	55,148.535	56,732.475	58,400.745					59,569.445	60,760.310	62,583.885
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly 26.228	26.985	27.767	28.573	29.403	30.259					30.864	31.481	32.425
						Monthly 4,404.118	4,531.231	4,662.542	4,797.883	4,937.254	5,080.990					5,182.580	5,286.185	5,444.698
						Annual 52,849.420	54,374.775	55,950.505	57,574.595	59,247.045	60,971.885					62,190.960	63,434.215	65,336.375
I	Medical Records Technician II		Code Needed	2015	2015	Hourly 36.386	37.453	38.549	39.675	40.840	42.040					42.881	43.739	45.051
						Monthly 6,109.816	6,288.983	6,473.020	6,662.094	6,857.717	7,059.217					7,200.435	7,344.507	7,564.814
						Annual 73,317.790	75,467.795	77,676.235	79,945.125	82,292.600	84,710.600					86,405.215	88,134.085	90,777.765
	Medical Transcriptionist I		MF44	2015	2015	Hourly 24.080	24.770	25.485	26.219	26.975						27.515	28.065	28.907
						Monthly 4,043.433	4,159.296	4,279.356	4,402.607	4,529.552						4,620.227	4,712.581	4,853.967
						Annual 48,521.200	49,911.550	51,352.275	52,831.285	54,354.625						55,442.725	56,550.975	58,247.605
23-52DS	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly 25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072
						Monthly 4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744					4,966.135	5,065.542	5,217.507
						Annual 50,649.040	52,119.990	53,621.210	55,180.175	56,778.670	58,424.925					59,593.625	60,786.505	62,610.080
	Office Assistant AFM (0A2)		MFA2	1885	2015	Hourly 25.456	26.082	26.798	27.470	28.234	29.091					29.673	30.266	31.174
						Monthly 4,274.487	4,379.603	4,499.831	4,612.671	4,740.959	4,884.864					4,982.591	5,082.166	5,234.634
						Annual 51,293.840	52,555.230	53,997.970	55,352.050	56,891.510	58,618.365					59,791.095	60,985.990	62,815.610
	Office Assistant AFM (0A3)		MFA3	1885	2015	Hourly 27.563	28.305	29.035	29.776	30.645	31.478					32.108	32.750	33.733
						Monthly 4,628.287	4,752.881	4,875.460	4,999.887	5,145.806	5,285.681					5,391.468	5,499.271	5,664.333
						Annual 55,539.445	57,034.575	58,505.525	59,998.640	61,749.675	63,428.170					64,697.620	65,991.250	67,971.995

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
23-12G	Painter / Decorator		Code Needed	2015	2015	Hourly	38.149	39.266								40.051	40.852	42.078				
						Monthly	6,405.853	6,593.416												6,725.230	6,859.732	7,065.598
						Annual	76,870.235	79,120.990												80,702.765	82,316.780	84,787.170
	Palliative Care Coordinator		Code Needed	1885	2015	Hourly	39.306	40.604	42.084	43.547	45.134	46.782	48.570	50.410	52.337	53.848	54.925	56.024	57.705			
						Monthly	6,600.133	6,818.088	7,066.605	7,312.267	7,578.751	7,855.478	8,155.713	8,464.679	8,788.255	9,041.977	9,222.823	9,407.363	9,689.631			
						Annual	79,201.590	81,817.060	84,799.260	87,747.205	90,945.010	94,265.730	97,868.550	101,576.150	105,459.055	108,503.720	110,673.875	112,888.360	116,275.575			
	Patient Representative		MF57	2015	2015	Hourly	39.305	40.601	42.081	43.545	45.134	46.781	48.567	50.409		51.417	52.445	54.018				
						Monthly	6,599.965	6,817.585	7,066.101	7,311.931	7,578.751	7,855.310	8,155.209	8,464.511		8,623.771	8,806.390	9,070.523				
						Annual	79,199.575	81,811.015	84,793.215	87,743.175	90,945.010	94,263.715	97,862.505	101,574.135		103,605.255	105,676.675	108,846.270				
	Pharmacy Aide - Ste Rose		MF46	2015	2015	Hourly	19.839	20.405	20.991	21.591	22.214	22.853				23.310	23.776	24.489				
						Monthly	3,331.299	3,426.340	3,524.739	3,625.489	3,730.101	3,837.400				3,914.138	3,992.387	4,112.111				
						Annual	39,975.585	41,116.075	42,296.865	43,505.865	44,761.210	46,048.795				46,969.650	47,908.640	49,345.335				
23-12F	Plumber		MF47	2015	2015	Hourly	45.503	46.840								47.777	48.733	50.195				
						Monthly	7,640.712	7,865.217												8,022.555	8,183.083	8,428.577
						Annual	91,688.545	94,382.600												96,270.655	98,196.995	101,142.925
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly	20.852	21.449	22.062	22.692	23.342					23.809	24.285	25.014				
						Monthly	3,501.398	3,601.645	3,704.578	3,810.365	3,919.511									3,997.928	4,077.856	4,200.268
						Annual	42,016.780	43,219.735	44,454.930	45,724.380	47,034.130									47,975.135	48,924.275	50,403.210
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly	52.031	53.054								54.115	55.197	56.853				
						Monthly	9,018.707	9,196.027												9,379.933	9,567.480	9,854.520
						Annual	108,224.480	110,352.320												112,559.200	114,809.760	118,254.240
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly	42.637	44.833								45.730	46.645	48.044				
						Monthly	7,390.413	7,771.053												7,926.533	8,085.133	8,327.627
						Annual	88,684.960	93,252.640												95,118.400	97,021.600	99,931.520
	Protection Officer		MF70	2015	2015	Hourly	22.127	22.762	23.418	24.093	24.789	25.505				26.015	26.535	27.331				
						Monthly	3,715.492	3,822.119	3,932.273	4,045.616	4,162.486	4,282.715								4,368.252	4,455.669	4,589.330
						Annual	44,585.905	45,865.430	47,187.270	48,547.395	49,949.835	51,392.575								52,420.225	53,468.025	55,071.965
	Purchasing Agent		MF87	1950	2015	Hourly	24.964	25.930	26.936	27.890	29.041	30.154	31.365	32.564		33.215	33.879	34.895				
						Monthly	4,191.872	4,354.079	4,523.003	4,683.196	4,876.468	5,063.359	5,266.705	5,468.038		5,577.252	5,688.849	5,859.452				
						Annual	50,302.460	52,248.950	54,276.040	56,198.350	58,517.615	60,760.310	63,200.475	65,616.460		66,928.225	68,266.185	70,313.425				
	Purchasing Buyer		MF69	2015	2015	Hourly	25.617	26.359	27.123	27.909	28.719	29.554				30.145	30.748	31.670				
						Monthly	4,301.521	4,426.115	4,554.404	4,686.386	4,822.399	4,962.609								5,061.848	5,163.102	5,317.921
						Annual	51,618.255	53,113.385	54,652.845	56,236.635	57,868.785	59,551.310								60,742.175	61,957.220	63,815.050
	Refrigeration / Air Cond. Mechanic		MF48	2015	2015	Hourly	48.385									49.353	50.340	51.850				
						Monthly	8,124.648													8,287.191	8,452.925	8,706.479
						Annual	97,495.775													99,446.295	101,435.100	104,477.750
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly	20.173	20.750	21.348	21.961	22.591	23.241				23.706	24.180	24.905				
						Monthly	3,387.383	3,484.271	3,584.685	3,687.618	3,793.405	3,902.551								3,980.633	4,060.225	4,181.965
						Annual	40,648.595	41,811.250	43,016.220	44,251.415	45,520.865	46,830.615								47,767.590	48,722.700	50,183.575
	Secretary II		MF89	1950	2015	Hourly	24.400	25.104	25.829	26.578	27.347	28.138				28.701	29.275	30.153				
						Monthly	4,097.167	4,215.380	4,337.120	4,462.889	4,592.017	4,724.839								4,819.376	4,915.760	5,063.191
						Annual	49,166.000	50,584.560	52,045.435	53,554.670	55,104.205	56,698.070								57,832.515	58,989.125	60,758.295
	Secretary Medical		MF90	1950	2015	Hourly	24.080	24.770	25.486	26.219	26.975					27.515	28.065	28.907				
						Monthly	4,043.433	4,159.296	4,279.524	4,402.607	4,529.552									4,620.227	4,712.581	4,853.967
						Annual	48,521.200	49,911.550	51,354.290	52,831.285	54,354.625									55,442.725	56,550.975	58,247.605
	Security Officer - Qualified Person (OP)		QP50	2015	2015	Hourly	24.043	24.811	25.626	26.464	27.336	28.232	28.780				29.356	29.943	30.841			
						Monthly	4,037.220	4,166.180	4,303.033	4,443.747	4,590.170	4,740.623	4,832.642							4,929.262	5,027.929	5,178.718
						Annual	48,446.645	49,994.165	51,636.390	53,324.960	55,082.040	56,887.480	57,991.700							59,152.240	60,335.145	62,144.615
	Service Worker II - PIC		MX13	2015	2015	Hourly	24.794	25.446	26.104	26.815	27.585	28.300				28.866	29.443	30.326				
						Monthly	4,163.326	4,272.808	4,383.297	4,502.685	4,631.981	4,752.042								4,847.083	4,943.970	5,092.241
						Annual	49,959.910	51,273.690	52,599.560	54,032.225	55,583.775	57,024.500								58,164.990	59,327.645	61,106.890
	Slatinq Clerk		MF66	1950	2015	Hourly	23.926	24.616	25.325	26.058	26.813	27.591				28.143	28.706	29.567				
						Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989								4,725.679	4,820.216	4,964.792
						Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865								56,708.145	57,842.590	59,577.505
	Staffing Clerk		MF50	2015	2015	Hourly	24.364	25.070	25.792	26.543	27.309	28.103				28.665	29.238	30.115				
						Monthly	4,091.122	4,209.671	4,330.907	4,457.012	4,585.636	4,718.962								4,813.331	4,909.548	5,056.810
						Annual	49,093.460	50,516.050	51,970.880	53,484.145	55,027.635	56,627.545								57,759.975	58,914.570	60,681.725
	Stores Clerk		MF51	2015	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432				26.961	27.500	28.325				
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Stores Lead Hand		MF52	2015	2015	Hourly 24.162	24.857	25.579	26.317	27.080	27.863					28.420	28.988	29.858
						Monthly 4,057,203	4,173,905	4,295,140	4,419,063	4,547,183	4,678,662					4,772,192	4,867,568	5,013,656
						Annual 48,686,430	50,086,855	51,541,685	53,028,755	54,566,200	56,143,945					57,266,300	58,410,820	60,163,870
	Storeskeeper		MF92	2015	2015	Hourly 23.926	24.616	25.325	26.058	26.813	27.591					28.143	28.706	29.567
						Monthly 4,017,574	4,133,437	4,252,490	4,375,573	4,502,350	4,632,989					4,725,679	4,820,216	4,964,792
						Annual 48,210,890	49,601,240	51,029,875	52,506,870	54,028,195	55,595,865					56,708,145	57,842,590	59,577,505
23-52DS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly 25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072
						Monthly 4,220,753	4,343,333	4,468,934	4,598,398	4,731,556	4,868,744					4,966,135	5,065,542	5,217,507
						Annual 50,649,040	52,119,990	53,627,210	55,180,775	56,778,670	58,424,925					59,593,625	60,786,505	62,610,080
	Support Services to Seniors		Code Needed	1885	2015	Hourly 23.078										23.540	24.011	24.731
						Monthly 3,875,181										3,952,758	4,031,847	4,152,747
						Annual 46,502,170										47,433,100	48,382,165	49,832,965
	Switchboard Operator		Code Needed	1950	2015	Hourly 21.772	22.400	23.043	23.705	24.391	25.096					25.598	26.110	26.893
						Monthly 3,655,882	3,761,333	3,869,304	3,980,465	4,095,655	4,214,037					4,298,331	4,384,304	4,515,783
						Annual 43,870,580	45,136,000	46,431,645	47,765,575	49,147,865	50,568,440					51,579,970	52,611,650	54,189,395
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly 45.105										46.007	46.927	48.335
						Monthly 7,573,881										7,725,342	7,879,825	8,116,252
						Annual 90,886,575										92,704,105	94,557,905	97,395,025
	TV Representative		MF93	1950	2015	Hourly 17.696										18.050	18.411	18.963
						Monthly 2,971,453										3,030,896	3,091,514	3,184,204
						Annual 35,657,440										36,370,750	37,098,165	38,210,445
	Unit Clerk		Code Needed	2015	2015	Hourly 22.925	23.586	24.266	24.965	25.688	26.432					26.961	27.500	28.325
						Monthly 3,849,490	3,960,483	4,074,666	4,192,040	4,313,443	4,438,373					4,527,201	4,617,708	4,756,240
						Annual 46,193,875	47,525,790	48,895,990	50,304,475	51,761,320	53,260,480					54,326,415	55,412,500	57,074,875
	Volunteer Coordinator		MF65	2015	2015	Hourly 24.584	25.292	26.023	26.778	27.552	28.352					28.919	29.497	30.382
						Monthly 4,128,063	4,246,948	4,369,695	4,496,473	4,626,440	4,760,773					4,855,982	4,953,038	5,101,644
						Annual 49,536,760	50,963,380	52,436,345	53,957,670	55,517,280	57,129,280					58,271,785	59,436,455	61,219,730
	Ward Clerk		MG02	2015	2015	Hourly 22.925	23.586	24.266	24.965	25.688	26.432					26.961	27.500	28.325
						Monthly 3,849,490	3,960,483	4,074,666	4,192,040	4,313,443	4,438,373					4,527,201	4,617,708	4,756,240
						Annual 46,193,875	47,525,790	48,895,990	50,304,475	51,761,320	53,260,480					54,326,415	55,412,500	57,074,875
	Word Process Operator		MF95	1950	2015	Hourly 22.609	23.259	23.929	24.620	25.330	26.064					26.585	27.117	27.931
						Monthly 3,796,428	3,905,574	4,018,078	4,134,108	4,253,329	4,376,580					4,464,065	4,553,396	4,690,080
						Annual 45,557,135	46,866,885	48,216,935	49,609,300	51,039,950	52,518,960					53,568,775	54,640,755	56,280,965

Effective April 1, 2027

A1. Effective April 1, 2027

Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year			
	Accounting Office Clerk - St Rose Hosp	Code Needed	2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129						31.752	32.387	33.359			
				Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078								5,331.690	5,438.317	5,601.532	
				Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,058.530	62,724.935								63,980.280	65,259.805	67,218.385	
	Admin. Secretary 1	Code Needed	1885	Hourly	23.910	24.508	25.091	25.687								26.201	26.725	27.527			
				Monthly	4,014.888	4,115.302	4,213.197	4,313.275										4,399.585	4,487.573	4,622.242	
				Annual	48,178.650	49,383.620	50,558.365	51,759.305										52,795.015	53,850.875	55,466.905	
	Admin. Secretary 2	MC05	1885	Hourly	26.667	27.266	27.881	28.589	29.241								29.826	30.423	31.336		
				Monthly	4,477.834	4,578.416	4,681.685	4,800.570	4,910.051									5,008.283	5,108.529	5,261.837	
				Annual	53,734.005	54,940.990	56,180.215	57,606.835	58,920.615									60,099.390	61,302.345	63,142.040	
	Admin. Secretary 3	MC06	1885	Hourly	29.066	29.777	30.524	31.268	32.047	32.862								33.519	34.189	35.215	
				Monthly	4,880.666	5,000.055	5,125.488	5,250.418	5,381.225	5,518.078								5,628.399	5,740.903	5,913.185	
				Annual	58,567.990	60,000.655	61,505.860	63,005.020	64,574.705	66,216.930								67,540.785	68,890.835	70,958.225	
	Administrative Assistant	MF77	1950	Hourly	29.698	30.424	31.173	31.941	32.734	33.553								34.224	34.908	35.955	
				Monthly	4,986.789	5,108.697	5,234.456	5,363.426	5,496.584	5,634.108								5,746.780	5,861.635	6,037.444	
				Annual	59,841.470	61,304.360	62,813.595	64,361.115	65,959.010	67,609.295								68,961.360	70,339.620	72,449.325	
	Administrative Officer (A03)	Code Needed	1885	Hourly	33.052	34.172	35.222	36.452	37.679	38.932								39.711	40.505	41.720	
				Monthly	5,549.982	5,738.048	5,914.361	6,120.898	6,326.932	6,537.332								6,668.139	6,801.465	7,005.483	
				Annual	66,599.780	68,856.580	70,972.330	73,450.780	75,923.185	78,447.980								80,017.665	81,617.575	84,065.800	
	Admitting Clerk	MF05	2015	Hourly	26.890	27.604	28.341	29.100	29.881									30.479	31.089	32.022	
				Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518									5,117.932	5,220.361	5,377.028	
				Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215									61,415.185	62,644.335	64,524.330	
	Admitting Officer - PIO	MF06	1950	Hourly	27.231	27.600	28.064	28.486	28.908									29.486	30.076	30.978	
				Monthly	4,572.539	4,634.500	4,712.413	4,783.274	4,854.135									4,951.191	5,050.262	5,201.723	
				Annual	54,870.465	55,614.000	56,548.960	57,399.290	58,249.620									59,414.290	60,603.140	62,420.670	
23-55MDRI	C.S.R. Tech I	MDR Technician I	MF17	2015	Hourly	27.630	28.380	29.149	29.940	30.760	31.602							32.234	32.879	33.865	
					Monthly	4,639.538	4,765.475	4,894.603	5,027.425	5,165.117	5,306.503								5,412.626	5,520.932	5,686.498
					Annual	55,674.450	57,185.700	58,735.235	60,329.100	61,981.400	63,678.030								64,951.510	66,251.185	68,237.975
23-55UMDR	C.S.R. Tech II (Uncertified)	Uncertified MDR Aide	MF18	2015	Hourly	23.375	23.994	24.638	25.294	25.971	26.669							27.202	27.746	28.578	
					Monthly	3,925.052	4,028.993	4,137.131	4,247.284	4,360.964	4,478.170								4,567.669	4,659.016	4,798.723
					Annual	47,100.625	48,347.910	49,645.570	50,967.410	52,331.565	53,738.035								54,812.030	55,908.190	57,584.670
23-12H	Carpenter	MF08	2015	Hourly	43.529	44.755											45.650	46.563	47.960		
				Monthly	7,309.245	7,515.110												7,665.396	7,818.704	8,053.283	
				Annual	87,710.935	90,181.325												91,984.750	93,824.445	96,639.400	
23-53HA	Cleaner	Housekeeping Aide	Code Needed	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
					Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,460.370	4,549.534	4,686.050
					Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
	Clerk I	MF09	1950	Hourly	24.349	24.993	25.648	26.323	27.023									27.563	28.114	28.957	
				Monthly	4,088.603	4,196.741	4,306.727	4,420.070	4,537.612									4,628.287	4,720.809	4,862.363	
				Annual	49,063.235	50,360.895	51,680.720	53,040.845	54,451.345									55,539.445	56,649.710	58,348.355	
	Clerk II	MC09	1885	Hourly	25.358	25.924	26.576	27.176	27.881									28.439	29.008	29.878	
				Monthly	4,258.031	4,353.072	4,462.553	4,563.303	4,681.685									4,775.382	4,870.927	5,017.014	
				Annual	51,096.370	52,236.860	53,550.640	54,759.640	56,180.215									57,304.585	58,451.120	60,204.170	
	Clerk III	MF11	1950	Hourly	26.018	26.706	27.414	28.148	28.899									29.477	30.067	30.969	
				Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624									4,949.680	5,048.750	5,200.211	
				Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485									59,396.155	60,585.005	62,402.535	
	Clerk III-Bdn	MF96	1950	Hourly	26.398	27.098	27.819	28.564	29.329									29.916	30.514	31.429	
				Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828									5,023.395	5,123.809	5,277.453	
				Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935									60,280.740	61,485.710	63,329.435	
	Clerk IV	MF12	1950	Hourly	26.890	27.604	28.341	29.100	29.881									30.479	31.089	32.022	
				Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518									5,117.932	5,220.361	5,377.028	
				Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215									61,415.185	62,644.335	64,524.330	

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Communicable Disease Technician		CDT	2015	2015	Hourly Monthly Annual	31.468 5,284.002 63,408.020	32.468 5,451.918 65,423.020	33.516 5,627.895 67,534.740	34.544 5,800.513 69,606.160	35.739 6,001.174 72,014.085	36.857 6,188.905 74,266.855	38.078 6,393.931 76,727.170	39.182 6,579.311 78,951.730		39.966 6,710.958 80,531.490	40.765 6,845.123 82,141.475	41.988 7,050.485 84,605.820
	Community Health Facilitator		MC14	1885	2015	Hourly Monthly Annual	29.777 4,880.666 58,567.990	30.524 5,000.055 60,000.655	31.268 5,125.488 61,505.860	32.047 5,250.418 63,005.020	32.862 5,381.225 64,574.705	33.047 5,518.078 66,216.930				33.519 5,628.399 67,540.785	34.189 5,740.903 68,890.835	35.215 5,913.185 70,958.225
	Consumer Peer Support Facilitator		MC19	2080	2080	Hourly Monthly Annual	24.397 4,228.813 50,745.760	25.123 4,354.653 52,255.840	25.901 4,489.507 53,874.080	26.683 4,625.053 55,500.640	27.438 4,755.920 57,071.040	28.275 4,901.000 58,812.000				28.841 4,999.107 59,989.280	29.418 5,099.120 61,189.440	30.301 5,252.173 63,026.080
Q	Control Systems Specialist		MF71	2015	2015	Hourly Monthly Annual	51.587 8,662.317 103,947.805									52.619 8,835.607 106,027.285	53.671 9,012.255 108,147.065	55.281 9,282.601 111,391.215
23-52UC	Cook 1 (Uncertified)	Uncertified Cook	MF14	2015	2015	Hourly Monthly Annual	23.995 4,029.160 48,349.925	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.969 4,360.628 52,327.535	26.669 4,478.170 53,738.035	27.387 4,598.734 55,184.805				27.935 4,690.752 56,289.025	28.494 4,784.618 57,415.410	29.349 4,928.186 59,138.235
23-52UC	Cook 1 - AFM	Uncertified Cook	CK1F	2080	2080	Hourly Monthly Annual	23.995 4,159.133 49,909.600	24.638 4,270.587 51,247.040	25.294 4,384.293 52,611.520	25.969 4,501.293 54,015.520	26.669 4,622.627 55,471.520	27.387 4,747.080 56,964.960				27.935 4,842.067 58,104.800	28.494 4,938.960 59,267.520	29.349 5,087.160 61,045.920
23-52UC	Cook 1 - Ste Rose / Wpogosis	Uncertified Cook	MF13	2015	2015	Hourly Monthly Annual	23.995 4,029.160 48,349.925	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.969 4,360.628 52,327.535	26.669 4,478.170 53,738.035	27.387 4,598.734 55,184.805				27.935 4,690.752 56,289.025	28.494 4,784.618 57,415.410	29.349 4,928.186 59,138.235
23-52C	Cook 2	Cook	MF16	2015	2015	Hourly Monthly Annual	27.104 4,551.213 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895				31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
23-52C	Cook 2	Cook	MF56	2015	2015	Hourly Monthly Annual	27.104 4,551.213 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895				31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
23-52C	Cook 2 - AFM	Cook	CK2F	2080	2080	Hourly Monthly Annual	27.104 4,698.027 56,376.320	27.835 4,824.733 57,896.800	28.590 4,955.600 59,467.200	29.367 5,090.280 61,083.360	30.169 5,229.293 62,751.520	30.993 5,372.120 64,465.440				31.613 5,479.587 65,755.040	32.245 5,589.133 67,069.600	33.212 5,756.747 69,080.960
23-52C	Cook 2 (Certified)	Cook	MF14	2015	2015	Hourly Monthly Annual	27.104 4,551.213 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895				31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
23-52DS	Cook 3 - AFM	Food Services Supervisor	CK3	2080	2080	Hourly Monthly Annual	27.640 4,790.933 57,491.200	28.392 4,921.280 59,055.360	29.162 5,054.747 60,656.960	29.957 5,192.547 62,310.560	30.773 5,333.987 64,007.840	31.615 5,479.933 65,759.200				32.247 5,589.480 67,073.760	32.892 5,701.280 68,415.360	33.879 5,872.360 70,468.320
	CPS Technician I		MF17	2015	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625				29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
	Cultural Facilitator		MC20	1950	2015	Hourly Monthly Annual	26.748 4,491.435 53,897.220	27.527 4,622.242 55,466.905	28.362 4,762.453 57,149.430	29.267 4,914.417 58,973.005	30.139 5,060.840 59,730.085	31.029 5,210.286 62,523.435				31.650 5,314.563 63,774.750	32.283 5,420.854 65,050.245	33.251 5,583.397 67,000.765
23-52DA	Dietary Aide	Diet Aide	MF20	2015	2015	Hourly Monthly Annual	23.478 3,942.348 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630				26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605	
23-52DALH	Dietary Aide - Lead Hand	Dietary Lead Land	MF78	2015	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435	
23-52DS	Dietary Supervisor	Food Services Supervisor	MF21	2015	2015	Hourly Monthly Annual	27.640 4,641.217 55,694.600	28.392 4,767.490 57,209.880	29.162 4,896.786 58,761.430	29.957 5,030.280 60,363.355	30.773 5,167.300 62,007.595	31.615 5,308.685 63,704.225				32.247 5,414.809 64,977.705	32.892 5,523.115 66,277.380	33.879 5,688.849 68,266.185
23-52DA	Dietetic Aide	Diet Aide	MF20	2015	2015	Hourly Monthly Annual	23.478 3,942.348 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630				26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605	
	Driver - Mobile Bus		MF68	2015	2015	Hourly Monthly Annual	29.962 5,031.119 60,373.430	30.780 5,168.475 62,021.700	31.621 5,309.693 63,716.315	32.491 5,455.780 65,469.365	33.383 5,605.562 67,266.745	34.299 5,759.374 69,112.485				34.985 5,874.565 70,494.775	35.685 5,992.106 71,905.275	36.756 6,171.945 74,063.340
	Driver 1		MF22	2015	2015	Hourly Monthly Annual	25.041 4,204.801 50,457.615	25.710 4,317.138 51,805.650	26.401 4,433.168 53,198.015	27.113 4,552.725 54,632.695	27.845 4,675.640 56,107.675	28.600 4,802.417 57,629.000				29.172 4,898.465 58,781.580	29.755 4,996.360 59,956.325	30.648 5,146.310 61,755.720

Standard Grip No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-12E	Electrician		MF23	2015	2015	Hourly 8,163.773 Monthly 97,965.270 Annual 100,739.925	49.995 8,394.994 56.396									50.995 8,562.910 102,754.925	52.015 8,734.185 104,810.225	53.575 8,996.135 107,953.625
23-93B	Engineer 2	Power Engineer 2nd Class	MF24	2015	2080	Hourly 5,532.613 Monthly 115,111.360 Annual 88,524,800	56.396 9,775.307 44.660									57.524 9,970.827 119,649.920	58.674 10,170.160 122,041.920	60.434 10,475.227 125,702.720
23-93D	Engineer 4th Class	Power Engineer 4th Class	MF26	2015	2080	Hourly 42,560 Monthly 7,377.067 Annual 88,524,800	44.660 7,741.067 35.290									45.553 7,895.853 94,750.240	46.464 8,053.760 96,645.120	47.858 8,295.387 99,544.640
23-93E	Engineer 5th Class	Power Engineer 5th Class	MF27	2015	2080	Hourly 6,005.653 Monthly 72,067.840 Annual 73,403.200	35.290 6,116.933 24.724									35.996 6,239.307 74,871.680	36.716 6,364.107 76,369.280	37.817 6,554.947 78,659.360
23-53HA	Environmental Services Aide	Housekeeping Aide	Code Needed	2015	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
I	Health Records Technician		Code Needed	1950	2015	Hourly 39,228 Monthly 6,587.035 Annual 79,044.420	40.327 6,771.575 81,258.905	41.455 6,960.985 83,531.825	42.615 7,155.769 85,869.225	43.815 7,357.269 88,287.225	45.051 7,564.814 90,777.765					45.952 7,716.107 92,593.280	46.871 7,870.422 94,445.065	48.277 8,106.513 97,278.155
	Home Care Resource Coordinator		Code Needed	1885	2015	Hourly 32,844 Monthly 5,151.055 Annual 66,180.660	33.882 5,689.353 68,272.230	35.000 5,877.083 70,525.000	36.076 6,057.762 72,693.140	37.313 6,265.475 75,185.695	38.497 6,464.288 77,571.455	39.786 6,680.733 80,168.790	40.922 6,871.486 82,457.830			41.740 7,008.842 84,106.100	42.575 7,149.052 85,788.625	43.852 7,363.482 88,361.780
23-53HSW	Home Support Worker	Home Support Worker	Code Needed	2080	2080	Hourly 23,478 Monthly 4,069.520 Annual 48,834.240	24.092 4,175.947 50,111.360	24.724 4,285.493 51,425.920	25.373 4,397.987 52,775.840	26.042 4,513.947 54,167.360						26.563 4,604.253 55,251.040	27.094 4,696.293 56,355.520	27.907 4,837.213 58,046.560
23-53HALH	Housekeeping / Laundry Supervisor	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
23-53HA	Housekeeping Aide	Housekeeping Aide	MF32	2015	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-53HALH	Housekeeping Supervisor	Housekeeping Lead Hand	MF60	2015	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
23-53HS	Housekeeping Supervisor - Waspqosis	Housekeeping Supervisor	SDSV	2015	2015	Hourly 27,640 Monthly 4,641.217 Annual 55,694.600	28.392 4,767.490 57,209.880	29.162 4,896.786 58,761.430	29.957 5,030.280 60,363.355	30.773 5,167.300 62,007.395	31.615 5,308.685 63,704.225					32.247 5,414.809 64,977.705	32.892 5,523.115 66,277.380	33.879 5,688.849 68,266.185
23-53HALH	Housekeeping Team Leader	Housekeeping Lead Hand	Code Needed	2015	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
	Housing Developer (Housing Resource)		MC24	2080	2080	Hourly 26,748 Monthly 4,636.320 Annual 55,635.840	27.527 4,771.347 57,256.160	28.362 4,916.080 58,992.960	29.267 5,072.947 60,875.360	30.139 5,224.093 62,689.120	31.029 5,378.360 64,540.320					31.650 5,486.000 65,832.000	32.283 5,595.720 67,148.640	33.251 5,763.507 69,162.080
	Institutional Safety Officer (ISO)		Code Needed	2015	2015	Hourly 40,233 Monthly 6,755.791 Annual 81,069.495	41.360 6,945.033 83,340.400	42.519 7,139.649 85,675.785	43.714 7,340.309 88,083.710	44.945 7,547.015 90,564.175	46.211 7,759.597 93,115.165					47.135 7,914.752 94,977.025	48.078 8,073.098 96,877.170	49.520 8,315.233 99,782.800
23-54LA	Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-54LA2	Laundry Attendant 3	Laundry Aide 2	MF34	2015	2015	Hourly 24,993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
23-54LA2	Laundry Equipment Operator 1	Laundry Aide 2	MF34	2015	2015	Hourly 24,993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
23-54LA2	Laundry Equipment Operator 2 - PIO	Laundry Aide 2	MF35	2015	2015	Hourly 24,993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
23-54LA2H	Laundry Supervisor	Laundry Aide Lead Hand	Code Needed	2015	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
23-53HALH	Lead Hand - Housekeeping	Housekeeping Lead Hand	MF36	2015	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
23-54LA	Linen / Laundry Aide	Laundry Aide	MF37	2015	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-54LA	Linen / Laundry Attendant	Laundry Aide	MF37	2015	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-54LA	Linen Aide	Laundry Aide	MF37	2015	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-54LA	Linen Aide II	Laundry Aide	MF37	2015	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-54LA	Linen Equipment Operator	Laundry Aide	MF37	2015	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
23-12J	Locksmith / Mechanic		MF73	2015	2015	Hourly 40.558 Monthly 6,810.364 Annual 81,724.370	41.694 7,001.118 84,013.410									42.528 7,141.160 85,693.920	43.379 7,284.057 87,408.685	44.680 7,502.517 90,030.200
	Maintenance I - PIO		MF58	2015	2015	Hourly 30.664 Monthly 5,148.997 Annual 61,787.960										31.277 5,251.930 63,023.155	31.903 5,357.045 64,284.545	32.860 5,517.742 66,212.900
	Maintenance Worker I		MF39	2015	2015	Hourly 24.565 Monthly 4,124.873 Annual 49,493.475	25.210 4,233.179 50,798.150	25.877 4,345.180 52,142.155	26.560 4,459.867 53,518.400	27.267 4,578.584 54,943.005						27.812 4,670.098 56,041.180	28.368 4,763.460 57,161.520	29.219 4,906.357 58,876.285
	Maintenance Worker II		MF59	2015	2015	Hourly 26.725 Monthly 4,487.573 Annual 53,850.875	27.438 4,607.298 55,287.570	28.168 4,729.877 56,758.520	28.923 4,856.654 58,279.845	29.699 4,986.957 59,843.485						30.293 5,086.700 61,040.395	30.899 5,188.457 62,261.485	31.826 5,344.116 64,129.390
	Material Management Aide		MF41	2015	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625					29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
	Material Management Technician		MF82	2015	2015	Hourly 24.127 Monthly 4,051.325 Annual 48,615.905	24.768 4,158.960 49,907.520	25.432 4,270.457 51,245.480	26.115 4,385.144 52,621.725	26.817 4,503.021 54,036.255	27.538 4,624.089 55,489.070					28.089 4,716.611 56,599.335	28.651 4,810.980 57,731.765	29.511 4,955.389 59,464.665
23-55UMDR	Medical Device Reprocessing (Uncertified)	Uncertified MDR Aide	MF19	2015	2015	Hourly 23.375 Monthly 3,925.052 Annual 47,100.625	23.994 4,028.993 48,347.910	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.971 4,360.964 52,331.565	26.669 4,478.170 53,738.035					27.202 4,567.669 54,812.030	27.746 4,659.016 55,908.190	28.578 4,798.723 57,584.670
23-55MDR1	Medical Device Reprocessing Technician I	MDR Technician I	Code Needed	2015	2015	Hourly 27.630 Monthly 4,639.538 Annual 55,674.450	28.380 4,765.475 57,185.700	29.149 4,894.603 58,735.235	29.940 5,027.425 60,329.100	30.760 5,165.117 61,981.400	31.602 5,306.503 63,678.030					32.234 5,412.626 64,951.510	32.879 5,520.932 66,251.185	33.865 5,686.498 68,237.975
23-55MDR2	Medical Device Reprocessing Technician II	MDR Technician II	Code Needed	2015	2015	Hourly 28.765 Monthly 4,830.123 Annual 57,961.475	29.545 4,961.098 59,533.175	30.350 5,096.271 61,155.250	31.180 5,235.642 62,827.700	32.035 5,379.210 64,550.525	32.917 5,527.313 66,327.755					33.575 5,637.802 67,653.625	34.247 5,750.642 69,007.705	35.274 5,923.093 71,077.110
I	Medical Records Technician II		Code Needed	2015	2015	Hourly 39.228 Monthly 6,587.035 Annual 79,044.420	40.327 6,771.575 81,258.905	41.455 6,960.985 83,531.825	42.615 7,155.769 85,869.225	43.815 7,357.269 88,287.225	45.051 7,564.814 90,777.765					45.952 7,716.107 92,593.280	46.871 7,870.422 94,445.065	48.277 8,106.513 97,278.155
	Medical Transcriptionist I		MF44	2015	2015	Hourly 26.802 Monthly 4,500.503 Annual 54,006.030	27.513 4,619.891 55,438.695	28.250 4,743.646 56,923.750	29.006 4,870.591 58,447.090	29.784 5,001.230 60,014.760						30.380 5,101.308 61,215.700	30.988 5,203.402 62,440.820	31.918 5,359.564 64,314.770
23-52DS	Nutritional Supervisor - Dinsdale	Food Services Supervisor	SPVN	2015	2015	Hourly 27.640 Monthly 4,641.217 Annual 55,694.600	28.392 4,767.490 57,209.880	29.162 4,896.786 58,761.430	29.957 5,030.280 60,363.355	30.773 5,167.300 62,007.595	31.615 5,308.685 63,704.225					32.247 5,414.808 64,977.705	32.892 5,523.115 66,277.280	33.879 5,688.849 68,266.185
	Office Assistant AFM (0A2)		MFA2	1885	2015	Hourly 27.970 Monthly 4,696.629 Annual 56,359.550	28.614 4,804.768 57,657.210	29.352 4,928.690 59,144.280	30.044 5,044.888 60,538.660	30.831 5,177.039 62,124.465	31.714 5,325.309 63,903.710					32.348 5,431.768 65,181.220	32.995 5,540.410 66,484.925	33.985 5,706.648 68,479.775
	Office Assistant AFM (0A3)		MFA3	1885	2015	Hourly 30.140 Monthly 5,061.008 Annual 60,732.100	30.904 5,189.297 62,271.560	31.656 5,315.570 63,786.840	32.419 5,443.690 65,324.285	33.314 5,593.976 67,127.710	34.172 5,738.048 68,856.580					34.855 5,852.735 70,232.825	35.552 5,969.773 71,637.280	36.619 6,148.940 73,787.285

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
23-12G	Painter / Decorator		Code Needed	2015	2015	Hourly	41.043	42.194								43.038	43.899	45.216				
						Monthly	6,891,804	7,085,076												7,226,798	7,371,374	7,592,520
						Annual	82,701,645	85,020,910												86,721,570	88,456,485	91,110,240
	Palliative Care Coordinator		Code Needed	1885	2015	Hourly	42.235	43.572	45.097	46.603	48.238	49.935	51.777	53.672	55.657	57.213	58.357	59.524	61.310			
						Monthly	7,091,960	7,316,465	7,572,538	7,825,420	8,099,964	8,384,919	8,694,221	9,012,423	9,345,738	9,607,016	9,799,113	9,995,072	10,294,971			
						Annual	85,103,525	87,797,580	90,870,455	93,905,045	97,199,570	100,619,025	104,330,655	108,149,080	112,148,855	115,284,195	117,589,355	119,940,860	123,539,650			
	Patient Representative		MT57	2015	2015	Hourly	42.234	43.569	45.093	46.601	48.238	49.934	51.774	53.671		54.744	55.839	57.514				
						Monthly	7,091,793	7,315,961	7,571,866	7,825,085	8,099,964	8,384,751	8,693,718	9,012,255		9,192,430	9,376,299	9,657,559				
						Annual	85,101,510	87,791,535	90,862,395	93,901,015	97,199,570	100,617,010	104,324,610	108,147,065		110,309,160	112,515,585	115,890,710				
	Pharmacy Aide - Ste Rose		MF46	2015	2015	Hourly	22.184	22.767	23.371	23.989	24.630	25.289				25.795	26.311	27.100				
						Monthly	3,725,063	3,822,959	3,924,380	4,028,153	4,135,788	4,246,445				4,331,410	4,418,055	4,550,542				
						Annual	44,700,760	45,875,505	47,092,565	48,337,835	49,629,450	50,957,335				51,976,925	53,016,665	54,606,500				
23-12F	Plumber		MF47	2015	2015	Hourly	48.618	49.995								50.995	52.015	53.575				
						Monthly	8,163,773	8,394,994											8,562,910	8,734,185	8,996,135	
						Annual	97,965,270	100,739,925											102,754,925	104,810,225	107,953,625	
23-52DA	Potwasher	Diet Aide	Code Needed	2015	2015	Hourly	23.478	24.092	24.724	25.373	26.042				26.563	27.094	27.907					
						Monthly	3,942,348	4,045,448	4,151,572	4,260,550	4,372,896				4,460,370	4,549,534	4,686,050					
						Annual	47,308,170	48,545,380	49,818,860	51,126,595	52,474,630				53,524,445	54,594,410	56,232,605					
23-93B	Power Engineer 2nd Class	Power Engineer 2nd Class	MF24	2080	2080	Hourly	55.342	56.396							57.524	58.674	60.434					
						Monthly	9,592,613	9,775,307							9,970,827	10,170,160	10,475,227					
						Annual	115,111,360	117,303,680							119,649,920	122,041,920	125,702,720					
23-93C	Power Engineer 3rd Class	Power Engineer 3rd Class	MF25	2080	2080	Hourly	45.666	47.928							48.887	49.865	51.361					
						Monthly	7,915,440	8,307,520							8,473,747	8,643,267	8,902,573					
						Annual	94,985,280	99,690,240							101,684,960	103,719,200	106,830,880					
	Protection Officer		MF70	2015	2015	Hourly	24.541	25.195	25.871	26.566	27.283	28.020			28.580	29.152	30.027					
						Monthly	4,120,843	4,230,660	4,344,172	4,460,874	4,581,270	4,705,025			4,799,058	4,895,107	5,042,034					
						Annual	49,450,115	50,767,925	52,130,065	53,530,490	54,975,245	56,460,300			57,588,700	58,741,280	60,504,405					
	Purchasing Agent		MF87	1950	2015	Hourly	27.463	28.458	29.494	30.477	31.662	32.809	34.056	35.291		35.997	36.717	37.819				
						Monthly	4,611,495	4,778,573	4,952,534	5,117,596	5,316,578	5,509,178	5,718,570	5,925,947		6,044,496	6,165,396	6,330,440				
						Annual	55,337,945	57,342,870	59,430,410	61,411,155	63,798,930	66,110,135	68,622,840	71,111,365		72,533,955	73,984,755	76,205,285				
	Purchasing Buyer		MF69	2015	2015	Hourly	28.136	28.900	29.687	30.496	31.331	32.191			32.835	33.492	34.977					
						Monthly	4,724,503	4,852,792	4,984,942	5,120,787	5,260,997	5,405,405			5,513,544	5,623,865	5,792,621					
						Annual	56,694,040	58,233,500	59,819,305	61,449,440	63,131,965	64,864,865			66,162,525	67,486,380	69,511,455					
	Refrigeration / Air Cond. Mechanic		MF48	2015	2015	Hourly	51.587								52.619	53.671	55.281					
						Monthly	8,662,317											8,835,607	9,012,255	9,282,601		
						Annual	103,947,805											106,027,285	108,147,065	111,391,215		
23-54S	Seamstress	Sewing Machine Operator	Code Needed	2015	2015	Hourly	22.528	23.123	23.738	24.370	25.019	25.688			26.202	26.726	27.528					
						Monthly	3,782,827	3,882,737	3,986,006	4,092,129	4,201,107	4,313,443			4,399,753	4,487,741	4,622,410					
						Annual	45,393,920	46,592,845	47,832,070	49,105,550	50,413,285	51,761,320			52,797,030	53,852,890	55,468,920					
	Secretary II		MF89	1950	2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732			31.347	31.974	32.933					
						Monthly	4,513,936	4,635,675	4,761,109	4,890,573	5,023,563	5,160,415			5,263,684	5,368,968	5,530,000					
						Annual	54,167,230	55,628,105	57,133,310	58,686,875	60,282,755	61,924,980			63,164,205	64,427,610	66,359,995					
	Secretary Medical		MF90	1950	2015	Hourly	26.802	27.513	28.251	29.006	29.784			30.380	30.988	31.918						
						Monthly	4,500,503	4,619,891	4,743,814	4,870,591	5,001,230			5,101,308	5,203,402	5,359,564						
						Annual	54,006,030	55,438,695	56,925,765	58,447,090	60,014,760			61,215,700	62,440,820	64,314,770						
	Security Officer - Qualified Person (QP)		QPSO	2015	2015	Hourly	26.514	27.305	28.145	29.008	29.906	30.829	31.393		32.021	32.661	33.641					
						Monthly	4,452,143	4,584,965	4,726,015	4,870,927	5,021,716	5,176,703	5,271,408		5,376,860	5,484,326	5,648,885					
						Annual	53,425,710	55,019,575	56,712,175	58,451,120	60,260,590	62,120,435	63,256,895		64,522,315	65,811,915	67,786,615					
	Service Worker II - PIO		MX13	2015	2015	Hourly	27.288	27.959	28.637	29.369	30.163	30.899			31.517	32.147	33.111					
						Monthly	4,582,110	4,694,782	4,808,630	4,931,545	5,064,870	5,188,457			5,292,230	5,398,017	5,559,889					
						Annual	54,985,320	56,337,385	57,703,555	59,178,535	60,778,445	62,261,485			63,506,755	64,776,205	66,718,665					
	Slatinq Clerk		MF66	1950	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169			30.772	31.387	32.329					
						Monthly	4,431,993	4,551,213	4,673,960	4,800,738	4,931,209	5,065,878			5,167,132	5,270,400	5,428,578					
						Annual	53,183,910	54,614,560	56,087,525	57,608,850	59,174,505	60,790,535			62,005,580	63,244,805	65,142,935					
	Staffing Clerk		MF50	2015	2015	Hourly	26.845	27.572	28.316	29.089	29.878	30.696			31.310	31.936	32.894					
						Monthly	4,507,723	4,629,798	4,754,728	4,884,528	5,017,014	5,154,370			5,257,471	5,362,587	5,523,451					
						Annual	54,092,675	55,557,580	57,056,740	58,614,335	60,204,170	61,852,440			63,089,650	64,351,040	66,281,410					
	Stores Clerk		MF51	2015	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050					
						Monthly	4,258,870	4,373,222	4,490,763	4,611,663	4,736,761	4,865,385			4,962,777	5,062,016	5,213,813					
						Annual	51,106,445	52,478,660	53,889,160	55,339,960	56,841,135	58,384,625			59,553,325	60,744,190	62,565,750					

Standard Grp No.	Employer Classification	Standardized Title	Job/Occ Code	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
	Stores Lead Hand		MF52	2015	2015	Hourly 26.637 Monthly 4,472.796 Annual 53,673.555	27.353 4,593.025 55,116.295	28.096 4,717.787 56,613.440	28.857 4,845.571 58,146.855	29.642 4,977.386 59,728.630	30.449 5,112.895 61,354.735					31.058 5,215.156 62,581.870	31.679 5,319.432 63,833.185	32.629 5,478.953 65,747.435
	Storeskeeper		MF92	2015	2015	Hourly 26.394 Monthly 4,431.993 Annual 53,183.910	27.104 4,551.213 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535					30.772 5,167.152 62,005.580	31.387 5,270.400 63,244.805	32.329 5,428.578 65,142.935
Z3-5ZDS	Support Services Supervisor	Food Services	MF53	2015	2015	Hourly 27.640 Monthly 4,641.717 Annual 55,694.600	28.392 4,767.490 57,209.880	29.162 4,896.786 58,761.430	29.957 5,030.780 60,363.355	30.773 5,167.300 62,007.595	31.615 5,308.685 63,704.225					32.247 5,414.809 64,977.705	32.892 5,523.115 66,277.380	33.879 5,688.849 68,266.185
	Support Services to Seniors		Code Needed	1885	2015	Hourly 25.520 Monthly 4,285.233 Annual 51,422.800										26.030 4,370.871 52,450.450	26.551 4,458.355 53,500.265	27.348 4,592.185 55,106.220
	Switchboard Operator		Code Needed	1950	2015	Hourly 24.175 Monthly 4,059.385 Annual 48,712.625	24.822 4,168.028 50,016.330	25.484 4,279.188 51,350.260	26.166 4,393.708 52,724.490	26.873 4,512.425 54,149.095	27.599 4,634.332 55,611.985					28.151 4,727.022 56,724.265	28.714 4,821.559 57,858.710	29.575 4,966.135 59,593.625
	Trade Lead (Journeyman)		Code Needed	2015	2015	Hourly 48.208 Monthly 8,094.977 Annual 97,139.120										49.172 8,256.798 99,081.580	50.155 8,471.860 101,062.325	51.660 8,674.575 104,094.900
	TV Representative		MF93	1950	2015	Hourly 19.977 Monthly 3,354.471 Annual 40,253.655										20.377 3,421.638 41,059.655	20.785 3,490.148 41,881.775	21.409 3,594.928 43,139.135
	Unit Clerk		Code Needed	2015	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625					29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
	Volunteer Coordinator		MF65	2015	2015	Hourly 27.072 Monthly 4,545.840 Annual 54,550.080	27.801 4,668.751 56,019.015	28.554 4,794.693 57,536.310	29.331 4,925.164 59,101.965	30.129 5,059.161 60,709.935	30.953 5,197.575 62,370.295					31.572 5,301.465 63,617.580	32.203 5,407.470 64,889.045	33.169 5,569.678 66,835.535
	Ward Clerk		MG02	2015	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625					29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
	Word Process Operator		MF95	1950	2015	Hourly 25.037 Monthly 4,204.130 Annual 50,449.555	25.707 4,316.634 51,799.605	26.397 4,432.496 53,189.955	27.109 4,552.053 54,624.635	27.840 4,674.800 56,097.600	28.596 4,801.745 57,620.940					29.168 4,897.793 58,773.520	29.751 4,995.689 59,948.265	30.644 5,145.638 61,747.660