

THIS COLLECTIVE AGREEMENT BETWEEN

MISERICORDIA HEALTH CENTRE

[hereinafter referred to as the Centre]

OF THE FIRST PART

and

THE INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 987D

[hereinafter referred to as the Union]

OF THE SECOND PART

COVERS PERIOD: APRIL 1, 2012 – MARCH 31, 2017

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Article 1 Purpose

- 1 (a) It is the purpose of both parties to this Collective Agreement to maintain harmonious relations and settle conditions of employment between the Employer and the Union, to promote cooperation and understanding between the Employer and its staff, to recognize the value of joint discussion and negotiations to all matters pertaining to conditions of employment, rates of pay and hours of work, to secure prompt and equitable disposition of grievances, to promote the well-being of all employees of the bargaining unit, to promote efficient operation of the Facility and that first consideration will be given to the welfare of the patients of the Facility.

Article 2 Scope of Recognition

- 2 (a) The Employer recognizes the International Union of Operating Engineers, Local No. 987D, as the sole Collective Bargaining agent for the employee group laid out in MLB Certificate No. 5519.

Article 3 Duration

- 3 (a) This Collective Agreement shall be in full force and effect from April 1, 2012 to March 31, 2017.
- 3 (b) This Collective Agreement shall automatically be renewed from year to year unless written notice to negotiate a new Collective Agreement is given by either party at least ninety (90) days prior to the expiration of this Collective Agreement and its proposals are presented in writing within forty-five (45) days following such notice.
- 3 (c) The provisions of this Agreement shall continue in effect following the expiry date or until replaced by a new Agreement, or until the declaration of a strike or lockout, whichever occurs first.
- 3 (d) This Collective Agreement may be amended during its term by mutual written agreement.

Article 4 Management Rights

- 4 (a) Except as in this Collective Agreement otherwise expressly provided, it is acknowledged that the Employer has the right, responsibility and authority to manage, operate and regulate the Employer and its affairs and functions in all respects.
- 4 (b) The Employer agrees to exercise its management rights and the terms of this Agreement in a consistent, equitable and nondiscriminatory manner, including measures for just cause in matters of discipline and discharges.
- 4 (c) No employee shall be required to make a written or verbal agreement with the Employer which may conflict with the terms of this agreement, in accordance with Section 72(1) of the LRA of Manitoba.

Article 5 Union Security

- 5 (a) The Employer will deduct from the wages of each employee in the unit affected by Certification No. MLB 5519, the amount of the regular monthly membership dues payable by a member of the Union. Such deductions to commence the last payday of the month following the date of hire. The Employer also agrees to deduct the amount of any assessment made by the Union upon written notice received from the Union at least one (1) month prior to the effective date of same.

New employees shall as a condition of employment, become and remain members in good standing within 30 days of employment. This Article will only apply to employees hired after September 1, 1999.

- 5 (b) The Employer will remit to the Union monthly the amounts deducted under Article 5(a).
- 5 (c) The Employer will inform the Union monthly of the names of the employees from whose wages deductions have been made and the amounts so deducted from the employees' wages. The Employer shall provide to the Union the names of all employees hired during the preceding calendar month and their classification and starting rate of and the names of all employees who have terminated with the Employer, for whatsoever reason and their classification.
- 5 (d) The amount of dues deducted shall be certified to the Employer over the signature of a responsible officer of the Union.

- 5 (e) The Union shall notify the Employer in writing of any change in the amount of dues at least one (1) month prior to the effective date of such a change.
- 5 (f) Employees of the Facility who are members of the Union as of the date of signing shall remain members in good standing.
- 5 (g) The Union shall hold the Employer harmless with respect to any liability which the Employer might incur as a result of the amount of such deduction.
- 5 (h) Upon being provided by the Union with a listing of arrears in the payment of dues by Union members and nonunion members, the Employer agrees to deduct these, in one amount, from the salary of the employees concerned within one (1) month following the time of notification. The Union agrees to refund to the Employer any over deduction of dues.
- 5 (i) Employees who are working either full-time or part-time as vacation relief shall be deducted the applicable monthly membership dues payable.
- 5 (j) The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.
- 5 (k) The Employer shall provide the Union with the following information on a weekly basis:

Job Postings

The Employer shall provide the Union with the following information on a monthly basis:

- i Names of new employees hired since last report, addresses, classifications and starting salary.
 - ii Names of new employees terminating since last report.
 - iii Names of employees transferred since last report, their new classification and salary.
- 5 (l) The Employer will provide the Union on a current basis with a sample of the job performance appraisal form.

Article 6 Labour / Management Committee

- 6 (a) The Union shall establish a Labour / Management Committee of not more than three (3) members who shall be employees of the Employer covered by this Collective Agreement. Matters pertaining to the interpretation, application or administration of this Collective Agreement may be made the subject of a meeting between the Employer and the Union. It is within the jurisdiction of the Labour/Management Committee to review and make recommendations relative to unresolved issues relating to the workload and staffing including documented workload staffing reports. Only the Labour Management Committee shall be present at such meetings with Employer representatives except that the Business Representative of the Union may attend if either part so desires. This committee membership may be changed from time to time as the Union deems it necessary.
- 6 (b) The Union may designate and the Employer shall recognize Shop Stewards and the Chief Shop Steward for such work areas as shall be agreed to by the parties hereto to be reasonable and proper. The Employer shall be kept informed at all times of the names of each Shop Steward and the Chief Shop Steward and the work area they represent.
- 6 (c) The Union acknowledges that its designated representatives shall continue to perform their regular duties on behalf of the Employer and that they shall report to their immediate supervisor to obtain permission before leaving their jobs for the purpose of Union business. Such permission shall not be unreasonably sought or withheld. On resuming their duties, the designated representative shall notify her supervisor or designate.
- 6 (d) The Employer agrees to pay the basic rate of pay to Union representatives for time spent in preparation of grievances during their regular working hours.
- 6 (e) Representatives of the Union who are not employees of the Employer shall first obtain the approval of the appropriate Department Head prior to contacting any employee during her regular working hours and/or in any non-public or restricted area of the Employer. This shall not apply to the Chief Shop Steward, Shop Stewards and members of the Union negotiating committee.
- 6 (f) An employee representative of the Union shall be entitled to attend the Employer's general orientation held each month where new employees covered by this Collective Agreement must attend. The representative will be introduced and allowed to inform new employees of the Union and the provisions of the Collective Agreement in effect. At this time, new employees shall have the opportunity to join the Union if they so wish.

- 6 (g) The Employer shall recognize up to a maximum of four (4) employee representatives for the purpose of negotiating amendments or a renewal of this Collective Agreement. Members of the negotiating committee will be paid for all time spent in direct negotiations with the Employer during their regular working hours.

Article 7 Non-discrimination

- 7 (a) The parties agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, color, national origin, political or religious affiliation, sex or marital status, place of residence, nor by reason of her membership or non-membership or legal activity in the Union.
- 7 (b) The Facility and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems should they arise. Situations involving harassment shall be treated in strict confidence by both the Facility and the Union.
- 7 (c) Where, under the Human Rights Code, reasonable accommodation is required to meet employees special needs, the parties may jointly agree to waive provisions of the agreement in order to achieve such accommodation.

Article 8 Definitions

- 8 (a) An “employee” is a person employed by the Employer on a full-time or part-time basis including temporary and probationary as defined below in one of the occupational classifications within the scope of this Collective Agreement. The terms of this Agreement shall apply to casual employees as outlined in Article 33.
- 8 (b) A “full-time” employee is one who regularly works the hours specified in Article 17(a), exclusive of overtime.
- 8 (c) A “part-time” employee is one who regularly works less than the prescribed biweekly hours exclusive of overtime, as specified in Article 17(a) but no less than six (6) hours per biweekly pay period. A part-time employee shall be assigned and committed to work the number of hours as agreed to in writing at the time of

employment or as subsequently revised by mutual agreement in writing between the Employer and the employee.

- 8 (d) 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 eight (8) weeks and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

When the Employer determines that term position(s), as described above, exists, the position shall be posted and filled in accordance with Article 13. All permanent employees within the Department may apply for the term position(s) provided it represents equal or greater hours of work than they are currently committed to work unless otherwise agreed between the Employer and the Union. Additional posting shall not be required for the position of the employee who may be awarded the term position. Any additional hours occurring as a result of the filling of the term position, shall be offered to part-time employees in accordance with Article 34. Upon completion of the term position, the employee shall be returned to her former position. In the event that the employee's former position is no longer current, the employee shall have the right to exercise her seniority to displace any employee who has less seniority, provided she has the qualifications and ability to perform the required duties.

An “indefinite term position” is a full-time or part-time term position of an indefinite length generally due to illness or injury but may include special projects of an indefinite length. Indefinite term positions may expire on forty-eight (48) hours’ notice and term positions shall be posted as such. The employee occupying the indefinite term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the facility, or the completion of the special project. The indefinite term position will expire upon either the return to work or termination of employment of the employee on leave or completion of the special project.

Where the Employer determines that staff is to be replaced during a period of less than eight (8) weeks, Article 34 shall apply, wherever possible.

A “temporary employee” is one who is newly hired for a specific time period or until completion of a particular project of a minimum duration of eight (8) weeks and a maximum of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

No employee shall be laid off or re-employed for the purpose of extending the period of temporary employment. Should a temporary employee become permanent without break in service, her service will be connected for seniority purposes.

A temporary employee shall have seniority rights equivalent to permanent employees in matters of hiring, transfer and promotion, provided the employee has the physical ability and necessary qualifications and training to meet the requirements of the job and a good employment record at the Facility in accordance with Article 13. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the temporary employees hiring.

A temporary employee shall not be eligible for transfer during the probationary period.

If a temporary employee is promoted or transferred to a permanent position, she will serve the usual probationary period in the permanent position.

A temporary employee shall have no seniority right in matters of demotion, layoff and recall.

- 8 (e) A “probationary” employee is one who has not completed three (3) calendar months of continuous full-time employment or four (4) calendar months of part-time employment. This clause shall not preclude the Employer from extending the probationary period of one (1) month. The Employer agrees to give written notice of the extension to the employee, the Union, and the Chief Shop Steward prior to the completion of the probationary period.
- 8 (f) A “biweekly period” shall mean the two (2) calendar weeks constituting a pay period.
- 8 (g) A “weekend” denotes Saturday and Sunday. A weekend off shall denote Saturday and Sunday. Work on a weekend shall include work on a Saturday and/or Sunday.
- 8 (h) Where the contract so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.
- 8 (i) “Department seniority” shall mean that period of time from which the employee entered the service of the Employer in his current department to the last time his name appeared on the payroll. For this purpose, departments will be as outlined in Appendix C.
- 8 (j) A “promotion” shall mean a change of position which results in the advancement by the employee of at least one (1) classification grade in Appendix A, or B, which results in an increase of salary for an employee.

- 8 (k) A “demotion” shall mean a change of position which results in a loss of at least one (1) classification grade in Appendix A or B, which may result in a decrease of salary for an employee.
- 8 (l) A “transfer” shall mean a change by an employee from one position in the wage classification appendix to another in the same grade. The employee shall remain at the same salary level.
- 8 (m) i A “red-circled” employee means: an employee who is receiving a higher rate of pay than the rate provided in the Collective Agreement for the classification in which the employee is working and which he shall continue to receive until the wage rate provided for in the Collective Agreement for the such classification equals or exceed the employee’s individual wage rate, where upon the employee will be paid in accordance with the wage rate set forth in the Collective Agreement for such classification.
- ii Effective September 1, 1999, the application for Red Circling shall be limited to a thirty-six (36) month period from the date the employee assumes a position in the lower paid classification or until the salary scale of the lower position reaches her/his level of salary whichever occurs first. For employees red-circled before September 1, 1999 the application of this provision shall not be limited.

Article 9 Bulletin Boards

- 9 (a) A suitable Bulletin Board and mutually agreed upon location for the use of the Union, will be provided by the Employer. The Employer reserves the right to require removal of posted material if considered damaging to the Employer.

Bulletin Boards shall be relocated if space is required for alterations or new construction.

Article 10 Dismissal and Suspension

- 10 (a) An employee shall be shown any adverse report/letters concerning her performance or conduct and her comments or reply shall also be recorded in her file. Upon request, she shall be given copies of such documents. If she regards the report to be inaccurate, unfair or unreasonable, she may also initiate a grievance requesting its correction or removal from her file.

- 10 (b) An employee may examine her personnel file upon request. Only one (1) such file shall be maintained.
- 10 (c) A claim by an employee that he has been discharged or suspended without just cause shall be treated as a grievance and a written statement of such grievance signed by the employee, must be lodged with the Employer in accordance with Article 11(f), Step Two, of the grievance procedure with the remaining time limits of the grievance and arbitration procedures to apply.
- 10 (d) In the event of an employee being suspended or discharged, the Employer shall notify the employee concerned, the Union Chief Shop Steward and the Union immediately in writing, indicating the reasons for the said suspension or discharge. Such an employee will have the right to see his Shop Steward prior to leaving the Facility premises, but normally such a meeting shall not exceed more than thirty (30) minutes.
- 10 (e) No employee will be suspended or terminated unless he received notification as per Article 10 (d).

Article 11 Grievance Procedure

- 11 (a) For purposes of this Collective Agreement “grievance” shall mean a dispute between an employee or between a group of employees with a similar grievance or between the Local Union and the Employer regarding the application, interpretation or alleged violation of this Collective Agreement.
- 11 (b) Unless dismissed, demoted or suspended by the Employer, an employee shall continue to work in accordance with this Collective Agreement until such time as the dispute has been resolved.
- 11 (c) The Facility recognizes that Shop Stewards and other employee representatives have duties and responsibilities towards and on behalf of the Union and may be required at times to leave their work to investigate and process grievances or to discuss with Supervisors / Department Heads other matters affecting employees. The Union recognizes that Shop Stewards and other employee representatives have work to perform on behalf of the Facility. When it becomes necessary for Shop Stewards or other employee representatives to leave their work to attend to the above matters, they shall obtain approval from their respective Supervisor or designate for the time required to deal with the grievance(s). Arrangements will be made by their immediate Supervisor to leave their work with no loss of pay during regular working hours or as soon as reasonably possible, but normally not later than

one (1) hour following the request. On resuming their duties, the Shop Steward or designated representatives shall notify their Supervisor or designate.

The Union agrees that there shall not be duplication of duties or responsibilities of its Shop Stewards or other employee representatives; however, it is recognized that there may be circumstances where more than one (1) representative may attend to a matter.

11 (d) Complaint Stage

An employee shall, within fourteen (14) days after the cause of a grievance manifests itself, attempt to resolve the grievance through discussion with his immediate superior outside the bargaining unit and if the matter is not settled to his satisfaction within fourteen (14) days the employee may proceed with the grievance himself or elect to be represented by a Union representative. In the event of a grievance originating while the employee is absent from work, such grievance must be lodged within fourteen (14) days of return.

11 (e) Step One

If the dispute is not resolved within the time period specified in Article 11(d), the Union representative may, within a further seven (7) days submit the grievance in writing to the Director/Manager or designate. The Director/ Manager or designate shall reply in writing within seven (7) days or receipt of the written grievance.

11 (f) Step Two

If the dispute remains unresolved, the Union may within a further seven (7) days submit the grievance in writing to the Chief or designate and the Chief or designate shall reply in writing to the Business Manager or designate within seven (7) days of receipt of the written grievance.

11 (g) If the dispute is not resolved by the decision of 11(f), the grievor/Union and/or the Facility may refer the matter to Arbitration by serving notice to the other party of its intention within ten (10) days thereafter.

11 (h) For purposes of determining the lengths of time in the foregoing procedure, Saturdays, Sundays and recognized holidays are excluded.

11 (i) The time limits fixed in the grievance procedure may be extended by the mutual written consent of the Facility and the aggrieved employee and/or the Union.

11 (j) A grievance concerning general application or interpretation of the Collective Agreement, including the question of whether a matter falls within the scope of this Collective Agreement may be referred directly to the Director, Human Resources or designate by the Union, the Chief Shop Steward or designate.

- 11 (k) In order to assure employees are entitled to a fair representation, an employee may request the assistance/presence of a Union steward at any time during a reprimand or at any stage of the grievance procedure.

Article 12 Arbitration Procedure

- 12 (a) In the event that a grievance or a dispute involving the application, interpretation or administration of this Agreement is not settled through the grievance procedure, such matter shall be the subject of Arbitration in accordance with the procedure set out hereunder.
- 12 (b) Either party, within ten (10) calendar days of receipt of a final decision by the other party, may give notice of their intention to submit the dispute to Arbitration.
- 12 (c) Where the party initiating the arbitration proceedings wishes to request Arbitration by a single arbitrator, the notice referred to in (b) shall so state.

Where the party who received the notice accepts the request for a single arbitrator the parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) calendar days.

Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) calendar days, either party may submit the name of its appointee to a Board of Arbitration to the other party, in accordance with (d), (e), (f) of this Agreement within ten (10) calendar days.

Where the parties have agreed to a single arbitrator the single arbitrator shall be considered to be an Arbitration Board for purposes of this Agreement.

- 12 (d) Where the party initiating the Arbitration proceedings wishes to request arbitration by a three (3) person board the notice referred to in (b) shall contain the first party's appointee to the Arbitration Board.
- 12 (e) The party receiving such notice shall within ten (10) calendar days notify the other party of its appointee to the Arbitration Board, failing which the Minister of Labour shall be empowered to make such appointment.
- 12 (f) Within ten (10) calendar days following their nomination, the nominees to the Board shall select a mutually acceptable appointee as a Chairman, or forward a request to the Minister of Labour for the Province of Manitoba to make such appointment.

- 12 (g) It is mutually agreed by both parties to this Collective Agreement that the decision of the Chairman, in the absence of a majority decision of the Board, shall be final, binding and enforceable upon the Facility, the Union and the grievant.
- 12 (h) The Chairman or Board shall not be empowered to modify this Collective Agreement or to impose a settlement which is inconsistent with the provisions hereto.
- 12 (i) Any costs incurred by either party relative to an Arbitration procedure shall be borne by that party except that the costs of the Chairman of the Board shall be shared equally by the Facility and the Union.
- 12 (j) An employee who has been unjustly suspended or discharged in the opinion of the Board, shall be immediately reinstated in his former position without loss of seniority. He may or may not be compensated for all time lost in an amount equal to his normal earnings during the pay period preceding such discharge or suspension or by any other arrangement as to compensation which is just and equitable in the opinion of the parties or a Board of Arbitration. Any monetary award shall not exceed the difference between salary lost and any wages that may have been earned from employment with another Employer during the period of the suspension, demotion or discharge.
- 12 (k) Nothing in this Collective Agreement shall preclude settlement of a grievance by mutual agreement between the Facility and the Union.
- 12 (l) The time limits fixed in both the grievance and Arbitration procedure may be extended by mutual agreement and shall be confirmed in writing.
- 12 (m) For the purposes of determining the length of time in the foregoing procedure Saturdays, Sundays and recognized holidays are excluded.
- 12 (n) Employees whose attendance is required at Arbitration hearings related to the Agreement shall be given permission to be absent from work and shall not suffer any loss of salary as a result.

Article 13 Seniority, Promotions and Transfers / Lay-offs and Recall Procedure

- 13 (a) Seniority shall be defined as the total accumulated regular hours of work calculated from the date the employee last entered the service of the Employer after September 1, 1999. Employees entered prior to that date will be calculated based upon date of service and converted to hours.

- 13 (b) Seniority within the bargaining unit shall be the determining factor in matters of promotion and transfer provided the employee has the necessary qualifications, ability and a good employment record. Where applicable written or oral examinations may form part of the selection process. Seniority within the bargaining unit shall be the determining factor in matters of layoff and recall. This applies within the department and to vacancies in other departments within the bargaining unit.
- 13 (c) A new employee shall acquire seniority status after she has been in the employ of the Facility for the probationary period of three (3) months in the case of full-time and four (4) months in the case of part-time.
- 13 (d) After completing the probationary period, such an employee shall be regarded as a permanent employee and her seniority shall be calculated from date of hire.
- 13 (e) Seniority of an employee will terminate if:
- i She resigns.
 - ii She is discharged and not reinstated under the grievance procedure or arbitration procedure.
 - iii She is laid off for more than thirty-six (36) months.
 - iv She fails to report for duty as per 13(w) of the recall procedure.
 - v She is promoted or transferred out of the bargaining unit and completes the necessary probation period.
- 13 (f) Seniority of an employee will be retained and will accrue if:
- i She is on any period of Facility paid income protection.
 - ii She is on any period of Facility paid leave of absence.
 - iii She is on any period of paid vacation.
 - iv She is on any period of full Workers Compensation benefits up to two (2) years.
 - v She is on any period of unpaid leave of absence up to four (4) consecutive weeks.
 - vi She is on any lay-off of eighteen (18) weeks or less.

- 13 (g) Seniority of an employee will be retained but will not accrue if:
- i She is on any unpaid leave of absence in excess of four (4) consecutive weeks.
 - ii She is absent on Workers Compensation and in receipt of the total and permanent disability benefits established by Workers Compensation.
 - iii She is laid off for more than eighteen (18) weeks but less than thirty-six (36) months.
 - iv She is on the trial period of an out-of-scope position.
- 13 (h) Upon written request by the Union, not more than once in each calendar year, the Facility will compile a seniority list, including the names of all employees of the bargaining unit, their start date for seniority purposes, their hours of work commitment and their classification. The Facility will provide a copy thereof to the Union within one (1) month after the Union's request.
- 13 (i) Probationary employees shall have no seniority rights in matters of hiring, transfer, promotion, demotion, layoff or recall. They shall not have recourse to the grievance procedure as set out in Article 35.

Promotions and Transfers

- 13 (j) All promotions and voluntary transfers are subject to a three (3) month trial period. During this trial period, the promoted or transferred employee may apply to revert to her former classification or service or may be demoted or transferred by the Facility, without loss of benefits accrued prior to and during the trial promotion or transfer. An employee who is given a promotion whether he remains in the new job or reverts to her former classification shall not be entitled to apply for another vacancy until a time period of six months (three (3) months in the case of a term position) from the original appointment date has elapsed.
- If the employee returns to former position within the trial period of the position, the next most senior qualified applicant will be awarded the position.
- 13 (k) Upon promotion, an employee shall receive a salary applicable to her new classification which provides an increase above her former salary.
- 13 (l) The date of promotion will become an employee's anniversary date for salary increment purposes.

- 13 (m) The Facility agrees to post notice of all vacancies within the scope of this Collective Agreement, stating required qualifications, salary and working conditions for a period of not less than seven (7) calendar days.
- 13 (n) The provision in 13(m) above shall not preclude the Facility from simultaneously or subsequently advertising vacancies to the public.
- 13 (o) Each employee who applies for a posted vacancy will be notified of the disposition of her application. The name of the successful applicant for any position which falls within the scope of this agreement will be sent to the Union where there are internal applicants.
- 13 (p) Seniority within a specific classification shall determine shift preference within that classification on vacancies and shift pattern changes only.
- 13 (q) Employees shall be encouraged to improve their abilities by participation in available training programs.
- 13 (r) At the sole discretion of the Facility and upon written application by the employee to Education Services, necessary time off and subsidies for tuition, registration fees, supplies and travel and living allowance shall be granted to the employee to attend educational and training programs which are relevant to her employment at the Facility.

Layoff Procedure

- 13 (s) For the purpose of layoff (meaning here and elsewhere in this article, layoff from employment or transfer due to lack of work) employees other than probationary and temporary employees shall exercise their seniority as follows:
 - i The least senior employee in a Department affected by a layoff shall be the first laid off or transferred. An employee so displaced will be permitted to displace a less senior employee in any other occupational classification within the Facility, provided he has the necessary qualifications to perform the work.
 - ii The second employee so displaced will be permitted to exercise the same right as the first employee.
 - iii This system will continue until the employment of the employee or employees who are finally displaced by the exercise of this subsection will be considered laid off, subject to recall as outlined below.
 - iv In the event of a layoff, the employee in 13(s) (i) above shall be given thirty (30) days notice and the Business Manager of the Union shall be given ninety (90)

days advance written notice, (two (2) weeks if the employee is probationary) with the updated Facility seniority list; except when the layoff is caused by circumstances beyond the control of the Centre.

v If an employee exercises his seniority rights to retain employment with the Facility in the event of a layoff, then he shall receive the wage rate of the classification to which he was transferred by virtue of the layoff if the wage rate is higher. If the wage rate of the classification to which he was transferred is lower he shall be red circled for thirty-six (36) months or in accordance with Article 8(m)(ii).

vi The employee will remain in that position for a minimum of three months before applying for other vacancies, unless the position applied for represents a promotion.

Recall Procedure

- 13 (t) To qualify for recall, it shall be the responsibility of the employee to keep the Human Resources of the Facility informed in writing of his current address. Human Resources shall maintain a recall list for a period of up to a maximum of thirty-six (36) months.
- 13 (u) Employees shall be recalled in order of their seniority, where jobs become available provided they have the necessary qualifications to perform the work following a trial or training period where necessary.
- 13 (v) The Facility shall give notice of recall by Registered Mail to the employees recorded address as in 13(t) above and to the Union. The employee must notify the Facility of his intention to return to work within three (3) working days from receipt of the registered letter.
- 13 (w) An employee recalled for duty must be prepared to report for duty within fourteen (14) calendar days after notifying the Facility of his intent to return to work.
- 13 (x) An employee shall have the right to return to his former occupational group and classification before a new employee is hired into it or any other employee is hired into it. An employee who fails to exercise the aforementioned right, shall lose all seniority rights to the appropriate occupational group of his former classification in which he refused recall.
- 13 (y) A laid off employees right to be recalled under this Collective Agreement will be terminated under the following circumstances:

i If he did not communicate with the Facility's Human Resources or report for duty when called by the Facility, within the time limits above unless for reasons of illness for which a Doctor's certificate will be required.

ii If he has been laid off more than thirty-six (36) months without being recalled by the Facility.

Article 14 Income Protection

14 (a) An employee who is absent from scheduled work due to illness, disability, quarantine or medical, dental or chiropractic examination or treatment or because of an accident or illness for which compensation is not payable under the Workers Compensation Act or the Manitoba Public Insurance as a result of a motor vehicle accident, shall be entitled to her regular basic pay to the extent that she has accumulated income protection credits, subject to the following conditions:

i Full-time employees shall accumulate income protection credits at the rate of one and one-quarter (1 1/4) days per month with no maximum.

ii Income protection credits will accumulate on the same basis as seniority is accrued under Article 13.

iii Part-time employees shall accumulate income protection credits on a pro-rata basis.

iv No employee shall be permitted to utilize income protection credits during her first three (3) months of employment.

v All paid sick leave will be deducted from accumulated credits based on the actual hours used in accordance with Article 14(a).

vi Each employee shall be allowed, on written application to their Manager or designate, to obtain her record of accrued income protection credits.

vii When an employee is unable to work as a result of an injury or illness incurred in the course of his duties, the employee will inform the Employer so that a claim for compensation benefits can be forwarded to the Workers Compensation Board. Workers Compensation payments will be paid directly to the employee by the Workers Compensation Board.

Where an employee has applied for W.C.B. benefits and where a loss of normal salary would result while awaiting a W.C.B. decision, the employee may elect to receive from the Employer an advance subject to the following conditions:

- Advance payment(s) shall not exceed the employee's regular net salary. Regular net salary will be based on the employee's usual gross salary (exclusive of overtime and allowances) less the employee's usual Income Tax deduction, Canada Pension Plan contributions and Employment Insurance deduction.
- The advance will cover the period of time from the date of injury until the date the final W.C.B. decision is received. However, in no case shall the total amount of the advance exceed 70% of the value of the employee's accumulated income protection credits.
- The employee shall reimburse the Employer by assigning sufficient W.C.B. payments to be paid directly to the Employer to offset the total amount of the advance.

In the event that the W.C.B. disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this agreement and the Employer shall recover the total amount of the advance by payroll deduction.

Upon 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.

Where the Workers Compensation Board recommends a work assessment period or a modified return to work period, the Employer shall make every reasonable effort to arrange for such assessment/return subject to the W.C.B. covering all related costs.

viii A Medical Practitioners certificate or other evidence, may be required for any absence allegedly due to injury or illness under the following circumstances:

- (a) The fourth (4th) period of illness and thereafter in a calendar year.
- (b) Any period of illness taken within a two (2) week period immediately preceding termination of employment.

ix Failure to provide satisfactory evidence of injury or illness, may result in the relevant income protection not being approved and thus not paid for in accordance with Article 14(a) (viii).

x The Employer may require a medical certificate as proof of an employee's fitness to return to work following an illness or injury of more than one calendar week.

xi The union will work with management in the review of Income Protection utilization in cases of suspected abuse.

- 14 (b) An employee who is unable to report for work due to illness shall inform her supervisor or designate prior to commencement of her / his next scheduled shift(s). An employee who fails to give notice as specified below or as soon as reasonably possible thereafter, may not be entitled to receive income protection benefits for the shift in question:

Prior to day shift	1 hour
Prior to evening shift	3 hours
Prior to night shift	3 hours

- 14 (c) If an employee is to be absent for illness for a period exceeding her income protection credits she shall be provided with an unpaid leave of absence for one (1) month per year of service up to a maximum of twelve (12) months. Such absence must be supported by a Doctor's Certificate.

An employee returning to work following an absence of one (1) week or more shall inform his/her supervisor of return before 1400 hours of the previous day.

Where the Facility has made arrangements for alternate staffing for covering the absence, the Facility shall have the right to reassign the relief shifts scheduled to cover the absence without additional cost. In instances where there was no reassignment available, the affected staff member will be offered the first available casual shift.

- 14 (d) An employee shall be allowed to use up to ten (10) days income protection in any one calendar year for the purpose of providing care in the event of an illness of a spouse, parent, or child.

Income protection that may be utilized for this purpose is limited to days earned in excess of nine (9) days during the employee's first year of employment and days earned in excess of twelve (12) days thereafter.

Of each day and a quarter of income protection credits earned, one day* shall be reserved exclusively for the employee's personal use as specified in this Collective Agreement. The remaining one quarter of a day* shall be reserved for either the employee's use or for use in the event of family illness as specified in Article 14(d).

The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

* For the purpose of implementation of this provision by computer the following procedure will apply:

The total accumulated income protection shall be allocated as follows:

- Eighty (80) percent of the balance will be reserved for the employee's personal use.
- Twenty (20) percent of the balance will be reserved for either the employee's personal use or for use in the event of family leave in accordance with Article 14(d).

Article 15 General Holidays

15 (a) For the purpose of this Collective Agreement, the paid general holidays shall be:

New Years Day (January 1 st)	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Canada Day (July 1)
Christmas Day (December 25 th)	Boxing Day
August Civic Holiday	Remembrance Day
Easter Monday	Louis Riel Day

And any other statutory or public holiday as declared by the Federal, Provincial or local government authority.

- 15 (b) The Facility shall recognize the calendar day of the holiday as in 15(a) for the purpose of observance.
- 15 (c) Where a general holiday falls during the period of an employee's vacation, the period of vacation shall be lengthened by one (1) working day to include the general holiday.
- 15 (d) Full-time employees who are required to work on any of the above days will be paid one and one-half (1 1/2) times their regular salary for all hours worked, plus one (1) regular day pay. Time off, at regular pay, shall be offered as an alternative to the regular day pay. Such time off shall be mutually agreed on between the employee and the Department Head and taken within thirty (30) calendar days before or after the general holiday.

- 15 (e) Part-time employees who are required to work on any of the above days will be paid one and one-half (1 ½) times their regular salary for all hours worked.
- 15 (f) i If a general holiday falls on a full-time employee's regular day off she shall be granted an alternative day off with regular pay at the mutual convenience of the Employer and employee. A day off in lieu of a recognized holiday shall be added to a weekend off or scheduled days off whenever reasonably possible, unless mutually agreed. If an agreement cannot be reached between the Employer and the employee within thirty (30) calendar days before or after the holiday, an additional days pay at the regular rate shall be paid in lieu.
- ii Part-time employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on recognized holidays. Such holiday pay shall be calculated on all paid hours (excluding overtime hours as defined in Article 18) and shall be included in each regular pay cheque.
- 15 (g) If the general holiday falls on a day on which an employee is receiving income protection credits, it shall be paid as a holiday and not deducted from income protection credits.
- 15 (h) Full-time employees shall be allowed to bank up to four (4) alternate days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. The employee shall submit her request for time off at least four (4) weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. Accumulated lieu days must be taken within the fiscal year in which they were earned.

Article 16 Leave of Absence

- 16 (a) Except as otherwise expressly provided herein, leave of absence without pay may be granted by the Facility.
- 16 (b) Except in emergency circumstances, all requests for leave of absence must be made in writing at least two (2) weeks in advance, specifying the reason for the leave and the proposed dates of departure and return.
- 16 (c) Parenting Leave - Maternity Leave
An employee shall receive Maternity Leave of seventeen (17) weeks and Parental Leave of up to thirty-seven (37) weeks without pay, subject to the following conditions:
- i An employee must have completed six (6) months employment as of the intended date of leave unless otherwise agreed to by the Employer.

ii A written request must be submitted not later than the end of the twenty-second (22) 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.

iii 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.

iv The Employer is entitled to require an employee to stop work in the case of unsatisfactory job performance or if the state of her health as verified by a qualified medical practitioner becomes incompatible with the requirements of her job.

v The employee may elect to carry over to the next vacation year up to five (5) days of current annual vacation. The balance of the current annual vacation will be paid out at a time immediately following the period during which EI benefits were payable even if this period extends into the following vacation year. Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

Maternity Leave Top-Up

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

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

2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
 - (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part time position which commences on the date of her return from Maternity leave or at any Leave, she must remain in the employ of the Employer and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
 - (b) she will return to work on the date of the expiry of her maternity leave and where applicable, her parental leave, unless his date is notified by the Employer; and
 - (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of maternity leave.
3. An employee who qualifies is entitled to a maternity leave consisting of:
 - (a) A period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 16.21 1(c)
 - (b) A period not exceeding 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 the certificate, as in Article 16.21 (1) (c).
 - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Head.
4. During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance with the SUB Plan as follows:
 - (a) For the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay.
 - (b) For up to a maximum of fifteen (15) additional weeks, payment equivalent to the difference between EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings.

- (c) All other time as may be provided under Article 16.21 (3), shall be on a leave without pay basis.
- 5. An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two weeks or one pay period, whichever is longer, before the date she wishes to end the leave.
- 6. Plan B does not apply to temporary employees.
- 7. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.

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

16 (d) Parental Leave

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

- (a) He becomes the natural father of a child and assumes actual care and custody of his child.
- (b) He has completed six (6) months of employment as of the date of the intended leave.
- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.
- (d) An employee may end her parental leave earlier than thirty-seven (37) weeks by giving the Employer written notice of at least two (2) weeks, or one pay period, whichever is longer before the day the employee wishes to end of the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift schedule at the same increment step.

16 (e) Adoption Leave

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

- (a) An employee must adopt a child under the laws of the province.
- (b) An employee may commence Adoption Leave upon one (1) day's notice provided that application for such leave is made when the adoption has been

approved and the Employer is kept informed of the progress of the adoption proceedings.

(c) An employee has completed six (6) months employment as of the date of the intended leave.

(d) Parental Leave must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.

(e) An employee may end her parental leave earlier than thirty-seven (37) weeks by giving the Employer written notice of at least two (2) weeks, or one pay period, whichever is longer before the day the employee wishes to end of the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift schedule at the same increment step.

- 16 (f) Three (3) days of paid leave of absence shall be granted to a full-time employee prior to the commencement of maternity, paternity, or adoption leave. The employee will use this leave to replace scheduled hours of work immediately prior to the Sunday of the week the leave commences.

Part-time employees shall be entitled to a pro rata amount of this leave based on their hours paid at regular rate of pay in the previous six (6) months.

16 (g) Bereavement Leave

A full-time employee shall be granted up to four (4) days leave with basic pay in the event of a death of a spouse, child, step-child, step-parents, mother, father, sibling, former guardian, common-law spouse, same sex partner, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, grandparents-in-law, fiancé, and any other relative who has been permanently residing in the employees household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment or four (4) calendar days following the death, whichever is greater. One bereavement leave day may be retained at the employee's request for use in the case where the actual interment or cremation is at a later date.

Part-time employees will be entitled to bereavement leave benefits with respect only to working hours which would have been scheduled for them during such a period.

Additional compassionate leave with pay may be granted in extenuating circumstances upon verbal or written application to the Department Head or his designate.

Necessary time off up to one (1) day at basic pay shall be granted an employee to attend a funeral as a pallbearer. Necessary time off up to one (1) day at basic pay may be granted an employee to attend a funeral as a mourner.

- 16 (h) Where the Employer requires an employee to attend educational conferences/courses, workshops, or programs during working hours and when in its opinion such attendance is for the purpose of advancement of education, registration, tuition fees, salary and related expenses as authorized by the Employer, shall be paid by the Employer. However, if the Employer requests an employee to attend programs during the employee's regular scheduled days off, the employee will be paid a minimum of three (3) hours at basic salary and basic salary for those hours over three (3) hours.
- 16 (i) An employee required to serve as a juror or witness in any court of law shall receive leave of absence without loss of her basic rate of pay and remit to the Facility any payment except reimbursement of expenses. The employee may be required to furnish proof of jury service or witness attendance and jury duty, pay or witness fees received thereof.
- 16 (j) Employees granted leave of absence without pay shall prepay all monthly payroll deductions which will become due during such absence.
- 16 (k) Employees shall be allowed one (1) day off with regular pay to attend citizenship court to become a Canadian citizen, if this occurs during regular scheduled hours of work.
- 16 (l) Upon four (4) weeks prior written request to the Facility, an employee elected or appointed to represent the Union at a convention or other Union function shall be granted necessary leave of absence without pay, provided that not more than one (1) employee from the same division is absent at the same time.
- 16 (m) The Facility recognizes the right of employees to participate in public affairs. Therefore, upon written request, the Facility may grant an unpaid leave of absence of not more than six (6) months without loss of seniority so that employees may be candidates in Federal, Provincial or Municipal elections. An employee who is elected to public office shall be granted leave of absence without pay and without loss of seniority for a period of one (1) year. Such leave may be renewed each year, on request, during her term of office.
- 16 (n) Compassionate Care Leave
An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

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

(b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.

(c) An employee may take no more than two (2) periods of leave, totaling no more than eight (8) weeks, which must end not later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.

(d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:

1. a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - i the day the certificate is issued, or
 - ii if the leave was begun before the certificate was issued, the date the leave began; and
2. the family member requires the care or support of one (1) or more family members.

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

(e) A "family member" for the purpose of this Article shall be defined as:

- i a spouse or common-law partner of the employee;
- ii a child of the employee or a child of the employee's spouse or common-law partner;
- iii a parent of the employee or spouse or common-law partner of the parent.
- iv or any other person described as family in the applicable regulations of the Employment Standards Code.

(f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice.

Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without cost.

(g) Seniority shall accrue as per Article 13 (f)

(h) Subject to the provisions of Article 14 (d), an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.

i In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Article 16.

Article 17 Hours of Work

17 (a) Regular hours of work for all full-time employees covered by Appendix A shall be:

- i Seven and three-quarter ($7 \frac{3}{4}$) consecutive hours per day, excluding meal periods; and
- ii Seventy-seven and one-half ($77 \frac{1}{2}$) hours per biweekly period.

Regular hours of work for all full-time employees covered by Appendix B: shall be:

- iii Seven and one-half ($7 \frac{1}{2}$) consecutive hours per day, excluding meal periods; and
- iv Seventy-five (75) hours per biweekly period.

17 (b) A rest period of fifteen (15) minutes away from the work station will be allocated by the Facility during each continuous three (3) hour period of work.

17 (c) A meal period will be one-half ($1/2$) hour in duration.

17 (d) Modified daily or biweekly hours of work including extending or reducing the number of consecutive days of work may be instituted in a work unit. Any such change will be based on the expressed desire of the majority of the employees affected, the Union and the Facility.

- 17 (e) Shift schedules for full-time and part-time employees for a period of not less than three (3) weeks shall be posted at least two (2) weeks before the beginning of the scheduled period. Once posted, the schedule shall not be changed without the knowledge and consent of the employee. Only full-time employees who are required to work on their scheduled day off with less than five (5) working days notice shall be paid at two times (2x) the basic rate of pay for all hours worked that day.
- 17 (f) Employees will not be required to change shifts without first receiving at least sixteen (16) consecutive hours off duty between shifts unless otherwise mutually agreed to between the employee and the Department Head.
- 17 (g) The Facility will provide only full-time employees with as great a number of weekends off as is reasonably possible without jeopardizing patient care, with a minimum of every third (3rd) weekend off. Whenever a full-time employee works three (3) consecutive weekends he shall be paid at overtime rates as per Article 18(b) for all hours worked on the (3rd) weekend only. For purposes of calculating this overtime, work on this third (3rd) weekend shall include any work performed only by a full-time employee on Saturday and Sunday.
- 17 (h) Scheduled days off shall be given together, unless mutually agreed between the employee and the Department Head.
- 17 (i) Employees shall not be required to work a split shift.
- 17 (j) An employee reporting for work as scheduled but finding no work available shall be paid a minimum of three (3) hours at her basic rate of pay.
- 17 (k) The following employees shall be scheduled to work no more than seven (7) consecutive days unless mutually agreed to in writing between the Employer and the Union:

- (a) Nursing Services

- (b) Patient Registration - Patient Registrar

Employees working seven (7) consecutive days shall be guaranteed 50% of the weekends off in a four (4) to six (6) week scheduling period with a maximum of two (2) consecutive weekends worked.

Current employees in the Nursing Division who are working less than seven (7) consecutive days shall continue to do so whenever reasonably possible.

All other employees in the bargaining unit shall be scheduled to work no more than five (5) consecutive days.

- 17 (l) An employee shall not be required to layoff during regular hours to equalize any overtime period.
- 17 (m) It is understood that any change in shifts or days off arranged by two (2) or more employees and approved by the Facility shall not result in overtime costs or any other supplementary salary costs to the Facility. This does not apply to employees who were not party to this arrangement.
- 17 (n) Effective date of ratification whenever an employee is called into work within one (1) hour of the start of the shift and reports for duty within one hour of the start of the shift, she/he shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

Article 18 Overtime

- 18 (a) Overtime shall be all time authorized by the Employer and worked in excess of regular daily or bi-weekly hours established in accordance with Article 17 (a) (i) (ii) (iii) (iv).
- 18 (b) Employees shall receive one and one-half (1 ½) times their basic rate of pay for the first three (3) hours of authorized overtime worked. Employees shall receive two (2) times their basic rate of pay for authorized overtime worked beyond the first three (3) hours in any one day.
- 18 (c) For purposes of overtime and vacation pay calculations “hours worked” and “regular hours” shall include all hours for which an employee was entitled to be paid, i.e.: sickness, bereavement, etc.
- 18 (d) Overtime and call-back time shall be divided as equally as reasonably possible among employees who are willing and qualified to perform the available work.
- 18 (e) No employee shall be required to work overtime against her wishes when other qualified employees within the same classification are available and willing to perform the required work.
- 18 (f) Effective date of ratification, when an employee is required to work overtime in excess of two (2) hours, the Facility shall provide a meal voucher to be exchanged for the amount of seven dollars (\$7.00). Meal vouchers are to be used at the time the overtime is worked.

- 18 (g) An employee required to report back to work outside of her regular working hours shall be paid at overtime rates for all hours worked with minimum of three (3) hours at overtime rates.
- 18 (h) Authorized overtime hours worked on any general holiday outlined in Article 15(a), which was an employee's scheduled day off, will be paid at two and one-half (2 ½) times her basic rate of pay.
- 18 (i) Whenever an employee works two (2) full consecutive shifts, she shall receive pay at the rate of double her basic salary for the second shift.
- 18 (j) Effective April 1, 2008 overtime worked as a result of the changeover from Daylight Savings Time to Central Standard Time shall be deemed to be authorized overtime.
- 18 (k) By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31st of each fiscal year or paid out. At the employee's request, any banked overtime or portion thereof shall be paid out at any time on a regular pay cheque. Overtime may be accumulated to a maximum of seventy-seven and one-half (77.5) hours or seventy-five (75) hours at any one time. Any overtime in excess of 77.5 or 75.0 hours shall be paid out as earned.

Article 19 Shift Premium

- 19 (a) i) A premium of one dollar (\$1.00) per hour over the regular rate shall be paid for any hours worked between 1600 hours and 2400 hours.
- ii) A premium of one dollar and seventy-five cents (\$1.75) per hour over the regular rate shall be paid for any hours worked between 0001 hours and 0800 hours.

Effective April 1, 2016, an employee required to work the majority of her hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and ninety cents (\$1.90) per hour for that shift.

Effective October 1, 2016, an employee required to work the majority of her hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of two dollar and five cents (\$2.05) per hour for that shift.

- 19 (b) Employees required to be on call shall be remunerated at the rate of two (2) hours of basic pay for each normal shift of on call duty.
- 19 (c) A weekend premium of \$1.35 per hour shall be paid to an employee for all hours actually worked on any shift where the majority of the hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

Effective April 1, 2016, a weekend premium of one dollar and fifty cents (\$1.50) per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on Saturday and 2400 hours on the following Sunday.

Effective October 1, 2016, a weekend premium of one dollar and sixty-five cents (\$1.65) per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on Saturday and 2400 hours on the following Sunday.

Article 20 Transportation Allowance

- 20 (a) If the Facility requires an employee to arrive at or leave the Facility between 2400 and 0600 hours from Monday to Saturday and between 2400 and 0700 hours on Sunday and general holidays and if the employee does not have her own transportation, or public transportation is not available, the Facility shall provide a taxi slip to cover the full fare for transportation by taxi.
- 20 (b) If the Facility requires an employee to return to the Facility on a call-back, the Facility shall provide taxi slips to cover the full return taxi fare or should the employee use her own car, mileage shall be paid in accordance with the rates established by the Province of Manitoba.

Article 21 Salaries and Increments

- 21 (a) Employees shall be paid in accordance with wage schedules outlined in Appendix A or B attached to and forming part of the Collective Agreement.
- 21 (b) Basic rate of pay or salary or regular rate, wherever used in this Collective Agreement shall be deemed to mean the employees regular straight time hourly rate as defined in Appendix A or B.

- 21 (c) Salary increments for employees on a salary schedule who have increments due on their anniversary date will be effective on the first day of the pay period immediately following the date of their scheduled increment.
- 21 (d) Salary increments for part time employees shall be calculated from the date of the last increment or her starting date and will be provided upon completion of twelve months of services, provided the employee has worked 1343 hours during that 12 month period, and until the maximum of the appropriate salary scale is attained. In the event that the employee has not completed 1343 hours during the 12 months, her increment will be granted on the pay period following the completion of the 1343 hours.
- 21 (e) In determining starting salaries, the Facility agrees to recognize recent job related experience with the Misericordia Health Centre.
- 21 (f) Where an employee is transferred/hired who does not possess certain required qualification(s) and where attainment of these qualification(s) are a condition of employment, the condition of employment will outline time frames for completion of required qualification(s). The employee shall remain at the minimum rate within the salary range until she furnishes proof of attainment of the qualifications. At that time the employee will move up to the appropriate wage scale in accordance to the employee's original start date without retroactive payment.

Article 22 Temporary Assignment of Duties

- 22 (a) An employee temporarily assigned to perform all or substantially all of the duties and responsibilities of a more highly paid classification shall be paid the higher of sixty-five cents (65 cents) per hour or the minimum step for the higher classification for all hours worked, with the proviso that at no time will the hourly rate paid exceed the hourly rate of the position to which she is assigned.
- 22 (b) An employee temporarily assigned to take over a lower paid position will not have her salary reduced.

Article 23 Pre-retirement Leave

- 23 (a) Full-time employees retiring in accordance with provisions of the Facility's Group Pension Plan shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment (seniority). For the purpose of this Collective Agreement,

calculation shall begin from the original date of hire and shall be based on an employee's total seniority on the date of retirement.

- 23 (b) Part-time employees retiring in accordance with provisions of the Facility's Group Pension Plan shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment (seniority) on a pro-rata basis. Calculations will be based on the following formula:

$$\frac{\text{Average annual hours actually worked from date of hire}}{\text{Annual full-time hours of the employee's classification}} \times \text{Entitlement of full-time employee} = \text{entitlement}$$

- 23 (c) 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.
- 23 (d) 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 benefit shall be paid to her/his estate.

Article 24 Description of Duties and Job Classification

- 24 (a) The Facility will provide each employee and the Union with a description of the duties and responsibilities of his job. The Facility and the Union will accept these as the recognized job descriptions. If at any time the Facility changes recognized job descriptions, the employee(s) and the Union will receive the revised copy of same.
- 24 (b) An employee at any time may request a review of his job classification if he feels that the duties of the job have substantially changed from those of the original classification and job description.
- 24 (c) The Facility will examine the duties of the employee, compare these with the job description and give a decision as to the validity of the request. If the decision is not satisfactory to the employee he may have recourse to the grievance procedure.
- 24 (d) If new classifications which come under the scope of this Collective Agreement are created during the term of this Collective Agreement, the Facility will provide the Union with a copy of the job description(s) and the proposed rates of pay for such position(s). Should the Union wish to enter into negotiations on these rates of pay,

it shall inform the Facility within thirty (30) calendar days of receipt of said notification and negotiations will commence within an additional fourteen (14) calendar days, which time may be extended by mutual agreement between the Facility and the Union. If the Union does not notify the Facility as specified above that it wishes to negotiate the new rates then the new rates will apply for the term of the Collective Agreement. New rates shall become effective from the date of hire. If the parties are unable to reach agreement concerning the rates of pay, the dispute shall, at the request of either or both parties, be dealt with in accordance with the provisions as set forth in Article 12, Arbitration Procedure, herein, commencing at Section 12(a).

Article 25 Vacations with Pay

- 25 (a) The vacation earning period is the period between the 1st day of May and the 30th day of April next following. All full-time employees shall receive an annual vacation with pay between the 1st day of May and the 30th day of April each year earned as follows:

Employees shall be entitled to vacation, calculated on the basis of vacation earned and taken in blocks (a block equals a maximum of seven (7) continuous calendar days).

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
Less than one (1) full year of employment	Proportionate to the number of months completed service based on fifteen (15) working days
In the first three years	Fifteen (15) days per year (3 blocks)
In the fourth (4 th) to tenth (10 th) year inclusive	Twenty (20) days per year (4 blocks)
In the eleventh (11 th) to twentieth (20 th) year inclusive	Twenty-five (25) days per year (5 blocks)
In the twenty-first (21 st) and subsequent years	Thirty (30) days per year (6 blocks)

Unless otherwise agreed by the Employer and the employee, the Employer will provide for vacation days to be taken on a consecutive basis.

- 25 (b) Vacation days earned prior to April 30th in any vacation year may be taken prior to that date upon approval of the Department Head.
- 25 (c) Part-time employees are entitled to paid vacation on the same basis, except that their vacation pay will be calculated as a percentage of hours worked.
- 25 (d) Partial vacation and partial vacation pay will be calculated as follows:
- i For employees whose level of entitlement is fifteen (15) working day, six percent (6%) of hours worked.
 - ii For employees whose level of entitlement is twenty (20) working days, eight percent (8%) of hours worked.
 - iii For employees whose level of entitlement is twenty-five (25) working days, ten percent (10%) of hours worked.
 - iv For employees whose level of entitlement is thirty (30) working days, twelve percent (12%) of hours worked.
- 25 (e) Where an employee qualified for sick leave involving hospitalization, bereavement leave, WCB or MPI during his period of vacation there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date, provided proof of claim is given.
- 25 (f) Extended vacation without pay may be granted in certain circumstances upon written application from the employee to the Department Head. The application must be submitted at the time employees request their annual vacation so that the normal needs and working relationships within the Department may be met.
- 25 (g) The Facility will post vacation entitlement lists and number of staff in each classification allowed on vacation at one time by March 1st of each year and allow employees an opportunity to express their preference by departmental seniority as to dates until April 7th. Employees shall attempt to mutually agree on their vacation preference.
- Employees must use current annual vacation earned during the current vacation year. The Employer has the right to schedule the vacation prior to the end of the current vacation year or pay out any monies owing.
- 25 (h) An employee shall be entitled to receive her vacation in an unbroken period unless otherwise mutually agreed upon between the employee and the Employer.

- 25 (i) An employee shall be entitled to receive her vacation in an unbroken period unless otherwise mutually agreed upon between the employee and the Employer.
- 25 (j) An employee who terminates for any reason is entitled to pay in lieu of vacation earned but not taken.
- 25 (k) For purposes of determining the level of vacation entitlement, continuous employment shall include any period during which seniority is accrued under Article 13.
- 25 (l) Upon request, an employee may be permitted to retain up to five (5) days of her regular vacation for the purpose of taking such time off for personal reasons, such as religious observance or special occasion, as long as adequate notice is given in order to accommodate scheduling.
- 25 (m) Employees will not be required to use regular vacation on scheduled days off unless mutually agreed.
- 25 (n) In recognition of length of service, each full-time employee shall receive one additional week of vacation five (5) days on completion of twenty (20) years of continuous service, and on each subsequent fifth (5th) (i.e. 25th, 30th, 35th, 40th, 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.

- 25 (o) An employee who transfers to another position after her vacation request has been approved, shall have her vacation scheduled by the Manager of the new department/unit in consultation with the employee within the time periods remaining during that vacation year.

Article 26 Technological Change / Contracting Out

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

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

1. The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.
2. The negotiation of the effects of technological change will take place no later than ninety (90) days prior to the intended date of implementation.
3. If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this agreement.

Transfer Arrangements

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

Training Benefits

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

26 (b) In the event the Facility contracts out work performed in the bargaining unit:

1. The Facility will inform the Union in writing at least three months in advance of such contracting out.
2. The Union and the Facility will meet and enter into discussions to assure as smooth a transition as possible for employees affected.
3. Any employee affected by the contracting out and who has eighteen (18) months or more of continuous employment with the Facility will be guaranteed alternate employment in the Facility with no loss of salary.
4. Any employee entitled to the guarantee aforesaid who is assigned to a lower classification shall be red-circled and will be offered the first vacancy in his previous classification.

5. Employees with less than eighteen (18) months of continuous employment shall exercise their seniority beginning with Article 13(s) of this Collective Agreement.

Article 27 Uniforms and Work Clothing

27 (a) The Facility shall provide and maintain all uniforms and protective or special work clothing which are required to be worn only on duty for the following classifications:

Aide 1 (all areas)
Aide II (all areas)
Aide III (all areas)
Menu Clerk
Porter (all areas)
C.S.D. Technician
Shipping/Receiving Asset Management Clerk
Supervisor / Material Handling
Unit Clerks
Dietary Supervisors
C.S.D. Aide
Environmental Service Attendant
Print Shop/Mail Attendant

27 (b) All such items remain the property of the Facility and must be accounted for upon request and returned on termination or transfer to a classification where they are no longer required or the cost of same will be deducted by the Facility from the employee's regular or final pay cheque.

27 (c) No employee shall wear uniforms or special articles when not on duty for the Facility, off the premises.

27 (d) Safety Shoes

The Employer agrees to supply safety shoes subject to the following:

1. This clause will be applicable to employees who have completed their respective probationary or trial period and who are employed in one of the following classifications:

- Supervisor, Material Handling
- Environmental Service Workers designated as Project Workers
- Linen Porters

2. The Employer will provide each of the qualifying employees up to a maximum of \$100/year or a maximum of \$200/2 years effective January 1, 2009 towards the purchase of safety shoes.
3. Replacement or repair as necessary due to work conditions for each qualifying employee subject to (b) above.
4. Qualifying employees requesting the allowance are required to wear safety shoes at all times while at work in the Facility. The safety shoes shall not be worn outside the Facility except where a qualifying employee's duties requires same.

Article 28 Printing and Distribution of Collective Agreement

- 28 (a) The Facility agrees to arrange for the printing of the required copies of the new collective agreement, in consultation with the Union. The Union shall reimburse the Facility for all reasonable costs incurred in the printing. If agreement on the printing cannot be established, the onus will fall on the Union to have the printing completed. The printing of the collective agreement shall be done by a Union shop.

Article 29 Disaster and Fire Plans

- 29 (a) In any emergency or disaster declared by the CEO/COO or designate, employees are required to perform duties as assigned notwithstanding any contrary provision in this agreement.

Compensation for any unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 18 shall apply to overtime hours worked.

- 29 (b) Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 18.

The importance of disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union.

Article 30 Retroactivity

- 30 (a) This agreement and all its provisions shall be retroactive to April 1, 2012 except where otherwise stated.

Article 31 Dental Plan

- 31 (a) The parties agree that the Health Care Employees Benefit Plan sponsored Dental Plan will be in effect on a 50 - 50 cost shared basis.

Article 32 Special Understandings re Casual Employees

The terms of this Collective Agreement will apply to Casual employees only as follows:

- 32 (a) A casual employee is one called in occasionally on an unscheduled basis by the Facility to replace a full-time or part-time employee or to supplement regular staff coverage in situations of unforeseen staff shortage.
- 32 (b) Casual employees will receive vacation pay biweekly at the rate of four percent (4%) of the hours worked in a biweekly pay period.
- 32 (c) Casual employees are paid in accordance with the salaries specified in Appendix A or B.
- 32 (d) Casual employees will be entitled to the shift premium outlined in Article 19.
- 32 (e) Casual employees required to work on a recognized holiday shall be paid at the rate of one and one-half times (1 ½) their basic salary.
- 32 (f) Casual employees will be entitled to compensation for overtime worked in accordance with Article 18.
- 32 (g) The Facility 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 5. Casual employees shall not be subject to the Union assessment in Article 5(b).

- 32 (h) In the event that no payment is made during the pay period, the Facility shall have no responsibility to deduct and submit dues for that period.
- 32 (i) A casual employee reporting for work as requested by the Facility and finding no work available will be guaranteed three (3) hours pay at his basic rate of pay.
- 32 (j) Article 11 and 12 herein apply only with respect to the terms of this Article.
- 32 (k) A casual employee reporting as requested by the Facility shall be entitled to transportation as per Article 20.

Article 33 Additional Hours - Part Time Employees

Part-time employees who indicate in writing to the Facility that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be divided as equitably as possible amongst those employees who have requested additional hours. It is further understood that such additional hours shall be offered only to the extent that they will not incur any additional costs to the Employer.

Additional hours shall be available in two (2) categories:

1. Scheduled Shifts

Hours known in advance as per Article 17(e) or more than forty-eight (48) hours advance notice.

2. Casual Shifts

When a part-time employee accepts additional shifts with less than forty-eight (48) hours advance notice.

Should a part-time employee, as described above, refuse casual shifts on three (3) consecutive occasions when requested and without any explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Facility. This shall apply once each calendar year.

1. When a part-time employee is unable to work all or part of an additional casual shift for any reason, payment shall be made only in respect of hours actually worked.

2. Additional hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits and general holiday pay in accordance with Article 15(e).

3. When a part-time employee is scheduled to work additional scheduled shifts, she shall be entitled to income protection benefits and bereavement leave.

4. Unless otherwise mutually agreed between the employee and the facility, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee. Extra vacation hours earned above the current EFT shall be paid out on the pay closest to December 1st or on each week of vacation taken in accordance with Article 25.

Article 34 Terminations

An employee may terminate her employment by giving two (2) weeks written notice, exclusive of vacation.

Employment may be terminated with lesser notice or without notice

- (a) by mutual agreement between the Employer and the Employee, or
- (b) during the probationary period without recourse to the grievance procedure, or
- (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.

The Employer may give equivalent basic pay in lieu of notice or deduct from an employee's terminal pay an amount equal to her basic pay for the period which she gives inadequate notice of termination.

The Employer will make available, within seven (7) days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

Article 35 Overpayments

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

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

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

Article 36 Extended Health Care Plan / Health Spending Account

The following benefit improvements will be applied through HEBP as specified:

1. Extended Health Care Plan:

- April 1, 2009 - All employees who are enrolled or become enrolled in accordance with the options set out below, will be in the HEBP "Enhanced" Extended Health Care Plan.
- Effective April 1, 2009 the "Enhanced" Plan premiums will be paid 50% by the Employer and 50% by the Employee.
- There will be a three month enrollment period of Jan 1/09 to Mar 31/09 to allow Employees currently participating in the "Basic" Plan to either opt into the "Enhanced" Plan or to opt out of Plan coverage altogether.
- Employees not previously in the Plan may revisit their status and either opt into the "Enhanced" Plan provided they are eligible in accordance with their category of employment, or remain out.
- Employees currently in the "Enhanced" Plan must remain in the "Enhanced" Plan.

- New Employees hired on or after Apr 1/09 will, as a condition of employment, be required to participate in the "Enhanced" Plan subject to plan text enrollment requirements unless they are eligible to waive participation in accordance with the plan text.
- Any other enrollment changes will be as per the HEBP Plan text.

2. Health Spending Account:

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

The annual HSA benefit amounts shall be:

- April 1, 2010 \$250 for full-time employees*
 \$125 for part-time employees
- April 1, 2011 \$500 for full-time employees*
 \$250 for part-time employees

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

- A "year" or "the annual HSA benefit" is defined as the calendar year – January 1 to December 31.

- In order to be eligible for the HSA an employee must be enrolled in the "Enhanced" Extended Healthcare Plan.

- New employees hired on or after April 1, 2010 who become enrolled in the "Enhanced" Extended Healthcare Plan will commence HSA coverage following one year participation in the "Enhanced" Extended Health Care Plan.

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

In witness whereof the Facility has hereunto affixed its corporate seal duly attested by the hands of its proper officers in that behalf and the Union has caused this Collective Agreement to be executed in its name attested by the hands of its proper officers in that behalf

Signed this _____ of _____, 2014

On behalf of the Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers Local 987

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Communications Employees

The Employer agrees to compensate Communications employees who are not provided with relief for meal periods, pay at overtime rates for the entire meal period.

Signed this _____ day of _____, 2014

On behalf of the Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Part-Time Employees

The parties agree that the first paragraph of Article 34 of the Collective Agreement executed on December 10, 1985 is to be interpreted and administered as follows:

1. Part-time employees who wish to work additional hours shall indicate in writing from time to time to their Department Head that:
 - 1.1 they wish to work additional hours but only within their Department; or
 - 1.2 they wish to work additional hours within any Department in their Portfolio; and
 - 1.3 such employees may specify or restrict the general times they are available for such work. It is understood that employees may, in writing, at any time change their wishes.
2. Additional hours shall first be offered to such part-time employees who are employed within the Department in which the hours are available and shall be divided as equitably as possible amongst those part-time employees who have requested such hours. If the additional hours cannot be filled by employees within the Department, they shall then be offered to available part-time employees in other Departments within the Portfolio who have requested such additional hours and who are not otherwise required in their Department. Additional hours that are offered in this latter fashion shall be offered on a rotational basis. The parties agree to enter into meaningful discussions concerning the rotation method but failing agreement the rotation order shall be based upon the seniority of the employees requesting additional hours. There shall be no obligation on the Employer to offer additional hours to part-time employees from other Portfolios.
3. Notwithstanding the foregoing, part-time employees will not be entitled to be assigned additional hours of work where they are not able to perform the required duties. The Facility will not be obligated to offer additional hours of work in accordance within this Article in situations where to do so would cause the Facility to incur any additional costs. Accordingly, where the additional hours arise in a situation in which assigning the additional hours to more than one person would cause the Facility to incur

additional costs, the Facility shall not be required to offer the additional hours in a manner that would result in more than one employee being placed in the position.

4. For the purpose of assigning additional hours of work, Nursing Services shall be considered as one Portfolio and the Departments and Portfolios shall be as per Appendix C in the Collective Agreement unless the parties expressly agree otherwise.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Article 19(a) Shift Premium

It is hereby agreed and understood by the Employer and the Union that Article 19(a) of the Collective Agreement will be interpreted to include the following application.

The Centre will honor claims for shift premium subject to the claim representing a minimum of one (1) worked hour.

ie: Shift commencing at 0700 qualifies for one (1) hour
Shift commencing at 0730 does not qualify
Shift commencing at 0630 qualified for one and one half (1 1/2) hours
Shift terminating at 1630 does not qualify
Shift terminating at 1700 qualifies for one (1) hour

In addition full evening shifts (7 1/2 and 7 3/4 hours) commencing between 1500-1600, shift premium will be paid for all hours worked during these shifts.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Term Positions

The above parties agree that for the purpose of interpreting Article 8(d) term position, permanent employees who occupy a term position of more than eight (8) weeks but less than seventeen (17) weeks, will return to their former position at the expiry date of the term position, provided the term position originated in their department or portfolio (division).

Permanent employees who occupy a term position of a minimum of eight (8) weeks that exceed seventeen (17) weeks up to a period of one (1) year will return to their former position at the expiry of the term position regardless of what department or portfolio (division) the employee originated from.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Extra Shifts for Mid-Shift Staff

The above parties agree that the Mid-Shift staff (Monday to Friday) would be allowed to work a maximum of six (6) consecutive days. This would allow the above-mentioned staff to pick up shifts on the weekends and would provide an opportunity to increase their EFT.

It is understood that this action would not incur additional cost to the Centre except for the appropriate premiums in accordance with the Collective Agreement.

This agreement is on a voluntary basis and Mid-Shift staff will not be required to work six (6) consecutive days if not mutually agreed upon.

It is also understood that the Centre will develop a plan to eliminate the Mid-Shift rotation to as many full-time positions as possible.

This plan will be staged for final implementation so that no employee would lose their employment or receive displacement/layoff notice.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Wage Standardization Continuation

The parties agree that in the event that additional wage standardization funds become available through other support services central collective agreements; wage standardization will be provided to the support services classifications in the collective agreement on a proportional basis.

Signed this _____ day of _____, 2014

On behalf of the Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Memorandum of Intent

Re: Maintenance of Wage Standardization

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

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

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

THEREFORE the parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support collective agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Pension or Benefit Plan Improvements

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

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Letter of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: 12 Hour Shift

This is to certify that the International Union of Operating Engineers Local 987D and the Misericordia Health Centre mutually agree to a twelve (12) hour shift for clerical staff in the Patient Registration Department with the shift schedule as follows:

1. The regular working hours shall not exceed a shift of eleven hours and thirty minutes (11.30) in any one day (excluding meal break).
2. The hours of work shall be based on an average of seventy-five (75) hours per biweekly period, 1950 per year as per the collective agreement.
3. Each 11.30 hour shift shall be inclusive of three (3) fifteen (15) minute rest periods and exclusive of one meal period not exceeding thirty minutes in length.
4. The day shift (11.30 hours) shall commence at 0700 hours (7:00 a.m.) and finish at 1900 hours (7:00 p.m.).
5. Compensation of authorized overtime shall be paid at the rate provided for in the collective agreement.
6. Premium rates will be paid for all hours actually worked on a general holiday as per the collective agreement. Paid days off in lieu of a general holiday will be based on 7.50 hour day.
7. Shift premium applies between the hours of 1600 hours (4:00 p.m.) and 0800 hours (8:00 a.m.) inclusive.
8. Weekend premium applies between the hours of 0001 Saturday and 2400 hours on the following Sunday.
9. Income protection credits will be reduced by the actual number of hours utilized.
10. Annual vacation will be taken in 11.30 hour days until vacation time allotted is utilized.
11. All other provisions of the current collective agreement not specified in the Memorandum shall apply.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union
of Operating Engineers

Memorandum of Agreement

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Provincial Facility Support Sector Advisory Committee

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

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

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

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

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

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

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union of
Operating Engineers

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Redeployment Principles

This Memorandum of Agreement confirms that the above-named parties have ratified the Letter of Understanding on Redeployment Principles which is appended to and forms part of this Memorandum of Agreement.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union of
Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Staff Mobility within the Nine Facilities of the WRHA System

Memorandum of Understanding

Staff Mobility Within the WRHA System

The implementation of this Memorandum will occur on the date the respective local Union ratifies it with its members. Any local that has not ratified, or votes to reject the Memorandum, will not be subject to the terms and conditions contained herein. In the interim period, the parties agree to approach individual situations as they occur in keeping with the principles contained herein in an effort to reach voluntary agreements.

WHEREAS it is the desire of, and in the best interest of, the parties to work toward the avoidance of job loss by providing for the mobility of employees within the WRHA system;

AND WHEREAS the parties recognize that it is in the best interest of patient care to retain the knowledge and expertise of health care providers within the programs;

AND WHEREAS the parties wish to promote career opportunities by removing systemic barriers;

NOW THEREFORE the parties agree as follows:

1. This Memorandum is attached to and forms part of the respective Collective Agreements between the undersigned parties.
2. The parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the parties, (e.g. VSIPs, ERIPs, Training, EAP, etc.).
3. In the event that this Memorandum conflicts with the terms of any existing Collective Agreement between the parties, the terms of this Memorandum shall prevail over the terms of the Collective Agreement (unless otherwise specified).

4. (a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities, the affected Employer(s) will notify the affected union(s), where possible*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The Employer(s) will determine the estimated number and types of positions available, and update such data as the reconfiguration/implementation plans are defined.

*lesser notice may be given only in exceptional circumstances.

(b) The Employer(s) and Union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.

(c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union(s):

- positions and incumbents affected at the sending facility.
- number of vacancies and new positions created at the receiving facility
- up to date seniority lists
- pertinent classification information
- relevant time frames

5 Staff Mobility

A. Transfers with Programs

(i) When programs are transferred, consolidated, or merged from one facility or facilities to another, the affected Employer(s) will determine the number of staff required by classification.

Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on mobility seniority. Where an insufficient number of staff by classification volunteer to move, and if there are deletions or layoffs at the sending facility(s) associated with the transferred program, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable Collective Agreement(s) which shall only be available to staff of the sending facility(s) that hold a permanent position.

If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending facility to fill the vacancies commencing with the most junior qualified employee.

(ii) Employees who are transferred in accordance with this Memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.

(iii) The receiving facility will provide an orientation period to employees transferring to a new program site. The orientation period shall be of sufficient duration to assist the employee in becoming familiarized with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

(iv) No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary period at the sending facility will complete the balance of the period required at the receiving facility.

Should the transferred employee decide not to remain at the receiving facility, such employee shall provide written notice to the receiving facility no later than sixty (60) days following the date of transfer. The employee shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility.

Should a Program Transfer occur to an Employer not party to this Memorandum, the affected Employer and Union parties agree to encourage the receiving Employer to incorporate the principles set out in this Memorandum into the transfer process.

B. Temporary Transfer of Employees

(i) To facilitate temporary transfers to facilities experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another facility shall be offered the opportunity to work in the facility(s) experiencing the need for additional employees.

(ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility relating to the assigning of occasional additional shifts are fulfilled.

(iii) The temporarily transferred employees will continue to be covered by the terms of the sending facility's Collective Agreement.

(iv) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the facility(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending facility.

(v) Orientation as set out in (5)(a)(iii) above will be provided if reasonably possible.

C. Voluntary Transfers to Vacancies

As bargaining unit vacancies arise that any of the Facilities intend to fill, the following procedures will apply:

(i) Vacancies will be filled in accordance with the provisions of the applicable Collective Agreement.

(ii) An internal and city-wide posting may occur simultaneously. Employees from other facilities will have the right to apply for said vacancy.

If the selected employee is: a current employee of one of the Employer parties to this Memorandum; an employee within a different bargaining unit of the same Employer; or, was an employee of one of the Employer parties to this Memorandum within the six (6) week period prior to commencement date at the receiving facility, that employee will be entitled to transfer all seniority, service and other benefits as set out in the Letter of Understanding on Redeployment Principles and will be treated in all respects as if they had always been an employee of the receiving facility. In addition, hours worked since the last increment shall be credited towards the next increment level.

(iii) Where there are no qualified internal applicants, positions will be awarded in the following order:

- Recall of laid off workers from the facility posting the vacancy (unless otherwise stipulated in the applicable collective agreement);
- Applicants from the Redeployment List;
- Applicants from one of the other Employer parties to this Memorandum;
- Applicants external to the Employer parties to this Memorandum.

6. Seniority

A. Seniority lists will be maintained in accordance with the Collective Agreements for internal purposes at each facility.

B. Mobility seniority for the purposes of this Memorandum will be calculated as follows:

“Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer”.

C. Transferring employees will be treated in all respects as though they had always been employed at the receiving facility.

D. To ensure the accuracy of the calculation of the mobility seniority, the Employer(s) will provide sufficient information to verify an accurate calculation has been made. The Mobility Transfer Benefits Form shall be provided in its entirety to the receiving Union effective the signing of this Memorandum.

E. Any employee who:

(i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility, or

(ii) has voluntarily transferred to another facility between 01 January 1998 and the effective date of this Memorandum,

shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities. Processes contingent on seniority implemented prior to date of signing will not be adjusted retroactively, (e.g. bumping, vacation preference).

“Accommodation”

If an Employer has exhausted efforts to accommodate an employee into a position within the employee’s bargaining unit, the affected parties to this Memorandum agree to work cooperatively to seek accommodation opportunities for that employee outside of the employee’s bargaining unit in the following order:

- opportunities with the same Employer, same operating division
- opportunities with the same Employer, all operating divisions with the same Union
- opportunities with the same Employer, all operating divisions, all positions
- opportunities with other Employer parties to this Memorandum with the same Union
- opportunities with other Employer parties to this Memorandum, all positions

If an employee is ultimately accommodated into a position within another bargaining unit represented by a Union party to this Memorandum, the provisions of Voluntary Transfer shall apply.

7. Staff Mobility Dispute Resolution Mechanism

This dispute resolution mechanism shall not be utilized to resolve disputes which could be addressed through the grievance arbitration procedure(s) set out in the applicable Collective Agreement.

Should a dispute(s) arise regarding the application, interpretation or alleged violation of this Memorandum, the parties concerned shall meet within twenty (20) calendar days and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved after such meetings, any party to the dispute may within a further ten (10) calendar days refer the matter(s) to arbitration.

The parties to the dispute shall select a mutually agreed Arbitrator within ten (10) calendar days following such referral to arbitration. Should the parties fail to agree upon an Arbitrator, either party may forward a request to the Manitoba Labour Board.

The above time limits may be extended by mutual agreement and shall be confirmed in writing.

The Arbitrator shall set his/her own procedures for hearing the dispute and may accept any evidence he/she deems appropriate.

The decision of the Arbitrator shall be final and binding upon the parties to the dispute.

Any costs incurred by either of the parties to the dispute, preceding or during arbitration proceedings, shall be borne by the parties incurring such costs, but cost of the Arbitrator shall be borne by the parties in equal shares.

Participating Unions

Canadian Union of Public Employees (specify all locals ratified)

International Union of Operating Engineers (specify all locals ratified)

Public Service Alliance of Canada (specify all locals ratified)

United Food & Commercial Workers, 1869 (specify all locals ratified)

Participating Employers

Concordia Hospital

Misericordia Health Centre

Riverview Health Centre

Seven Oaks General Hospital

St. Boniface General Hospital

Victoria General Hospital

Winnipeg Regional Health Authority (representing the Health Sciences Centre, Deer Lodge Centre, Grace Hospital, Community, Pan Am Clinic, Pharmacy, Laundry, Breast Health, and all other current and future operating divisions of the Winnipeg Regional Health Authority)

Interpretation Guidelines re Staff Mobility Within the WRHA System

The parties to the Memorandum of Understanding - Staff Mobility Within the WRHA System ("Mobility Memo"), agree that interpretation of the Mobility Memo shall be as follows:

It is agreed that should it be necessary to transfer employees with programs from one facility to another in accordance with the provisions of Article 5 (A), the affected Employer(s) shall endeavor to the greatest degree possible, to transfer employees into positions which are within .2 of the EFT of the position occupied at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another, in accordance with Article 5(B), as much notice as possible shall be provided to such employees. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility shall be considered time worked. If personal transportation is not available, transportation will be provided.

It is further agreed that periods of orientation in Article 5A(iii) and 5B(v) shall be considered time worked 1. Increments: Employees having a permanent or term position in a sending facility, will be allowed to transfer their "hours worked" for purposes of determining when they are entitled to their next increment, when they secure a permanent or term position at a receiving facility.

1. The Mobility Memo does not extend to or apply to casual employees. Specifically, casual employees shall not have the right to apply for or be appointed to positions pursuant to any Mobility memo process.

The Mobility Memo provisions dealing with Program Transfers do not extend to or apply to term employees unless they hold a permanent position with the sending employer. The Mobility Memo provisions dealing with Voluntary and Temporary Transfers may apply to all term employees.

2. Vacation:

Vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests. If a person elects to have vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving facility. Only the amount of time which has to be taken in accordance with the new facility's

Collective Agreement will be honored and operational requirements will be taken into account.

3. Probationary Period:

As with any other voluntary transfer to a permanent position in a facility other than one in which an employee is currently working, she/he is subject to a probationary period. When an employee transfers with a program, as per Section 5A (iv) of the Mobility Memo, she/he is not subject to a probationary period unless she/he has not yet completed her/his probationary period at the sending facility.

4. Trial Period:

Section 5A (iv) of the Mobility Memo specifically states there will be no new trial period or probationary period for employees who are transferring with programs. As stated above, only employees who have not completed their probationary period with a sending facility will be expected to complete it at the receiving facility. If an employee voluntarily transfers from a sending to a receiving facility, she/he is subject to a probationary period in accordance with the collective agreement. She/he is not subject to a trial period as a "new" employee.

5. Pre-Retirement Credits: To be calculated in days at the sending facility.

6. Mobility to Term Positions:

Mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are ported at the time of employment. Should the employee not obtain a permanent position in accordance with the new Employer's collective agreement, all seniority and benefits shall terminate, unless she/he in turn obtains employment with another Employer where mobility or portability applies, and within the time lines specified.

7. More Than One Position at Same Facility:

As of January 1, 1998, employees moving from a sending facility shall have portability of seniority* and benefits when transferring to a receiving facility, regardless of the bargaining unit(s) involved.

* Full seniority as defined in 6B of the Mobility Memo

8. Positions at More Than One Facility:

There can only be one sending and one receiving facility. Even if an employee has more than two (2) permanent positions, (at more than one facility) she/he will only be able to port the seniority and benefits from one of the facilities when she/he voluntarily transfers to a receiving facility.

Transfer of seniority and benefits shall be applicable to all employees, including those who are on lay off, currently employed in a permanent or term position, who resign their current position in order to occupy a permanent or term position in a different bargaining unit with an Employer party to the Mobility Memo.

9. An employee employed in a permanent or term position in a receiving facility on the date that she/he resigns her/his permanent or term status at a sending facility shall not be permitted to transfer seniority and benefits from the sending facility to the receiving facility.
10. An employee who occupies a casual position at a receiving facility AND a permanent or term position at a sending facility, AND who subsequently obtains a permanent or term position at a receiving facility, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending facility, to the newly acquired permanent or term position in the receiving facility.

NOTE: Current contract provisions re placement on salary scale when employees resign a permanent or term position and remain on the casual roster continue to apply.

11. The Local President at a receiving facility will be provided with written notification regarding each employee's mobility seniority at the time of her/his transfer. In that regard, the following specific data shall be provided:
 - Start date at sending facility
 - Seniority (hours)
 - Seniority date at sending facility
 - Termination date at sending facility
 - Start date at receiving facility.

12. Bridging Time for the Purposes of Mobility:

An employee who commences employment with the receiving facility within six (6) weeks of termination of employment with the sending facility will be entitled to mobility of seniority, service and benefits as above.

Letter of Understanding
on Redeployment Principles

between

Participating Employers - Listed in Appendix A

and

Participating Unions - Listed in Appendix B

1. Purpose:

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the Unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid-off employees and/or the movement of positions between bargaining units of the above-mentioned Unions and Employers.
- 1.05 For the purposes of this Letter of Understanding “receiving agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the “sending agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the Unions as they become known to the above-mentioned Employers.
- 1.07 “Central Redeployment List” means a list of employees who have been laid-off from a participating Employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating Employer, as set in 4.02 herein.

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

2. Seniority

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfer of Seniority
The affected Employer(s) and affected Union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. Trial Period

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

4. New and Vacant Position

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement of that bargaining unit, unless otherwise mutually agreed between affected Employers and affected bargaining units/Unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility shall give preferential consideration to qualified applicants from the Central Redeployment List on the following basis.
- (a) employees on the Central Redeployment List shall be listed in order of seniority [as per “sending” Collective Agreement(s)];
 - (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating Employers (process to be established);
 - (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
 - (d) in assessing an employee’s history only formally documented material contained in the employee’s personnel file will be considered;
 - (e) receiving facilities job description applies vis-a-vis qualification requirements.

- (f) Once an employee has been redeployed and has completed the trial period with a receiving Employer, she/he shall relinquish any recall rights to her/his former Employer unless she/he is laid off from the receiving Employer. Should an employee be laid off from the receiving Employer, she/he will be placed back on the recall list with the sending Employer for the balance of time she/he would have been on the recall list. She/he will also have recall rights in accordance with the Collective Agreement of the receiving Employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending Employer and the original receiving Employer.

5. Transfer of Service / Merger amalgamation

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

6. Portability of Benefits

The following benefits are portable:

- 6.01 Accumulated income protection benefits / sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave.

Note:

Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.

- 6.04 Length of employment for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
- 6.05 Benefits
An incoming employee is subject to the terms and conditions of the receiving facilities benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
- 6.06 Salary Treatments
- (a) If range is identical, then placed step-on-step;
- (b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of the layoff.

Note:

No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red circling provisions were in place prior to the inception of this Letter of Understanding.

6.07 Upon hire of an employee from the Central Redeployment List, the receiving Employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending Employer under this Letter of Understanding.

7. Other Conditions

7.01 Hours of service since last increment is not portable for purposes of calculating next increment if applicable.

7.02 Salary and vacation earned to date to be paid out by sending Employer.

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

8. Training

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

9. Duration of Letter of Understanding

9.01 This letter of Understanding shall be in full force and effect for a twelve (12) month period commencing date of signing. In the event that any one of the parties signatory to this Letter of Understanding wishes to terminate its participation in this Letter of Understanding it shall give sixty (60) days written notice to the other parties.

10. Appeal Panel

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

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

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

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

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

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

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned, within fourteen (14) calendar days.

The Letter of Understanding on Redeployment Principles represents a tentative agreement reached November 24, 1992 in a Committee representing Employers and Unions listed in Appendix A and B respectively.

This Letter of Understanding is subject to ratification by Employers and locals/bargaining units.

Signed on this 9th day of December, 1991, by the Committee Members or Union/Employer signing authority.

For Employers

For Unions

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Long Service Step

1. Effective October 1, 2014 a Long Service Step equivalent to two percent (2%) shall be added to Schedule A. Employees shall be eligible for the Long Service Step identified in Schedule A upon completion of the following:

- i Twenty (20) or more years of continuous service; and
- ii The employee has been at the maximum step of their salary scale for a minimum of 12 consecutive months.

2. Employees who do not meet the above criteria on October 1, 2014 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in #1 above.

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

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union of
Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Participation in the HEB Manitoba Disability & Rehabilitation Plan

Effective March 31, 2015 the application of the 1% Employer paid Benefit will cease.

Effective April 1, 2015, the Disability & Rehabilitation Plan with benefit leaves, as determined by HEB Manitoba, shall be implemented for all eligible employees.

The Employer will contribute to a maximum of 2.3% of base salary to fund the Disability & Rehabilitation 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 and nineteen (119) calendar days.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union of
Operating Engineers

Memorandum of Understanding

between

Misericordia Health Centre
[hereinafter referred to as the Centre]

and

The International Union of Operating Engineers
Local No. 987D
[hereinafter referred to as the Union]

Re: Classification Review

The following classification will be reviewed as per the current Classification / Evaluation provisions, including Maintenance of Wage Standardization Committee:

- Health Information Management Professional group

Any reclassification (increase) which may apply will take effect April 1, 2015.

Signed this _____ day of _____, 2014

On behalf of Misericordia Health
Centre

On behalf of the International Union of
Operating Engineers

APPENDIX “A”

WAGES

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: April 1, 2012

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
1	Supervisor, MDR	C477	1-Apr-12	0.00%	-	2015	Hourly	21.695	22.346	23.016	23.706	24.418	25.150
							Monthly	3,642.95	3,752.27	3,864.77	3,980.63	4,100.19	4,223.10
							Annual	43,715.43	45,027.19	46,377.24	47,767.59	49,202.27	50,677.25
1	Supervisor, MDR - PIO	C477	1-Apr-12	0.00%	-	2015	Hourly	22.237	22.529	23.373	24.297	25.245	
							Monthly	3,733.96	3,783.00	3,924.72	4,079.87	4,239.06	
							Annual	44,807.56	45,395.94	47,096.60	48,958.46	50,868.68	
	MDR Aide	P280	1-Apr-12	0.00%	-	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
							Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
							Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Apr-12	0.00%	-	1950	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.74	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,860.85	37,966.50	39,105.30	40,279.20
7	Distribution Aide - Stores	C990	1-Apr-12	0.00%	-	2015	Hourly	15.441	15.904	16.381	16.873	17.379	17.900
							Monthly	2,592.80	2,670.55	2,750.64	2,833.26	2,918.22	3,005.71
							Annual	31,113.62	32,046.56	33,007.72	33,999.10	35,018.69	36,068.50
8	MDR Technician	T224	1-Apr-12	0.00%	-	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
							Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Apr-12	0.00%	-	1950	Hourly	18.225	18.515	18.979	19.600	20.513	
							Monthly	2,961.56	3,008.69	3,084.09	3,185.00	3,333.36	
							Annual	35,538.75	36,104.25	37,009.05	38,220.00	40,000.35	
9	Supervisor, Material Distribution	D792	1-Apr-12	0.00%	-	2015	Hourly	19.938	20.229	21.071	21.999	22.944	
							Monthly	3,347.92	3,396.79	3,538.17	3,694.00	3,852.68	
							Annual	40,175.07	40,761.44	42,458.07	44,327.99	46,232.16	
9A	Printer / Mail Clerk Reproduction	C500	1-Apr-12	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Apr-12	0.00%	-	1950	Hourly	18.812	19.100	19.563	20.177	21.097	
							Monthly	3,056.95	3,103.75	3,178.99	3,278.76	3,428.26	
							Annual	36,683.40	37,245.00	38,147.85	39,345.15	41,139.15	
12	Clerk IV - Purchasing	C503	1-Apr-12	0.00%	-	1950	Hourly	19.129	19.703	20.294	20.903	21.530	22.176
							Monthly	3,108.46	3,201.74	3,297.78	3,396.74	3,498.63	3,603.60
							Annual	37,301.55	38,420.85	39,573.30	40,760.85	41,983.50	43,243.20
15	Dietetics Aide III	A346	1-Apr-12	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
15	Dietetics Aide III - PIO	A346	1-Apr-12	0.00%	-	2015	Hourly	15.821	16.109	16.469	16.938	17.259	
							Monthly	2,656.61	2,704.97	2,765.42	2,844.17	2,898.07	
							Annual	31,879.32	32,459.64	33,185.04	34,130.07	34,776.89	
26	Food Services Supervisor	S233	1-Apr-12	0.00%	-	2015	Hourly	18.211	18.757	19.320	19.899	20.496	21.111
							Monthly	3,057.93	3,149.61	3,244.15	3,341.37	3,441.62	3,544.89
							Annual	36,695.17	37,795.36	38,929.80	40,096.49	41,299.44	42,538.67

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
28	Environmental Services Attendant	P403	1-Apr-12	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
28	Groundskeeper	G222	1-Apr-12	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
34	Housekeeping Supervisor	S361	1-Apr-12	0.00%	-	2015	Hourly	22.228	22.517	23.469	24.593	25.532	
							Monthly	3,732.45	3,780.98	3,940.84	4,129.58	4,287.25	
							Annual	44,789.42	45,371.76	47,290.04	49,554.90	51,446.98	
34	Lead Hand - Housekeeping		1-Apr-12	0.00%	-	2015	Hourly	16.315	16.602	16.918	17.368	17.802	
							Monthly	2,739.56	2,787.75	2,840.81	2,916.38	2,989.25	
							Annual	32,874.73	33,453.03	34,089.77	34,996.52	35,871.03	
34	Senior Porter - Housekeeping	P600	1-Apr-12	0.00%	-	2015	Hourly	17.840	18.130	18.652	19.411	20.198	
							Monthly	2,995.63	3,044.33	3,131.98	3,259.43	3,391.58	
							Annual	35,947.60	36,531.95	37,583.78	39,113.17	40,698.97	
35	Attendant I - Laundry	L201	1-Apr-12	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
35	Attendant I - Laundry - PIO	L201	1-Apr-12	0.00%	-	2015	Hourly	16.315	16.602	16.918	17.368	17.802	
							Monthly	2,739.56	2,787.75	2,840.81	2,916.38	2,989.25	
							Annual	32,874.73	33,453.03	34,089.77	34,996.52	35,871.03	
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Apr-12	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Anesthesia Assistant	A259	1-Apr-12	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Assistant - Sleep Disorders Centre	S046	1-Apr-12	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Recreation Facilitator	A251	1-Apr-12	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Recreation Facilitator - PIO	A251	1-Apr-12	0.00%	-	2015	Hourly	18.664	18.953	19.365	19.961	20.868	
							Monthly	3,134.00	3,182.53	3,251.71	3,351.79	3,504.09	
							Annual	37,607.96	38,190.30	39,020.48	40,221.42	42,049.02	
47	Rehab Assistant	R201	1-Apr-12	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
67A	Patient Registrar	C265	1-Apr-12	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
69	Client Services Clerk	H079	1-Apr-12	0.00%	-	1950	Hourly	16.373	16.664	16.977	17.462	17.769	
							Monthly	2,660.61	2,707.90	2,758.76	2,837.58	2,887.46	
							Annual	31,927.35	32,494.80	33,105.15	34,050.90	34,649.55	

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Apr-12	0.00%	-	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
							Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
72	Diagnostic Imaging Assistant	D097	1-Apr-12	0.00%	-	2015	Hourly	17.051	17.343	17.622	18.095	18.800	
							Monthly	2,863.15	2,912.18	2,959.03	3,038.45	3,156.83	
							Annual	34,357.77	34,946.15	35,508.33	36,461.43	37,882.00	
72	Office Systems Supervisor	S079	1-Apr-12	0.00%	-	1950	Hourly	21.547	21.850	22.722	23.681	24.661	
							Monthly	3,501.39	3,550.63	3,692.33	3,848.16	4,007.41	
							Annual	42,016.65	42,607.50	44,307.90	46,177.95	48,088.95	
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Apr-12	0.00%	-	1950	Hourly	18.812	19.100	19.563	20.177	21.097	
							Monthly	3,056.95	3,103.75	3,178.99	3,278.76	3,428.26	
							Annual	36,683.40	37,245.00	38,147.85	39,345.15	41,139.15	
73A	Clerk III - Accounts Receivable	C495	1-Apr-12	0.00%	-	1950	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
							Monthly	2,996.83	3,086.69	3,179.31	3,274.70	3,372.85	3,474.09
							Annual	35,961.90	37,040.25	38,151.75	39,296.40	40,474.20	41,689.05
73A	Clerk III - Accounts / Cash	C502	1-Apr-12	0.00%	-	1950	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
							Monthly	2,996.83	3,086.69	3,179.31	3,274.70	3,372.85	3,474.09
							Annual	35,961.90	37,040.25	38,151.75	39,296.40	40,474.20	41,689.05
73B	Clerk II - Accounts Payable	A391	1-Apr-12	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
74	Accounts Payable Supervisor	A107	1-Apr-12	0.00%	-	1950	Hourly	20.685	21.306	21.945	22.604	23.282	23.979
							Monthly	3,361.31	3,462.23	3,566.06	3,673.15	3,783.33	3,896.59
							Annual	40,335.75	41,546.70	42,792.75	44,077.80	45,399.90	46,759.05
75	Slating Clerk	C258	1-Apr-12	0.00%	-	1950	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.74	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,860.85	37,966.50	39,105.30	40,279.20
76	Mental Health Clerk	M075	1-Apr-12	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,291.11
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,493.35
77A	Health Records Transcriptionist	S393	1-Apr-12	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
77B	Steno II - Diagnostics, Breast Screen	S248	1-Apr-12	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Apr-12	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
78	Supervisor Medical Transcriptionist	C078	1-Apr-12	0.00%	-	1950	Hourly	20.683	21.303	21.942	22.601	23.279	23.977
							Monthly	3,360.99	3,461.74	3,565.58	3,672.66	3,782.84	3,896.26
							Annual	40,331.85	41,540.85	42,786.90	44,071.95	45,394.05	46,755.15
78	Office Team Leader	P315	1-Apr-12	0.00%	-	1950	Hourly	20.683	21.303	21.942	22.601	23.279	23.977
							Monthly	3,360.99	3,461.74	3,565.58	3,672.66	3,782.84	3,896.26
							Annual	40,331.85	41,540.85	42,786.90	44,071.95	45,394.05	46,755.15
79	Clerical Aide	C546	1-Apr-12	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
79	Unit Clerk	U220	1-Apr-12	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
79	Unit Clerk - Interim Care	U220	1-Apr-12	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
83	Health Information Management Professional	T235	1-Apr-12	0.00%	-	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
							Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
							Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
85	Senior Communications Clerk	P260	1-Apr-12	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Apr-12	0.00%	-	1950	Hourly	17.591	17.879	18.592	19.377	20.138	
							Monthly	2,858.54	2,905.34	3,021.20	3,148.76	3,272.43	
							Annual	34,302.45	34,864.05	36,254.40	37,785.15	39,269.10	
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Apr-12	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
103	Clerk II - MHC for Lungs / Opthal. / Purchasing	C254/C343	1-Apr-12	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
103	Clerk Typist I - Breast Check	C467	1-Apr-12	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
104	Billing Clerk	C513	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk II - Social Work	C468	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Scheduling Clerk	D075	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Communications Clerk	T232	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Health Records Clerk II	C468	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Apr-12	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
105	Clerk Typist II Ophthalmology	C257	1-Apr-12	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
105	Plant Services Clerk	C257	1-Apr-12	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
	Intake Operator	I087	1-Apr-12	0.00%	-	1950	Hourly	21.283	21.921	22.579	23.256	23.953	24.682
							Monthly	3,458.49	3,562.16	3,669.09	3,779.10	3,892.36	4,010.83
							Annual	41,501.85	42,745.95	44,029.05	45,349.20	46,708.35	48,129.90
	Scheduling Assistant	S057	1-Apr-12	0.00%	-	1950	Hourly	18.489	19.044	19.616	20.204	20.810	21.434
							Monthly	3,004.46	3,094.65	3,187.60	3,283.15	3,381.63	3,483.03
							Annual	36,053.55	37,135.80	38,251.20	39,397.80	40,579.50	41,796.30
	Ophthalmic Assistant	P215	1-Apr-12	0.00%	-	1950	Hourly	17.277	17.796	18.329	18.879	19.446	20.029
							Monthly	2,807.51	2,891.85	2,978.46	3,067.84	3,159.98	3,254.71
							Annual	33,690.15	34,702.20	35,741.55	36,814.05	37,919.70	39,056.55
	Operations Clerk	C510	1-Apr-12	0.00%	-	1950	Hourly	17.818	18.353	18.904	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.90	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,862.80	37,966.50	39,105.30	40,279.20
	Health Information Analyst	H233	1-Apr-12	0.00%	-	1950	Hourly	19.983	20.582	21.200	21.836	22.491	23.165
							Monthly	3,247.24	3,344.58	3,445.00	3,548.35	3,654.79	3,764.31
							Annual	38,966.85	40,134.90	41,340.00	42,580.20	43,857.45	45,171.75

GI - General Increase

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: April 1, 2013

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
1	Supervisor, MDR	C477	1-Apr-13	0.00%	-	2015	Hourly	21.695	22.346	23.016	23.706	24.418	25.150
							Monthly	3,642.95	3,752.27	3,864.77	3,980.63	4,100.19	4,223.10
							Annual	43,715.43	45,027.19	46,377.24	47,767.59	49,202.27	50,677.25
1	Supervisor, MDR - PIO	C477	1-Apr-13	0.00%	-	2015	Hourly	22.237	22.529	23.373	24.297	25.245	
							Monthly	3,733.96	3,783.00	3,924.72	4,079.87	4,239.06	
							Annual	44,807.56	45,395.94	47,096.60	48,958.46	50,868.68	
	MDR Aide	P280	1-Apr-13	0.00%	-	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027
							Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03
							Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Apr-13	0.00%	-	1950	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.74	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,860.85	37,966.50	39,105.30	40,279.20
7	Distribution Aide - Stores	C990	1-Apr-13	0.00%	-	2015	Hourly	15.441	15.904	16.381	16.873	17.379	17.900
							Monthly	2,592.80	2,670.55	2,750.64	2,833.26	2,918.22	3,005.71
							Annual	31,113.62	32,046.56	33,007.72	33,999.10	35,018.69	36,068.50
8	MDR Technician	T224	1-Apr-13	0.00%	-	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,991.94	3,081.78	3,174.13	3,269.34	3,367.40	3,468.49
							Annual	35,903.27	36,981.30	38,089.55	39,232.05	40,408.81	41,621.84
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Apr-13	0.00%	-	1950	Hourly	18.225	18.515	18.979	19.600	20.513	
							Monthly	2,961.56	3,008.69	3,084.09	3,185.00	3,333.36	
							Annual	35,538.75	36,104.25	37,009.05	38,220.00	40,000.35	
9	Supervisor, Material Distribution	D792	1-Apr-13	0.00%	-	2015	Hourly	19.938	20.229	21.071	21.999	22.944	
							Monthly	3,347.92	3,396.79	3,538.17	3,694.00	3,852.68	
							Annual	40,175.07	40,761.44	42,458.07	44,327.99	46,232.16	
9A	Printer / Mail Clerk Reproduction	C500	1-Apr-13	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Apr-13	0.00%	-	1950	Hourly	18.812	19.100	19.563	20.177	21.097	
							Monthly	3,056.95	3,103.75	3,178.99	3,278.76	3,428.26	
							Annual	36,683.40	37,245.00	38,147.85	39,345.15	41,139.15	
12	Clerk IV - Purchasing	C503	1-Apr-13	0.00%	-	1950	Hourly	19.129	19.703	20.294	20.903	21.530	22.176
							Monthly	3,108.46	3,201.74	3,297.78	3,396.74	3,498.63	3,603.60
							Annual	37,301.55	38,420.85	39,573.30	40,760.85	41,983.50	43,243.20
15	Dietetics Aide III	A346	1-Apr-13	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
15	Dietetics Aide III - PIO	A346	1-Apr-13	0.00%	-	2015	Hourly	15.821	16.109	16.469	16.938	17.259	
							Monthly	2,656.61	2,704.97	2,765.42	2,844.17	2,898.07	
							Annual	31,879.32	32,459.64	33,185.04	34,130.07	34,776.89	
26	Food Services Supervisor	S233	1-Apr-13	0.00%	-	2015	Hourly	18.211	18.757	19.320	19.899	20.496	21.111
							Monthly	3,057.93	3,149.61	3,244.15	3,341.37	3,441.62	3,544.89
							Annual	36,695.17	37,795.36	38,929.80	40,096.49	41,299.44	42,538.67

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
28	Environmental Services Attendant	P403	1-Apr-13	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
28	Groundskeeper	G222	1-Apr-13	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
34	Housekeeping Supervisor	S361	1-Apr-13	0.00%	-	2015	Hourly	22.228	22.517	23.469	24.593	25.532	
							Monthly	3,732.45	3,780.98	3,940.84	4,129.58	4,287.25	
							Annual	44,789.42	45,371.76	47,290.04	49,554.90	51,446.98	
34	Lead Hand - Housekeeping		1-Apr-13	0.00%	-	2015	Hourly	16.315	16.602	16.918	17.368	17.802	
							Monthly	2,739.56	2,787.75	2,840.81	2,916.38	2,989.25	
							Annual	32,874.73	33,453.03	34,089.77	34,996.52	35,871.03	
34	Senior Porter - Housekeeping	P600	1-Apr-13	0.00%	-	2015	Hourly	17.840	18.130	18.652	19.411	20.198	
							Monthly	2,995.63	3,044.33	3,131.98	3,259.43	3,391.58	
							Annual	35,947.60	36,531.95	37,583.78	39,113.17	40,698.97	
35	Attendant I - Laundry	L201	1-Apr-13	0.00%	-	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785
							Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48
							Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78
35	Attendant I - Laundry - PIO	L201	1-Apr-13	0.00%	-	2015	Hourly	16.315	16.602	16.918	17.368	17.802	
							Monthly	2,739.56	2,787.75	2,840.81	2,916.38	2,989.25	
							Annual	32,874.73	33,453.03	34,089.77	34,996.52	35,871.03	
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Apr-13	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Anesthesia Assistant	A259	1-Apr-13	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
42	Assistant - Sleep Disorders Centre	S046	1-Apr-13	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Recreation Facilitator	A251	1-Apr-13	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
45	Recreation Facilitator - PIO	A251	1-Apr-13	0.00%	-	2015	Hourly	18.664	18.953	19.365	19.961	20.868	
							Monthly	3,134.00	3,182.53	3,251.71	3,351.79	3,504.09	
							Annual	37,607.96	38,190.30	39,020.48	40,221.42	42,049.02	
47	Rehab Assistant	R201	1-Apr-13	0.00%	-	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87
							Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39
67A	Patient Registrar	C265	1-Apr-13	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
69	Client Services Clerk	H079	1-Apr-13	0.00%	-	1950	Hourly	16.373	16.664	16.977	17.462	17.769	
							Monthly	2,660.61	2,707.90	2,758.76	2,837.58	2,887.46	
							Annual	31,927.35	32,494.80	33,105.15	34,050.90	34,649.55	

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Apr-13	0.00%	-	2015	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,712.19	2,793.46	2,877.42	2,963.73	3,052.56	3,144.07
							Annual	32,546.28	33,521.54	34,529.04	35,564.75	36,630.69	37,728.86
72	Diagnostic Imaging Assistant	D097	1-Apr-13	0.00%	-	2015	Hourly	17.051	17.343	17.622	18.095	18.800	
							Monthly	2,863.15	2,912.18	2,959.03	3,038.45	3,156.83	
							Annual	34,357.77	34,946.15	35,508.33	36,461.43	37,882.00	
72	Office Systems Supervisor	S079	1-Apr-13	0.00%	-	1950	Hourly	21.547	21.850	22.722	23.681	24.661	
							Monthly	3,501.39	3,550.63	3,692.33	3,848.16	4,007.41	
							Annual	42,016.65	42,607.50	44,307.90	46,177.95	48,088.95	
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Apr-13	0.00%	-	1950	Hourly	18.812	19.100	19.563	20.177	21.097	
							Monthly	3,056.95	3,103.75	3,178.99	3,278.76	3,428.26	
							Annual	36,683.40	37,245.00	38,147.85	39,345.15	41,139.15	
73A	Clerk III - Accounts Receivable	C495	1-Apr-13	0.00%	-	1950	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
							Monthly	2,996.83	3,086.69	3,179.31	3,274.70	3,372.85	3,474.09
							Annual	35,961.90	37,040.25	38,151.75	39,296.40	40,474.20	41,689.05
73A	Clerk III - Accounts / Cash	C502	1-Apr-13	0.00%	-	1950	Hourly	18.442	18.995	19.565	20.152	20.756	21.379
							Monthly	2,996.83	3,086.69	3,179.31	3,274.70	3,372.85	3,474.09
							Annual	35,961.90	37,040.25	38,151.75	39,296.40	40,474.20	41,689.05
73B	Clerk II - Accounts Payable	A391	1-Apr-13	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
74	Accounts Payable Supervisor	A107	1-Apr-13	0.00%	-	1950	Hourly	20.685	21.306	21.945	22.604	23.282	23.979
							Monthly	3,361.31	3,462.23	3,566.06	3,673.15	3,783.33	3,896.59
							Annual	40,335.75	41,546.70	42,792.75	44,077.80	45,399.90	46,759.05
75	Slating Clerk	C258	1-Apr-13	0.00%	-	1950	Hourly	17.818	18.353	18.903	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.74	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,860.85	37,966.50	39,105.30	40,279.20
76	Mental Health Clerk	M075	1-Apr-13	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.253
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,291.11
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,493.35
77A	Health Records Transcriptionist	S393	1-Apr-13	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
77B	Steno II - Diagnostics, Breast Screen	S248	1-Apr-13	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Apr-13	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
78	Supervisor Medical Transcriptionist	C078	1-Apr-13	0.00%	-	1950	Hourly	20.683	21.303	21.942	22.601	23.279	23.977
							Monthly	3,360.99	3,461.74	3,565.58	3,672.66	3,782.84	3,896.26
							Annual	40,331.85	41,540.85	42,786.90	44,071.95	45,394.05	46,755.15
78	Office Team Leader	P315	1-Apr-13	0.00%	-	1950	Hourly	20.683	21.303	21.942	22.601	23.279	23.977
							Monthly	3,360.99	3,461.74	3,565.58	3,672.66	3,782.84	3,896.26
							Annual	40,331.85	41,540.85	42,786.90	44,071.95	45,394.05	46,755.15
79	Clerical Aide	C546	1-Apr-13	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
79	Unit Clerk	U220	1-Apr-13	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
79	Unit Clerk - Interim Care	U220	1-Apr-13	0.00%	-	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759
							Monthly	2,769.65	2,852.69	2,938.33	3,026.40	3,117.24	3,210.84
							Annual	33,235.80	34,232.25	35,259.90	36,316.80	37,406.85	38,530.05
83	Health Information Management Professional	T235	1-Apr-13	0.00%	-	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493
							Monthly	3,012.75	3,103.10	3,196.21	3,292.09	3,390.89	3,492.61
							Annual	36,153.00	37,237.20	38,354.55	39,505.05	40,690.65	41,911.35
85	Senior Communications Clerk	P260	1-Apr-13	0.00%	-	1950	Hourly	17.339	17.860	18.395	18.947	19.516	20.101
							Monthly	2,817.59	2,902.25	2,989.19	3,078.89	3,171.35	3,266.41
							Annual	33,811.05	34,827.00	35,870.25	36,946.65	38,056.20	39,196.95
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Apr-13	0.00%	-	1950	Hourly	17.591	17.879	18.592	19.377	20.138	
							Monthly	2,858.54	2,905.34	3,021.20	3,148.76	3,272.43	
							Annual	34,302.45	34,864.05	36,254.40	37,785.15	39,269.10	
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Apr-13	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
103	Clerk II - MHC for Lungs / Ophthal. / Purchasing	C254/C343	1-Apr-13	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
103	Clerk Typist I - Breast Check	C467	1-Apr-13	0.00%	-	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724
							Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65
							Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80
104	Billing Clerk	C513	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk II - Social Work	C468	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Scheduling Clerk	D075	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Communications Clerk	T232	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Health Records Clerk II	C468	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Apr-13	0.00%	-	1950	Hourly	16.766	17.269	17.787	18.320	18.870	19.436
							Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35
							Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20
105	Clerk Typist II Ophthalmology	C257	1-Apr-13	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
105	Plant Services Clerk	C257	1-Apr-13	0.00%	-	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174
							Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28
							Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30
	Intake Operator	I087	1-Apr-13	0.00%	-	1950	Hourly	21.283	21.921	22.579	23.256	23.953	24.682
							Monthly	3,458.49	3,562.16	3,669.09	3,779.10	3,892.36	4,010.83
							Annual	41,501.85	42,745.95	44,029.05	45,349.20	46,708.35	48,129.90
	Scheduling Assistant	S057	1-Apr-13	0.00%	-	1950	Hourly	18.489	19.044	19.616	20.204	20.810	21.434
							Monthly	3,004.46	3,094.65	3,187.60	3,283.15	3,381.63	3,483.03
							Annual	36,053.55	37,135.80	38,251.20	39,397.80	40,579.50	41,796.30
	Ophthalmic Assistant	P215	1-Apr-13	0.00%	-	1950	Hourly	17.277	17.796	18.329	18.879	19.446	20.029
							Monthly	2,807.51	2,891.85	2,978.46	3,067.84	3,159.98	3,254.71
							Annual	33,690.15	34,702.20	35,741.55	36,814.05	37,919.70	39,056.55
	Operations Clerk	C510	1-Apr-13	0.00%	-	1950	Hourly	17.818	18.353	18.904	19.470	20.054	20.656
							Monthly	2,895.43	2,982.36	3,071.90	3,163.88	3,258.78	3,356.60
							Annual	34,745.10	35,788.35	36,862.80	37,966.50	39,105.30	40,279.20
	Health Information Analyst	H233	1-Apr-13	0.00%	-	1950	Hourly	19.983	20.582	21.200	21.836	22.491	23.165
							Monthly	3,247.24	3,344.58	3,445.00	3,548.35	3,654.79	3,764.31
							Annual	38,966.85	40,134.90	41,340.00	42,580.20	43,857.45	45,171.75

GI - General Increase

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: April 1, 2014

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
1	Supervisor, MDR	C477	1-Apr-14	2.50%	GI	2015	Hourly	22.237	22.904	23.591	24.299	25.028	25.779
							Monthly	3,733.96	3,845.96	3,961.32	4,080.21	4,202.62	4,328.72
							Annual	44,807.56	46,151.56	47,535.87	48,962.49	50,431.42	51,944.69
1	Supervisor, MDR - PIO	C477	1-Apr-14	2.50%	GI	2015	Hourly	22.792	23.092	23.957	24.904	25.876	
							Monthly	3,827.16	3,877.53	4,022.78	4,181.80	4,345.01	
							Annual	45,925.88	46,530.38	48,273.36	50,181.56	52,140.14	
	MDR Aide	P280	1-Apr-14	2.50%	GI	2015	Hourly	15.939	16.417	16.909	17.417	17.939	18.477
							Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60
							Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Apr-14	2.50%	GI	1950	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
							Monthly	2,967.90	3,056.79	3,148.60	3,243.01	3,340.35	3,440.45
							Annual	35,614.80	36,681.45	37,783.20	38,916.15	40,084.20	41,285.40
7	Distribution Aide - Stores	C990	1-Apr-14	2.50%	GI	2015	Hourly	15.827	16.302	16.791	17.294	17.813	18.348
							Monthly	2,657.62	2,737.38	2,819.49	2,903.95	2,991.10	3,080.94
							Annual	31,891.41	32,848.53	33,833.87	34,847.41	35,893.20	36,971.22
8	MDR Technician	T224	1-Apr-14	2.50%	GI	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
							Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13
							Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Apr-14	2.50%	GI	1950	Hourly	18.681	18.977	19.453	20.091	21.026	
							Monthly	3,035.66	3,083.76	3,161.11	3,264.79	3,416.73	
							Annual	36,427.95	37,005.15	37,933.35	39,177.45	41,000.70	
9	Supervisor, Material Distribution	D792	1-Apr-14	2.50%	GI	2015	Hourly	20.436	20.734	21.597	22.549	23.518	
							Monthly	3,431.55	3,481.58	3,626.50	3,786.35	3,949.06	
							Annual	41,178.54	41,779.01	43,517.96	45,436.24	47,388.77	
9A	Printer / Mail Clerk Reproduction	C500	1-Apr-14	2.50%	GI	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Apr-14	2.50%	GI	1950	Hourly	19.282	19.577	20.052	20.681	21.625	
							Monthly	3,133.33	3,181.26	3,258.45	3,360.66	3,514.06	
							Annual	37,599.90	38,175.15	39,101.40	40,327.95	42,168.75	
12	Clerk IV - Purchasing	C503	1-Apr-14	2.50%	GI	1950	Hourly	19.607	20.195	20.801	21.425	22.068	22.730
							Monthly	3,186.14	3,281.69	3,380.16	3,481.56	3,586.05	3,693.63
							Annual	38,233.65	39,380.25	40,561.95	41,778.75	43,032.60	44,323.50
15	Dietetics Aide III	A346	1-Apr-14	2.50%	GI	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
15	Dietetics Aide III - PIO	A346	1-Apr-14	2.50%	GI	2015	Hourly	16.216	16.512	16.881	17.362	17.691	
							Monthly	2,722.94	2,772.64	2,834.60	2,915.37	2,970.61	
							Annual	32,675.24	33,271.68	34,015.22	34,984.43	35,647.37	
26	Food Services Supervisor	S233	1-Apr-14	2.50%	GI	2015	Hourly	18.666	19.226	19.803	20.397	21.009	21.639
							Monthly	3,134.33	3,228.37	3,325.25	3,425.00	3,527.76	3,633.55
							Annual	37,611.99	38,740.39	39,903.05	41,099.96	42,333.14	43,602.59

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
28	Environmental Services Attendant	P403	1-Apr-14	2.50%	GI	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
28	Groundskeeper	G222	1-Apr-14	2.50%	GI	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
34	Housekeeping Supervisor	S361	1-Apr-14	2.50%	GI	2015	Hourly	22.784	23.080	24.056	25.208	26.171	
							Monthly	3,825.81	3,875.52	4,039.40	4,232.84	4,394.55	
							Annual	45,909.76	46,506.20	48,472.84	50,794.12	52,734.57	
34	Lead Hand - Housekeeping		1-Apr-14	2.50%	GI	2015	Hourly	16.723	17.017	17.341	17.802	18.247	
							Monthly	2,808.07	2,857.44	2,911.84	2,989.25	3,063.98	
							Annual	33,696.85	34,289.26	34,942.12	35,871.03	36,767.71	
34	Senior Porter - Housekeeping	P600	1-Apr-14	2.50%	GI	2015	Hourly	18.286	18.583	19.118	19.897	20.703	
							Monthly	3,070.52	3,120.40	3,210.23	3,341.04	3,476.38	
							Annual	36,846.29	37,444.75	38,522.77	40,092.46	41,716.55	
35	Attendant I - Laundry	L201	1-Apr-14	2.50%	GI	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08
35	Attendant I - Laundry - PIO	L201	1-Apr-14	2.50%	GI	2015	Hourly	16.723	17.017	17.341	17.802	18.247	
							Monthly	2,808.07	2,857.44	2,911.84	2,989.25	3,063.98	
							Annual	33,696.85	34,289.26	34,942.12	35,871.03	36,767.71	
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Apr-14	2.50%	GI	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
42	Anesthesia Assistant	A259	1-Apr-14	2.50%	GI	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
42	Assistant - Sleep Disorders Centre	S046	1-Apr-14	2.50%	GI	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
45	Recreation Facilitator	A251	1-Apr-14	2.50%	GI	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
45	Recreation Facilitator - PIO	A251	1-Apr-14	2.50%	GI	2015	Hourly	19.130	19.427	19.850	20.460	21.390	
							Monthly	3,212.25	3,262.12	3,333.15	3,435.58	3,591.74	
							Annual	38,546.95	39,145.41	39,997.75	41,226.90	43,100.85	
47	Rehab Assistant	R201	1-Apr-14	2.50%	GI	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78
67A	Patient Registrar	C265	1-Apr-14	2.50%	GI	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05
69	Client Services Clerk	H079	1-Apr-14	2.50%	GI	1950	Hourly	16.782	17.080	17.402	17.898	18.213	
							Monthly	2,727.08	2,775.50	2,827.83	2,908.43	2,959.61	
							Annual	32,724.90	33,306.00	33,933.90	34,901.10	35,515.35	

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Apr-14	2.50%	GI	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
							Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83
							Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90
72	Diagnostic Imaging Assistant	D097	1-Apr-14	2.50%	GI	2015	Hourly	17.477	17.776	18.063	18.547	19.270	
							Monthly	2,934.68	2,984.89	3,033.08	3,114.35	3,235.75	
							Annual	35,216.16	35,818.64	36,396.95	37,372.21	38,829.05	
72	Office Systems Supervisor	S079	1-Apr-14	2.50%	GI	1950	Hourly	22.086	22.396	23.290	24.273	25.278	
							Monthly	3,588.98	3,639.35	3,784.63	3,944.36	4,107.68	
							Annual	43,067.70	43,672.20	45,415.50	47,332.35	49,292.10	
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Apr-14	2.50%	GI	1950	Hourly	19.282	19.577	20.052	20.681	21.625	
							Monthly	3,133.33	3,181.26	3,258.45	3,360.66	3,514.06	
							Annual	37,599.90	38,175.15	39,101.40	40,327.95	42,168.75	
73A	Clerk III - Accounts Receivable	C495	1-Apr-14	2.50%	GI	1950	Hourly	18.903	19.470	20.054	20.656	21.275	21.914
							Monthly	3,071.74	3,163.88	3,258.78	3,356.60	3,457.19	3,561.03
							Annual	36,860.85	37,966.50	39,105.30	40,279.20	41,486.25	42,732.30
73A	Clerk III - Accounts / Cash	C502	1-Apr-14	2.50%	GI	1950	Hourly	18.903	19.470	20.054	20.656	21.275	21.914
							Monthly	3,071.74	3,163.88	3,258.78	3,356.60	3,457.19	3,561.03
							Annual	36,860.85	37,966.50	39,105.30	40,279.20	41,486.25	42,732.30
73B	Clerk II - Accounts Payable	A391	1-Apr-14	2.50%	GI	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05
74	Accounts Payable Supervisor	A107	1-Apr-14	2.50%	GI	1950	Hourly	21.202	21.838	22.494	23.169	23.864	24.579
							Monthly	3,445.33	3,548.68	3,655.28	3,764.96	3,877.90	3,994.09
							Annual	41,343.90	42,584.10	43,863.30	45,179.55	46,534.80	47,929.05
75	Slating Clerk	C258	1-Apr-14	2.50%	GI	1950	Hourly	18.264	18.811	19.376	19.957	20.556	21.172
							Monthly	2,967.90	3,056.79	3,148.60	3,243.01	3,340.35	3,440.45
							Annual	35,614.80	36,681.45	37,783.20	38,916.15	40,084.20	41,285.40
76	Mental Health Clerk	M075	1-Apr-14	2.50%	GI	1950	Hourly	17.907	18.444	18.998	19.567	20.154	20.759
							Monthly	2,909.89	2,997.15	3,087.18	3,179.64	3,275.03	3,373.34
							Annual	34,918.65	35,965.80	37,046.10	38,155.65	39,300.30	40,480.05
77A	Health Records Transcriptionist	S393	1-Apr-14	2.50%	GI	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80
77B	Steno II - Diagnostics, Breast Screen	S248	1-Apr-14	2.50%	GI	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Apr-14	2.50%	GI	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80
78	Supervisor Medical Transcriptionist	C078	1-Apr-14	2.50%	GI	1950	Hourly	21.200	21.836	22.491	23.166	23.861	24.576
							Monthly	3,445.00	3,548.35	3,654.79	3,764.48	3,877.41	3,993.60
							Annual	41,340.00	42,580.20	43,857.45	45,173.70	46,528.95	47,923.20
78	Office Team Leader	P315	1-Apr-14	2.50%	GI	1950	Hourly	21.200	21.836	22.491	23.166	23.861	24.576
							Monthly	3,445.00	3,548.35	3,654.79	3,764.48	3,877.41	3,993.60
							Annual	41,340.00	42,580.20	43,857.45	45,173.70	46,528.95	47,923.20
79	Clerical Aide	C546	1-Apr-14	2.50%	GI	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
79	Unit Clerk	U220	1-Apr-14	2.50%	GI	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40
79	Unit Clerk - Interim Care	U220	1-Apr-14	2.50%	GI	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40
83	Health Information Management Professional	T235	1-Apr-14	2.50%	GI	1950	Hourly	19.003	19.574	20.161	20.766	21.389	22.030
							Monthly	3,087.99	3,180.78	3,276.16	3,374.48	3,475.71	3,579.88
							Annual	37,055.85	38,169.30	39,313.95	40,493.70	41,708.55	42,958.50
85	Senior Communications Clerk	P260	1-Apr-14	2.50%	GI	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Apr-14	2.50%	GI	1950	Hourly	18.030	18.326	19.057	19.861	20.641	
							Monthly	2,929.88	2,977.98	3,096.76	3,227.41	3,354.16	
							Annual	35,158.50	35,735.70	37,161.15	38,728.95	40,249.95	
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Apr-14	2.50%	GI	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35
103	Clerk II - MHC for Lungs / Opthal. / Purchasing	C254/C343	1-Apr-14	2.50%	GI	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35
103	Clerk Typist I - Breast Check	C467	1-Apr-14	2.50%	GI	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35
104	Billing Clerk	C513	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Clerk II - Social Work	C468	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Scheduling Clerk	D075	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Communications Clerk	T232	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Health Records Clerk II	C468	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Apr-14	2.50%	GI	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90
105	Clerk Typist II Ophthalmology	C257	1-Apr-14	2.50%	GI	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
105	Plant Services Clerk	C257	1-Apr-14	2.50%	GI	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05
	Intake Operator	I087	1-Apr-14	2.50%	GI	1950	Hourly	21.815	22.469	23.143	23.837	24.552	25.299
							Monthly	3,544.94	3,651.21	3,760.74	3,873.51	3,989.70	4,111.09
							Annual	42,539.25	43,814.55	45,128.85	46,482.15	47,876.40	49,333.05
	Scheduling Assistant	S057	1-Apr-14	2.50%	GI	1950	Hourly	18.951	19.520	20.106	20.709	21.330	21.970
							Monthly	3,079.54	3,172.00	3,267.23	3,365.21	3,466.13	3,570.13
							Annual	36,954.45	38,064.00	39,206.70	40,382.55	41,593.50	42,841.50
	Ophthalmic Assistant	P215	1-Apr-14	2.50%	GI	1950	Hourly	17.709	18.240	18.788	19.351	19.932	20.530
							Monthly	2,877.71	2,964.00	3,053.05	3,144.54	3,238.95	3,336.13
							Annual	34,532.55	35,568.00	36,636.60	37,734.45	38,867.40	40,033.50
	Operations Clerk	C510	1-Apr-14	2.50%	GI	1950	Hourly	18.264	18.812	19.376	19.957	20.556	21.172
							Monthly	2,967.90	3,056.95	3,148.60	3,243.01	3,340.35	3,440.45
							Annual	35,614.80	36,683.40	37,783.20	38,916.15	40,084.20	41,285.40
	Health Information Analyst	H233	1-Apr-14	2.50%	GI	1950	Hourly	20.482	21.097	21.730	22.381	23.053	23.745
							Monthly	3,328.33	3,428.26	3,531.13	3,636.91	3,746.11	3,858.56
							Annual	39,939.90	41,139.15	42,373.50	43,642.95	44,953.35	46,302.75

GI - General Increase

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: October 1, 2014

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
1	Supervisor, MDR	C477	1-Oct-14	0.00%	-	2015	Hourly	22.237	22.904	23.591	24.299	25.028	25.779	26.295
							Monthly	3,733.96	3,845.96	3,961.32	4,080.21	4,202.62	4,328.72	4,415.37
							Annual	44,807.56	46,151.56	47,535.87	48,962.49	50,431.42	51,944.69	52,984.43
1	Supervisor, MDR - PIO	C477	1-Oct-14	0.00%	-	2015	Hourly	22.792	23.092	23.957	24.904	25.876		26.394
							Monthly	3,827.16	3,877.53	4,022.78	4,181.80	4,345.01		4,431.99
							Annual	45,925.88	46,530.38	48,273.36	50,181.56	52,140.14		53,183.91
	MDR Aide	P280	1-Oct-14	0.00%	-	2015	Hourly	15.939	16.417	16.909	17.417	17.939	18.477	18.847
							Monthly	2,676.42	2,756.69	2,839.30	2,924.61	3,012.26	3,102.60	3,164.73
							Annual	32,117.09	33,080.26	34,071.64	35,095.26	36,147.09	37,231.16	37,976.71
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Oct-14	0.00%	-	1950	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.595
							Monthly	2,967.90	3,056.79	3,148.60	3,243.01	3,340.35	3,440.45	3,509.19
							Annual	35,614.80	36,681.45	37,783.20	38,916.15	40,084.20	41,285.40	42,110.25
7	Distribution Aide - Stores	C990	1-Oct-14	0.00%	-	2015	Hourly	15.827	16.302	16.791	17.294	17.813	18.348	18.715
							Monthly	2,657.62	2,737.38	2,819.49	2,903.95	2,991.10	3,080.94	3,142.56
							Annual	31,891.41	32,848.53	33,833.87	34,847.41	35,893.20	36,971.22	37,710.73
8	MDR Technician	T224	1-Oct-14	0.00%	-	2015	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.595
							Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13	3,626.16
							Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58	43,513.93
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Oct-14	0.00%	-	1950	Hourly	18.681	18.977	19.453	20.091	21.026		21.447
							Monthly	3,035.66	3,083.76	3,161.11	3,264.79	3,416.73		3,485.14
							Annual	36,427.95	37,005.15	37,933.35	39,177.45	41,000.70		41,821.65
9	Supervisor, Material Distribution	D792	1-Oct-14	0.00%	-	2015	Hourly	20.436	20.734	21.597	22.549	23.518		23.988
							Monthly	3,431.55	3,481.58	3,626.50	3,786.35	3,949.06		4,027.99
							Annual	41,178.54	41,779.01	43,517.96	45,436.24	47,388.77		48,335.82
9A	Printer / Mail Clerk Reproduction	C500	1-Oct-14	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.76
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,281.15
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Oct-14	0.00%	-	1950	Hourly	19.282	19.577	20.052	20.681	21.625		22.058
							Monthly	3,133.33	3,181.26	3,258.45	3,360.66	3,514.06		3,584.43
							Annual	37,599.90	38,175.15	39,101.40	40,327.95	42,168.75		43,013.10
12	Clerk IV - Purchasing	C503	1-Oct-14	0.00%	-	1950	Hourly	19.607	20.195	20.801	21.425	22.068	22.730	23.185
							Monthly	3,186.14	3,281.69	3,380.16	3,481.56	3,586.05	3,693.63	3,767.56
							Annual	38,233.65	39,380.25	40,561.95	41,778.75	43,032.60	44,323.50	45,210.75
15	Dietetics Aide III	A346	1-Oct-14	0.00%	-	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205	17.549
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
15	Dietetics Aide III - PIO	A346	1-Oct-14	0.00%	-	2015	Hourly	16.216	16.512	16.881	17.362	17.691		18.045
							Monthly	2,722.94	2,772.64	2,834.60	2,915.37	2,970.61		3,030.06
							Annual	32,675.24	33,271.68	34,015.22	34,984.43	35,647.37		36,360.68
26	Food Services Supervisor	S233	1-Oct-14	0.00%	-	2015	Hourly	18.666	19.226	19.803	20.397	21.009	21.639	22.072
							Monthly	3,134.33	3,228.37	3,325.25	3,425.00	3,527.76	3,633.55	3,706.26
							Annual	37,611.99	38,740.39	39,903.05	41,099.96	42,333.14	43,602.59	44,475.08

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
28	Environmental Services Attendant	P403	1-Oct-14	0.00%	-	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205	17.549
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
28	Groundskeeper	G222	1-Oct-14	0.00%	-	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205	17.549
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	2,946.77
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	35,361.24
34	Housekeeping Supervisor	S361	1-Oct-14	0.00%	-	2015	Hourly	22.784	23.080	24.056	25.208	26.171		26.694
							Monthly	3,825.81	3,875.52	4,039.40	4,232.84	4,394.55		4,482.37
							Annual	45,909.76	46,506.20	48,472.84	50,794.12	52,734.57		53,788.41
34	Lead Hand - Housekeeping		1-Oct-14	0.00%	-	2015	Hourly	16.723	17.017	17.341	17.802	18.247		18.612
							Monthly	2,808.07	2,857.44	2,911.84	2,989.25	3,063.98		3,125.27
							Annual	33,696.85	34,289.26	34,942.12	35,871.03	36,767.71		37,503.18
34	Senior Porter - Housekeeping	P600	1-Oct-14	0.00%	-	2015	Hourly	18.286	18.583	19.118	19.897	20.703		
							Monthly	3,070.52	3,120.40	3,210.23	3,341.04	3,476.38		
							Annual	36,846.29	37,444.75	38,522.77	40,092.46	41,716.55		
35	Attendant I - Laundry	L201	1-Oct-14	0.00%	-	2015	Hourly	14.841	15.286	15.745	16.217	16.704	17.205	
							Monthly	2,492.05	2,566.77	2,643.85	2,723.11	2,804.88	2,889.01	
							Annual	29,904.62	30,801.29	31,726.18	32,677.26	33,658.56	34,668.08	
35	Attendant I - Laundry - PIO	L201	1-Oct-14	0.00%	-	2015	Hourly	16.723	17.017	17.341	17.802	18.247		18.612
							Monthly	2,808.07	2,857.44	2,911.84	2,989.25	3,063.98		3,125.27
							Annual	33,696.85	34,289.26	34,942.12	35,871.03	36,767.71		37,503.18
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Oct-14	0.00%	-	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.66
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,623.86
42	Anesthesia Assistant	A259	1-Oct-14	0.00%	-	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.66
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,623.86
42	Assistant - Sleep Disorders Centre	S046	1-Oct-14	0.00%	-	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.66
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,623.86
45	Recreation Facilitator	A251	1-Oct-14	0.00%	-	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.66
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,623.86
45	Recreation Facilitator - PIO	A251	1-Oct-14	0.00%	-	2015	Hourly	19.130	19.427	19.850	20.460	21.390		21.818
							Monthly	3,212.25	3,262.12	3,333.15	3,435.58	3,591.74		3,663.61
							Annual	38,546.95	39,145.41	39,997.75	41,226.90	43,100.85		43,963.27
47	Rehab Assistant	R201	1-Oct-14	0.00%	-	2015	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65	3,468.66
							Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78	41,623.86
67A	Patient Registrar	C265	1-Oct-14	0.00%	-	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.093
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	3,427.61
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	41,131.35
69	Client Services Clerk	H079	1-Oct-14	0.00%	-	1950	Hourly	16.782	17.080	17.402	17.898	18.213		18.577
							Monthly	2,727.08	2,775.50	2,827.83	2,908.43	2,959.61		3,018.76
							Annual	32,724.90	33,306.00	33,933.90	34,901.10	35,515.35		36,225.15

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Oct-14	0.00%	-	2015	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.577
							Monthly	2,780.03	2,863.32	2,949.29	3,037.78	3,128.96	3,222.83	3,287.31
							Annual	33,360.34	34,359.78	35,391.46	36,453.37	37,547.51	38,673.90	39,447.66
72	Diagnostic Imaging Assistant	D097	1-Oct-14	0.00%	-	2015	Hourly	17.477	17.776	18.063	18.547	19.270		19.655
							Monthly	2,934.68	2,984.89	3,033.08	3,114.35	3,235.75		3,300.40
							Annual	35,216.16	35,818.64	36,396.95	37,372.21	38,829.05		39,604.83
72	Office Systems Supervisor	S079	1-Oct-14	0.00%	-	1950	Hourly	22.086	22.396	23.290	24.273	25.278		25.784
							Monthly	3,588.98	3,639.35	3,784.63	3,944.36	4,107.68		4,189.90
							Annual	43,067.70	43,672.20	45,415.50	47,332.35	49,292.10		50,278.80
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Oct-14	0.00%	-	1950	Hourly	19.282	19.577	20.052	20.681	21.625		22.058
							Monthly	3,133.33	3,181.26	3,258.45	3,360.66	3,514.06		3,584.43
							Annual	37,599.90	38,175.15	39,101.40	40,327.95	42,168.75		43,013.10
73A	Clerk III - Accounts Receivable	C495	1-Oct-14	0.00%	-	1950	Hourly	18.903	19.470	20.054	20.656	21.275	21.914	22.352
							Monthly	3,071.74	3,163.88	3,258.78	3,356.60	3,457.19	3,561.03	3,632.20
							Annual	36,860.85	37,966.50	39,105.30	40,279.20	41,486.25	42,732.30	43,586.40
73A	Clerk III - Accounts / Cash	C502	1-Oct-14	0.00%	-	1950	Hourly	18.903	19.470	20.054	20.656	21.275	21.914	22.352
							Monthly	3,071.74	3,163.88	3,258.78	3,356.60	3,457.19	3,561.03	3,632.20
							Annual	36,860.85	37,966.50	39,105.30	40,279.20	41,486.25	42,732.30	43,586.40
73B	Clerk II - Accounts Payable	A391	1-Oct-14	0.00%	-	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.093
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	3,427.61
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	41,131.35
74	Accounts Payable Supervisor	A107	1-Oct-14	0.00%	-	1950	Hourly	21.202	21.838	22.494	23.169	23.864	24.579	25.071
							Monthly	3,445.33	3,548.68	3,655.28	3,764.96	3,877.90	3,994.09	4,074.04
							Annual	41,343.90	42,584.10	43,863.30	45,179.55	46,534.80	47,929.05	48,888.45
75	Slating Clerk	C258	1-Oct-14	0.00%	-	1950	Hourly	18.264	18.811	19.376	19.957	20.556	21.172	21.595
							Monthly	2,967.90	3,056.79	3,148.60	3,243.01	3,340.35	3,440.45	3,509.19
							Annual	35,614.80	36,681.45	37,783.20	38,916.15	40,084.20	41,285.40	42,110.25
76	Mental Health Clerk	M075	1-Oct-14	0.00%	-	1950	Hourly	17.907	18.444	18.998	19.567	20.154	20.759	21.174
							Monthly	2,909.89	2,997.15	3,087.18	3,179.64	3,275.03	3,373.34	3,440.78
							Annual	34,918.65	35,965.80	37,046.10	38,155.65	39,300.30	40,480.05	41,289.30
77A	Health Records Transcriptionist	S393	1-Oct-14	0.00%	-	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604	21.016
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80	40,981.20
77B	Steno II - Diagnostics, Breast Screen	S248	1-Oct-14	0.00%	-	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604	21.016
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80	40,981.20
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Oct-14	0.00%	-	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604	21.016
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80	40,981.20
78	Supervisor Medical Transcriptionist	C078	1-Oct-14	0.00%	-	1950	Hourly	21.200	21.836	22.491	23.166	23.861	24.576	25.068
							Monthly	3,445.00	3,548.35	3,654.79	3,764.48	3,877.41	3,993.60	4,073.55
							Annual	41,340.00	42,580.20	43,857.45	45,173.70	46,528.95	47,923.20	48,882.60
78	Office Team Leader	P315	1-Oct-14	0.00%	-	1950	Hourly	21.200	21.836	22.491	23.166	23.861	24.576	25.068
							Monthly	3,445.00	3,548.35	3,654.79	3,764.48	3,877.41	3,993.60	4,073.55
							Annual	41,340.00	42,580.20	43,857.45	45,173.70	46,528.95	47,923.20	48,882.60
79	Clerical Aide	C546	1-Oct-14	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.76
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,281.15

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
79	Unit Clerk	U220	1-Oct-14	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.76
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,281.15
79	Unit Clerk - Interim Care	U220	1-Oct-14	0.00%	-	1950	Hourly	17.470	17.994	18.534	19.090	19.663	20.252	20.657
							Monthly	2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.76
							Annual	34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,281.15
83	Health Information Management Professional	T235	1-Oct-14	0.00%	-	1950	Hourly	19.003	19.574	20.161	20.766	21.389	22.030	22.471
							Monthly	3,087.99	3,180.78	3,276.16	3,374.48	3,475.71	3,579.88	3,651.54
							Annual	37,055.85	38,169.30	39,313.95	40,493.70	41,708.55	42,958.50	43,818.45
85	Senior Communications Clerk	P260	1-Oct-14	0.00%	-	1950	Hourly	17.773	18.306	18.855	19.421	20.004	20.604	21.016
							Monthly	2,888.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10
							Annual	34,657.35	35,696.70	36,767.25	37,870.95	39,007.80	40,177.80	40,981.20
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Oct-14	0.00%	-	1950	Hourly	18.030	18.326	19.057	19.861	20.641		21.054
							Monthly	2,929.88	2,977.98	3,096.76	3,227.41	3,354.16		3,421.28
							Annual	35,158.50	35,735.70	37,161.15	38,728.95	40,249.95		41,055.30
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Oct-14	0.00%	-	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.577
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86	3,181.26
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35	38,175.15
103	Clerk II - MHC for Lungs / Ophthal. / Purchasing	C254/C343	1-Oct-14	0.00%	-	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.577
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86	3,181.26
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35	38,175.15
103	Clerk Typist I - Breast Check	C467	1-Oct-14	0.00%	-	1950	Hourly	16.556	17.052	17.564	18.091	18.634	19.193	19.577
							Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86	3,181.26
							Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35	38,175.15
104	Billing Clerk	C513	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Clerk II - Social Work	C468	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Scheduling Clerk	D075	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Communications Clerk	T232	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Health Records Clerk II	C468	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Oct-14	0.00%	-	1950	Hourly	17.185	17.700	18.232	18.778	19.342	19.922	20.320
							Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	3,302.00
							Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	39,624.00
105	Clerk Typist II Ophthalmology	C257	1-Oct-14	0.00%	-	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.093
							Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	3,427.61
							Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	41,131.35

Stand. Group #	Employer	Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
105	Plant Services Clerk		C257	1-Oct-14	0.00%	-	1950	Hourly	17.838	18.373	18.924	19.492	20.076	20.679	21.093
								Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	3,427.61
								Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	41,131.35
	Intake Operator		I087	1-Oct-14	0.00%	-	1950	Hourly	21.815	22.469	23.143	23.837	24.552	25.299	25.805
								Monthly	3,544.94	3,651.21	3,760.74	3,873.51	3,989.70	4,111.09	4,193.31
								Annual	42,539.25	43,814.55	45,128.85	46,482.15	47,876.40	49,333.05	50,319.75
	Scheduling Assistant		S057	1-Oct-14	0.00%	-	1950	Hourly	18.951	19.520	20.106	20.709	21.330	21.970	22.409
								Monthly	3,079.54	3,172.00	3,267.23	3,365.21	3,466.13	3,570.13	3,641.46
								Annual	36,954.45	38,064.00	39,206.70	40,382.55	41,593.50	42,841.50	43,697.55
	Ophthalmic Assistant		P215	1-Oct-14	0.00%	-	1950	Hourly	17.709	18.240	18.788	19.351	19.932	20.530	20.941
								Monthly	2,877.71	2,964.00	3,053.05	3,144.54	3,238.95	3,336.13	3,402.91
								Annual	34,532.55	35,568.00	36,636.60	37,734.45	38,867.40	40,033.50	40,834.95
	Operations Clerk		C510	1-Oct-14	0.00%	-	1950	Hourly	18.264	18.812	19.376	19.957	20.556	21.172	21.595
								Monthly	2,967.90	3,056.95	3,148.60	3,243.01	3,340.35	3,440.45	3,509.19
								Annual	35,614.80	36,683.40	37,783.20	38,916.15	40,084.20	41,285.40	42,110.25
	Health Information Analyst		H233	1-Oct-14	0.00%	-	1950	Hourly	20.482	21.097	21.730	22.381	23.053	23.745	24.220
								Monthly	3,328.33	3,428.26	3,531.13	3,636.91	3,746.11	3,858.56	3,935.75
								Annual	39,939.90	41,139.15	42,373.50	43,642.95	44,953.35	46,302.75	47,229.00

GI - General Increase

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: April 1, 2015

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
1	Supervisor, MDR	C477	1-Apr-15	2.50%	GI	2015	Hourly	22.793	23.477	24.181	24.906	25.654	26.423	26.951
							Monthly	3,827.33	3,942.18	4,060.39	4,182.13	4,307.73	4,436.86	4,525.52
							Annual	45,927.90	47,306.16	48,724.72	50,185.59	51,692.81	53,242.35	54,306.27
1	Supervisor, MDR - PIO	C477	1-Apr-15	2.50%	GI	2015	Hourly	23.362	23.669	24.556	25.527	26.523		27.053
							Monthly	3,922.87	3,974.42	4,123.36	4,286.41	4,453.65		4,542.65
							Annual	47,074.43	47,693.04	49,480.34	51,436.91	53,443.85		54,511.80
	MDR Aide	P280	1-Apr-15	2.50%	GI	2015	Hourly	16.337	16.827	17.332	17.852	18.388	18.939	19.318
							Monthly	2,743.26	2,825.53	2,910.33	2,997.65	3,087.65	3,180.17	3,243.81
							Annual	32,919.06	33,906.41	34,923.98	35,971.78	37,051.82	38,162.09	38,925.77
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Apr-15	2.50%	GI	1950	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
							Monthly	3,042.00	3,133.33	3,227.25	3,324.10	3,423.88	3,526.58	3,597.10
							Annual	36,504.00	37,599.90	38,727.00	39,889.20	41,086.50	42,318.90	43,165.20
7	Distribution Aide - Stores	C990	1-Apr-15	2.50%	GI	2015	Hourly	16.223	16.709	17.211	17.727	18.259	18.806	19.182
							Monthly	2,724.11	2,805.72	2,890.01	2,976.66	3,065.99	3,157.84	3,220.98
							Annual	32,689.35	33,668.64	34,680.17	35,719.91	36,791.89	37,894.09	38,651.73
8	MDR Technician	T224	1-Apr-15	2.50%	GI	2015	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
							Monthly	3,143.40	3,237.77	3,334.83	3,434.90	3,538.00	3,644.13	3,717.00
							Annual	37,720.80	38,853.23	40,017.90	41,218.84	42,456.05	43,729.53	44,604.04
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Apr-15	2.50%	GI	1950	Hourly	19.148	19.452	19.939	20.593	21.552		21.983
							Monthly	3,111.55	3,160.95	3,240.09	3,346.36	3,502.20		3,572.24
							Annual	37,338.60	37,931.40	38,881.05	40,156.35	42,026.40		42,866.85
9	Supervisor, Material Distribution	D792	1-Apr-15	2.50%	GI	2015	Hourly	20.947	21.253	22.137	23.112	24.106		24.588
							Monthly	3,517.35	3,568.73	3,717.17	3,880.89	4,047.80		4,128.74
							Annual	42,208.21	42,824.80	44,606.06	46,570.68	48,573.59		49,544.82
9A	Printer / Mail Clerk Reproduction	C500	1-Apr-15	2.50%	GI	1950	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	2,909.89	2,997.15	3,087.01	3,179.64	3,275.03	3,373.34	3,440.78
							Annual	34,918.65	35,965.80	37,044.15	38,155.65	39,300.30	40,480.05	41,289.30
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Apr-15	2.50%	GI	1950	Hourly	19.764	20.067	20.553	21.198	22.165		22.608
							Monthly	3,211.65	3,260.89	3,339.86	3,444.68	3,601.81		3,673.80
							Annual	38,539.80	39,130.65	40,078.35	41,336.10	43,221.75		44,085.60
12	Clerk IV - Purchasing	C503	1-Apr-15	2.50%	GI	1950	Hourly	20.097	20.700	21.321	21.961	22.620	23.298	23.764
							Monthly	3,265.76	3,363.75	3,464.66	3,568.66	3,675.75	3,785.93	3,861.65
							Annual	39,189.15	40,365.00	41,575.95	42,823.95	44,109.00	45,431.10	46,339.80
15	Dietetics Aide III	A346	1-Apr-15	2.50%	GI	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.988
							Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
							Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
15	Dietetics Aide III - PIO	A346	1-Apr-15	2.50%	GI	2015	Hourly	16.622	16.924	17.303	17.796	18.133		18.496
							Monthly	2,791.11	2,841.82	2,905.46	2,988.25	3,044.83		3,105.79
							Annual	33,493.33	34,101.86	34,865.55	35,858.94	36,538.00		37,269.44
26	Food Services Supervisor	S233	1-Apr-15	2.50%	GI	2015	Hourly	19.133	19.707	20.298	20.907	21.534	22.180	22.624
							Monthly	3,212.75	3,309.13	3,408.37	3,510.63	3,615.92	3,724.39	3,798.95
							Annual	38,553.00	39,709.61	40,900.47	42,127.61	43,391.01	44,692.70	45,587.36

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
28	Environmental Services Attendant	P403	1-Apr-15	2.50%	GI	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.988
							Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
							Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
28	Groundskeeper	G222	1-Apr-15	2.50%	GI	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	17.988
							Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	3,020.49
							Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	36,245.82
34	Housekeeping Supervisor	S361	1-Apr-15	2.50%	GI	2015	Hourly	23.353	23.656	24.657	25.838	26.825		27.362
							Monthly	3,921.36	3,972.24	4,140.32	4,338.63	4,504.37		4,594.54
							Annual	47,056.30	47,666.84	49,683.86	52,063.57	54,052.38		55,134.43
34	Lead Hand - Housekeeping		1-Apr-15	2.50%	GI	2015	Hourly	17.141	17.442	17.774	18.247	18.703		19.077
							Monthly	2,878.26	2,928.80	2,984.55	3,063.98	3,140.55		3,203.35
							Annual	34,539.12	35,145.63	35,814.61	36,767.71	37,686.55		38,440.16
34	Senior Porter - Housekeeping	P600	1-Apr-15	2.50%	GI	2015	Hourly	18.743	19.048	19.596	20.394	21.221		
							Monthly	3,147.26	3,198.48	3,290.50	3,424.49	3,563.36		
							Annual	37,767.15	38,381.72	39,485.94	41,093.91	42,760.32		
35	Attendant I - Laundry	L201	1-Apr-15	2.50%	GI	2015	Hourly	15.212	15.668	16.139	16.623	17.121	17.635	
							Monthly	2,554.35	2,630.92	2,710.01	2,791.28	2,874.90	2,961.21	
							Annual	30,652.18	31,571.02	32,520.09	33,495.35	34,498.82	35,534.53	
35	Attendant I - Laundry - PIO	L201	1-Apr-15	2.50%	GI	2015	Hourly	17.141	17.442	17.774	18.247	18.703		19.077
							Monthly	2,878.26	2,928.80	2,984.55	3,063.98	3,140.55		3,203.35
							Annual	34,539.12	35,145.63	35,814.61	36,767.71	37,686.55		38,440.16
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Apr-15	2.50%	GI	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
							Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Anesthesia Assistant	A259	1-Apr-15	2.50%	GI	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
							Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
42	Assistant - Sleep Disorders Centre	S046	1-Apr-15	2.50%	GI	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
							Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
45	Recreation Facilitator	A251	1-Apr-15	2.50%	GI	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
							Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
45	Recreation Facilitator - PIO	A251	1-Apr-15	2.50%	GI	2015	Hourly	19.609	19.913	20.346	20.971	21.925		22.364
							Monthly	3,292.68	3,343.73	3,416.43	3,521.38	3,681.57		3,755.29
							Annual	39,512.14	40,124.70	40,997.19	42,256.57	44,178.88		45,063.46
47	Rehab Assistant	R201	1-Apr-15	2.50%	GI	2015	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78	3,555.47
							Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39	42,665.61
67A	Patient Registrar	C265	1-Apr-15	2.50%	GI	1950	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
							Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,343.93	3,444.35	3,513.25
							Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,127.10	41,332.20	42,159.00
69	Client Services Clerk	H079	1-Apr-15	2.50%	GI	1950	Hourly	17.202	17.508	17.837	18.346	18.668		19.041
							Monthly	2,795.33	2,845.05	2,898.51	2,981.23	3,033.55		3,094.16
							Annual	33,543.90	34,140.60	34,782.15	35,774.70	36,402.60		37,129.95

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Apr-15	2.50%	GI	2015	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.065
							Monthly	2,849.55	2,935.02	3,023.00	3,113.68	3,207.04	3,303.26	3,369.25
							Annual	34,194.55	35,220.19	36,276.05	37,364.15	38,484.49	39,639.08	40,430.98
72	Diagnostic Imaging Assistant	D097	1-Apr-15	2.50%	GI	2015	Hourly	17.914	18.221	18.514	19.011	19.752		20.147
							Monthly	3,008.06	3,059.61	3,108.81	3,192.26	3,316.69		3,383.02
							Annual	36,096.71	36,715.32	37,305.71	38,307.17	39,800.28		40,596.21
72	Office Systems Supervisor	S079	1-Apr-15	2.50%	GI	1950	Hourly	22.638	22.956	23.872	24.880	25.910		26.428
							Monthly	3,678.68	3,730.35	3,879.20	4,043.00	4,210.38		4,294.55
							Annual	44,144.10	44,764.20	46,550.40	48,516.00	50,524.50		51,534.60
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Apr-15	2.50%	GI	1950	Hourly	19.764	20.067	20.553	21.198	22.165		22.608
							Monthly	3,211.65	3,260.89	3,339.86	3,444.68	3,601.81		3,673.80
							Annual	38,539.80	39,130.65	40,078.35	41,336.10	43,221.75		44,085.60
73A	Clerk III - Accounts Receivable	C495	1-Apr-15	2.50%	GI	1950	Hourly	19.375	19.957	20.555	21.172	21.807	22.461	22.910
							Monthly	3,148.44	3,243.01	3,340.19	3,440.45	3,543.64	3,649.91	3,722.88
							Annual	37,781.25	38,916.15	40,082.25	41,285.40	42,523.65	43,798.95	44,674.50
73A	Clerk III - Accounts / Cash	C502	1-Apr-15	2.50%	GI	1950	Hourly	19.375	19.957	20.555	21.172	21.807	22.461	22.910
							Monthly	3,148.44	3,243.01	3,340.19	3,440.45	3,543.64	3,649.91	3,722.88
							Annual	37,781.25	38,916.15	40,082.25	41,285.40	42,523.65	43,798.95	44,674.50
73B	Clerk II - Accounts Payable	A391	1-Apr-15	2.50%	GI	1950	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
							Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,343.93	3,444.35	3,513.25
							Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,127.10	41,332.20	42,159.00
74	Accounts Payable Supervisor	A107	1-Apr-15	2.50%	GI	1950	Hourly	21.732	22.384	23.056	23.748	24.460	25.193	25.697
							Monthly	3,531.45	3,637.40	3,746.60	3,859.05	3,974.75	4,093.86	4,175.76
							Annual	42,377.40	43,648.80	44,959.20	46,308.60	47,697.00	49,126.35	50,109.15
75	Slating Clerk	C258	1-Apr-15	2.50%	GI	1950	Hourly	18.720	19.282	19.860	20.456	21.070	21.702	22.136
							Monthly	3,042.00	3,133.33	3,227.25	3,324.10	3,423.88	3,526.58	3,597.10
							Annual	36,504.00	37,599.90	38,727.00	39,889.20	41,086.50	42,318.90	43,165.20
76	Mental Health Clerk	M075	1-Apr-15	2.50%	GI	1950	Hourly	18.355	18.905	19.472	20.057	20.658	21.278	21.704
							Monthly	2,982.69	3,072.06	3,164.20	3,259.26	3,356.93	3,457.68	3,526.90
							Annual	35,792.25	36,864.75	37,970.40	39,111.15	40,283.10	41,492.10	42,322.80
77A	Health Records Transcriptionist	S393	1-Apr-15	2.50%	GI	1950	Hourly	18.217	18.764	19.327	19.906	20.504	21.119	21.541
							Monthly	2,960.26	3,049.15	3,140.64	3,234.73	3,331.90	3,431.84	3,500.41
							Annual	35,523.15	36,589.80	37,687.65	38,816.70	39,982.80	41,182.05	42,004.95
77B	Steno II - Diagnostics, Breast Screen	S248	1-Apr-15	2.50%	GI	1950	Hourly	18.217	18.764	19.327	19.906	20.504	21.119	21.541
							Monthly	2,960.26	3,049.15	3,140.64	3,234.73	3,331.90	3,431.84	3,500.41
							Annual	35,523.15	36,589.80	37,687.65	38,816.70	39,982.80	41,182.05	42,004.95
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Apr-15	2.50%	GI	1950	Hourly	18.217	18.764	19.327	19.906	20.504	21.119	21.541
							Monthly	2,960.26	3,049.15	3,140.64	3,234.73	3,331.90	3,431.84	3,500.41
							Annual	35,523.15	36,589.80	37,687.65	38,816.70	39,982.80	41,182.05	42,004.95
78	Supervisor Medical Transcriptionist	C078	1-Apr-15	2.50%	GI	1950	Hourly	21.730	22.382	23.053	23.745	24.457	25.191	25.695
							Monthly	3,531.13	3,637.08	3,746.11	3,858.56	3,974.26	4,093.54	4,175.44
							Annual	42,373.50	43,644.90	44,953.35	46,302.75	47,691.15	49,122.45	50,105.25
78	Office Team Leader	P315	1-Apr-15	2.50%	GI	1950	Hourly	21.730	22.382	23.053	23.745	24.457	25.191	25.695
							Monthly	3,531.13	3,637.08	3,746.11	3,858.56	3,974.26	4,093.54	4,175.44
							Annual	42,373.50	43,644.90	44,953.35	46,302.75	47,691.15	49,122.45	50,105.25
79	Clerical Aide	C546	1-Apr-15	2.50%	GI	1950	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	2,909.89	2,997.15	3,087.01	3,179.64	3,275.03	3,373.34	3,440.78
							Annual	34,918.65	35,965.80	37,044.15	38,155.65	39,300.30	40,480.05	41,289.30

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
79	Unit Clerk	U220	1-Apr-15	2.50%	GI	1950	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	2,909.89	2,997.15	3,087.01	3,179.64	3,275.03	3,373.34	3,440.78
							Annual	34,918.65	35,965.80	37,044.15	38,155.65	39,300.30	40,480.05	41,289.30
79	Unit Clerk - Interim Care	U220	1-Apr-15	2.50%	GI	1950	Hourly	17.907	18.444	18.997	19.567	20.154	20.759	21.174
							Monthly	2,909.89	2,997.15	3,087.01	3,179.64	3,275.03	3,373.34	3,440.78
							Annual	34,918.65	35,965.80	37,044.15	38,155.65	39,300.30	40,480.05	41,289.30
83	Health Information Management Professional	T235	1-Apr-15	2.50%	GI	1950	Hourly	19.479	20.063	20.665	21.285	21.923	22.581	23.033
							Monthly	3,165.34	3,260.24	3,358.06	3,458.81	3,562.49	3,669.41	3,742.86
							Annual	37,984.05	39,122.85	40,296.75	41,505.75	42,749.85	44,032.95	44,914.35
85	Senior Communications Clerk	P260	1-Apr-15	2.50%	GI	1950	Hourly	18.217	18.764	19.327	19.906	20.504	21.119	21.541
							Monthly	2,960.26	3,049.15	3,140.64	3,234.73	3,331.90	3,431.84	3,500.41
							Annual	35,523.15	36,589.80	37,687.65	38,816.70	39,982.80	41,182.05	42,004.95
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Apr-15	2.50%	GI	1950	Hourly	18.481	18.784	19.533	20.358	21.157		21.580
							Monthly	3,003.16	3,052.40	3,174.11	3,308.18	3,438.01		3,506.75
							Annual	36,037.95	36,628.80	38,089.35	39,698.10	41,256.15		42,081.00
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Apr-15	2.50%	GI	1950	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.065
							Monthly	2,757.63	2,840.34	2,925.49	3,013.24	3,103.59	3,196.70	3,260.56
							Annual	33,091.50	34,084.05	35,105.85	36,158.85	37,243.05	38,360.40	39,126.75
103	Clerk II - MHC for Lungs / Opthal. / Purchasing	C254/C343	1-Apr-15	2.50%	GI	1950	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.065
							Monthly	2,757.63	2,840.34	2,925.49	3,013.24	3,103.59	3,196.70	3,260.56
							Annual	33,091.50	34,084.05	35,105.85	36,158.85	37,243.05	38,360.40	39,126.75
103	Clerk Typist I - Breast Check	C467	1-Apr-15	2.50%	GI	1950	Hourly	16.970	17.479	18.003	18.543	19.099	19.672	20.065
							Monthly	2,757.63	2,840.34	2,925.49	3,013.24	3,103.59	3,196.70	3,260.56
							Annual	33,091.50	34,084.05	35,105.85	36,158.85	37,243.05	38,360.40	39,126.75
104	Billing Clerk	C513	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Clerk II - Social Work	C468	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Scheduling Clerk	D075	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Communications Clerk	T232	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Health Records Clerk II	C468	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Apr-15	2.50%	GI	1950	Hourly	17.615	18.143	18.687	19.248	19.825	20.420	20.828
							Monthly	2,862.44	2,948.24	3,036.64	3,127.80	3,221.56	3,318.25	3,384.55
							Annual	34,349.25	35,378.85	36,439.65	37,533.60	38,658.75	39,819.00	40,614.60
105	Clerk Typist II Ophthalmology	C257	1-Apr-15	2.50%	GI	1950	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
							Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,343.93	3,444.35	3,513.25
							Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,127.10	41,332.20	42,159.00

Stand. Group #	Employer	Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
105	Plant Services Clerk		C257	1-Apr-15	2.50%	GI	1950	Hourly	18.284	18.832	19.397	19.979	20.578	21.196	21.620
								Monthly	2,971.15	3,060.20	3,152.01	3,246.59	3,343.93	3,444.35	3,513.25
								Annual	35,653.80	36,722.40	37,824.15	38,959.05	40,127.10	41,332.20	42,159.00
	Intake Operator		I087	1-Apr-15	2.50%	GI	1950	Hourly	22.360	23.030	23.722	24.433	25.166	25.932	26.451
								Monthly	3,633.50	3,742.38	3,854.83	3,970.36	4,089.48	4,213.95	4,298.29
								Annual	43,602.00	44,908.50	46,257.90	47,644.35	49,073.70	50,567.40	51,579.45
	Scheduling Assistant		S057	1-Apr-15	2.50%	GI	1950	Hourly	19.425	20.008	20.609	21.227	21.863	22.519	22.969
								Monthly	3,156.56	3,251.30	3,348.96	3,449.39	3,552.74	3,659.34	3,732.46
								Annual	37,878.75	39,015.60	40,187.55	41,392.65	42,632.85	43,912.05	44,789.55
	Ophthalmic Assistant		P215	1-Apr-15	2.50%	GI	1950	Hourly	18.152	18.696	19.257	19.834	20.431	21.043	21.464
								Monthly	2,949.70	3,038.10	3,129.26	3,223.03	3,320.04	3,419.49	3,487.90
								Annual	35,396.40	36,457.20	37,551.15	38,676.30	39,840.45	41,033.85	41,854.80
	Operations Clerk		C510	1-Apr-15	2.50%	GI	1950	Hourly	18.721	19.283	19.861	20.456	21.069	21.701	22.135
								Monthly	3,042.16	3,133.49	3,227.41	3,324.10	3,423.71	3,526.41	3,596.94
								Annual	36,505.95	37,601.85	38,728.95	39,889.20	41,084.55	42,316.95	43,163.25
	Health Information Analyst		H233	1-Apr-15	2.50%	GI	1950	Hourly	20.994	21.624	22.273	22.941	23.629	24.338	24.825
								Monthly	3,411.53	3,513.90	3,619.36	3,727.91	3,839.71	3,954.93	4,034.06
								Annual	40,938.30	42,166.80	43,432.35	44,734.95	46,076.55	47,459.10	48,408.75

GI - General Increase

Misericordia Hospital and The International Union of Operating Engineers

Appendix 'A' - Effective: April 1, 2016

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
1	Supervisor, MDR	C477	1-Apr-16	2.00%	GI	2015	Hourly	23.249	23.946	24.665	25.405	26.167	26.952	27.491
							Monthly	3,903.90	4,020.93	4,141.67	4,265.92	4,393.88	4,525.69	4,616.20
							Annual	46,846.74	48,251.19	49,699.98	51,191.08	52,726.51	54,308.28	55,394.37
1	Supervisor, MDR - PIO	C477	1-Apr-16	2.00%	GI	2015	Hourly	23.830	24.142	25.047	26.037	27.053		27.594
							Monthly	4,001.45	4,053.84	4,205.81	4,372.05	4,542.65		4,633.49
							Annual	48,017.45	48,646.13	50,469.71	52,464.56	54,511.80		55,601.91
	MDR Aide	P280	1-Apr-16	2.00%	GI	2015	Hourly	16.664	17.164	17.679	18.209	18.755	19.318	19.704
							Monthly	2,798.16	2,882.12	2,968.60	3,057.60	3,149.28	3,243.81	3,308.63
							Annual	33,577.96	34,585.46	35,623.19	36,691.14	37,791.33	38,925.77	39,703.56
6	Shipping / Receiving Asset Mgmt. Clerk	C435	1-Apr-16	2.00%	GI	1950	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
							Monthly	3,102.94	3,195.89	3,291.76	3,390.56	3,492.29	3,597.10	3,669.09
							Annual	37,235.25	38,350.65	39,501.15	40,686.75	41,907.45	43,165.20	44,029.05
7	Distribution Aide - Stores	C990	1-Apr-16	2.00%	GI	2015	Hourly	16.547	17.043	17.555	18.081	18.624	19.183	19.567
							Monthly	2,778.52	2,861.80	2,947.78	3,036.10	3,127.28	3,221.15	3,285.63
							Annual	33,342.21	34,341.65	35,373.33	36,433.22	37,527.36	38,653.75	39,427.51
8	MDR Technician	T224	1-Apr-16	2.00%	GI	2015	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
							Monthly	3,206.37	3,302.42	3,401.49	3,503.58	3,608.70	3,717.00	3,791.39
							Annual	38,476.43	39,629.01	40,817.86	42,042.98	43,304.37	44,604.04	45,496.69
9	Inventory Control Clerk / Distribution Control Clerk	C230/C213	1-Apr-16	2.00%	GI	1950	Hourly	19.531	19.841	20.338	21.005	21.983		22.423
							Monthly	3,173.79	3,224.16	3,304.93	3,413.31	3,572.24		3,643.74
							Annual	38,085.45	38,689.95	39,659.10	40,959.75	42,866.85		43,724.85
9	Supervisor, Material Distribution	D792	1-Apr-16	2.00%	GI	2015	Hourly	21.366	21.678	22.580	23.574	24.588		25.080
							Monthly	3,587.71	3,640.10	3,791.56	3,958.47	4,128.74		4,211.35
							Annual	43,052.49	43,681.17	45,498.70	47,501.61	49,544.82		50,536.20
9A	Printer / Mail Clerk Reproduction	C500	1-Apr-16	2.00%	GI	1950	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	2,968.06	3,057.11	3,148.76	3,243.18	3,340.51	3,440.78	3,509.51
							Annual	35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,289.30	42,114.15
9A	Printer / Mail Clerk Reproduction - PIO	C500	1-Apr-16	2.00%	GI	1950	Hourly	20.159	20.468	20.964	21.622	22.609		23.061
							Monthly	3,275.84	3,326.05	3,406.65	3,513.58	3,673.96		3,747.41
							Annual	39,310.05	39,912.60	40,879.80	42,162.90	44,087.55		44,968.95
12	Clerk IV - Purchasing	C503	1-Apr-16	2.00%	GI	1950	Hourly	20.499	21.114	21.748	22.400	23.072	23.764	24.239
							Monthly	3,331.09	3,431.03	3,534.05	3,640.00	3,749.20	3,861.65	3,938.84
							Annual	39,973.05	41,172.30	42,408.60	43,680.00	44,990.40	46,339.80	47,266.05
15	Dietetics Aide III	A346	1-Apr-16	2.00%	GI	2015	Hourly	15.516	15.982	16.461	16.955	17.464	17.988	18.348
							Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.94
							Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,971.22
15	Dietetics Aide III - PIO	A346	1-Apr-16	2.00%	GI	2015	Hourly	16.954	17.263	17.649	18.152	18.496		18.866
							Monthly	2,846.86	2,898.75	2,963.56	3,048.02	3,105.79		3,167.92
							Annual	34,162.31	34,784.95	35,562.74	36,576.28	37,269.44		38,014.99
26	Food Services Supervisor	S233	1-Apr-16	2.00%	GI	2015	Hourly	19.515	20.101	20.704	21.325	21.965	22.623	23.075
							Monthly	3,276.89	3,375.29	3,476.55	3,580.82	3,688.29	3,798.78	3,874.68
							Annual	39,322.73	40,503.52	41,718.56	42,969.88	44,259.48	45,585.35	46,496.13

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
28	Environmental Services Attendant	P403	1-Apr-16	2.00%	GI	2015	Hourly	15.516	15.982	16.461	16.955	17.464	17.988	18.348
							Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.94
							Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,971.22
28	Groundskeeper	G222	1-Apr-16	2.00%	GI	2015	Hourly	15.516	15.982	16.461	16.955	17.464	17.988	18.348
							Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	3,080.94
							Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	36,971.22
34	Housekeeping Supervisor	S361	1-Apr-16	2.00%	GI	2015	Hourly	23.820	24.130	25.150	26.355	27.362		27.909
							Monthly	3,999.78	4,051.83	4,223.10	4,425.44	4,594.54		4,686.39
							Annual	47,997.30	48,621.95	50,677.25	53,105.33	55,134.43		56,236.64
34	Lead Hand - Housekeeping		1-Apr-16	2.00%	GI	2015	Hourly	17.484	17.791	18.130	18.612	19.077		19.459
							Monthly	2,935.86	2,987.41	3,044.33	3,125.27	3,203.35		3,267.49
							Annual	35,230.26	35,848.87	36,531.95	37,503.18	38,440.16		39,209.89
34	Senior Porter - Housekeeping	P600	1-Apr-16	2.00%	GI	2015	Hourly	19.118	19.429	19.988	20.802	21.645		
							Monthly	3,210.23	3,262.45	3,356.32	3,493.00	3,634.56		
							Annual	38,522.77	39,149.44	40,275.82	41,916.03	43,614.68		
35	Attendant I - Laundry	L201	1-Apr-16	2.00%	GI	2015	Hourly	15.516	15.982	16.461	16.955	17.464	17.988	
							Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49	
							Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82	
35	Attendant I - Laundry - PIO	L201	1-Apr-16	2.00%	GI	2015	Hourly	17.484	17.791	18.130	18.612	19.077		19.459
							Monthly	2,935.86	2,987.41	3,044.33	3,125.27	3,203.35		3,267.49
							Annual	35,230.26	35,848.87	36,531.95	37,503.18	38,440.16		39,209.89
42	Health Care Aide & Aide / Porter	H280/H095/A209	1-Apr-16	2.00%	GI	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
							Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
42	Anesthesia Assistant	A259	1-Apr-16	2.00%	GI	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
							Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
42	Assistant - Sleep Disorders Centre	S046	1-Apr-16	2.00%	GI	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
							Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
45	Recreation Facilitator	A251	1-Apr-16	2.00%	GI	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
							Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
45	Recreation Facilitator - PIO	A251	1-Apr-16	2.00%	GI	2015	Hourly	20.001	20.311	20.753	21.391	22.363		22.810
							Monthly	3,358.50	3,410.56	3,484.78	3,591.91	3,755.12		3,830.18
							Annual	40,302.02	40,926.67	41,817.30	43,102.87	45,061.45		45,962.15
47	Rehab Assistant	R201	1-Apr-16	2.00%	GI	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,555.47	3,626.50
							Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61	43,517.96
67A	Patient Registrar	C265	1-Apr-16	2.00%	GI	1950	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
							Monthly	3,030.46	3,121.46	3,215.06	3,311.59	3,410.88	3,513.25	3,583.45
							Annual	36,365.55	37,457.55	38,580.75	39,739.05	40,930.50	42,159.00	43,001.40
69	Client Services Clerk	H079	1-Apr-16	2.00%	GI	1950	Hourly	17.546	17.858	18.194	18.712	19.042		19.423
							Monthly	2,851.23	2,901.93	2,956.53	3,040.70	3,094.33		3,156.24
							Annual	34,214.70	34,823.10	35,478.30	36,488.40	37,131.90		37,874.85

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
70	Menu Clerk/Customer Servie Clerk	C222/C047	1-Apr-16	2.00%	GI	2015	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
							Monthly	2,906.47	2,993.62	3,083.45	3,175.98	3,271.19	3,369.42	3,436.75
							Annual	34,877.64	35,923.42	37,001.45	38,111.71	39,254.22	40,432.99	41,241.01
72	Diagnostic Imaging Assistant	D097	1-Apr-16	2.00%	GI	2015	Hourly	18.272	18.585	18.885	19.391	20.147		20.550
							Monthly	3,068.17	3,120.73	3,171.11	3,256.07	3,383.02		3,450.69
							Annual	36,818.08	37,448.78	38,053.28	39,072.87	40,596.21		41,408.25
72	Office Systems Supervisor	S079	1-Apr-16	2.00%	GI	1950	Hourly	23.091	23.416	24.349	25.377	26.428		26.957
							Monthly	3,752.29	3,805.10	3,956.71	4,123.76	4,294.55		4,380.51
							Annual	45,027.45	45,661.20	47,480.55	49,485.15	51,534.60		52,566.15
72	Senior Steno - Diagnostic Imaging / Breast Screen	S249	1-Apr-16	2.00%	GI	1950	Hourly	20.159	20.468	20.964	21.622	22.609		23.061
							Monthly	3,275.84	3,326.05	3,406.65	3,513.58	3,673.96		3,747.41
							Annual	39,310.05	39,912.60	40,879.80	42,162.90	44,087.55		44,968.95
73A	Clerk III - Accounts Receivable	C495	1-Apr-16	2.00%	GI	1950	Hourly	19.763	20.356	20.967	21.596	22.243	22.911	23.369
							Monthly	3,211.49	3,307.85	3,407.14	3,509.35	3,614.49	3,723.04	3,797.46
							Annual	38,537.85	39,694.20	40,885.65	42,112.20	43,373.85	44,676.45	45,569.55
73A	Clerk III - Accounts / Cash	C502	1-Apr-16	2.00%	GI	1950	Hourly	19.763	20.356	20.967	21.596	22.243	22.911	23.369
							Monthly	3,211.49	3,307.85	3,407.14	3,509.35	3,614.49	3,723.04	3,797.46
							Annual	38,537.85	39,694.20	40,885.65	42,112.20	43,373.85	44,676.45	45,569.55
73B	Clerk II - Accounts Payable	A391	1-Apr-16	2.00%	GI	1950	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
							Monthly	3,030.46	3,121.46	3,215.06	3,311.59	3,410.88	3,513.25	3,583.45
							Annual	36,365.55	37,457.55	38,580.75	39,739.05	40,930.50	42,159.00	43,001.40
74	Accounts Payable Supervisor	A107	1-Apr-16	2.00%	GI	1950	Hourly	22.167	22.832	23.518	24.223	24.950	25.697	26.211
							Monthly	3,602.14	3,710.20	3,821.68	3,936.24	4,054.38	4,175.76	4,259.29
							Annual	43,225.65	44,522.40	45,860.10	47,234.85	48,652.50	50,109.15	51,111.45
75	Slating Clerk	C258	1-Apr-16	2.00%	GI	1950	Hourly	19.095	19.667	20.257	20.865	21.491	22.136	22.579
							Monthly	3,102.94	3,195.89	3,291.76	3,390.56	3,492.29	3,597.10	3,669.09
							Annual	37,235.25	38,350.65	39,501.15	40,686.75	41,907.45	43,165.20	44,029.05
76	Mental Health Clerk	M075	1-Apr-16	2.00%	GI	1950	Hourly	18.722	19.283	19.862	20.458	21.072	21.704	22.138
							Monthly	3,042.33	3,133.49	3,227.58	3,324.43	3,424.20	3,526.90	3,597.43
							Annual	36,507.90	37,601.85	38,730.90	39,893.10	41,090.40	42,322.80	43,169.10
77A	Health Records Transcriptionist	S393	1-Apr-16	2.00%	GI	1950	Hourly	18.582	19.139	19.713	20.305	20.914	21.541	21.972
							Monthly	3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45
							Annual	36,234.90	37,321.05	38,440.35	39,594.75	40,782.30	42,004.95	42,845.40
77B	Steno II - Diagnostics, Breast Screen	S248	1-Apr-16	2.00%	GI	1950	Hourly	18.582	19.139	19.713	20.305	20.914	21.541	21.972
							Monthly	3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45
							Annual	36,234.90	37,321.05	38,440.35	39,594.75	40,782.30	42,004.95	42,845.40
77B	Steno II - Diagnostics, Sleep Lab	S400	1-Apr-16	2.00%	GI	1950	Hourly	18.582	19.139	19.713	20.305	20.914	21.541	21.972
							Monthly	3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45
							Annual	36,234.90	37,321.05	38,440.35	39,594.75	40,782.30	42,004.95	42,845.40
78	Supervisor Medical Transcriptionist	C078	1-Apr-16	2.00%	GI	1950	Hourly	22.164	22.829	23.514	24.220	24.946	25.695	26.209
							Monthly	3,601.65	3,709.71	3,821.03	3,935.75	4,053.73	4,175.44	4,258.96
							Annual	43,219.80	44,516.55	45,852.30	47,229.00	48,644.70	50,105.25	51,107.55
78	Office Team Leader	P315	1-Apr-16	2.00%	GI	1950	Hourly	22.164	22.829	23.514	24.220	24.946	25.695	26.209
							Monthly	3,601.65	3,709.71	3,821.03	3,935.75	4,053.73	4,175.44	4,258.96
							Annual	43,219.80	44,516.55	45,852.30	47,229.00	48,644.70	50,105.25	51,107.55
79	Clerical Aide	C546	1-Apr-16	2.00%	GI	1950	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	2,968.06	3,057.11	3,148.76	3,243.18	3,340.51	3,440.78	3,509.51
							Annual	35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,289.30	42,114.15

Stand. Group #	Employer Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
79	Unit Clerk	U220	1-Apr-16	2.00%	GI	1950	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	2,968.06	3,057.11	3,148.76	3,243.18	3,340.51	3,440.78	3,509.51
							Annual	35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,289.30	42,114.15
79	Unit Clerk - Interim Care	U220	1-Apr-16	2.00%	GI	1950	Hourly	18.265	18.813	19.377	19.958	20.557	21.174	21.597
							Monthly	2,968.06	3,057.11	3,148.76	3,243.18	3,340.51	3,440.78	3,509.51
							Annual	35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,289.30	42,114.15
83	Health Information Management Professional	T235	1-Apr-16	2.00%	GI	1950	Hourly	19.868	20.464	21.078	21.710	22.362	23.033	23.494
							Monthly	3,228.55	3,325.40	3,425.18	3,527.88	3,633.83	3,742.86	3,817.78
							Annual	38,742.60	39,904.80	41,102.10	42,334.50	43,605.90	44,914.35	45,813.30
85	Senior Communications Clerk	P260	1-Apr-16	2.00%	GI	1950	Hourly	18.582	19.139	19.713	20.305	20.914	21.541	21.972
							Monthly	3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45
							Annual	36,234.90	37,321.05	38,440.35	39,594.75	40,782.30	42,004.95	42,845.40
88	Program Assistant - Long Term Care - Focuson Falls	P442	1-Apr-16	2.00%	GI	1950	Hourly	18.851	19.160	19.924	20.765	21.580		22.012
							Monthly	3,063.29	3,113.50	3,237.65	3,374.31	3,506.75		3,576.95
							Annual	36,759.45	37,362.00	38,851.80	40,491.75	42,081.00		42,923.40
103	Clerk II - Housekeeping, Sleep Disorders	C254	1-Apr-16	2.00%	GI	1950	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
							Monthly	2,812.71	2,897.05	2,983.99	3,073.53	3,165.66	3,260.73	3,325.89
							Annual	33,752.55	34,764.60	35,807.85	36,882.30	37,987.95	39,128.70	39,910.65
103	Clerk II - MHC for Lungs / Ophthal. / Purchasing	C254/C343	1-Apr-16	2.00%	GI	1950	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
							Monthly	2,812.71	2,897.05	2,983.99	3,073.53	3,165.66	3,260.73	3,325.89
							Annual	33,752.55	34,764.60	35,807.85	36,882.30	37,987.95	39,128.70	39,910.65
103	Clerk Typist I - Breast Check	C467	1-Apr-16	2.00%	GI	1950	Hourly	17.309	17.828	18.363	18.914	19.481	20.066	20.467
							Monthly	2,812.71	2,897.05	2,983.99	3,073.53	3,165.66	3,260.73	3,325.89
							Annual	33,752.55	34,764.60	35,807.85	36,882.30	37,987.95	39,128.70	39,910.65
104	Billing Clerk	C513	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Clerk II - Social Work	C468	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Scheduling Clerk	D075	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Clerk Typist II - Rehab Services / Easy Street	C496	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Communications Clerk	T232	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Health Records Clerk II	C468	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
104	Stenographer I - Diag. Imaging / Breast Screening	S392	1-Apr-16	2.00%	GI	1950	Hourly	17.967	18.506	19.061	19.633	20.222	20.829	21.246
							Monthly	2,919.64	3,007.23	3,097.41	3,190.36	3,286.08	3,384.71	3,452.48
							Annual	35,035.65	36,086.70	37,168.95	38,284.35	39,432.90	40,616.55	41,429.70
105	Clerk Typist II Ophthalmology	C257	1-Apr-16	2.00%	GI	1950	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
							Monthly	3,030.46	3,121.46	3,215.06	3,311.59	3,410.88	3,513.25	3,583.45
							Annual	36,365.55	37,457.55	38,580.75	39,739.05	40,930.50	42,159.00	43,001.40

Stand. Group #	Employer	Classification	Code	Effective Date	% Increase	Increase Type	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Year 20
105	Plant Services Clerk		C257	1-Apr-16	2.00%	GI	1950	Hourly	18.649	19.209	19.785	20.379	20.990	21.620	22.052
								Monthly	3,030.46	3,121.46	3,215.06	3,311.59	3,410.88	3,513.25	3,583.45
								Annual	36,365.55	37,457.55	38,580.75	39,739.05	40,930.50	42,159.00	43,001.40
	Intake Operator		I087	1-Apr-16	2.00%	GI	1950	Hourly	22.807	23.491	24.196	24.922	25.669	26.450	26.979
								Monthly	3,706.14	3,817.29	3,931.85	4,049.83	4,171.21	4,298.13	4,384.09
								Annual	44,473.65	45,807.45	47,182.20	48,597.90	50,054.55	51,577.50	52,609.05
	Scheduling Assistant		S057	1-Apr-16	2.00%	GI	1950	Hourly	19.813	20.408	21.021	21.652	22.300	22.970	23.429
								Monthly	3,219.61	3,316.30	3,415.91	3,518.45	3,623.75	3,732.63	3,807.21
								Annual	38,635.35	39,795.60	40,990.95	42,221.40	43,485.00	44,791.50	45,686.55
	Ophthalmic Assistant		P215	1-Apr-16	2.00%	GI	1950	Hourly	18.515	19.070	19.643	20.231	20.839	21.464	21.893
								Monthly	3,008.69	3,098.88	3,191.99	3,287.54	3,386.34	3,487.90	3,557.61
								Annual	36,104.25	37,186.50	38,303.85	39,450.45	40,636.05	41,854.80	42,691.35
	Operations Clerk		C510	1-Apr-16	2.00%	GI	1950	Hourly	19.095	19.668	20.258	20.865	21.491	22.135	22.578
								Monthly	3,102.94	3,196.05	3,291.93	3,390.56	3,492.29	3,596.94	3,668.93
								Annual	37,235.25	38,352.60	39,503.10	40,686.75	41,907.45	43,163.25	44,027.10
	Health Information Analyst		H233	1-Apr-16	2.00%	GI	1950	Hourly	21.414	22.057	22.718	23.400	24.102	24.825	25.322
								Monthly	3,479.78	3,584.26	3,691.68	3,802.50	3,916.58	4,034.06	4,114.83
								Annual	41,757.30	43,011.15	44,300.10	45,630.00	46,998.90	48,408.75	49,377.90

GI - General Increase