

COLLECTIVE AGREEMENT

BETWEEN



AND

**WINNIPEG REGIONAL HEALTH AUTHORITY –
HEALTH SCIENCES CENTRE SITE**

TERM OF AGREEMENT:

April 1, 2012 to March 31, 2017

CANADIAN UNION OF PUBLIC EMPLOYEES FACILITY AND SITE SUMMARY

<u>SITE NAME</u>	<u>LOCAL #</u>
<u>EMPLOYERS OUTSIDE ANY AUTHORITY</u>	
CancerCare Manitoba	1550
Diagnostic Services of Manitoba, Inc.	4214
<u>EMPLOYERS UNDER A SERVICE AGREEMENT</u>	
Betel Home Foundation (non-devolved facility within Interlake-Eastern Regional Health Authority)	1912
Dinsdale Personal Care Home (non-devolved facility within Prairie Mountain Health)	3050
Menno Home for the Aged (non-devolved facility within Southern Health – Santé Sud)	2619
Rock Lake Health District (non-devolved facility within Southern Health – Santé Sud includes Rock Lake Hospital, Prairie View Lodge, and Medical Clinic)	4270
St. Paul's Home (non-devolved facility within Prairie Mountain Health)	3028
Tabor Home Inc. (non-devolved facility within Southern Health – Santé Sud)	4270
<u>EMPLOYERS WITHIN THE WINNIPEG REGIONAL HEALTH AUTHORITY (WRHA)</u>	
Bethania Mennonite Personal Care Home	1629
Concordia Hospital	1973
Golden West Centennial Lodge	3242
Luther Home	1859
Pembina Place Mennonite Personal Care Home	2874
Rehabilitation Centre for Children	2836-01
Riverview Health Centre	500
Seven Oaks General Hospital (includes Wellness Institute)	2509
St. Joseph's Residence Inc.	4572
The Middlechurch Home of Winnipeg Inc.	3644
Winnipeg Regional Health Authority (WRHA)	500
WRHA – Grace Hospital Site	1599
WRHA – Health Sciences Centre Site	1550
WRHA – Nutrition and Food Services – Regional Distribution Facility	4641
<u>NORTHERN REGIONAL HEALTH AUTHORITY</u>	8600

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SOUTHERN HEALTH – SANTÉ SUD

4270

Altona Community Memorial Health Centre (includes Hospital & PCH)

Bethesda Regional Health Centre (includes Hospital & PCH)

Boundary Trails Health Centre

Carman Memorial Hospital and Boyne Lodge

DeSalaberry District Health Centre (includes Hospital & PCH)

Douglas Campbell Lodge

East Borderland Clinic – Sprague

Lions Prairie Manor

Lorne Memorial Hospital

MacGregor & District Health Centre (includes Hospital and PCH)

Notre Dame Hospital, Foyer Notre Dame and Medical Clinic

Pembina Manitou Health Centre

Portage District General Hospital

Red River Valley Health District (includes Morris General Hospital, Red River Valley Lodge,
Emerson Hospital/PCH & Medical Clinic)

Seven Regions Health Centre (includes Hospital and Third Crossing Manor)

Ste. Anne Hospital

St. Claude Hospital, PCH & Medical Clinic

Vita & District Health Centre (includes Hospital & PCH)

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PREAMBLE

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

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

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

ARTICLE 1: SCOPE OF RECOGNITION

101 The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as certified by the Manitoba Labour Board under certificate MLB-#5924, or as may be granted voluntary recognition by the Employer and identified in Schedule "A".

102 Work of Bargaining Unit

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

103 The term "Employer" and/or "Facility" shall mean the Winnipeg Regional Health Authority – Health Sciences Centre Site.

104 The term "Union" shall mean the Canadian Union of Public Employees, Local 1550 (CUPE).

ARTICLE 2: DURATION

201 (a) This Agreement shall be in full force and effect from the **first day of April 2012 until March 31, 2017**, and supersedes the Collective Agreement between the parties which was in effect on **April 1, 2008**.

(b) Should the parties fail to conclude a new contract prior to the expiry date of this agreement, all provisions herein contained shall remain in full force until a new agreement has been reached or until the date on which the Union takes strike action or the Employer institutes a lockout whichever occurs first.

- (c) The Union agrees to give the Employer at least one (1) week's (7 days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least one (1) week's (7 days) written notice as to the intended time and date of lockout.
- 202 Should either party desire to propose changes to this Agreement, they shall give notice in writing, including proposed amendments, to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 203 This Agreement may be amended during its term by mutual agreement.
- 204 It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.
- 205 All retroactive wage and benefit adjustments shall be made payable within one hundred and twenty (120) calendar days of ratification of this agreement.
- Former employees shall receive any applicable retroactive pay provided they request the retroactive pay from the Employer in writing with their current mailing address no later than ninety (90) days after the ratification date.**
- 206 Changes in wages and benefits shall be adjusted retroactively, unless otherwise specified.

ARTICLE 3: MANAGEMENT RIGHTS

- 301 The Union recognizes the sole right of the Employer, unless otherwise provided in this agreement, to exercise its function of management, under which it shall have, without limiting the generality of the foregoing:
- the right to maintain efficiency and quality patient care;
 - the right to direct the work of its employees;
 - the right to hire, classify, assign to positions and promote;
 - the right to determine job content and number of employees at any site;
 - the right to demote, discipline, suspend, lay-off, and discharge for just cause;
 - the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this agreement.

In administering the Collective Agreement, the Employer agrees to act fairly, in good faith and in a manner consistent with the terms of the Collective Agreement.

302 Subcontracting

It shall not be considered as subcontracting should the Employer:

- (a) merge or amalgamate with another health care facility or health care related facility, or
- (b) transfer or combine any of its operations or functions with another health care facility or health care related facility, or
- (c) take over any of the operations or functions of another health care facility covered by the Memorandum of April 1, 1993.

303 In accordance with Article 302, an employee will be given ninety (90) days' notice and severance pay on the basis of two (2) weeks' pay at the regular basic rate, for the position last occupied, for each year of employment with the Employer if the Employer is unable to provide alternate employment for which the employee possesses qualifications and ability sufficient to perform the required duties within a fifty (50) kilometre radius of the employee's originating facility.

304 If the Employer intends to subcontract work which results in the displacement of a number of employees, the Employer will notify the Union at least ninety (90) days in advance of such changes and will make every reasonable effort to find suitable alternative employment with the facility for those employees so displaced and will guarantee to offer alternative employment with the site to those employees who have thirty-six (36) months or more continuous service with the Employer. Any employee with more than thirty-six (36) months service accepting a position in a lower paid classification will continue at the salary of her present classification and will receive an increase only when the rate in her new scale, corresponding to her years of service, provides for an increase over her current rate.

An employee with less than thirty-six (36) months service to whom the Employer cannot offer alternative employment will receive severance pay on the basis of two (2) weeks' pay for each completed year of service.

305 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 *Labour Relations Act* of Manitoba.

306 In an emergency which adversely affects the adequate delivery of patient care, declared by the Chief Operating Officer of the Health Sciences Centre or someone acting on his behalf, employees are required to perform duties as assigned, notwithstanding any contrary provision in this Agreement.

If the Union has reason to question the definition of the declared emergency, they may, not before thirty (30) days nor after sixty (60) days following the declaration, bring forth

their concerns and management agrees to discuss the circumstances with a view to determine a precedent for the future.

The Employer agrees not to use this Article in a manner that is inconsistent with Section 13 (1) of the *Labour Relations Act* of Manitoba.

- 307 Compensation for unusual working conditions related to such emergency will be determined by later negotiation and/or means of the grievance procedure, if necessary.

ARTICLE 4: UNION DUES – SECURITY

- 401 Employees of the Employer who are members of the Union as of date of signing, shall remain members in good standing.
- 402 New employees shall, as a condition of employment, become and remain members in good standing in the Union within thirty days of employment.
- 403 The Union agrees that any disciplinary action taken by the Union against any of its members shall not affect in any way the status of that employee with the Employer.
- 404 The Employer agrees to deduct the amount of monthly dues as determined by the Union from the salaries of each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall normally be limited to one (1) per calendar year.
- 405 The deductions shall be made from the first payroll of each month or in the case of a percentage dues structure, every payday, and shall be forwarded to the Secretary-Treasurer of the Union within three (3) weeks, accompanied by one (1) list of names of those employees from whose salaries deductions have been made, **the total regular wages for the pay period (if feasible and the report is available at no additional cost to the Employer)**, and the amount of such deductions.
- 406 The Union shall notify the Employer in writing of any changes in the amount of dues at least one month in advance of the end of the pay period in which the deductions are to be made.
- 407 In consideration of the foregoing clauses, the Union shall hold the Employer harmless with respect to all dues so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.
- 408 The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.

ARTICLE 5: UNION REPRESENTATION

- 501 The Union agrees to exchange with the Employer a current list of officers and authorized representatives.
- 502 (a) The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Canadian Union of Public Employees when negotiating or dealing with matters concerning the Agreement.
- (b) Representatives of the Union who are not employees of the Employer shall, upon request to the Employer, be given access to the Employer's premises at a time mutually agreed upon for the purpose of investigation and to assist in the settlement of a grievance.
- 503 When meeting with the Employer to conduct central negotiations, the maximum number of employees who will be entitled to leave of absence without loss of regular pay or benefits to attend as representatives of the Union shall be fourteen (14) employees. The Chair of the Provincial Health Care Council shall participate as an additional representative at the Union's expense. The Union shall provide the Employer with four (4) weeks or more written notice of those chosen to participate in central negotiations.
- 504 Union representatives will be granted necessary time off with basic pay for the purpose of conducting local negotiations, subject to a maximum cost to the employer of maintaining salaries for three (3) employees so engaged.
- 505 The President of the Local Union or designate shall be granted up to fifteen (15) minutes at the end of the orientation program in order to acquaint new employees falling within the scope of this agreement with the fact that a Union agreement is in effect and to indicate the general conditions and obligations as they relate to the employees. A member of management may be present during this period.
- 506 All correspondence arising out of this Agreement shall pass to and from the Chief Human Resources Officer or designate and the Secretary of the Local Union or designate.
Where a local union has an office, and the Union has provided the mailing address to the Employer, all correspondence shall be forwarded to the local office.

ARTICLE 6: RESPECTFUL WORKPLACE

- 601 The Employer and the Union jointly affirm that every employee is entitled to a respectful workplace which is free from discrimination and harassment.
- 602 **Unless allowed under the *Manitoba Human Rights Code***, the Parties agree that there shall be no discrimination based on:
- ancestry, including colour and perceived race
 - ethnic background or origin

- age
- nationality or national origin
- political belief, association or activity
- religion or creed
- sex, including pregnancy
- marital status or family status
- sexual orientation
- **gender identity**
- physical or mental disability
- place of residence
- membership or non-membership or activity in the union.

603 The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in a confidential manner by the Employer, the Union and the employee(s).

604 The definition of harassment shall consist of the definition contained in the *Human Rights Code* and *The Workplace Safety and Health Act* and shall further include the definition of harassment set out in the Respectful Workplace Policy.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

ARTICLE 7: DEFINITIONS

701 An employee is a person employed by the Employer and covered by this Agreement.

702 Regular employment status shall be defined as:

- (a) A full-time" employee is one who regularly works the hours specified in Article 18.
- (b) A part-time" employee is one who regularly works less than full-time hours, but not less than seven and three-quarter (7¾) hours in a biweekly period.

703 (a) Term Positions

A "term position" shall be for a specific time period or until completion of a particular project within a specific department.

- The employer will determine whether positions of less than three months will be posted.
- Term positions of duration of three (3) months or more shall be posted.

- Term positions shall be of a maximum duration of one (1) year unless this period is extended with the agreement of the Union.

When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 14 and filled in accordance with Article 12.

- All employees may apply for the term position.
- Additional postings 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 a term position, shall be offered to part-time employees in accordance with Article 3109.
- An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.
- A permanent employee awarded a term position shall be subject to the trial period as specified in Article 1403 (a).

Where the Employer deems a term position to be of an indefinite length due to illness or injury, or for such other reason as indicated by the Employer and discussed with the Union, the term position shall be posted as “indefinite term”.

- Employees returning from this leave will provide the Employer with as much notice as possible of the date of return.
- The employee occupying said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer.

Where the Employer determines that staff are to be replaced without posting during periods of less than three (3) months, Articles 3109 and 2104 shall apply, wherever possible.

Upon completion of the term position, the employee shall return to her former position.

- In the event that the employee’s former position is no longer current, an employee shall be entitled to exercise her seniority to displace an employee in any classification with the same or lower salary range within the site, provided she possess the qualifications and ability sufficient to perform the required work, or to accept layoff.
- An employee thus displaced shall have the same rights.

In case an employee on Maternity/Parental Leave wishes to exercise her right to return from such leave earlier than anticipated, having given appropriate notice as per 1709, the Employer shall state on the job posting that the said term position is a “MAT LOA term” which may expire sooner than the date indicated, subject to written notice of a minimum two (2) weeks, or one pay period, whichever is longer. Any term positions directly resulting from the filling of a MAT LOA will be posted in the same manner.

(b) Temporary Employees

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

- No temporary employee shall be laid off or re-employed for the purpose of extending the period of temporary employment.
- Should a temporary employee become permanent or be re-employed as a temporary employee in her former position or in the same department with a break in service of less than eight (8) weeks, her service will be connected for seniority purposes, providing the employee has not voluntarily resigned.
- 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 in accordance with Article 1202. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the temporary employee’s hiring.
- Temporary employees shall not be eligible to apply for transfer during their probationary period, except where the posted position represents a permanent position. A temporary employee on probation who transfers will be required to complete a full probationary period in the permanent position. This period may be extended if the Employer so requests and the Union agrees.
- 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 rights in matters of demotion, layoff and recall.

704 A “probationary” employee is a newly-hired full-time or part-time employee who has not completed three (3) or four (4) months service respectively, from the date of hiring. This period may be extended if the Employer so requests and the Union agrees.

705 Where the context so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.

ARTICLE 8: BULLETIN BOARDS

801 Bulletin boards shall be provided and placed in the following locations:

- (a) in the immediate vicinity of all “time punch clocks”;
- (b) where punch clocks are not situated near the location of the employees’ dressing rooms, the boards shall be located in close proximity to the dressing rooms in such a manner as to provide these employees the opportunity to read Union notices;

- (c) new bulletin boards shall be constructed where necessary and present open framed boards shall be glassed in.
- 802 The Employer reserves the right to request the removal of posted material if considered damaging to the Employer, and the Union agrees to comply with this request.
- 803 Bulletin boards shall be relocated if space is required for alterations or new construction.

ARTICLE 9: JOINT JOB REVIEW PROCESS

Whereas the Employer and the Union mutually agree on the importance of a fair and equitable method of assessing the relative worth of the positions covered in this Agreement, the parties of this Agreement have established a joint job review process.

- 901 Where a new job is created or where the job duties, qualifications and/or requirements have undergone substantial change, or the incumbent(s) believe(s) that the position has undergone substantial change, the applicable job descriptions for such positions shall be created/updated by the Employer based upon information gathered from the incumbent(s) (if one exists) and the manager(s).
- 902 Disputes over the description of the qualifications or duties and responsibilities must be resolved within the department prior to the job being forwarded to the joint job review process.
- 903 For new positions, the job can be posted by the Employer with a classification as determined by the Employer with the understanding that such classification shall be reviewed pursuant to the process as prescribed by this Agreement within six (6) months of the position being filled. Such positions will be posted as "Under Review".
- 904 A Joint Job Review Committee shall review the job description to determine the appropriate classification. The Committee shall be comprised of two (2) Union representatives and two (2) Employer representatives. Each party may appoint an alternate. The Union committee members and any alternates appointed by the Union shall be granted leave of absence with pay and without loss of seniority or benefits. All decisions of the Committee related to the job review must be by consensus.
- 905 The Committee shall take into consideration the skill, effort, responsibility and working conditions of the position as provided in a joint job review rationale tool as developed and modified from time to time by the Committee to determine the appropriate classification of the position as follows:
 - (a) For positions that had been previously classified as part of provincial wage standardization:
 - i) does the position still appropriately fall within the existing class;

- ii) if not, is there an existing classification that the position appropriately falls within;
 - iii) if not, is there an existing classification that is equivalent or comparable based on skill, effort, responsibility and working conditions that could be used as the basis to determine the appropriate scale for the new classification; and,
 - iv) if not, the parties will negotiate a new salary scale for the position.
 - (b) For positions that have not been previously classified as part of provincial wage standardization:
 - i) is there an existing classification that the position appropriately falls within;
 - ii) if not, is there an existing classification that is equivalent or comparable based on skill, effort, responsibility and working conditions that could be used as the basis to determine the appropriate scale for the new classification; and,
 - iii) if not, the parties will negotiate a new salary scale for the position.
 - (c) Any resulting adjustments to wages of incumbents shall be as follows:
 - i) For new positions as identified in Article 3, changes shall be effective the date the position was filled.
 - ii) For changed positions as identified in Article 1, changes shall be effective the date that the request for review is received by Human Resources. Requests for review received by managers shall be forwarded to Human Resources within five (5) working days.
- 906 Committee members may seek internal and/or external advice and/or direction as they determine appropriate to assist them in their committee member work.
- 907 If the parties are unable to jointly determine the appropriate classification, either party may seek the recommendation of the Maintenance of Wage Standardization Committee (MWSC) which shall not be binding on the parties but shall be given reasonable consideration. Seeking a recommendation shall not prevent either party from pursuing other options available including the grievance/arbitration procedures contained in the collective agreement.
- 908 If the parties agree on the appropriate classification, the results and written rationale shall be communicated to the MWSC. The MWSC has the opportunity to review the results and, if concerned, can raise these concerns to the parties. The parties shall give reasonable consideration to these concerns and assess whether the classification shall be reconsidered.
- 909 If the parties cannot reach agreement on the appropriate classification, the matter may be referred to arbitration as pursuant to the collective agreement.

- 910 Within thirty (30) days of receipt of information regarding the results of their job review, managers or employees who disagree with the results may submit a request for reconsideration in writing, stating the reasons for disagreement. Information supporting the request may be submitted at this time. The Joint Job Review Committee shall review the request and advise the manager and employee(s) of the results. Reconsideration results will be final and binding on the parties.
- 911 It is understood and agreed by the parties of this Agreement, that no incumbent covered by the Agreement, shall have his/her remuneration reduced by any job review procedures. When a job review results in a position being assigned to a lower salary scale, the current incumbents will be maintained on the existing salary scale on a present incumbent only (P.I.O.) basis.
- 912 Appropriate records of all job reviews will be maintained and will be available to the Employer and the Union.

ARTICLE 10: GRIEVANCE PROCEDURE

- 1001 A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the agreement.
- 1002 An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however, nothing in this agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.
- 1003 Local Union representatives, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the employer of maintaining salaries of three (3) employees so engaged. Such permission shall not be unreasonably withheld.
- 1004 Step 1/Discussion Stage
- Within twenty-one (21) calendar days after the cause of a grievance occurs, the grievor shall attempt to resolve the dispute with her immediate supervisor, who is outside the bargaining unit. In the event of a grievance originating while the employee is on approved leave of absence from work such grievance must be lodged within fourteen (14) calendar days of return.
- 1005 Step 2
- If the grievance is submitted but not resolved within the foregoing time period, the grievor and shop steward may, within the ensuing fourteen (14) calendar days, submit the grievance in writing to the next appropriate level of management as determined by the

Employer who is outside the bargaining unit, stating all allegations and remedies sought. The Employer shall have fourteen (14) calendar days to respond to the grievance. A copy of each grievance shall be submitted to Human Resources.

1006 Step 3

Failing settlement of the grievance at Step 2, the Union may within fourteen (14) calendar days, submit the grievance in writing to the Chief Operating Officer or designate who shall, within fourteen (14) calendar days after receipt of the grievance, render a decision.

1007 An employee claiming to have been discharged or suspended without just cause may submit the grievance directly to the Chief Operating Officer or designate.

1008 If a dispute involving a question of general application or interpretation occurs and affects a group of employees, the Union or the employees may submit the grievance directly to the Chief Operating Officer or designate.

1009 An employee may choose to be accompanied by a local Union representative at any stage of the grievance procedure.

1010 The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.

ARTICLE 11: ARBITRATION PROCEDURE

1101 Within ten (10) calendar days after receiving the reply of the Chief Operating Officer or designate and failing a satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.

1102 Unless both parties agree to the selection of a sole arbitrator within seven (7) calendar days following the matter being referred to arbitration, each party shall in the next seven (7) calendar days give notice to the other party in writing naming its nominee to the Arbitration Board.

1103 The two (2) named members of the Board shall, within ten (10) calendar days name a third member of the Board who shall be Chairperson.

1104 In the event of a failure to agree upon a third person, the Minister of Labour for the Province of Manitoba shall be requested to appoint a third member.

1105 The Arbitration Board or the sole arbitrator shall not be empowered to make any decision inconsistent with the provisions of this agreement, or to modify or amend any portion of this agreement.

- 1106 The Board shall determine its own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The Board shall hear and determine the difference(s) or allegation(s) and render a decision within ten (10) calendar days from the time it holds its final meeting.
- 1107 The decision of the majority or the sole arbitrator shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration or the sole arbitrator shall be final and binding and enforceable on all parties, and may not be changed.
- 1108 Clarification on Decision
- Within five (5) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the sole arbitrator either party may apply to the Chairperson of the Board of Arbitration or sole arbitrator, to reconvene. Within five (5) calendar days the Board of Arbitration or the sole arbitrator shall reconvene to clarify the decision.
- 1109 Expenses of the Board
- Each party shall pay:
- (a) the fees and expenses of the arbitrator it appoints;
 - (b) one-half (½) the fees and expenses of the Chairperson or sole arbitrator.
- 1110 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 1111 Employees who are subpoenaed (subpoena ad testificandum or subpoena duces tecum) to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called her/him (either the employer or CUPE as the case may be) shall be responsible for compensating her/him for any salary which would otherwise be lost.

ARTICLE 12: SENIORITY

- 1201 Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer, subject to the following conditions:
- 1202 Seniority shall be the determining factor in matters of promotion, demotion, transfer, layoff, reduction of hours and recall, subject to the employee being able to meet the requirements of the job, having the necessary qualifications and a good employment record.

- 1203 The actual accumulation of benefits such as vacation pay and income protection shall be based strictly on an employee's regular paid hours worked and shall include any period of:
- (a) paid leave of absence;
 - (b) paid income protection;
 - (c) unpaid leave of absences up to four (4) weeks. (In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave);
 - (d) Workers' Compensation up to one (1) year in that appropriate time period.
- 1204 Seniority will terminate if an employee:
- (a) resigns;
 - (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
 - (c) is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
 - (d) is laid off for more than thirty-six (36) months;
 - (e) fails to report for work as scheduled at the end of a leave of absence or suspension, without an explanation satisfactory to the Employer;
 - (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.
- 1205 Seniority will continue to accrue if an employee:
- (a) is on any period of paid leave of absence;
 - (b) is on any period of paid income protection;
 - (c) is on any period of paid vacation;
 - (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks;
 - (e) is on any period of full Workers' Compensation benefits;

- (f) is on any period of approved unpaid leave of absence for Union purposes of up to one (1) year.
 - (g) is on an approved Parental or Adoption Leave commencing after July 1, 1988.
- 1206 Seniority will be retained but will not accrue if an employee:
- (a) is on unpaid leave of absence in excess of four (4) consecutive weeks;
 - (b) is absent on Workers' Compensation and in receipt of the total and permanent disability benefit established by Workers' Compensation;
 - (c) is laid off for less than thirty-six (36) months;
 - (d) is on the trial period of an out-of-scope position.
- 1207 (a) The Employer agrees to maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Union Representative, when requested, in writing.
- (b) Annually, upon written request, a comprehensive list including the name, address and telephone number of each employee shall be sent to the Union. The Union agrees to have in place reasonable safeguards for maintaining the security of the information provided.
- 1208 A temporary employee shall have seniority rights in accordance with Article 703 (b) of this Agreement.
- 1209 Effective September 1, 2002, an employee, upon returning to work following an unpaid leave of absence due to Disability and Rehabilitation, will have her seniority credited with the appropriate number of hours she would have worked during the leave, based on her established EFT at the commencement of the leave. Such credit will not result in accrual of vacation, income protection or retirement bonus.

ARTICLE 13: INCOME PROTECTION

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1301 An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable by either the Workers Compensation Board or by the Manitoba Public Insurance (MPI) shall receive her regular basic pay to the extent that she has accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to an injury for which lost earnings are compensated by the Manitoba Public Insurance.

- (a) In the case of medical, dental or chiropractic examinations or treatment, the employee shall be allowed time off with pay to attend such appointments to the extent that she has accumulated income protection credits.
 - (b) It is understood that the elimination period for the Disability and Rehabilitation plan is one hundred and nineteen (119) days. The parties agree that income protection will be used to offset the elimination period. An employee may claim income protection for a period of time not to exceed the elimination period.
- 1302 (a) An employee who is unable to report for work due to illness shall inform her Supervisor or designate prior to the commencement of her next scheduled shift(s). An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question.
- | | |
|------------------------|------------------|
| Prior to day shift | 1½ hours' notice |
| Prior to evening shift | 2 hours' notice |
| Prior to night shift | 2 hours' notice |
- Reasonable notice for pre-scheduled medical, dental or chiropractic exam or treatment or elective surgery will be seven (7) days except in cases of emergency. Employees not meeting these requirements will be marked absent unless an explanation satisfactory to the Employer is given.
- (b) An employee returning to work following an absence of one (1) week or more shall provide a minimum of forty-eight (48) hours' notice prior to returning to work.
 - (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- 1303 (a) Income protection shall accumulate at the rate of one and one-quarter (1.25) days per month with no maximum.
- (b) Subject to the provisions of 1303 (a) of each one and one-quarter (1.25) days of income protection accumulated, one (1) day shall be reserved exclusively for the employee's personal use as outlined in Article 1301. The remaining one-quarter (.25) of a day shall be reserved for either the employee's personal use or for use in the event of family illness as outlined in Article 1314 or to offset the waiting period for Employment Insurance (EI) benefits for Maternity/Parental Leave as outlined in 1705 (e). The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend one (1) day to read three-quarters (.75) of a day and amend one quarter (.25) of a day to read one-half (.5) of a day.

- 1304 The Union agrees that in cases of suspected abuse of income protection, disciplinary action may be taken by the Employer and the Union further agrees to work with management in the review of income protection utilization.
- 1305 Except as provided in 1209, Income protection credits will accumulate on the same basis as seniority is accrued under Article 12.
- 1306 An employee shall accumulate but will not be entitled to the paid income protection benefits for any sickness occurring during the probationary period.
- 1307 The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. The Employer will not require a certificate for absences of less than three (3) consecutive days except in cases where the pattern of absence would cause the Employer to suspect abuse. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.
- 1308 (a) If an employee is to be absent for illness for a period exceeding her income protection, including EI and Sick Bank credits, she must request, or cause someone on her behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of her last paid day of income protection. In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months.
- (b) An employee who is accepted for benefits under the **HEB Manitoba** Disability and Rehabilitation Plan, to commence immediately following the elimination period, will be entitled to unpaid leave of absence of up to two (2) years.
- 1309 Upon written request, the Employer shall provide the employee, in writing, of the amount of her accrued income protection within three (3) days of the request.
- 1310 Income Protection and Workers' Compensation

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

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

By application from the employee, the Employer will supplement the award made by the Workers Compensation Board for loss of wages to the employee by an amount equal to ten percent (10%) of the WCB payment. Such supplementation shall continue for a maximum period of one hundred and nineteen (119) days from the first day of supplement.

Regular net salary will be based on the employee's basic salary (exclusive of overtime and premiums) less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions, and any benefit plan contributions which are waived under the terms of the plan.

Subject to the provision of each plan, the employee may request the Employer to deduct from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan and life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self-payments to the Employer for the first one hundred and nineteen (119) calendar days, to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.

If at any time it is decided by the Workers Compensation Board that a supplement paid by an Employer during a claim for Compensation Benefits must be offset against benefits otherwise payable by the Workers Compensation Board, such supplementation shall cease immediately and no further supplement shall be payable by the Employer.

Further to this, the Facility shall notify Workers Compensation of salary adjustments at the time they occur.

- 1311 (a) Where an employee has applied for WCB benefits and where a loss of normal salary would result while awaiting a WCB decision, the employee may elect to submit an application to the Employer requesting an advance subject to the following conditions:
- (b) Advance payment(s) shall not exceed the employee's basic salary, less the employee's usual income tax deductions, Canada Pension Plan contributions and EI contributions.
- (c) The advance(s) will cover the period of time from the date of injury until the date the final WCB decision is received, however, in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.
- (d) The employee shall reimburse the Employer by assigning sufficient WCB payments to be paid directly to the Employer to offset the total amount of the advance.

- (e) In the event that the WCB 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.
- (f) 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.

1312 Work Assessment

Where the Workers Compensation Board recommends a work assessment period or a modified return to work period, the Facility upon official written request, will make reasonable effort to arrange for such assessment/return, subject to WCB covering all related costs.

1313 **MPI Advance**

- (a) Where an employee is unable to work because of injuries sustained in a motor vehicle accident she must advise her supervisor as soon as possible and she must submit a claim for benefits to the Manitoba Public Insurance. The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a “waiting period” by **MPI**.
- (b) Subject to (a), where an employee has applied for **MPI** benefits and where a loss of normal salary would result while awaiting the **MPI** decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:
 - i) Advance payment(s) shall not exceed the employee’s basic salary as defined in Article 2107 (exclusive of overtime), less the employee’s usual income tax deductions, Canada Pension Plan contributions, and EI contributions.
 - ii) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final **MPI** decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee’s accumulated income protection credits.
- (c) The employee shall reimburse the Employer by assigning sufficient **MPI** payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by **MPI** directly to the employee.

- (d) In the event that **MPI** disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (e) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.

1314 Family Illness

Subject to the provisions of 1303 (b), an employee may apply to utilize income protection for the purpose of providing care in the event of an illness of a spouse, dependent child, parent or person who has the employee as the primary caregiver.

A primary caregiver is defined as one who either temporarily or on a regular and reoccurring basis provides care and assistance to the person. Travel to and attendance at non-routine, emergent or critical medical appointments or treatments come within the meaning of providing care in the event of an illness.

ARTICLE 14: VACANCIES, PROMOTIONS, AND TRANSFERS

- 1401 All vacant positions which fall within the scope of this agreement shall be posted for at least seven (7) calendar days. Such postings shall state required qualifications, current or anticipated shift, hours of work and wage rate.
- 1402 **The Employer agrees to post the name and seniority of the successful applicant for each vacancy within seven (7) working days of the appointment. The name of the successful applicant and their seniority for any position which falls within the scope of this Agreement will be sent to the Union in accordance with Article 506.**
- 1403
 - (a) All promotions and voluntary transfers are subject to a three (3) month trial period in the case of a full-time position and a four (4) month trial period in the case of a part-time position.
 - (b) Conditional upon satisfactory performance, she shall be declared permanent after the trial period.
 - (c) During the trial period, shall be returned to her former position without loss of seniority:
 - i) by the Employer when she proves to be unsatisfactory in the new position, or
 - ii) voluntarily by the employee upon providing a reasonable explanation to the Employer.

Notwithstanding Article 1401, should an employee elect to return to her former position in accordance with i) or ii) above within twenty-eight (28) days after commencing the position, the next most senior qualified applicant will be awarded the position as per Article 1202.

- (d) If the employee returns to their former position in accordance with (c) i) or ii) above, she will be placed in her former position and former employment status. If an employee had replaced her, they too will revert back to their previous position/ employment status and so on.**

1404 When an employee is promoted, her new and future salary will be determined as follows:

- (a) The new salary will be at the rate of her new classification which provides the equivalent of one increment step in relation to the wage rate in her new classification. For the purposes of calculation, this increment shall be at least equal in value to the difference between the Start rate and Step 1.
- (b) Subject to 2103, the subsequent increments, if any, shall be due on the anniversary date of the employee's date of employment.

1405 If an employee voluntarily transfers to a lower or equally paid classification, she shall be paid at the same increment step in the new classification as she was at the old classification.

1406 An employee, who through advancing years or disablement is unable to perform her regular duties, shall be given preference for transfer to any suitable job which is open and which requires the performance of lighter work for which she is capable. She would be paid at the same increment step in the new job as she was in her previous job.

1407 (a) Employees shall not be eligible to apply for transfer during their probationary period, except where the posted position is permanent and represents a promotion, or an increase in EFT. A probationary employee who transfers will be required to complete a full probationary period in the new position. This period may be extended if the Employer so requests and the Union agrees.

- (b) Employees shall not be eligible to apply for transfer during their trial period in a permanent position, except where the position applied for represents a promotion, increase in EFT or the opportunity to exclusively work on the day shift.

1408 Employees shall be encouraged to improve their abilities by participation in available training programs.

ARTICLE 15: ANNUAL VACATION

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1501 Unless otherwise agreed by the Employer and the employee, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that seven (7) calendar days equals one (1) week of vacation. The employee shall have the right to indicate which day of the week her/his vacation begins.

The vacation year shall be from the 1st day of May in the one year to the 30th day of April the next year.

Employees will generally not be requested to work during a period of vacation. For those employees occupying more than one position refer to Article 3206.

- 1502 A full-time employee who has completed less than one (1) year's continuous employment as of cut off date indicated in 1501 will be granted vacation on a percentage of hours worked. Unless otherwise mutually agreed, the Employer is not obligated to permit earned vacation to be taken until an employee has completed six (6) months of employment. Such employee may, on request, also receive sufficient leave of absence to complete any partial week of vacation.

- 1503 Annual vacation shall be earned at the rate of:

- three (3) weeks per year commencing in the first year of employment
- four (4) weeks per year commencing in the fourth year of employment
- five (5) weeks per year commencing in the eleventh year of employment
- six (6) weeks per year commencing in the twenty-first year of employment

Casual employees will be paid six percent (6%) vacation pay.

- 1504 Employees may receive their vacation pay not later than the date preceding the day their vacation commences if application has been made to the Employer, in writing, two (2) weeks in advance.

- 1505 Upon termination of employment, an employee shall be entitled to pay in lieu of vacation earned but not taken, at the following percentage rates of basic pay earned during the period which the vacation was earned but not taken:

- three (3) weeks per year – 6% of basic pay
- four (4) weeks per year – 8% of basic pay
- five (5) weeks per year – 10% of basic pay
- six (6) weeks per year – 12% of basic pay

- 1506 The Employer will post vacation entitlement lists not later than February 1st of each year and allow employees to express their preference as to dates until March 1st.

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

- 1507 The Employer will post an approved vacation schedule a minimum of one (1) week prior to the commencement of the vacation year as set out in 1501. The Employer will give due consideration to employee preference and individual circumstances, including seniority, and such vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 1508 Employees shall be given the opportunity to request remaining unscheduled vacation entitlement by November 15th of each year on a first come first serve basis. Any vacation entitlement not requested by November 15th may, at the discretion of the Employer, be scheduled by the Employer. The Employer shall post a notice, no later than November 1st of each year, in a prominent area(s) in each facility/worksites indicating the need for employees to request the scheduling of their remaining vacation.
- 1509 An employee shall be entitled to receive her vacation in an unbroken period, unless otherwise mutually agreed upon between the employee and the Employer.
- 1510 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise mutually agreed between the employee and the Employer.
- 1511 Any trading of scheduled vacation periods must be approved by all other affected employees and submitted in writing to the Employer for approval.
- 1512 In the event that an employee is hospitalized during her vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided if requested.

Where an employee is subpoenaed for jury duty or is in receipt of WCB benefits during her period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during that vacation year.

- 1513 Upon request, an employee may be permitted to retain up to three (3) 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. Days retained for this purpose are part of the vacation entitlement set forth in Article 1503. Should an employee elect to retain vacation days, one (1) week (seven (7) calendar days) of vacation shall be reduced by the number of days retained.

1514 An employee's accrued vacation pay shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in 1513.

1515 An employee requested to report to work on a scheduled day of vacation shall receive double time for all hours worked and the vacation day will be rescheduled.

A part-time employee who requests to work and who works additional hours on a non-scheduled vacation day will be paid at the straight time rate. A part-time employee requested by the Employer to work, and who works additional hours on a non-scheduled vacation day, shall receive double time for all hours worked.

1516 Long Service Recognition – Vacation

Effective April 1, 2009

In recognition of length of service, each full-time employee shall receive one additional week of vacation (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.

Employees whose anniversary date falls in the period April 1, 2008 to March 31, 2009, will be entitled to receive this benefit in the 2009 calendar year.

ARTICLE 16: GENERAL HOLIDAYS

Also refer to Article 31 – Special Provisions re. Part-time Employees.

1601 The following are recognized as general holidays for purposes of this Agreement and either they or an alternate day off in lieu will be given at the basic rate. Failing this, an additional day's pay at the basic rate shall be granted in lieu:

New Year's Day (January 1st)
Jour de Louis Riel Day
Good Friday
Easter Monday
Victoria Day
Canada Day (July 1st)

August Civic Holiday
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day (December 25th)
Boxing Day

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

1602 An employee required to work on a general holiday will be paid at the rate of time and one-half (1½) her basic rate of pay.

- 1603 Subject to 1606 below, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday an additional day's pay at the basic rate shall be granted in lieu.
- 1604 If a general holiday falls on the regular day off of an employee or during her annual vacation, she shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional day's pay at the basic rate shall be granted in lieu.
- 1605 A day off given in lieu of recognized holiday shall be added to a weekend off or to scheduled days off, unless otherwise mutually agreed.
- 1606 If a general holiday falls on a day on which an employee is receiving income protection benefits, she shall be paid for the holiday and such pay shall not be deducted from income protection credits. However, when the employee has already received an alternate day off with basic pay for the general holiday, she shall be paid from income protection credits for that day at her basic rate of pay.
- 1607 Full-time employees shall be allowed to bank up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. If compensating time off is impractical to schedule by March 31st of any year, the employee shall receive her regular rate of pay for all days banked.
- 1608 The Employer will endeavour to provide all employees with at least two (2) other General Holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 1609 The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.

ARTICLE 17: LEAVE OF ABSENCE

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1701 An employee will be required to submit a written request to the Employer for any leave of absence. Such requests must specify the reason for the leave of absence and will be

considered on an individual basis. An employee shall give four (4) weeks' notice except in an emergency. Such requests shall not be unreasonably denied.

- 1702 (a) An employee who is granted a leave of absence for ten (10) weeks or less, will be returned to her former position upon her return at her former increment step.
- (b) An employee who is granted leave of absence between ten (10) and twenty-six (26) weeks will be returned to her former classification at her former increment step.
- (c) An employee who is granted a leave of absence for a period of over twenty-six (26) weeks, and unless the Employer makes a specific commitment as to the conditions under which an employee who is granted such leave of absence will be employed on her return, is assured only of preferential consideration as to placement in a vacancy most similar to the position held prior to the leave of absence, and at the increment level received prior to the leave of absence, or the maximum for the classification of the position returned to, whichever is lesser. If the position returned to is a higher classification than the one she left, she would be put at the first step of the salary range for that classification.
- (d) An employee who is granted a leave of absence in accordance with 1308 (b), will be returned to her former classification at her former increment step provided that she returns to work within the two (2) year period.

1703 An employee not reinstated in her former classification on return from leave of absence under 1702 (c) will receive preferential consideration for the first suitable available vacancy within the site which is at the level of her former position.

1704 Parenting Leave

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

1705 Parental Leave – Maternity

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

A) Plan A

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:

- (a) An employee must have completed six (6) months employment as of the intended date of leave unless otherwise agreed to by the Employer.

- (b) A written request must be submitted not later than the end of the twenty-second (22nd) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (c) 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.
- (d) A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect her paid hours of work within the previous fifty-two weeks. Such days that may be utilized for this purpose will be as set out in 1303 (b).

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

B) Plan B

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

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

employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the *Employment Insurance Act*.

2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
 - (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
 - (b) she will return to work on the date of the expiry of her Maternity Leave and where applicable, her Parental Leave, unless this date is modified by the Employer; and
 - (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of Maternity Leave.
3. An employee who qualifies is entitled to a Maternity Leave consisting of:
 - (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 1705 A) (e);
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 1705 A) (e);
 - (c) the Employer shall vary the length of Maternity Leave upon proper certification by the attending physician or recommendation by the Department Head.
4. During the period of Maternity Leave, an employee who qualifies is entitled to a Maternity Leave allowance with the SUB Plan as follows:
 - (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
 - (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;
 - (c) all other time as may be provided under Article 17, 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 (2) weeks or one (1) 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.

1706 Sections 52 through 57.1(2) inclusive and Section 60 of the *Employment Standards Code* respecting Maternity Leave shall apply.

1707 Parental Leave – Paternity

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 employment as of the date of the intended leave;
- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave;
- (d) Parental Leave must be completed not later than the anniversary date of the birth of the child or the date on which the child came into the actual care and custody of the employee.

1708 Parental Leave – Adoption

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 (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.

1709 An employee may end her Parental Leave earlier than thirty-seven (37) weeks by giving the Employer written notice at least two (2) weeks, or one (1) pay period, whichever is longer before the day the employee wishes to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift schedule at the same increment step. In the case where the leave extends beyond fifty-four (54) weeks, the provisions outlined in 1702 (c) and 1703 above will apply.

1710 Two (2) days of leave (scheduled daily hours to a maximum of 15, 15.5 or 16 hours as applicable) without loss of pay and benefits will be granted to an employee whose partner has given birth to a child or has adopted a child.

This leave shall be taken within the two (2) calendar weeks following the child's date of birth or arrival in the home.

1711 Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, step-parent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who had recently been residing in the same 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. Bereavement Leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.

1712 Necessary time off up to one (1) day at basic pay will 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 either a funeral or initial memorial service as a mourner.

1713 Probationary employees shall be entitled to unpaid Bereavement Leave for a duration stipulated in Article 1711.

1714 An employee required to serve as a juror or subpoenaed as a witness in any court of law shall receive leave of absence at her basic rate of pay, and remit to the Employer any payment received except reimbursement of expenses.

1715 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs.

1716 Employees shall be allowed the necessary time off with pay to attend citizenship court to become a Canadian citizen.

1717 Union Leave

Upon two (2) weeks prior written request to the Employer, an employee elected or appointed to represent the Union at a convention or other Union function, shall be granted necessary leave of absence without pay provided that leaves of absence for union business during July and August are compatible with the departmental vacation schedule and unless otherwise mutually agreed, not more than one (1) employee is absent at the same time from the same department, for this purpose, except in Nutrition and Food Services, Retail Food Services, Housekeeping and Materials Management, when two (2) employees may be absent at the same time. The Employer will continue to pay the employee subject to total recovery of payroll and related costs by the Employer from the Union. The Union will provide the Employer with written confirmation of dates requested.

1718 An employee who is elected or appointed to a full-time position with the Union shall be granted leave of absence without pay and without loss of seniority for a period of one year. Such leave shall be renewed each year, on request, during her term of office. Such employee may receive her pay and benefits as provided for in this agreement subject to total recovery of payroll and related costs by the Employer from the Union.

1719 The Employer recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that the employee may be a candidate 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.

1720 An employee shall be entitled to leave of absence without pay and without loss of seniority and benefits to write examinations to upgrade her employment qualifications.

1721 Where the Employer requires an employee to attend educational events or staff meetings during non-working time, the Employer shall pay for the time of such attendance at straight time rates.

- 1722 If an employee takes a course outside of working hours, and if before the employee takes the course, the Director of Human Resources Services or designate stipulates in writing to the employee that the course is relevant to her employment, the Employer will reimburse the employee for fifty percent (50%) of the tuition fee to a limit of one hundred and twenty-five dollars (\$125) upon successful completion of the course. Proof of successful completion will be required.
- 1723 After written application from an employee to the Director of Human Resources Services and at the sole discretion of the Employer, necessary time off and/or subsidies may be granted to the employee to attend educational and training programs which are relevant to her employment at the facility.

1724 Compassionate Care Leave

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

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

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

- (e) A family member for the purpose of this article shall be defined as:
 - 1) a spouse or common-law partner of the employee;
 - 2) a child of the employee or a child of the employee's spouse or common-law partner;
 - 3) a parent of the employee or a spouse or common-law partner of the parent;
 - 4) 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 additional cost.
- (g) Seniority shall accrue as per Article 1203 (c) & 1205 (d). (unpaid leaves)
- (h) Subject to the provisions of 1303 (b), 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 Articles 1711, 1713 and 3107.

ARTICLE 18: HOURS OF WORK

Also refer to Article 31 – Special Provisions re. Part-time Employees.

1801 Regular hours of work for all full-time non-clerical employees will be:

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

Regular hours of work for all full-time clerical employees will be:

- (a) seven and one-half ($7\frac{1}{2}$) hours per day excluding meal periods and including rest periods; and

- (b) thirty-seven and one-half (37½) hours per week, excluding meal periods and including rest periods;
 - (c) seventy-five (75) hours biweekly.
- 1802 Regular hours of work shall be deemed to include a rest period of twenty (20) minutes away from the work station to be scheduled by the Employer, during each continuous three (3) hour period of duty.
- 1803 Regular hours of work shall be deemed to exclude a meal period of thirty (30) minutes duration (up to one (1) hour where necessary) to be scheduled by the Employer, during each regular working day.
- 1804 This article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer. Any such agreement shall take the form of an addendum attached to and forming part of this agreement.
- 1805 Shift schedules for each employee shall be posted in an appropriate place at least four (4) weeks in advance. Once posted, the shift schedule shall not be changed without the knowledge of the employee except as provided for in 1302 (c). Where seven (7) calendar days of such notice is not given the employee, she shall receive payment at the applicable overtime rate for all such work performed.
- 1806 Shift patterns, unless otherwise mutually agreed, shall provide for the following:
- (a) An employee shall not be required to change shifts without first receiving a minimum of two (2) consecutive shifts off duty (minimum 15 hours), unless otherwise agreed to between the employee and the Employer.
 - (b) An employee shall be granted as great a number of weekends off as is reasonably possible with a minimum of every third weekend off.
 - (c) No employee shall be scheduled to work more than seven (7) consecutive days (less if reasonably possible). An employee scheduled to work seven (7) consecutive days, will receive every second weekend off and/or consecutive days off.
 - (d) Days off will be consecutive wherever possible.
 - (e) Where possible and providing there is no additional cost to the Employer, employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night (evening) shifts with each standard rotation. This may be amended if the majority of employees affected are in agreement.
 - (f) A full-time employee who is receiving the minimum of every third (3rd) weekend off and who works the third shift (commencing at or about 1600 hours) on the

Friday before that weekend off, shall not be required to return to work until the second shift (commencing at or about 0800 hours) on the Monday following.

- 1807 Where the Employer plans to implement a split shift the Union will be notified in advance. There shall be no split shifts unless by mutual agreement between the Employer and the employee.
- 1808 (a) An employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at her basic rate of pay; however, when such employee works for any portion of her scheduled shift, she shall receive pay for that entire shift.
- (b) Except as provided in 3109 (c), when an employee is called in to work a full shift as provided in 1801 within one (1) hour of the start of the shift, and reports for duty within one (1) hour of the start of the shift, she 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.
- 1809 For identification purposes, shifts will be named as follows:
- (a) The shift commencing at or about 12 midnight shall be considered the first shift;
- (b) The shift commencing at or about 0800 hours shall be considered the second shift;
- (c) The shift commencing at or about 1600 hours shall be considered the third shift.
- 1810 In cases where a shift commences at a time other than one of those specified in Article 1809, the shift shall be considered to be the one in which the majority of hours falls.
- 1811 Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the Department Head or designate and shall not result in overtime costs to the facility.
- 1812 (a) An employee who is required to remain in the work site during the meal period, shall receive pay at overtime rates for the entire meal period.
- (b) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

ARTICLE 19: OVERTIME

Also refer to Article 31 – Special Provisions re. Part-time Employees.

- 1901 Overtime shall be the time worked in excess of the daily and biweekly hours of work as specified in Article 18, or in excess of the normal full-time hours in the shift pattern in effect in the department, such time to have been authorized in such manner and by such person as may be authorized by the Employer. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1902.
- 1902 (a) Employees shall receive one and one-half (1½) times their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.
- (b) Employees shall receive two (2) times their basic rate of pay for authorized overtime beyond the first three (3) hours in any one (1) day.
- (c) Overtime worked on any scheduled day off shall be paid at the rate of two (2) times the employee's basic salary.
- (d) All overtime worked on a General Holiday shall be paid at two and one-half (2½) times the employee's basic rate of pay.
- 1903 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 any year or paid out.
- 1904 An employee who is absent on paid time off during her scheduled work week shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.
- 1905 Employees working two (2) consecutive full shifts as provided in 1801 will be paid at double time for the second shift.
- 1906 Overtime and on call shall be divided as equally as reasonably possible among employees who are qualified to perform the available work. 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.
- 1907 A full-time employee required to report back to work outside her regular working hours shall be paid at overtime rates for all hours worked with a minimum of three (3) hours at overtime rates. Where an employee is called back within two (2) hours prior to the commencement of her next scheduled shift she will be paid at overtime rates for all time worked prior to the starting time of the next scheduled shift.

- 1908 An employee required to work overtime for a period in excess of two (2) hours immediately following her hours of work shall be supplied with a meal and if this is not possible, a payment of five dollars (\$5.00) (increasing to seven dollars (\$7.00) effective January 1, 2009) will be made in lieu.
- 1909 An employee shall not be required to layoff during regular hours to equalize any overtime worked.
- 1910 Shifts worked when time switches from Central Standard to Daylight Saving Time and vice-versa shall be paid at straight time rates for actual hours worked.

ARTICLE 20: SHIFT AND WEEKEND PREMIUM

- 2001 (a) An employee required to work the majority of her hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.

The above allowance shall be applicable from 1600 hours to the termination of the day shift on a twelve (12) hour shift pattern during which at least two (2) hours are worked between 1600 hours and the termination of the shift.

- (b) 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 seventy-five cents (\$1.75) per hour **(one dollar and ninety cents (\$1.90) per hour effective April 1, 2016; two dollars and five cents (\$2.05) per hour effective October 1, 2016)** for that shift.
- 2002 (a) Shift premiums for employees on permanent evenings and or nights shall be payable in addition to basic rate, pay or salary during regular hours, paid vacation, paid income protection, paid leave of absence and the calculation of pre-retirement leave (both lump sum payment or salary continuance).
- (b) Shift premium and weekend premium will not be payable while an employee is receiving overtime rates.

2003 Weekend Premium

A weekend premium of one dollar and thirty-five cents (\$1.35) per hour **(one dollar and fifty cents (\$1.50) per hour effective April 1, 2016; one dollar and sixty-five cents (\$1.65) per hour effective October 1, 2016)** shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

ARTICLE 21: SALARIES AND INCREMENTS

Also refer to Article 31 – Special Provisions re. Part-time Employees.

2101 Employees shall be paid in accordance with Schedule “A” attached to and forming part of this Agreement.

2102 (a) Employees shall be paid every two (2) weeks;

(b) If an employee covered by this agreement has not received wages in any one (1) pay period resulting in a shortfall of wages of at least the equivalent of one (1) normal day’s pay, such pay will be provided within three (3) business days, upon request from the employee.

2103 Increments for full-time and part-time employees shall be due on the anniversary date of the employee’s date of employment at the Employer. When an unpaid leave of absence in excess of four (4) weeks is granted, the anniversary increment for the employee shall move forward in direct relation to the length of the leave.

2104 Temporary Assignment of Duty

In the event that an employee is assigned temporarily to a higher paid position within the scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, she shall be paid the higher of sixty-five cents (\$0.65) per hour, or the minimum step for the higher classification from the first day of assuming such position with the proviso that at no time will the hourly rate exceed the hourly rate of the position to which she is assigned.

2105 On Call Premium

An employee who is designated by the Employer to be available on call, immediately available by telephone contact to report to work without undue delay, shall be entitled to payment of two (2) hours’ basic pay for each eight (8) hour period or a pro rata payment for any portion thereof.

The employee will leave her employment immediately after she has completed the work for which she was called and resume her “on call” status.

The “on call” premium will not apply during any period when the employee is performing duties at the site.

2106 Basic rate, pay or salary shall mean the amount indicated in the schedules contained in Schedule “A”, plus academic allowance where applicable.

- 2107 Employees whose day off falls on the normal Thursday payday, will have their detailed cheque stubs made available after 3:30 p.m. on the Wednesday preceding payday or earlier if possible.
- 2108 Employees may receive their vacation pay not later than the date preceding the day their vacation commences, if application has been made to their Department Heads two (2) weeks in advance.
- 2109 (a) When an employee reports to work, **or is called**, and is requested to work in a lower paid classification the employee shall be paid her current rate of pay.
- (b) **When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.**
- 2110 In the event that an employee is assigned temporarily to a higher paid position within the jurisdiction of the Employer but which is out of scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, she shall be paid a premium of forty-eight cents (\$0.48) per hour.
- 2111 No employee will be temporarily assigned to a vacant position for more than three months. If after three months the position is still to be filled on a temporary basis, a temporary appointment will be made.
- 2112 Where an employee is hired who does not possess certain required qualification(s) and where attainment of these qualification(s) is a condition of employment, the employee shall be eligible for increments provided that she/he furnishes proof of enrolment and satisfactory progress towards the completion of the course.

ARTICLE 22: RETIREMENT BONUS

- 2201 Employees retiring in accordance with the following:
- (a) retire at age sixty-five (65) years; or
 - (b) retire after age sixty-five (65) years; or
 - (c) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
 - (d) employees who have completed at least ten (10) years continuous service with the employer, whose age plus years of service equal eighty (80);

shall be granted retirement bonus on the basis of four (4) days per year of employment calculated in accordance with 2202.

- 2202 Except as provided in 1209 calculation of retirement bonus entitlement shall begin from the date of the employee's last commencing employment at the Facility and shall be based on the employee's total seniority on the date of retirement. Calculated as follows:

$$\frac{\text{Total Seniority on Date of Retirement}}{\text{Full-time Hours}} \times 4 \text{ days}$$

- 2203 Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.
- 2204 Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this collective agreement.

ARTICLE 23: LAYOFF AND RECALL

- 2301 A layoff shall be any reduction in the work force or any permanent reduction of an employee's normal hours of work due to lack of work.
- 2302 In the event of a layoff, employees other than probationary or temporary employees shall receive notice or pay in lieu of such notice as follows:
- (a) two (2) weeks' notice for layoff up to eight (8) weeks;
 - (b) four (4) weeks' notice for layoff of more than eight (8) weeks.
- 2303 When reducing staff, senior employees shall be retained, providing their qualifications and ability are sufficient to perform the required duties.
- 2304 If the layoff is expected to be temporary (of not more than eight (8) weeks' duration), employees shall be laid off in reverse order of seniority within the department affected.

If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise her Facility-wide seniority to bump into any classification within the scope of this agreement with the same or lower salary range, provided she possesses the qualifications and ability sufficient to perform the required work, or accept layoff. Any employee thus displaced shall have the same rights.

For the purpose of interpreting the meaning of "same or lower salary range", it is agreed that classifications will be considered to be the same provided that the maximum of the salary range the employee is considering bumping into is within one percent (1%) of the maximum of the salary range for the position currently held by the employee.

Should the employee bump into a position with a salary range considered to be the same, she/he will be paid at the same increment level that she/he currently holds.

- 2305 Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.

An employee who is on layoff shall not be entitled to notice of layoff when she/he returns to work on an incidental basis.

- 2306 Notwithstanding Article 3109 (a) additional available shifts shall be offered to an employee on layoff, before part-time and casual employees, provided she possesses qualifications and ability sufficient to perform the required work. The employee on layoff will receive preferential consideration for the assignment of such shifts provided that this will not result in her/him working in excess of her/his regular EFT commitment. Notwithstanding Article 1808 (a), when an employee does not work part or all of said additional available shift(s), for any reason, payment shall be made only in respect of hours actually worked.

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

- (a) Vacation shall be calculated in accordance with Article 1503 and shall be paid at the prevailing rate for the employee on each **pay deposit**, and shall be prorated on the basis of hours paid at regular rate of pay;

- (b) Income protection accumulation shall be calculated as follows:

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

- (c) Seniority shall be calculated in accordance with regular hours worked;
- (d) The employee shall be paid four point six two percent (4.62%) of the basic rate of pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each **pay deposit**;
- (e) Participation in benefit plans is subject to the provisions of each plan.

Any period of time during a layoff when the employee works additional available shifts or works in a term position shall not extend the three (3) year period referenced in Article 12. However, an employee on layoff who is recalled into a term position shall retain her/his right to be recalled into a permanent position while working in the term position.

2307 No new employee shall be hired until those laid off have been given an opportunity for recall to positions for which they possess the qualifications and ability sufficient to perform the required duties.

Should a laid off employee be recalled to a term position, the provisions of the collective agreement shall apply as modified hereinafter:

- (a) an employee who is awarded a term position which is of a lesser EFT than what she occupied immediately prior to layoff, shall continue to be entitled to preferential consideration for the assignment of additional shifts in accordance with Article 3109 (a), providing that this will not result in her working in excess of her regular EFT commitment;
- (b) at the expiry of the term position, the employee will return to the recall list;
- (c) any vacation earned during a term position will be paid out at the end of the term position unless the employee secures another position prior to the end of it.

2308 Laid off employee shall be recalled in seniority order to vacancies in equal or lower EFT status and in equal or lower paid classifications provided they possess qualifications and ability sufficient to perform the required work. Such recall shall be made by registered mail or by personal service and shall provide for at least one (1) week's notice to report back to work.

To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with her current address, and further, must inform the Employer of any address changes.

2309 A recalled employee must communicate with the Employer by telephone within seven (7) calendar days of notice of recall being delivered.

2310 The right of an employee who has been laid off to be rehired under this Agreement will be forfeited in the following circumstances:

- (a) if the employee did not communicate with the Employer as specified in 2309, or;
- (b) if the employee did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer, or;
- (c) a thirty-six (36) month period has elapsed since the initial date of layoff.

2311 Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.

- 2312 Except for temporary layoffs of up to eight (8) weeks, accumulated vacation entitlement shall be paid out at time of layoff. An employee whose layoff is temporary (less than eight (8) weeks) may request pay-out of accumulated vacation entitlement.
- 2313 The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment in a lower classification or lower EFT than she held prior to layoff, shall not terminate for failure to report for duty in that instance.
- 2314 Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

ARTICLE 24: TRANSPORTATION ALLOWANCE

- 2401 If the Employer requires an employee to:
- (a) Arrive at or leave the facility between 0001 and 0600 and if she does not have her own transportation and if public transportation is not readily available, the Employer will reimburse the employee for taxi fare.
 - (b) Return to the facility on a callback and if public transportation is not readily available the Employer will reimburse the taxi fare or shall be reimbursed in accordance with the prevailing Province of Manitoba mileage rates with, effective January 1, 2009, a minimum of \$3.50 per return trip.
 - (c) Use her own vehicle during the course of her duties, the Employer will reimburse the employee at the prevailing Province of Manitoba mileage rates with a minimum of \$3.50 per return trip.

ARTICLE 25: TERMINATIONS

- 2501 An employee may terminate her employment by giving two (2) weeks written notice, exclusive of vacation.
- 2502 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 of a new employee without recourse to the grievance procedure, or
 - (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.

- 2503 The Employer may give equivalent basic pay in lieu of notice.
- 2504 The Employer will make available, within seven (7) calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

ARTICLE 26: DISCIPLINE AND ACCESS TO PERSONNEL FILES

- 2601 An employee may be disciplined, discharged, or suspended for just cause only upon the authority of the Chief Operating Officer or designate. Such employee shall be advised promptly in writing, **either by registered mail or personal service**, of the reason for dismissal or suspension, with a copy being sent to the Union Representative.
- 2602 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union representative if she so desires.
- 2603 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.
- 2604 Upon written request, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, including but not limited to, those documents which may be utilized to substantiate a disciplinary action against her, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file at her own expense.
- 2605 An employee accompanied by a Union representative if she so elects, may examine her personnel file on request within seven (7) calendar days. She shall have recourse to the grievance procedure to dispute any derogatory entry in her personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the employee has been made aware of its contents at the time of filing or a reasonable time thereafter.
- 2606 There shall be one (1) personnel file maintained by the Employer for each employee.

ARTICLE 27: COMMITTEES

2701 Labour/Management Committee

The parties agree to establish a joint Labour/Management committee to deal with matters of mutual concern as may arise from time to time, including unresolved workload concerns as specified and documented.

2702 The Committee shall be composed of equal representation from the Employer and the local union with the total committee representation not to exceed eight (8) members. The local union committee may at any time have a representative from the Canadian Union of Public Employees.

2703 The Committee shall meet as and when required at a mutually agreeable time within ten (10) calendar days of written notice being given by either party. An agenda will be prepared by the calling party with input from the other party and shall be distributed four (4) calendar days prior to the meeting taking place.

2704 The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

The parties agree that it is within the jurisdiction of the Labour/Management Committee to review and make recommendations relative to those unresolved issues relating to workload and staffing including documented workload staffing reports.

2705 Workplace Safety and Health Committee

- (a) A joint Workplace Safety and Health Committee shall exist within each site to examine all aspects of safety and health within the site. Union representation on the committee shall not exceed three (3) members who shall be appointed by the Union;
- (b) The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with the *Workplace Safety and Health Act* of Manitoba and will comply with the *Workplace Safety and Health Act* of Manitoba;
- (c) The joint Workplace Safety and Health Committee shall hold meetings at regular intervals for jointly considering, monitoring, inspecting, investigating and reviewing health and safety conditions and practices within the site. The duties of the committee include:

- i) the receipt, consideration and disposition of concerns and complaints respecting the safety and health of the workers;
 - ii) participation in the identification of risks to the safety and health of workers or other persons, arising out of or in connection with activities in the workplace;
 - iii) the development and promotion of measures to protect the safety, health and welfare of the persons in the workplace, and checking the effectiveness of such measures;
 - iv) cooperation with the occupational health service, if such a service has been established by the Employer;
 - v) cooperation with a safety and health officer who is exercising his duties under the *Workplace Safety and Health Act*;
 - vi) the development and promotion of programs for education and information concerning safety and health in the workplace;
 - vii) the maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
 - viii) such other duties as may be specified in the *Workplace Safety and Health Act* regulations.
- (d) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members and posted on appropriate bulletin boards.
- (e) Unresolved issues shall be referred to the COO or designate and a response shall be provided to the Workplace Safety and Health Committee within a reasonable period of time.

2706 Violence in the Workplace

The Employer and the Union agree that no form of violence against employees will be condoned in the workplace. Both parties will work together to recognize and resolve such problems as they arise.

Any employee, who believes a situation may become abusive, shall report same to the immediate supervisor. Every reasonable effort will be made to rectify these situations to the mutual satisfaction of the parties.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

ARTICLE 28: TECHNOLOGICAL CHANGE

2801 Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

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

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

2802 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.

2803 Training Benefits

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

ARTICLE 29: UNIFORM/CLOTHING ALLOWANCE

- 2901 The Employer shall maintain all uniforms and protective or special work clothing provided by the Employer which are required to be worn on duty.
- 2902 All such items remain the property of the Employer and must not be removed from the facility. All such items 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 from the employee's regular or final **pay deposit**.
- 2903 Employees working in an unsanitary or dangerous job will be supplied with all the necessary tools, safety equipment and protective clothing.
- 2904 In recognition of the fact that, as a direct result of performing their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation, following documentation of and receipt of the incident, conditional upon hospital procedures and policies having been followed. The validity of such compensation payment will be determined by the Employer.
- 2905 Where the Employer requires that safety shoes be worn, the employee shall be provided with a safety shoe allowance to a maximum of seventy-five dollars (\$75) (one hundred dollars (\$100) effective January 1, 2009) per year upon presentation of a receipt. New employees will receive the allowance upon completion of their probationary period. An employee must wear safety shoes at all times while at work.

ARTICLE 30: EMPLOYEE BENEFITS

- 3001 Enrolment in the Healthcare Employees Benefit Plan Group Life Insurance is a condition of employment for all employees, providing the employee qualifies under the conditions of the plan.

3002 Dental Plan

The conditions of the current dental plan will be maintained until August 31, 2002. For work done on or after September 1, 2002 the plan will pay a percentage of basic and major dental expenses in accordance with the 2002 Manitoba Dental Association fee schedule. For work done after January 1, 2003 the current dental plan will pay a percentage of basic and major dental expenses in accordance with the Manitoba Dental Association fee schedule in place at the time the services are provided.

3003 HEB Manitoba Disability and Rehabilitation Plan

The **HEB Manitoba** Disability and Rehabilitation Plan shall continue to be implemented for all eligible employees. Effective April 1, 2005, the Employer will contribute to a

maximum of 2.3% of base salary to fund the **HEB Manitoba** Disability and Rehabilitation Plan.

The parties agree that income protection will be used to offset the elimination period. Once the elimination period has been exhausted, the 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 **HEB Manitoba** Disability and Rehabilitation plan is one hundred and nineteen (119) calendar days.

- 3004 (i) The Parties agree to participate in the **HEB Manitoba Pension Plan** in accordance with its terms and conditions including established contribution rates as set out in the **HEB Manitoba Pension Plan** Trust Agreement, **HEB Manitoba** Pension Plan text and other applicable written policies and guidelines.

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

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

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

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

- ii) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this agreement but shall be subject to adjudication in accordance with the terms of HEPP.
- iii) In the event that the contributions required by the HEPP Plan text are not sufficient to fund the necessary pension benefits, the parties to this agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.

3005 Extended Health Care Plan / Health Spending Account (HSA)

The following benefit improvements will be applied through **HEB Manitoba** 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 **HEB Manitoba** “Enhanced” Extended Health Care Plan.
- Effective April 1, 2009, the “Enhanced” Plan premiums will be paid fifty percent (50%) by the Employer and fifty percent (50%) by the employee.
- There will be a three (3) month enrolment period of January 1, 2009 to March 31, 2009, 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 April 1, 2009, will, as a condition of employment, be required to participate in the “Enhanced” Plan subject to plan text enrolment requirements unless they are eligible to waive participation in accordance with the plan text.
- Any other enrolment changes will be as per the **HEB Manitoba** plan text.

2. Health Spending Account (HSA):

- 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 **HEB Manitoba** Disability “Enhanced” Extended Health Benefit 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 1st to December 31st.
- In order to be eligible for the HSA an employee must be enrolled in the “Enhanced” Extended Health Care Plan.
- New employees hired on or after April 1, 2010, who become enrolled in the “Enhanced” Extended Health Care Plan will commence HSA coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.
- Unutilized HSA monies are not carried over to the subsequent year.

3006 Premiums when on Unpaid Leave of Absence (LOA)

Employees will pay the Employer’s and the employee’s share of Group Health, Dental, Group Life and Disability & Rehabilitation (D&R) when on any unpaid LOA.

Subject to the terms of the plan, where an employee is on any return to work program where all or a portion of the employee’s wages are being paid by the Employer, the Employer will pay the Employer’s share of the premiums on the condition the employee is paying their share.

ARTICLE 31: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES

3101 Income Protection in Case of Illness

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

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

3102 Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

3103 Annual Vacations

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

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

Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern the amount of vacation pay for the current vacation year.

- 3104 (a) Unless otherwise mutually agreed between the employee and the Employer, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee. A part-time employee's accrued vacation pay shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in 1513.
- (b) Part-time employees working additional shifts accrue additional vacation pay, not additional vacation time.

3105 General Holidays

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

General Holiday pay earned in accordance with 3105 shall be considered as paid hours for the purpose of accruing seniority.

3106 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or biweekly hours of work as specified in Article 18.

3107 Bereavement Leave

An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a parent, step-parent, wife, husband, child, stepchild, brother, sister, mother-in-law, father-in-law, common-law spouse, same sex partner, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé and any other relative who had recently been residing in the same 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. Bereavement Leave may be extended by up to two (2) additional days without loss of pay and benefits as may be necessitated by reason of travel to attend the funeral. One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.

3108 Assignment

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

- 3109 (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be divided as equitably as possible amongst those employees who have requested additional hours. It is further understood that such additional hours shall be offered only to the extent that they do not incur any overtime costs to the Employer.
- (b) Should the part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer.
- (c) i) Additional casual hours worked by a part-time employee shall be included in the determination of seniority.
- ii) Additional casual 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.
- iii) No benefits other than those referenced in i) and ii) above shall be based on additional casual shifts.
- iv) When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 703 (a), she shall be entitled to income protection benefits and Bereavement Leave.
- (d) A part-time employee who works additional available hours in a lower paid classification shall be remunerated in accordance with Article 1405. An employee who works additional available hours in a higher classification shall be remunerated in accordance with Article 1404 (a).

3110 Callback

A part-time employee required to report back to work outside her regular working hours shall be paid at the applicable rate of pay for all hours worked or a minimum of three (3) hours whichever is greater. Where an employee is called in within two (2) hours prior to the commencement of her next scheduled shift she will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

3111 Compassionate Care Leave

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

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

The employee must give the Employer a copy of the physician's certificate as soon as possible.
- (e) A family member for the purpose of this article shall be defined as:
 - i) a spouse or common-law partner of the employee;
 - ii) a child of the employee or a child of the employee's spouse or common-law partner;
 - iii) a parent of the employee or a spouse or common-law partner of the parent;
 - iv) or any other person described as family in the applicable regulations of the *Employment Standards Code*.
- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence,

the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

- (g) Seniority shall accrue as per Article 1203 (c) & 1205 (d). (unpaid leaves)
- (h) Subject to the provisions of 1303 (b), 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 Articles 1711, 1713 and 3107.

ARTICLE 32: SPECIAL PROVISIONS RE: PART-TIME EMPLOYEES OCCUPYING MORE THAN ONE POSITION

Notwithstanding the provisions provided elsewhere in this Agreement, it is agreed that the following will apply to employees occupying more than one (1) part-time position. It is understood that the occupying of more than one (1) position may occur within the site(s) of the Employer.

- 3201 Part-time employees shall be eligible to apply for and be awarded more than one (1) part-time position. Where it is determined that it is not feasible for the successful applicant to work in more than one position, the successful applicant will have the option of assuming the position applied for and relinquishing her former position. If approved it is understood that at no time will the arrangement result in a violation of this Agreement or additional cost to the employer.
- 3202 At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT.
- 3203 Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time (i.e., the status will not be converted to full-time), and the provisions of Article 31 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 3204 All salary and benefit plans shall be applied on the basis of all regular hours worked.
- 3205 Seniority, vacation, income protection and retirement bonus shall be accrued on the basis of regular hours worked.
- 3206 Requests for scheduling of such absences as vacation, paid or unpaid leaves of absence shall be submitted to each department/site supervisor/manager and will be considered independently based on the operational requirements of each department/site.

An employee on an approved vacation in one position, and working in the second position shall be paid at straight time rates for regular hours worked in that position.

- 3207 Employees taking on an additional position will be subject to a four (4) month trial in accordance with Article 1403.
- 3208 Where an approved arrangement is subsequently found to be unworkable by the Employer, upon two (2) weeks' written notice, the affected employee will be required to relinquish one of the positions occupied. The employee shall have the option of being offered additional available shifts in the same occupational classification and at the same site where the position was relinquished and in the same manner as laid off employees are offered such shifts under Article 2306. Such preferential consideration shall apply for a period of one year or until such time as the employee secures an alternate position, whichever occurs first.
- 3209 Where an approved arrangement is later found to be unworkable by the employee, she shall be required to give two (2) weeks' written notice, exclusive of vacation, that she wishes to relinquish one of the positions held.
- 3210 The provisions of 1806 (b) may be waived by mutual agreement between the Employer and the employee.

ARTICLE 33: SPECIAL PROVISIONS RE: CASUAL EMPLOYEES

- 3301 The words "casual employee" shall mean a person who replaces an absent employee or is called in to supplement staff coverage in emergency situations. The terms of this Agreement shall not apply to such casual employee, except:
- (a) Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly pay period.
 - (b) Casual employees shall be paid not less than the start rate of the position to which they are assigned.
 - (c) Casual employees shall be entitled to the shift premium(s) outlined in Article 20.
 - (d) Casual employees required to work on a recognized holiday shall be paid at the rate specified in Article 1602.
 - (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 1901, 1902 (a), (b) and (d).
 - (f) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees as stated in Article 2.

- (g) The Employer agrees to deduct Union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.
- (h) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- (i) A casual employee reporting for work as requested by the Employer and finding no work available shall be guaranteed three (3) hours pay at her basic rate of pay.
- (j) Casual employees shall commence accruing seniority for the purpose of vacancy selection only. Where the casual employee does not achieve permanent status, accrual of seniority shall also include any hours worked in a term position or hours worked in the probationary period of a permanent position. Where a vacancy is not awarded to a permanent employee in accordance with Article 1202, the position shall be awarded to the most senior casual applicant within the site subject to the employee being able to meet the physical requirements of the job, having the necessary qualifications and a good employment record. The seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.
- (k) Casual employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular **pay deposit**.
- (l) A full-time or part-time employee who resigns and who, within thirty (30) calendar days, is rehired as a casual employee shall be paid at the same increment step as she received in her former position.
- (m) Articles 10 and 11 herein apply only with respect to the terms of this article.

ARTICLE 34: INSURANCE COVERAGE

3401 The Employer shall provide liability insurance coverage under the terms and conditions of the insurance provider.

ARTICLE 35: OVERPAYMENTS

3501 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

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

3502 The Employer shall notify the employee of an overpayment error by letter within ten (10) business days of discovery.

Where the value of overpayment is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred and fifty dollars (\$150.00), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.

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

WAGE INCREASES

Effective April 1, 2012: Increase hourly rate by 0%
Effective April 1, 2013: Increase hourly rate by 0%
Effective April 1, 2014: Increase hourly rate by 2.50%
Effective April 1, 2015: Increase hourly rate by 2.50%
Effective April 1, 2016: Increase hourly rate by 2.00%

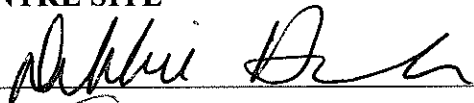
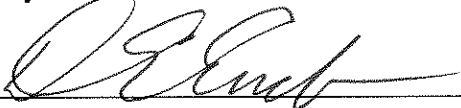
LONG SERVICE STEP

1. Effective October 1, 2014, (October 1, 2012, for all nursing/professional-technical classifications as per existing LOUs) 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 twelve (12) consecutive months.
2. Employees who do not meet the above criteria on October 1, 2014, shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in #1 above.

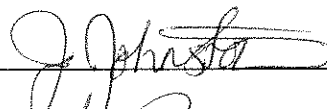

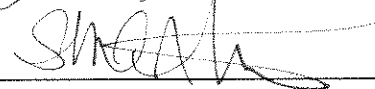
Note: For the purpose of #1 and #2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (full-time, part-time, or term).

This Agreement signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-01

RE: LOCAL ISSUES


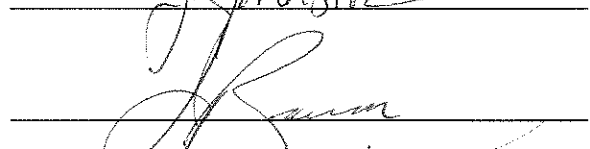
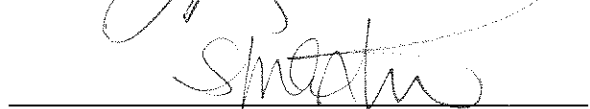
All Local Letters of Understanding and Local issues agreed to in the Memorandum of Settlement and Interest Arbitration Award document dated **April 30, 2015**, or otherwise agreed to, shall be deemed to be included in this Memorandum of Settlement and subsequent individual collective agreements.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**




**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-02

RE: STAFFING REVIEW

Whereas the parties recognize that there may be a proliferation of regular positions having a low EFT and a proliferation of utilization of casual work;

And whereas it is the intent of the parties to maximize the EFT of part-time positions and the creation of as many full-time positions as is reasonably possible;

And whereas by minimizing the use of casual work, the parties agree that there will be the potential to convert casual employment into regular employment status;

And whereas the parties wish to investigate and address these issues;


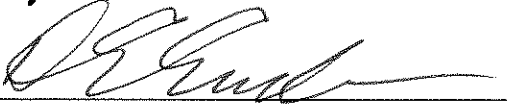
Now therefore the parties have agreed that these issues will be examined utilizing the following guidelines:

- (a) When it is determined by the Employer that a vacancy will be filled, the Employer and the Union will examine the potential of reallocating part, or all of the vacant EFT of part-time positions, in accordance with the collective agreement, to qualified part-time employees within the relevant classification, within the service department/patient care unit, within the site or within the facility. Only part-time vacancies of .4 EFT or less will be examined for reallocation.
- (b) Part-time employees who wish to increase their EFT under the provisions of this Letter of Understanding will be required to indicate in writing to the Employer within sixty (60) days of ratification of the Collective Agreement and no later than May 1 of each year thereafter.
- (c) The Employer and the Union will meet in order to identify the most appropriate method of reallocating such EFT. Unless otherwise mutually agreed, such reallocation will not require job posting under Article 14 or invoking of any provisions of Article 23.
- (d) In the event that mutual agreement cannot be reached regarding the reallocation of additional hours, a regular part-time position will then be posted.
- (e) The nature and the rate of utilization of additional hours (including casual hours) worked will be examined by the Employer and the Union on a semiannual basis, during the second and fourth quarter of each calendar year, to determine whether such hours may be incorporated into regular positions or, whether regular or term positions could be created based on operational need. If it is determined that regular or term positions will be created, the Union and the Employer will meet to discuss the process under which the newly created positions will be posted or allocated.

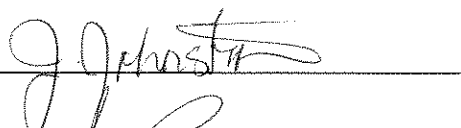
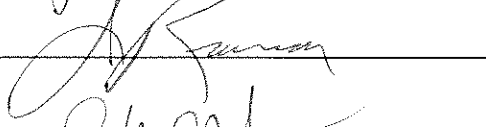
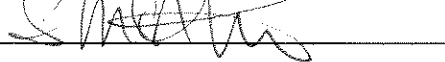
- (f) New letters of employment will be issued when an employee's EFT is increased or a casual employee is confirmed to regular employment.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbe/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-03

RE: GENERAL WAGE STANDARDIZATION FUND

The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a "General Wage Standardization Fund" will be provided and allocated as follows:

Phase I

- May 1, 2003 = \$2,590,000 (includes 0.60% standardization increase for all - compounded)
- May 1, 2004 = \$1,230,000
- May 1, 2005 = \$1,230,000

Phase II

- April 1, 2006 = \$5,840,000 (total amount for utilization on a sectoral basis)*
- April 1, 2007 = \$5,840,000 (total amount for utilization on a sectoral basis)*
- March 31, 2008 = \$3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 = \$3,000,000 (total amount for utilization on a sectoral basis)

*Note: Standardization Funds identified in the previous collective agreement are included in sectoral value.

PRINCIPLES:

i) Distribution of General Wage Standardization Fund:

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

- May 1, 2003 = complete
- May 1, 2004 = 10.08%
- May 1, 2005 = 10.08%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

- April 1, 2006 = 36.87%
- April 1, 2007 = 36.87%
- March 31, 2008 = 18.94%
- March 31, 2009 = 7.32%. The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support collective agreements, is to complete Wage Standardization across the support sector by March 31, 2009.

Note: Wage Standardization adjustments to be applied prior to economic wage increases.

ii) Phase I – Method for calculation of retroactive payment:

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- 1) Apply percentage referenced above to total differential.
- 2) Multiply result of one (1) above times number of eligible paid regular hours in the 12-month period.

Example: Percentage = 10.08%
 Total differential = \$1.50
 # Eligible Paid Regular Hours = 1000

Calculation = 10.08% x \$1.50 x 1000 = \$151.20

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable Employer pension plan. Retired employees must apply in writing for retroactivity.

iii) A six (6) step salary scale will be established effective April 1, 2006:

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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Exclusions: Health Care Aide - Untrained
 Activity Aide - Uncertified
 Trades classifications
 Professional / Technical classifications
 Nursing classifications
 'No Match' classifications

iv) A three percent (3%) differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);

v) For the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:

- (a) Placement onto newly established scale at nearest step affording an increase.
- (b) Cannot result in placement on standard scale at a lower step than current step on scale.
- (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service

years to be determined with use of Article 2103. Illustration of step placement provided in Example 2.

- (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at Step 6 of the newly established scale. Illustration of step placement provided Example 3.

Example 1

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5
	↓	↓	↓	↓	↓	↓
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 2

Incumbents may be placed onto 'New Scale' at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 2103 of collective agreement.
i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	
					↘	
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 3

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	↓	↓	↓	↓	↓		↙
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	

vi) Present Incumbent Only (PIO):

- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an Employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries:



Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
 - (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
 - (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.
- viii) Positions identified as unique (i.e., 'No Match' or no comparison to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.
- ix) Future salary increments to be processed in accordance with collective agreement Article 2103.
- x) Should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

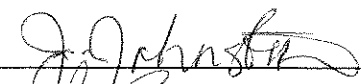


Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-04

RE: IMPACT OF HOURS OF WORK REDUCTION ON PENSION PLAN

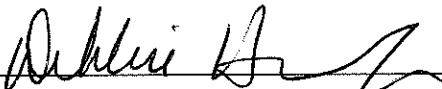
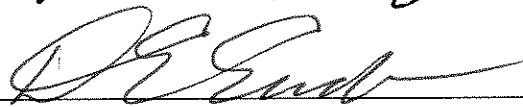
Whereas a collective agreement called for a reduction in the paid hours of work from November 15, 1996 to April 29, 1999;

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

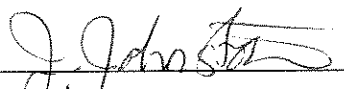
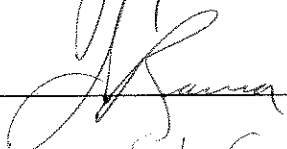
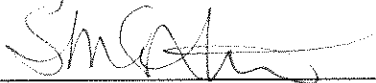
THEREFORE, the parties further agree that every employee who receives a benefit at a time when her average earnings calculation includes part or all of the period of November 15, 1996 to April 29, 1999, shall have that benefit calculated by using notional earnings. Notional earnings are those earnings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

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

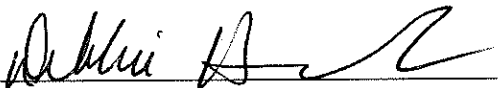
LETTER OF UNDERSTANDING 15-05

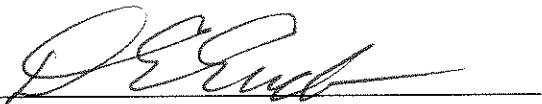
**RE: AMNESTY FROM PROVINCIAL WAGE/HOURS OF WORK
REDUCTION LEGISLATION**

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


Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

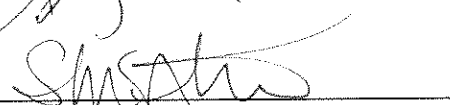




**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**







MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-06

RE: REASONABLE ACCOMMODATION/RETURN TO WORK

Reasonable Accommodation

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

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

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

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

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

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

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

Return to Work

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

(cont. on page 70)



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LETTER OF UNDERSTANDING 15-06

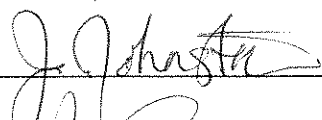
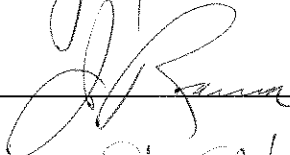
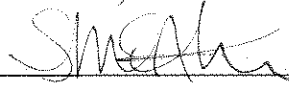
RE: REASONABLE ACCOMMODATION/RETURN TO WORK

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-07

RE: 9.69 ("10") HOUR SHIFT SCHEDULE

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer, however this will occur within three (3) months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2,015 annual hours) may be 7.5 hours (1,950 annual hours) in applicable classifications with appropriate adjustments.
- A "10" hour shift for employees working 7.5 hours (1,950 annual hours) will be 9.38 hours per day.

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

TRIAL AND IMPLEMENTATION

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

HOURS OF WORK

- (a) Full-time hours of work shall provide twenty-four (24) shifts of 9.69 ("10") hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 9.69 ("10") hour duration and shifts of other lengths that equal 77.5 hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
 - A maximum of four (4) consecutive shifts of 9.69 ("10") hours.
 - At least two (2) consecutive days off at one time.
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of two (2) twenty-five (25) minute rest periods and exclusive of one (1) meal period of thirty (30) minutes.

INCOME PROTECTION

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

GENERAL HOLIDAYS

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

VACATION

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

SHIFT PREMIUM

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

OVERTIME

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

BEREAVEMENT



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

TERMINATION OF MEMORANDUM OF UNDERSTANDING



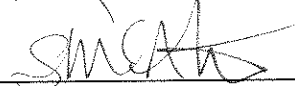
Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 9.69 ("10") hour shift schedule may terminate the modified shift schedule.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-08

RE: 11.625 ("12") HOUR SHIFT SCHEDULE

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer; however, this will occur within three (3) months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2,015 annual hours) may be 7.5 hours (1,950 annual hours) in applicable classifications with appropriate adjustments.
- A "12" hour shift for employees working 7.5 hours (1,950 annual hours) will be 11.25 hours.

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

TRIAL AND IMPLEMENTATION

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

HOURS OF WORK

- (a) Full-time hours of work shall provide twenty (20) shifts of 11.625 ("12") hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 11.625 ("12") hour duration and shifts of other lengths that equal 77.5 hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
 - A maximum of four (4) consecutive shifts of 11.625 ("12") hours
 - At least two (2) consecutive days off at one time
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of a total of sixty (60) minutes paid rest period(s) and exclusive of forty-five (45) minutes of meal period(s).

INCOME PROTECTION

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

GENERAL HOLIDAYS

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

VACATION

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

SHIFT PREMIUM

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

OVERTIME

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

BEREAVEMENT

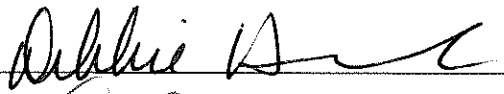

Subject to the provisions of the collective agreement, Bereavement Leave shall be paid for all hours scheduled.

TERMINATION OF MEMORANDUM OF UNDERSTANDING

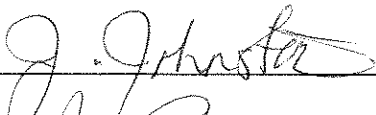


Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 11.625 ("12") hour shift schedule may terminate the modified shift schedule.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-09

RE: MODIFIED SHIFTS OF LESS THAN REGULAR HOURS OF WORK


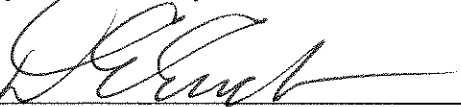
The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than seven and three-quarter (7.75) hours or seven and one-half (7.5) hours, as the case may be (hereinafter referred to as "regular hours of work").

1. The terms and conditions of the Collective Agreement shall apply to part-time employees working shifts of less than regular hours of work except as provided thereafter.
2.
 - Shifts of three (3.0) to five (5.0) paid hours shall include one (1) twenty (20) minute rest period.
 - Shifts of greater than five (5.0) paid hours up to and including six (6) paid hours shall include one (1) twenty (20) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
 - Shifts of greater than six (6) hours up to the regular hours of work shall include two (2) twenty (20) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
3. In the event that an employee is required to work beyond the end of her scheduled shift, she shall be paid for all hours worked beyond the shift at her basic salary up to the regular hours of work. Overtime rates of pay shall be applicable for time worked in excess of regular hours work, in accordance with Article 1901.




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

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-10

RE: REDEPLOYMENT PRINCIPLES

1. PURPOSE:

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of 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 out in 4.02 herein.

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

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

2. SENIORITY:

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

3. TRIAL PERIOD:

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

4. NEW AND VACANT POSITIONS:

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

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

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority [as per “sending” Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);
- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;

- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-à-vis qualification requirements;
- (f) once an employee has been permanently redeployed and has completed the trial period with a receiving employer, she/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 purposes 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 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 Committee.

9. ADMISSION OF NEW MEMBERS:

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

10. ACCEPTANCE OF LETTER OF UNDERSTANDING:

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

11. DURATION:

- 11.01 This Letter of Understanding shall be in full force and effect for an indefinite period commencing the date of signing. In the event that any one of the parties signatory to this

Letter of Understanding wishes to terminate its participation in this Letter of Understanding it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or employer in respect of its collective agreement. Such termination shall not invalidate this Letter of Understanding as affects the other signatories except for the specific employer or bargaining agent that is party to the relevant and affected collective agreement.

12. AMENDMENTS:

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

13. APPEAL PANEL:

- 13.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of 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 the Participating Unions who are not directly involved in the dispute.

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

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

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



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.

Any dispute under the Letter of Understanding shall not be resolved by grievance or arbitration pursuant to the collective agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

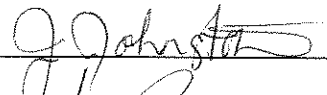
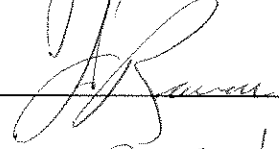
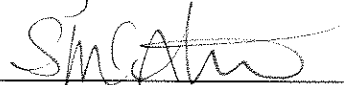
This Letter of Agreement confirms that the above-named parties have ratified the Letter of Understanding on Redeployment Principles which is appended to and forms part of this Letter of Agreement.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-11

RE: WINNIPEG REGIONAL HEALTH AUTHORITY

WHEREAS the Winnipeg Regional Health Authority (WRHA) may in the future provide services to the Employers as part of continuing health reform initiatives;

AND WHEREAS the above initiatives may impact upon the employment security of employees covered by this Agreement;

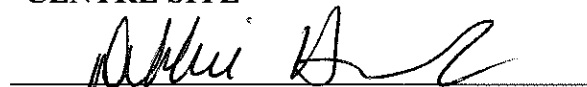


AND WHEREAS the Employer and the Union desire to assist employees who may be directly impacted by such initiatives;

IT IS THEREFORE AGREED THAT:

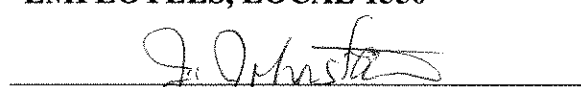


- i) The Employer will provide pertinent information to the Union in a timely manner as it becomes available;
- ii) The Employer and the Union will meet to discuss matters of mutual concern and agree to make every effort to examine all possible options, including, but not limited to, redeployment issues.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16


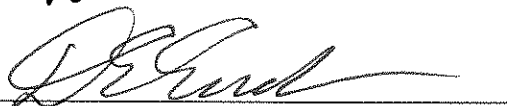
LETTER OF UNDERSTANDING 15-12

RE: RELIEVING ALLOWANCE

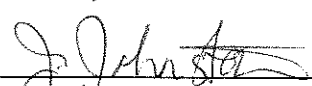


This will confirm that the Canadian Union of Public Employees, Local 1550 and the Health Sciences Centre agree that employees will not receive the relieving allowance under clauses 2104 and 2110 in those cases where relieving a supervisor has been established as forming part of the normal job functions and where this requirement has been recognized by the job evaluation process.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-13

RE: WEEKEND WORK

This is to confirm that the Canadian Union of Public Employees Local 1550 and the Health Sciences Centre agree that part-time employees who, as a condition of employment accept positions designated as "weekend" work, shall waive the right to:

(a) have every third weekend off;


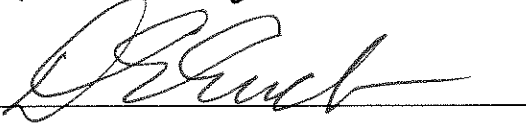

OR

(b) have the regular time worked on weekends paid for at overtime rates as stipulated in the clause relating to weekends off.

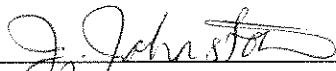
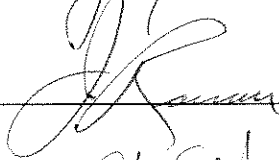
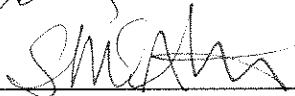
All other provisions of the Collective Agreement between the Canadian Union of Public Employees, Local 1550 and the Health Sciences Centre shall apply to these employees.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-14-A

BETWEEN

**CUPE Local 500 and Riverview Health Centre
CUPE Local 1550 and WRHA – Health Sciences Centre Site
CUPE Local 1599 and WRHA – Grace Hospital Site
CUPE Local 1973 and Concordia Hospital
CUPE Local 2509 and Seven Oaks General Hospital
CUPE Local 4641 and WRHA – Nutrition and Food Services
– Regional Distribution Facility**

RE: STAFF MOBILITY WITHIN WRHA

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 healthcare 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 collective agreement 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 of understanding 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 Employer(s) will notify the unions, 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 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 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, 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).

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 acquainted 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.

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 nine (9) facilities, 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.

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 nine (9) facilities;
- Applicants external to the nine (9) facilities.

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.

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).

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 between a signatory Union(s) and a signatory Employer(s) regarding the application, interpretation or alleged violation of this memorandum of

understanding, 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.

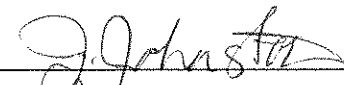
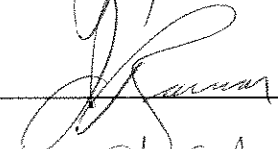

Any costs incurred by either of the parties to the dispute, preceding or during arbitration proceedings, shall be borne by the parties incurring such costs, but cost of the arbitrator shall be borne by the parties in equal shares.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MEMORANDUM OF INTERPRETATION 15-14-B

BETWEEN

**CUPE Local 500 and Riverview Health Centre
CUPE Local 1550 and WRHA – Health Sciences Centre Site
CUPE Local 1599 and WRHA – Grace Hospital Site
CUPE Local 1973 and Concordia Hospital
CUPE Local 2509 and Seven Oaks General Hospital
CUPE Local 4641 and WRHA – Nutrition and Food Services
– Regional Distribution Facility**

**RE: STAFF MOBILITY APPLICABLE TO THE CUPE FACILITIES
WITHIN WRHA**



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 5A, the Employer shall endeavour to the greatest degree possible, to transfer such employee into a position which is within .2 of the EFT of the position occupied by the employee at the sending facility.

It is further agreed that should it be necessary to temporarily transfer employees from one facility to another due to extreme or emergency circumstances, in accordance with Article 5B as much notice as possible shall be provided to such employee. 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.



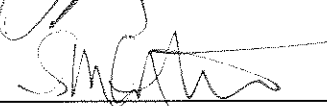
It is further agreed that periods of orientation in Article 5A (iii) and 5B (v) shall be considered time worked.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-14-C

BETWEEN

**CUPE Local 500 and Riverview Health Centre
CUPE Local 1550 and WRHA – Health Sciences Centre Site
CUPE Local 1599 and WRHA – Grace Hospital Site
CUPE Local 1973 and Concordia Hospital
CUPE Local 2509 and Seven Oaks General Hospital
CUPE Local 4641 and WRHA – Nutrition and Food Services
– Regional Distribution Facility**

RE: PURPOSE OF IMPLEMENTING STAFF MOBILITY

The parties agree that for the purposes of implementing the Letter of Understanding Re: Staff Mobility and the Memorandum of Interpretation Re: Staff Mobility, the following shall apply:

1. The primary emphasis of the Mobility Agreement is to facilitate the voluntary transfer of employees with programs, to vacancies, or on a temporary basis.
2. The Employer agrees that the provisions of Section 5B (iv) of the Mobility Agreement shall be utilized only under extenuating and emergency circumstances, and further, shall be implemented only in accordance with the following:

Emergency:

- (a) In any emergency or disaster, employees are required to perform duties as assigned notwithstanding any contrary provision in the Agreement.

For purposes of this Memorandum, emergencies will be those situations which directly affect the safety or well-being of patients in the Facility.

In the event of the declaration of an emergency, written confirmation of same will be given to the President of the Local by the Administrator.

- (b) Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of overtime Articles shall apply to overtime hours worked.
 - (c) This clause is subject to the *Labour Relations Act* of Manitoba.
3. (a) Issues related to orientation will be referred immediately to the joint committee under Article 27 - Joint Labour/Management, in order to ensure a standardized, effective orientation structure, duration and content.

- (b) Orientation for employees transferring with programs shall be provided in accordance with Section 5A (iii) of the Mobility Agreement and shall take into consideration the individual needs of the transferring employee.
 - (c) Orientation for employees temporarily transferring to another facility in accordance with the provisions of Section 5B of the Mobility Agreement and section #2 of this Memorandum, shall be provided in accordance with 5A (iii) of the Mobility Agreement, if reasonably possible.
4. (a) It is agreed that 5A (ii) of the Mobility Agreement shall include portability of hours of service since the last increment for purposes of calculating the next increment.
- (b) It is agreed that vacation earned at the sending facility shall not be paid out upon transfer unless the employee requests.
5. The statement re: "personal transportation" in the Memorandum of Interpretation re: Staff Mobility will be expanded to include the following:



Return transportation will be provided by the Employer, if the employee requests transportation or if personal transportation is not available. If personal transportation is utilized, the following shall apply:

- (a) Parking in close proximity to the "receiving facility" will be made available.
- (b) Parking expenses shall be reimbursed to the employee by the Employer.
- (c) The employee shall be eligible for transportation reimbursement of thirty cents (\$0.30) per kilometre for travel in accordance with the following formula, subject to a minimum guarantee of three dollars (\$3.00).


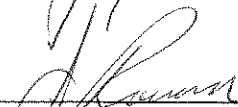

Distance (in kms) from the employee's home to the "receiving facility" minus the distance (in kms) from the employee's home to the "sending facility".

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-14-D



RE: EXPANDED STAFF MOBILITY

It is agreed that it is in the best interest of the parties to expand the scope of the current Staff Mobility Agreement, in order to facilitate the movement of staff within and across the acute, long term and community health care sectors as required to address systemic needs.

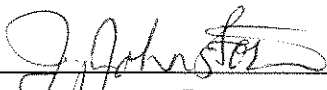


To that end, the parties agree to participate in a multi-union, multi-employer committee to discuss work toward the development of a framework that will achieve this desired result.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-14-E

BETWEEN

**CUPE Local 500 and Riverview Health Centre
CUPE Local 500 and Winnipeg Regional Health Authority
CUPE Local 1550 and WRHA – Health Sciences Centre Site
CUPE Local 1599 and WRHA – Grace Hospital Site
CUPE Local 1973 and Concordia Hospital
CUPE Local 2509 and Seven Oaks General Hospital
CUPE Local 4641 and WRHA – Nutrition and Food Services – Regional Distribution Facility**

AND

WINNIPEG REGIONAL HEALTH AUTHORITY

RE: STAFF MOBILITY WITHIN THE WRHA SYSTEM (II)

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 endeavour 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.
2. 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.

3. **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 honoured 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 honoured and operational requirements will be taken into account.
4. **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.
5. **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.
6. **Pre-Retirement Credits:** To be calculated in days at the sending facility.
7. **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.
8. **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
9. **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.

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.

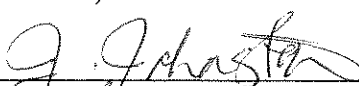

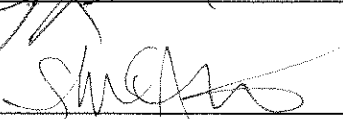
12. Bridging Time for the Purposes of Mobility: An employee who commences employment with the receiving facility within six (6) weeks of termination of employment with the sending facility will be entitled to mobility of seniority, service and benefits as above.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-15



RE: REPRESENTATIONAL ABORIGINAL WORK FORCE

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

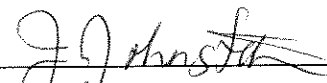

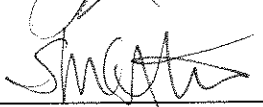
- (a) Identify provisions in the collective agreement that may be discouraging the recruitment and retention of Aboriginal workers in health care;
- (b) Develop strategic initiatives and programs that:
 - Foster mutual respect, trust, fairness, open communication and understanding;
 - Focus on recruiting, training and career development of Aboriginal workers;
 - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the work force;
 - Facilitate constructive race and cultural relations.
- (c) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative work force.
- (d) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.
- (e) The Union assumes no responsibility for costs associated with the initiative.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-16

RE: MAINTENANCE OF WAGE STANDARDIZATION

WHEREAS Health Care 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;

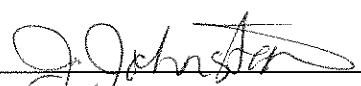

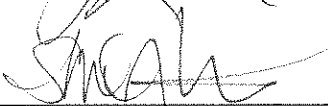
THEREFORE the Parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support Collective Agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification 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 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16


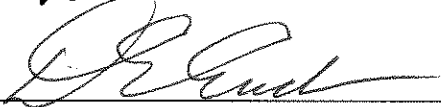

LETTER OF UNDERSTANDING 15-17

RE: UTILIZATION OF EMPLOYEE PORTION OF EMPLOYMENT INSURANCE (EI) REBATE, TRAINING AND EDUCATION FUND

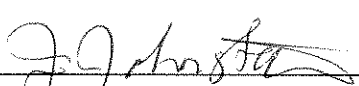

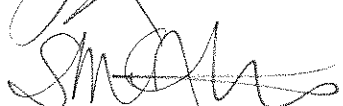
The Parties agree that, three (3) pay periods following date of ratification, the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the CUPE Provincial Health Care Council (PHCC). It will be the responsibility of the PHCC to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-18

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 six (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 systematic 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.

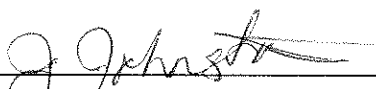


The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the Collective Agreement and will be extended if agreed to between the Parties.

Signed this 21st day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

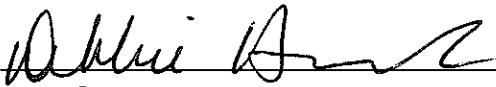

LETTER OF UNDERSTANDING 15-19

RE: PENSION OR BENEFIT PLAN IMPROVEMENTS

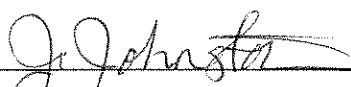
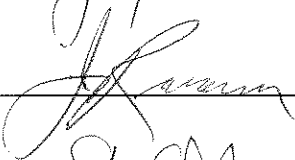
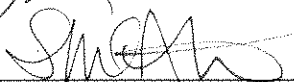
During the term of the **2012 to 2017** Collective Agreement, should another health care union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbc/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-20

RE: MAINTENANCE SUPERVISORS

Whereas, the Maintenance Supervisors at the Health Sciences Centre Site were formerly represented by the Manitoba Government and General Employees' Union (MGEU) Trades (former MLB Certificate No. 5897) and were subsequently incorporated into the Canadian Union of Public Employees, Local 1550 through the process of bargaining unit restructuring, and;

Whereas the parties have agreed that they would endeavour to limit the adverse effects of the bargaining unit restructuring process on the terms and conditions of employment specific to the Maintenance Supervisors.

IT IS THEREFORE AGREED THAT:

1. Terms and conditions of employment contained in the CUPE 1550/HSC Collective Agreement will be in full force for the Maintenance Supervisor group as well as those provisions contained within a Memorandum of Agreement re. Maintenance Supervisors between the parties dated May 23, 2006.
2. In the event that any provision of the Memorandum of Agreement re. Maintenance Supervisors dated May 23, 2006, conflicts with a provision contained within the CUPE 1550/HSC Collective Agreement, the Memorandum of Agreement shall prevail.
3. Amendments to the Memorandum of Agreement re. Maintenance Supervisors dated May 23, 2006, will be made at the same time, and in the same manner, as amendments to the Collective Agreement (as per Article 2 - Duration). Only members listed in clause 2 of the Memorandum of Agreement shall be party to changes to the Memorandum of Agreement.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

LETTER OF UNDERSTANDING 15-21

RE: SICK BENEFIT FUND

Whereas the Parties hereby agree that the Employer will no longer credit the Sick Benefit Fund under Article 1315 as of the ratification date of this collective agreement from April 1, 2008 to March 31, 2012. Further that:

The Parties agree to meet during the term of this Collective Agreement to determine the most appropriate usage of the remaining funds that are presently within the Sick Benefit Fund at the time of ratification of the Collective Agreement.



Therefore the Parties further agree that until such time as the Union and Employer jointly agree otherwise, the existing Fund will continue to be administered and used as follows:

1. The remaining amount in the Fund, as of the date of ratification, will be administered by a committee comprised of the Secretary-Treasurer, President or designate of the Union, the Director of Human Resources-HSC or designate of the Employer.
2. The Fund will continue to be used to provide employees with supplementary sick pay benefits during long-term substantiated personal illness to a maximum of 700 hundred hours of insurable earnings. Once approved, payment will be made through the Payroll Office. The employee will be transferred to the CUPE Sick Benefit Fund cost centre for such period as such supplementary sick pay benefits are payable.
3. Benefits are payable after eighty-five (85) working days of accumulated income protection credits and/or Employment Insurance Sick Benefits are exhausted, and the employee is still awaiting a decision regarding their disabilities benefits application.
4. If disability benefits under this Letter of Understanding are subsequently approved, the employee must repay the benefits received from the Sick Benefit Fund and may be required to pay the EI Sick Benefits. Employees are required to sign a commitment in this regard.
5. The employee will receive benefits until one of the following events occurs, whichever occurs first:
 - (a) The employee returns to work;
 - (b) The employee receives the allocated number of hours (700 hours) of benefits;
 - (c) The employee's application for Long-Term Disability (LTD) is approved;
 - (d) The fund has insufficient funds.
6. The Finance Department will issue monthly a statement of activity to the offices of the Director, Human Resources-HSC who will provide a copy to the offices of CUPE Local 1550 until such time as the Fund is exhausted.

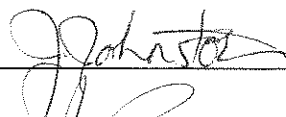


7. The Fund will be closed upon the exhaustion of the remaining amount and this benefit will no longer be made available to employees.

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

MK:cbe/cope 491
26-Jan-16

LETTER OF UNDERSTANDING 15-22

RE: CLASSIFICATION REVIEW

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

- “Health Information Management Professional” Group
- Unit Clerk/Health Care Aide (HCA)
- Tenant Companion

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

Signed this 4th day of April, 2016.

**FOR WRHA – HEALTH SCIENCES
CENTRE SITE**

**FOR CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1550**

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26-Jan-16

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE APRIL 1, 2012

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Activity/ Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015 Hourly Monthly Annual	17.044 2,861.97 34,343.66	17.555 2,947.78 35,373.33	18.082 3,036.27 36,435.23	18.624 3,127.28 37,527.36	19.183 3,221.15 38,653.75	19.759 3,317.87 39,814.39		
2	Volunteer Coordinator	Supervisor of Volunteers	1950 Hourly Monthly Annual	18.327 2,978.14 35,737.65	18.877 3,067.51 36,810.15	19.443 3,159.49 37,913.85	20.027 3,254.39 39,052.65	20.628 3,352.05 40,224.60	21.246 3,452.48 41,429.70		
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	2015 Hourly Monthly Annual	15.550 2,611.10 31,333.25	16.016 2,689.35 32,272.24	16.497 2,770.12 33,241.46	16.992 2,853.24 34,238.88	17.502 2,938.88 35,266.53	18.027 3,027.03 36,324.41		
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015 Hourly Monthly Annual	17.044 2,861.97 34,343.66	17.555 2,947.78 35,373.33	18.082 3,036.27 36,435.23	18.624 3,127.28 37,527.36	19.183 3,221.15 38,653.75	19.759 3,317.87 39,814.39		
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015 Hourly Monthly Annual	17.818 2,991.94 35,903.27	18.353 3,081.78 36,981.30	18.903 3,174.13 38,089.55	19.470 3,269.34 39,232.05	20.054 3,367.40 40,408.81	20.656 3,468.49 41,621.84		
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015 Hourly Monthly Annual	17.818 2,991.94 35,903.27	18.353 3,081.78 36,981.30	18.903 3,174.13 38,089.55	19.470 3,269.34 39,232.05	20.054 3,367.40 40,408.81	20.656 3,468.49 41,621.84		
4	Housekeeping / Dietary/ Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015 Hourly Monthly Annual	16.384 2,751.15 33,013.76	16.876 2,833.76 34,005.14	17.382 2,918.73 35,024.73	17.903 3,006.21 36,074.55	18.440 3,096.38 37,166.60	18.994 3,189.41 38,272.91		
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015 Hourly Monthly Annual	18.596 3,122.58 37,470.94	19.153 3,216.11 38,593.30	19.728 3,312.66 39,751.92	20.320 3,412.07 40,944.80	20.930 3,514.50 42,173.95	21.557 3,619.78 43,437.36		
4E	Senior Messenger	Senior Messenger	2015 Hourly Monthly Annual	16.792 2,819.66 33,835.88	17.296 2,904.29 34,851.44	17.815 2,991.44 35,897.23	18.349 3,081.10 36,973.24	18.900 3,173.63 38,083.50	19.466 3,268.67 39,223.99		
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015 Hourly Monthly Annual	17.044 2,861.97 34,343.66	17.555 2,947.78 35,373.33	18.082 3,036.27 36,435.23	18.624 3,127.28 37,527.36	19.183 3,221.15 38,653.75	19.759 3,317.87 39,814.39		
4J	Senior Stating Clerk	Centralized Stating Clerk	1950 Hourly Monthly Annual	18.596 3,021.85 36,262.20	19.153 3,112.36 37,348.35	19.728 3,205.80 38,469.60	20.320 3,302.00 39,624.00	20.930 3,401.13 40,813.50	21.557 3,503.01 42,036.15		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly 18,566	19,153	19,728	20,320	20,930	21,557		
			Monthly	3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78		
			Annual	37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36		
6	Cook I (Entry)	Cook I	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		
7	Dietetic Aide	Diet Aide I	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		
8	Housekeeping Aide	Housekeeping Aide I	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		
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 15,493	15,958	16,437	16,930	17,438	17,961		
			Monthly	2,601.53	2,679.61	2,760.05	2,842.83	2,928.13	3,015.95		
			Annual	31,218.40	32,155.37	33,120.56	34,113.95	35,137.57	36,191.42		
9A	Laundry Aide II	Linen Service Aide	2015	Hourly 15,550	16,016	16,497	16,992	17,502	18,027		
			Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03		
			Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41		
13	Health Care Aide	Community Support Worker Perioperative Aide Unit Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	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		
14B	Lab Aide	Lab Aide	2015	Hourly 14,479	14,913	15,361	15,822	16,296	16,785		
			Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48		
			Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78		
15	Patient Porter	Patient Transport Assistant	2015	Hourly 16,267	16,755	17,258	17,776	18,309	18,858		
			Monthly	2,731.50	2,813.44	2,897.91	2,984.89	3,074.39	3,166.57		
			Annual	32,778.01	33,761.33	34,774.87	35,818.64	36,892.64	37,998.87		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015 Hourly Monthly Annual	16,114 2,705.81 32,469.71	16,597 2,786.91 33,442.96	17,095 2,870.54 34,446.43	17,608 2,956.68 35,480.12	18,136 3,045.34 36,544.04	18,680 3,136.68 37,640.20		
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015 Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,653.75	19,759 3,317.87 39,814.39		
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015 Hourly Monthly Annual	17,818 2,991.94 35,903.27	18,353 3,081.78 36,981.30	18,903 3,174.13 38,089.55	19,470 3,269.34 39,232.05	20,054 3,367.40 40,408.81	20,656 3,468.49 41,621.94		
15G	Purchasing Agent	Purchasing Agent	1950 Hourly Monthly Annual	22,890 3,719.63 44,635.50	23,577 3,831.26 45,975.15	24,284 3,946.15 47,353.80	25,012 4,064.45 48,773.40	25,763 4,186.49 50,237.85	26,536 4,312.10 51,745.20		
16	Clerk I	Clerk I Clerk Typist I	1950 Hourly Monthly Annual	15,550 2,526.88 30,322.50	16,016 2,602.60 31,231.20	16,497 2,680.76 32,169.15	16,992 2,761.20 33,134.40	17,502 2,844.08 34,128.90	18,027 2,929.39 35,152.65		
16A	Clerk II	Clerk II Clerk Typist II	1950 Hourly Monthly Annual	16,152 2,624.70 31,496.40	16,636 2,703.35 32,440.20	17,136 2,784.60 33,415.20	17,650 2,868.13 34,417.50	18,179 2,954.09 35,449.05	18,724 3,042.65 36,511.80		
16A	Clerk II	Messenger	2015 Hourly Monthly Annual	16,152 2,712.19 32,546.28	16,636 2,793.46 33,521.54	17,136 2,877.42 34,529.04	17,650 2,963.73 35,564.75	18,179 3,052.56 36,630.69	18,724 3,144.07 37,728.86		
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950 Hourly Monthly Annual	16,766 2,724.48 32,693.70	17,269 2,806.21 33,674.55	17,787 2,890.39 34,684.65	18,320 2,977.00 35,724.00	18,870 3,066.38 36,796.50	19,436 3,158.35 37,900.20		
16B	Clerk III	Clerk III	2015 Hourly Monthly Annual	16,766 2,815.29 33,783.49	17,269 2,899.75 34,797.04	17,787 2,986.73 35,840.81	18,320 3,076.23 36,914.80	18,870 3,168.59 38,023.05	19,436 3,263.63 39,163.54		
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950 Hourly Monthly Annual	17,403 2,827.99 33,935.85	17,925 2,912.81 34,953.75	18,462 3,000.08 36,000.90	19,016 3,090.10 37,081.20	19,587 3,182.89 38,194.65	20,174 3,278.28 39,339.30		
16D	Clerk V	Admissions Clerk V Clerk V	1950 Hourly Monthly Annual	18,063 2,935.24 35,222.85	18,605 3,023.31 36,279.75	19,164 3,114.15 37,369.80	19,738 3,207.43 38,489.10	20,331 3,303.79 39,645.45	20,940 3,402.75 40,833.00		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16D	Clerk V	Unit Supplies Coordinator	2015 Hourly Monthly Annual	18,063 3,033.08 36,396.95	18,605 3,124.09 37,489.08	19,164 3,217.96 38,615.46	19,738 3,314.34 39,772.07	20,331 3,413.91 40,966.97	20,940 3,516.18 42,194.10		
16E	Ward Clerk	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	2015 Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,653.75	19,759 3,317.87 39,814.39		
16E	Ward Clerk	Unit Clerk - Children's Clinic	1950 Hourly Monthly Annual	17,044 2,769.65 33,235.80	17,555 2,852.69 34,232.25	18,082 2,938.33 35,259.90	18,624 3,026.40 36,316.80	19,183 3,117.24 37,406.85	19,759 3,210.84 38,530.05		
16F	Health Records Technician	Coding Technologist	1950 Hourly Monthly Annual	18,540 3,012.75 36,153.00	19,096 3,103.10 37,237.20	19,669 3,196.21 38,354.55	20,259 3,292.09 39,505.05	20,867 3,390.89 40,690.65	21,493 3,492.61 41,911.35		
16G	Library Technician	Library Technician I	1950 Hourly Monthly Annual	18,001 2,925.16 35,101.95	18,541 3,012.91 36,154.95	19,098 3,103.43 37,241.10	19,670 3,196.38 38,356.50	20,261 3,292.41 39,508.95	20,868 3,391.05 40,692.60		
16H	Secretary I	Secretary I	1950 Hourly Monthly Annual	16,799 2,729.84 32,758.05	17,302 2,811.58 33,738.90	17,822 2,896.08 34,752.90	18,356 2,982.85 35,794.20	18,907 3,072.39 36,868.65	19,474 3,164.53 37,974.30		
16I	Secretary II	Secretary II	1950 Hourly Monthly Annual	17,470 2,838.88 34,066.50	17,994 2,924.03 35,088.30	18,534 3,011.78 36,141.30	19,090 3,102.13 37,225.50	19,663 3,195.24 38,342.85	20,253 3,291.11 39,493.35		
16J	Secretary III	Secretary III	1950 Hourly Monthly Annual	18,186 2,955.23 35,462.70	18,731 3,043.79 36,525.45	19,293 3,135.11 37,621.35	19,872 3,229.20 38,750.40	20,468 3,326.05 39,912.60	21,082 3,425.83 41,109.90		
16K	Medical Transcriptionist	Medical Transcriptionist	1950 Hourly Monthly Annual	17,339 2,817.59 33,811.05	17,860 2,902.25 34,827.00	18,395 2,989.19 35,870.25	18,947 3,078.89 36,946.65	19,516 3,171.35 38,056.20	20,101 3,266.41 39,196.95		
16L	Audit / Medico-legal	Medico-Legal Correspondent	1950 Hourly Monthly Annual	19,145 3,111.06 37,332.75	19,720 3,204.50 38,454.00	20,311 3,300.54 39,606.45	20,920 3,399.50 40,794.00	21,548 3,501.55 42,018.60	22,195 3,606.69 43,280.25		
16N	Secretary IV	Secretary IV	1950 Hourly Monthly Annual	18,912 3,073.20 36,878.40	19,479 3,165.34 37,984.05	20,064 3,260.40 39,124.80	20,665 3,358.06 40,296.75	21,285 3,458.81 41,505.75	21,924 3,562.65 42,751.80		
16O	Health Information Analyst	Health Information Analyst	1950 Hourly Monthly Annual	19,983 3,247.24 38,966.85	20,582 3,344.58 40,134.90	21,200 3,445.00 41,340.00	21,836 3,548.35 42,580.20	22,491 3,654.79 43,857.45	23,165 3,764.31 45,171.75		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16P	Slating Clerk	Slating Clerk	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			
18B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 18,596	19,153	19,728	20,320	20,930	21,557		
			Monthly 3,021.85	3,112.36	3,205.80	3,302.00	3,401.13	3,503.01			
			Annual 36,262.20	37,348.35	38,469.60	39,624.00	40,813.50	42,036.15			
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 18,596	19,153	19,728	20,320	20,930	21,557		
			Monthly 3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78			
			Annual 37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36			
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 23,342	24,043	24,764	25,507	26,272	27,060		
			Monthly 3,793.08	3,906.99	4,024.15	4,144.89	4,269.20	4,397.25			
			Annual 45,516.90	46,883.85	48,289.80	49,738.65	51,230.40	52,767.00			
No Match	Research Assistant	Research Assistant	1950	Hourly 12,333							
			Monthly 2,004.11								
			Annual 24,049.35								
No Match	Research Assistant - Gastroenterology	Research Assistant - Gastroenterology	1950	Hourly 15,563							
			Monthly 2,528.99								
			Annual 30,347.85								
No Match	Research Assistant - Student, DER	Research Assistant - Student, DER	1950	Hourly 15,563							
			Monthly 2,528.99								
			Annual 30,347.85								
No Match	Unit Supplies Clerk	Unit Supplies Clerk	2015	Hourly 16,114	16,597	17,095	17,608	18,136	18,680		
			Monthly 2,705.81	2,786.91	2,870.54	2,956.68	3,045.34	3,136.68			
			Annual 32,469.71	33,442.96	34,446.43	35,480.12	36,544.04	37,640.20			
No Match	Office Assistant I - PIO	Office Assistant I - PIO	1950	Hourly 16,128	16,614	17,115	17,630	18,162	18,701	19,270	
			Monthly 2,620.80	2,699.78	2,781.19	2,864.88	2,951.33	3,038.91	3,131.38		
			Annual 31,449.60	32,397.30	33,374.25	34,378.50	35,415.90	36,466.95	37,576.50		
No Match	Student Research Assistant - Psychiatry (Neuroimaging)	Student Research Assistant - Psychiatry (Neuroimaging)	1950	Hourly 16,435							
			Monthly 2,670.69								
			Annual 32,048.25								
No Match	Cashier - Cafeterias - PIO	Cashier - Cafeterias - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly 2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95			
			Annual 33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42			
No Match	Cooks Helper - PIO	Cooks Helper - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly 2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95			
			Annual 33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42			
No Match			2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly 2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95			
			Annual 33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42			

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Diet Aide II - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly	2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95		
			Annual	33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42		
No Match		Child Life Assistant	2015	Hourly 16,953	17,534	18,134	18,721	19,387	20,014	20,764	21,485
			Monthly	2,846.69	2,944.25	3,045.00	3,143.57	3,255.40	3,360.68	3,486.62	3,607.69
			Annual	34,160.30	35,331.01	36,540.01	37,722.82	39,064.81	40,328.21	41,839.46	43,292.28
No Match		Hearing Screener	2015	Hourly 16,953	17,534	18,134	18,721	19,387	20,014	20,764	21,485
			Monthly	2,846.69	2,944.25	3,045.00	3,143.57	3,255.40	3,360.68	3,486.62	3,607.69
			Annual	34,160.30	35,331.01	36,540.01	37,722.82	39,064.81	40,328.21	41,839.46	43,292.28
No Match		Communication Disorders Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
No Match		Ophthalmic Assistant	1950	Hourly 17,277	17,796	18,330	18,879	19,446	20,029		
			Monthly	2,807.51	2,891.85	2,978.63	3,067.84	3,159.98	3,254.71		
			Annual	33,690.15	34,702.20	35,743.50	36,814.05	37,919.70	39,066.55		
No Match		Assistive Technology Assistant	2015	Hourly 17,349							
			Monthly	2,913.19							
			Annual	34,958.24							
No Match		Confidential Waste Transporter - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Material Transporter - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Material Transporter - Linen - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Patient/ Equipment Assistant	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Patient Transport Assistant - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Maintenance Logistics Storesperson I	2080	Hourly 17,482	18,042	18,618	19,204	19,826	20,471	21,126	
			Monthly	3,030.21	3,127.28	3,227.12	3,328.69	3,436.51	3,548.31	3,661.84	
			Annual	36,362.56	37,527.36	38,725.44	39,944.32	41,238.08	42,579.68	43,942.08	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Administrative Assistant II - PIO	1950	Hourly 17,737	18,268	18,823	19,384	19,968	20,568	21,182	
				Monthly 2,882.26	2,968.55	3,058.74	3,149.90	3,244.80	3,342.30	3,442.08	
				Annual 34,587.15	35,622.60	36,704.85	37,798.80	38,937.60	40,107.60	41,304.90	
No Match		Perioperative Lead Hand	2015	Hourly 17,896	18,433	18,985	19,556	20,142	20,747		
				Monthly 3,005.04	3,095.21	3,187.90	3,283.78	3,382.18	3,483.77		
				Annual 36,060.44	37,142.50	38,254.78	39,405.34	40,586.13	41,805.21		
No Match		Chemical Tank Transporter	2015	Hourly 18,259	18,560	18,858	19,159	19,460	19,759		
				Monthly 3,065.99	3,116.53	3,166.57	3,217.12	3,267.66	3,317.87		
				Annual 36,791.89	37,398.40	37,998.87	38,605.39	39,211.90	39,814.39		
No Match		Unit Assistant - PIO	2015	Hourly 18,259	18,560	18,858	19,159	19,460	19,759		
				Monthly 3,065.99	3,116.53	3,166.57	3,217.12	3,267.66	3,317.87		
				Annual 36,791.89	37,398.40	37,998.87	38,605.39	39,211.90	39,814.39		
No Match		Maintenance Dispatcher I	2080	Hourly 18,417	18,968	19,536	20,120	20,728	21,351	21,990	
				Monthly 3,192.28	3,287.79	3,386.24	3,487.47	3,592.85	3,700.84	3,811.60	
				Annual 38,307.36	39,453.44	40,634.88	41,849.60	43,114.24	44,410.08	45,739.20	
No Match		Junior Purchasing Agent	1950	Hourly 18,623	19,370	20,149	20,889	21,779	22,642	23,579	24,509
				Monthly 3,026.24	3,147.63	3,274.21	3,394.46	3,539.09	3,679.33	3,831.59	3,982.71
				Annual 36,314.85	37,771.50	39,290.55	40,733.55	42,469.05	44,151.90	45,979.05	47,792.55
No Match		Community Health Worker	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
				Monthly 3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
				Annual 38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Materials Dispatcher	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
				Monthly 3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
				Annual 38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Rehabilitation Assistant - PIO	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
				Monthly 3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
				Annual 38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
				Monthly 3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
				Annual 38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Administrative Assistant III - PIO	1950	Hourly 19,521	20,105	20,705	21,319	21,964	22,632	23,300	
				Monthly 3,172.16	3,267.06	3,364.56	3,464.34	3,569.15	3,677.70	3,786.25	
				Annual 38,065.95	39,204.75	40,374.75	41,572.05	42,829.80	44,132.40	45,435.00	
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 20,004	20,806	21,646	22,518	23,413	24,347	25,327	
				Monthly 3,467.36	3,606.37	3,751.97	3,903.12	4,058.25	4,220.15	4,390.01	
				Annual 41,608.32	43,276.48	45,023.68	46,837.44	48,699.04	50,641.76	52,680.16	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	Space Allocation Coordinator		1950	Hourly 20,004	20,806	21,646	22,518	23,413	24,347	25,327	
				Monthly 3,250.65	3,380.98	3,517.48	3,659.18	3,804.61	3,956.39	4,115.64	
				Annual 39,007.80	40,571.70	42,209.70	43,910.10	45,655.35	47,476.65	49,387.65	
No Match	Inventory Coordinator, Radiology - PIO		2015	Hourly 20,058	20,358	20,656	20,958	21,259	21,557		
				Monthly 3,368.07	3,418.45	3,468.49	3,519.20	3,569.74	3,619.78		
				Annual 40,416.87	41,021.37	41,621.84	42,230.37	42,836.89	43,437.36		
No Match	Clinical Research Assistant		1950	Hourly 20,364	20,975	21,604	22,253	22,920	23,608		
				Monthly 3,309.15	3,408.44	3,510.65	3,616.11	3,724.50	3,836.30		
				Annual 39,709.80	40,901.25	42,127.80	43,393.35	44,694.00	46,035.60		
No Match	Maintenance Dispatcher II		2080	Hourly 20,683	21,305	21,934	22,597	23,274	23,966	24,689	
				Monthly 3,585.05	3,692.87	3,801.89	3,916.81	4,034.16	4,154.11	4,279.43	
				Annual 43,020.64	44,314.40	45,622.72	47,001.76	48,409.92	49,849.28	51,353.12	
No Match	Communications & Special Events Officer		1950	Hourly 20,889	21,779	22,642	23,586	24,509	25,496	26,536	27,548
				Monthly 3,394.46	3,539.09	3,679.33	3,832.73	3,982.71	4,143.10	4,312.10	4,476.55
				Annual 40,733.55	42,469.05	44,151.90	45,992.70	47,792.55	49,717.20	51,745.20	53,718.60
No Match	Peri-Operative Technical Supply Specialist		2015	Hourly 20,958	21,259	21,557	21,858	22,158	22,456		
				Monthly 3,519.20	3,569.74	3,619.78	3,670.32	3,720.70	3,770.74		
				Annual 42,230.37	42,836.89	43,437.36	44,043.87	44,648.37	45,248.84		
No Match	Trauma Data Analyst		1950	Hourly 21,346	22,086	22,863	23,665	24,489	25,345	26,225	27,158
				Monthly 3,468.73	3,588.98	3,715.24	3,845.56	3,979.46	4,118.56	4,261.56	4,413.18
				Annual 41,624.70	43,067.70	44,582.85	46,146.75	47,753.55	49,422.75	51,138.75	52,958.10
No Match	Administrative Assistant IV - PIO		1950	Hourly 21,706	22,359	23,027	23,718	24,431	25,174	25,918	
				Monthly 3,527.23	3,633.34	3,741.89	3,854.18	3,970.04	4,090.78	4,211.68	
				Annual 42,326.70	43,600.05	44,902.65	46,250.10	47,640.45	49,089.30	50,540.10	
No Match	Fire Safety Officer		2015	Hourly 21,823	22,489	23,155	23,854	24,579	25,309	26,065	
				Monthly 3,664.45	3,776.28	3,888.11	4,005.48	4,127.22	4,249.80	4,376.75	
				Annual 43,973.35	45,315.34	46,657.33	48,065.81	49,526.69	50,997.64	52,520.98	
No Match	Research Protocol Officer		1950	Hourly 21,844	22,700	23,595	24,476	25,422	26,419	27,466	
				Monthly 3,549.65	3,688.75	3,834.19	3,977.35	4,131.08	4,293.09	4,463.23	
				Annual 42,596.80	44,265.00	46,010.25	47,728.20	49,572.90	51,517.05	53,568.70	
No Match	Research Assistant - MS Clinic		2015	Hourly 21,990	22,825	23,550	24,481	25,336	26,234	27,216	28,200
				Monthly 3,692.49	3,832.70	3,954.44	4,110.77	4,254.34	4,405.13	4,570.02	4,735.25
				Annual 44,309.85	45,992.38	47,453.25	49,329.22	51,052.04	52,861.51	54,840.24	56,823.00
No Match	Rainbow Room Coordinator		1950	Hourly 22,238	22,905	23,592	24,301	25,030	25,781		
				Monthly 3,613.68	3,722.06	3,833.70	3,948.91	4,067.38	4,189.41		
				Annual 43,364.10	44,664.75	46,004.40	47,386.95	48,808.50	50,272.95		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	CAD Operator		1950	Hourly 22,451	23,229	24,046	24,886	25,757	26,659	27,586	
				Monthly 3,648.29	3,774.71	3,907.48	4,043.98	4,185.51	4,332.09	4,482.73	
				Annual 43,779.45	45,296.55	46,889.70	48,527.70	50,226.15	51,965.05	53,792.70	
No Match	Project Coordinator - DER		1950	Hourly 22,723	23,586	24,335	25,298	26,179	27,108	28,121	29,141
				Monthly 3,692.49	3,832.73	3,964.44	4,110.93	4,254.09	4,405.05	4,569.66	4,735.41
				Annual 44,309.85	45,992.70	47,453.25	49,331.10	51,049.05	52,860.60	54,835.95	56,824.95
No Match	MSI / Database Assistant		2015	Hourly 22,905	23,592	24,301	25,030	25,781	26,554	27,350	
				Monthly 3,846.13	3,961.49	4,080.54	4,202.95	4,329.06	4,458.86		
				Annual 46,153.58	47,537.88	48,966.52	50,435.45	51,948.72	53,506.31		
No Match	Patient Equipment Technical Assistant		1950	Hourly 23,592	24,301	25,030	25,781	26,554	27,350		
				Monthly 3,833.70	3,948.91	4,067.38	4,189.41	4,315.03	4,444.38		
				Annual 46,004.40	47,386.95	48,808.50	50,272.95	51,780.30	53,332.50		
No Match	Coordinator, Patient Equipment & Supplies		2015	Hourly 23,592	24,301	25,030	25,781	26,554	27,350		
				Monthly 3,961.49	4,080.54	4,202.95	4,329.06	4,458.86	4,592.52		
				Annual 47,537.88	48,966.52	50,435.45	51,948.72	53,506.31	55,110.25		
No Match	Communication Coordinator, O.D.O.		2015	Hourly 25,085	27,234	29,386	31,536	33,686	35,836		
				Monthly 4,212.19	4,573.04	4,934.40	5,295.42	5,656.44	6,017.46		
				Annual 50,546.28	54,876.51	59,212.79	63,545.04	67,877.29	72,209.54		
No Match	C.A.D. Systems Specialist		1950	Hourly 25,876	26,786	27,718	28,707	29,705	30,738	31,814	
				Monthly 4,204.85	4,352.73	4,504.18	4,664.89	4,827.06	4,994.93	5,169.78	
				Annual 50,458.20	52,232.70	54,050.10	55,978.65	57,924.75	59,939.10	62,037.30	
No Match	Construction Officer		1950	Hourly 27,944	29,064	30,145	31,272	32,456	33,933	35,209	
				Monthly 4,540.90	4,722.90	4,898.56	5,081.70	5,274.10	5,514.11	5,721.46	
				Annual 54,490.80	56,674.80	58,782.75	60,980.40	63,289.20	66,169.35	68,657.55	
No Match	Safety & Training Coordinator		2080	Hourly 28,171	29,016	29,886	30,783	31,707	32,658		
				Monthly 4,882.97	5,029.44	5,180.24	5,335.72	5,495.88	5,660.72		
				Annual 58,595.68	60,353.28	62,162.88	64,028.64	65,950.56	67,928.64		
No Match	Maintenance Logistics Coordinator		2080	Hourly 31,062	32,176	33,333	34,533				
				Monthly 5,384.08	5,577.17	5,777.72	5,985.72				
				Annual 64,608.96	66,926.08	69,332.64	71,828.64				
No Match	CCMS Coordinator		2080	Hourly 32,068	33,031	34,021	35,043	36,094	37,177		
				Monthly 5,558.45	5,725.37	5,896.97	6,074.12	6,256.29	6,444.01		
				Annual 66,701.44	68,704.48	70,763.68	72,889.44	75,075.52	77,328.16		
No Match	Building Technologist		1950	Hourly 32,078	33,040	34,031	35,053	36,104	37,187		
				Monthly 5,212.68	5,369.00	5,530.04	5,696.11	5,866.90	6,042.89		
				Annual 62,552.10	64,428.00	66,360.45	68,353.35	70,402.80	72,514.65		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Preventive Maintenance Coordinator	2080	Hourly 32,129	33,236	34,387	35,578				
				Monthly 5,569.03	5,760.91	5,960.41	6,166.85				
				Annual 66,828.32	69,130.88	71,524.96	74,002.24				
No Match		Architectural and Project Supervisor	2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match		Electronics Supervisor	2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match		Environmental Supervisor	2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match		Facilities / Shift Supervisor	2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match		Plumbing Supervisor	2080	Hourly 36,028	37,111	38,224	39,371	40,551	41,768		
				Monthly 6,244.85	6,432.57	6,625.49	6,824.31	7,028.84	7,239.79		
				Annual 74,938.24	77,190.88	79,505.92	81,891.68	84,346.08	86,877.44		
No Match		Electrical Supervisor - PIO	2080	Hourly 36,610	37,707	38,839	40,003	41,204	42,440		
				Monthly 6,345.73	6,535.88	6,732.09	6,933.85	7,142.03	7,356.27		
				Annual 76,148.80	78,430.56	80,785.12	83,206.24	85,704.32	88,275.20		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE APRIL 1, 2013

General Increase 0%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Activity / Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015	Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,653.75	19,759 3,317.87 39,814.39	
2	Volunteer Coordinator	Supervisor of Volunteers	1950	Hourly Monthly Annual	18,327 2,978.14 35,737.65	18,877 3,067.51 36,810.15	19,443 3,159.49 37,913.85	20,027 3,254.39 39,052.65	20,628 3,352.05 40,224.60	21,246 3,452.48 41,429.70	
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	2015	Hourly Monthly Annual	15,550 2,611.10 31,333.25	16,016 2,689.35 32,272.24	16,497 2,770.12 33,241.46	16,992 2,853.24 34,238.88	17,502 2,938.88 35,266.53	18,027 3,027.03 36,324.41	
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015	Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,653.75	19,759 3,317.87 39,814.39	
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015	Hourly Monthly Annual	17,818 2,991.94 35,903.27	18,353 3,081.78 36,981.30	18,903 3,174.13 38,089.55	19,470 3,269.34 39,232.05	20,054 3,367.40 39,408.81	20,656 3,468.49 40,408.81	
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015	Hourly Monthly Annual	17,818 2,991.94 35,903.27	18,353 3,081.78 36,981.30	18,903 3,174.13 38,089.55	19,470 3,269.34 39,232.05	20,054 3,367.40 40,408.81	20,656 3,468.49 41,621.84	
4	Housekeeping / Dietary / Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015	Hourly Monthly Annual	16,384 2,751.15 33,013.76	16,876 2,833.76 34,005.14	17,382 2,918.73 35,024.73	17,903 3,006.21 36,074.55	18,440 3,096.38 37,156.60	18,994 3,189.41 38,272.91	
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015	Hourly Monthly Annual	18,596 3,122.58 37,470.94	19,153 3,216.11 38,593.30	19,728 3,312.66 39,751.92	20,320 3,412.07 40,944.80	20,930 3,514.50 42,173.95	21,557 3,619.78 43,437.36	
4E	Senior Messenger	Senior Messenger	2015	Hourly Monthly Annual	16,792 2,819.66 33,835.88	17,296 2,904.29 34,851.44	17,815 2,991.44 35,897.23	18,349 3,081.10 36,973.24	18,900 3,173.63 38,083.50	19,466 3,268.67 39,223.99	
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015	Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,653.75	19,759 3,317.87 39,814.39	
4J	Senior Sifting Clerk	Centralized Sifting Clerk	1950	Hourly Monthly Annual	18,596 3,021.85 36,262.20	19,153 3,112.36 37,348.35	19,728 3,205.80 38,469.60	20,320 3,302.00 39,624.00	20,930 3,401.13 40,813.50	21,557 3,503.01 42,036.15	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly 18,596	19,153	19,728	20,320	20,930	21,557		
			Monthly	3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78		
			Annual	37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36		
6	Cook I (Entry)	Cook I	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		
7	Dietetic Aide	Diet Aide I	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		
8	Housekeeping Aide	Housekeeping Aide I	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		
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 15,493	15,958	16,437	16,930	17,438	17,961		
			Monthly	2,601.53	2,679.61	2,760.05	2,842.83	2,928.13	3,015.95		
			Annual	31,218.40	32,155.37	33,120.56	34,113.95	35,137.57	36,191.42		
9A	Laundry Aide II	Linen Service Aide	2015	Hourly 15,550	16,016	16,497	16,992	17,502	18,027		
			Monthly	2,611.10	2,689.35	2,770.12	2,853.24	2,938.88	3,027.03		
			Annual	31,333.25	32,272.24	33,241.46	34,238.88	35,266.53	36,324.41		
13	Health Care Aide	Community Support Worker Peroperative Aide Unit Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,653.75	39,814.39		
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	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		
14B	Lab Aide	Lab Aide	2015	Hourly 14,479	14,913	15,361	15,822	16,296	16,785		
			Monthly	2,431.27	2,504.14	2,579.37	2,656.78	2,736.37	2,818.48		
			Annual	29,175.19	30,049.70	30,952.42	31,881.33	32,836.44	33,821.78		
15	Patient Porter	Patient Transport Assistant	2015	Hourly 16,267	16,755	17,258	17,776	18,309	18,858		
			Monthly	2,731.50	2,813.44	2,897.91	2,984.89	3,074.39	3,166.57		
			Annual	32,778.01	33,761.33	34,774.87	35,818.64	36,892.64	37,998.87		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015 Hourly Monthly Annual	16,114 2,705.81 32,469.71	16,597 2,786.91 33,442.96	17,095 2,870.54 34,446.43	17,608 2,956.68 35,480.12	18,136 3,045.34 36,544.04	18,680 3,136.68 37,640.20		
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015 Hourly Monthly Annual	17,044 2,861.97 34,343.66	17,555 2,947.78 35,373.33	18,082 3,036.27 36,435.23	18,624 3,127.28 37,527.36	19,183 3,221.15 38,663.75	19,759 3,317.87 39,814.39		
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015 Hourly Monthly Annual	17,818 2,991.94 35,903.27	18,353 3,081.78 36,981.30	18,903 3,174.13 38,089.55	19,470 3,269.34 39,232.05	20,054 3,367.40 40,408.81	20,656 3,468.49 41,621.84		
15G	Purchasing Agent	Purchasing Agent	1950 Hourly Monthly Annual	22,890 3,719.63 44,635.50	23,577 3,831.26 45,975.15	24,284 3,946.15 47,353.80	25,012 4,064.45 48,773.40	25,763 4,186.49 50,237.85	26,536 4,312.10 51,745.20		
16	Clerk I	Clerk I Clerk Typist I	1950 Hourly Monthly Annual	15,550 2,526.88 30,322.50	16,016 2,602.60 31,231.20	16,497 2,680.76 32,169.15	16,992 2,761.20 33,134.40	17,502 2,844.08 34,128.90	18,027 2,929.39 35,162.65		
16A	Clerk II	Clerk II Clerk Typist II	1950 Hourly Monthly Annual	16,152 2,624.70 31,496.40	16,636 2,703.35 32,440.20	17,136 2,784.60 33,415.20	17,650 2,868.13 34,417.50	18,179 2,954.09 35,449.05	18,724 3,042.65 36,511.80		
16A	Clerk II	Messenger	2015 Hourly Monthly Annual	16,152 2,712.19 32,546.28	16,636 2,793.46 33,521.54	17,136 2,877.42 34,529.04	17,650 2,963.73 35,564.75	18,179 3,052.56 36,630.69	18,724 3,144.07 37,728.86		
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950 Hourly Monthly Annual	16,766 2,724.48 32,693.70	17,269 2,806.21 33,674.55	17,787 2,890.39 34,684.65	18,320 2,977.00 35,724.00	18,870 3,066.38 36,796.50	19,436 3,158.35 37,900.20		
16B	Clerk III	Clerk III	2015 Hourly Monthly Annual	16,766 2,815.29 33,783.49	17,269 2,899.75 34,797.04	17,787 2,986.73 35,840.81	18,320 3,076.23 36,914.80	18,870 3,168.59 38,023.05	19,436 3,263.63 39,163.54		
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950 Hourly Monthly Annual	17,403 2,827.99 33,935.85	17,925 2,912.81 34,953.75	18,462 3,000.08 36,000.90	19,016 3,090.10 37,081.20	19,587 3,182.89 38,194.65	20,174 3,278.28 39,339.30		
16D	Clerk V	Admissions Clerk V Clerk V	1950 Hourly Monthly Annual	18,063 2,935.24 35,222.85	18,605 3,023.31 36,279.75	19,164 3,114.15 37,369.80	19,738 3,207.43 38,489.10	20,331 3,303.79 39,645.45	20,940 3,402.75 40,833.00		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16D	Clerk V	Unit Supplies Coordinator	2015	Hourly 18,063	Hourly 18,605	Hourly 19,164	Hourly 19,738	Hourly 20,331	Hourly 20,940		
				Monthly 3,033.08	Monthly 3,124.09	Monthly 3,217.96	Monthly 3,314.34	Monthly 3,413.91	Monthly 3,516.18		
				Annual 36,396.95	Annual 37,489.08	Annual 38,615.46	Annual 39,772.07	Annual 40,966.97	Annual 42,194.10		
16E	Ward Clerk	Unit Clerk - Ambulatory Care	2015	Hourly 17,044	Hourly 17,555	Hourly 18,082	Hourly 18,624	Hourly 19,183	Hourly 19,759		
		Unit Clerk - Inpatients		Monthly 2,861.97	Monthly 2,947.78	Monthly 3,036.27	Monthly 3,127.28	Monthly 3,221.15	Monthly 3,317.87		
				Annual 34,343.66	Annual 35,373.33	Annual 36,435.23	Annual 37,527.36	Annual 38,653.75	Annual 39,814.39		
16E	Ward Clerk	Unit Clerk - Children's Clinic	1950	Hourly 17,044	Hourly 17,555	Hourly 18,082	Hourly 18,624	Hourly 19,183	Hourly 19,759		
				Monthly 2,769.65	Monthly 2,852.69	Monthly 2,938.33	Monthly 3,026.40	Monthly 3,117.24	Monthly 3,210.84		
				Annual 33,235.80	Annual 34,232.25	Annual 35,259.90	Annual 36,316.80	Annual 37,406.85	Annual 38,530.05		
16F	Health Records Technician	Coding Technologist	1950	Hourly 18,540	Hourly 19,096	Hourly 19,669	Hourly 20,259	Hourly 20,867	Hourly 21,493		
				Monthly 3,012.75	Monthly 3,103.10	Monthly 3,196.21	Monthly 3,292.09	Monthly 3,390.89	Monthly 3,492.61		
				Annual 36,153.00	Annual 37,237.20	Annual 38,354.55	Annual 39,505.05	Annual 40,690.65	Annual 41,911.35		
16G	Library Technician	Library Technician I	1950	Hourly 18,001	Hourly 18,541	Hourly 19,098	Hourly 19,670	Hourly 20,261	Hourly 20,868		
				Monthly 2,925.16	Monthly 3,012.91	Monthly 3,103.43	Monthly 3,196.38	Monthly 3,292.41	Monthly 3,391.05		
				Annual 35,101.95	Annual 36,154.95	Annual 37,241.10	Annual 38,356.50	Annual 39,508.95	Annual 40,692.60		
16H	Secretary I	Secretary I	1950	Hourly 16,799	Hourly 17,302	Hourly 17,822	Hourly 18,356	Hourly 18,907	Hourly 19,474		
				Monthly 2,729.84	Monthly 2,811.58	Monthly 2,896.08	Monthly 2,982.85	Monthly 3,072.39	Monthly 3,164.53		
				Annual 32,758.05	Annual 33,738.90	Annual 34,752.90	Annual 35,794.20	Annual 36,868.65	Annual 37,974.30		
16I	Secretary II	Secretary II	1950	Hourly 17,470	Hourly 17,994	Hourly 18,534	Hourly 19,090	Hourly 19,663	Hourly 20,253		
				Monthly 2,838.88	Monthly 2,924.03	Monthly 3,011.78	Monthly 3,102.13	Monthly 3,195.24	Monthly 3,291.11		
				Annual 34,066.50	Annual 35,088.30	Annual 36,141.30	Annual 37,225.50	Annual 38,342.85	Annual 39,493.35		
16J	Secretary III	Secretary III	1950	Hourly 18,186	Hourly 18,731	Hourly 19,293	Hourly 19,872	Hourly 20,468	Hourly 21,082		
				Monthly 2,955.23	Monthly 3,043.79	Monthly 3,135.11	Monthly 3,229.20	Monthly 3,326.05	Monthly 3,425.83		
				Annual 35,462.70	Annual 36,525.45	Annual 37,621.35	Annual 38,750.40	Annual 39,912.60	Annual 41,109.90		
16K	Medical Transcriptionist	Medical Transcriptionist	1950	Hourly 17,339	Hourly 17,860	Hourly 18,395	Hourly 18,947	Hourly 19,516	Hourly 20,101		
				Monthly 2,817.59	Monthly 2,902.25	Monthly 2,989.19	Monthly 3,078.89	Monthly 3,171.35	Monthly 3,266.41		
				Annual 33,811.05	Annual 34,827.00	Annual 35,870.25	Annual 36,946.65	Annual 38,056.20	Annual 39,196.95		
16L	Audit / Medico-legal	Medico-Legal Correspondent	1950	Hourly 19,145	Hourly 19,720	Hourly 20,311	Hourly 20,920	Hourly 21,548	Hourly 22,195		
				Monthly 3,111.06	Monthly 3,204.50	Monthly 3,300.54	Monthly 3,399.50	Monthly 3,501.55	Monthly 3,606.69		
				Annual 37,332.75	Annual 38,454.00	Annual 39,606.45	Annual 40,794.00	Annual 42,018.60	Annual 43,280.25		
16N	Secretary IV	Secretary IV	1950	Hourly 18,912	Hourly 19,479	Hourly 20,064	Hourly 20,665	Hourly 21,285	Hourly 21,924		
				Monthly 3,073.20	Monthly 3,165.34	Monthly 3,260.40	Monthly 3,358.06	Monthly 3,458.81	Monthly 3,562.65		
				Annual 36,878.40	Annual 37,984.05	Annual 39,124.80	Annual 40,296.75	Annual 41,505.75	Annual 42,751.80		
16O	Health Information Analyst	Health Information Analyst	1950	Hourly 19,983	Hourly 20,582	Hourly 21,200	Hourly 21,836	Hourly 22,491	Hourly 23,165		
				Monthly 3,247.24	Monthly 3,344.58	Monthly 3,445.00	Monthly 3,548.35	Monthly 3,654.79	Monthly 3,764.31		
				Annual 38,966.85	Annual 40,134.90	Annual 41,340.00	Annual 42,580.20	Annual 43,857.45	Annual 45,171.75		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16P	Stating Clerk	Stating Clerk	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		
18B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 18,596	19,153	19,728	20,320	20,930	21,557		
			Monthly	3,021.85	3,112.36	3,205.80	3,302.00	3,401.13	3,503.01		
			Annual	36,262.20	37,348.35	38,469.60	39,624.00	40,813.50	42,036.15		
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 18,596	19,153	19,728	20,320	20,930	21,557		
			Monthly	3,122.58	3,216.11	3,312.66	3,412.07	3,514.50	3,619.78		
			Annual	37,470.94	38,593.30	39,751.92	40,944.80	42,173.95	43,437.36		
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 23,342	24,043	24,764	25,507	26,272	27,060		
			Monthly	3,793.08	3,906.99	4,024.15	4,144.89	4,269.20	4,397.25		
			Annual	45,516.90	46,883.85	48,289.80	49,738.65	51,230.40	52,767.00		
No Match		Research Assistant	1950	Hourly 12,333							
			Monthly	2,004.11							
			Annual	24,049.35							
No Match		Research Assistant - Gastroenterology	1950	Hourly 15,563							
			Monthly	2,528.99							
			Annual	30,347.85							
No Match		Research Assistant - Student, DER	1950	Hourly 15,563							
			Monthly	2,528.99							
			Annual	30,347.85							
No Match		Unit Supplies Clerk	2015	Hourly 16,114	16,597	17,095	17,608	18,136	18,680		
			Monthly	2,705.81	2,786.91	2,870.54	2,956.68	3,045.34	3,136.68		
			Annual	32,469.71	33,442.96	34,446.43	35,480.12	36,544.04	37,640.20		
No Match		Office Assistant I - PIO	1950	Hourly 16,128	16,614	17,115	17,630	18,162	18,701	19,270	
			Monthly	2,620.80	2,699.78	2,781.19	2,864.88	2,951.33	3,038.91	3,131.38	
			Annual	31,449.60	32,397.30	33,374.25	34,378.50	35,415.90	36,466.95	37,576.50	
No Match		Student Research Assistant - Psychiatry (Neuroimaging)	1950	Hourly 16,435							
			Monthly	2,670.69							
			Annual	32,048.25							
No Match		Cashier - Cafeterias - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly	2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95		
			Annual	33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42		
No Match		Cooks Helper - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly	2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95		
			Annual	33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Diet Aide II - PIO	2015	Hourly 16,463	16,764	17,061	17,360	17,660	17,961		
			Monthly	2,764.41	2,814.96	2,864.83	2,915.03	2,965.41	3,015.95		
			Annual	33,172.95	33,779.46	34,377.92	34,980.40	35,584.90	36,191.42		
No Match		Child Life Assistant	2015	Hourly 16,953	17,534	18,134	18,721	19,387	20,014	20,764	21,485
			Monthly	2,846.69	2,944.25	3,045.00	3,143.57	3,255.40	3,360.68	3,486.62	3,607.69
			Annual	34,160.30	35,331.01	36,540.01	37,722.82	39,064.81	40,328.21	41,839.46	43,292.28
No Match		Hearing Screener	2015	Hourly 16,953	17,534	18,134	18,721	19,387	20,014	20,764	21,485
			Monthly	2,846.69	2,944.25	3,045.00	3,143.57	3,255.40	3,360.68	3,486.62	3,607.69
			Annual	34,160.30	35,331.01	36,540.01	37,722.82	39,064.81	40,328.21	41,839.46	43,292.28
No Match		Communication Disorders Assistant	2015	Hourly 17,044	17,555	18,082	18,624	19,183	19,759		
			Monthly	2,861.97	2,947.78	3,036.27	3,127.28	3,221.15	3,317.87		
			Annual	34,343.66	35,373.33	36,435.23	37,527.36	38,663.75	39,814.39		
No Match		Ophthalmic Assistant	1950	Hourly 17,277	17,796	18,330	18,879	19,446	20,029		
			Monthly	2,807.51	2,891.85	2,978.63	3,067.84	3,159.98	3,254.71		
			Annual	33,690.15	34,702.20	35,743.50	36,814.05	37,919.70	39,056.55		
No Match		Assistive Technology Assistant	2015	Hourly 17,349							
			Monthly	2,913.19							
			Annual	34,958.24							
No Match		Confidential Waste Transporter - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Material Transporter - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Material Transporter - Linen - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Patient/Equipment Assistant	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Patient Transport Assistant - PIO	2015	Hourly 17,360	17,660	17,961	18,259	18,560	18,858		
			Monthly	2,915.03	2,965.41	3,015.95	3,065.99	3,116.53	3,166.57		
			Annual	34,980.40	35,584.90	36,191.42	36,791.89	37,398.40	37,998.87		
No Match		Maintenance Logistics Storesperson I	2080	Hourly 17,482	18,042	18,618	19,204	19,826	20,471	21,126	
			Monthly	3,030.21	3,127.28	3,227.12	3,328.69	3,436.51	3,548.31	3,661.84	
			Annual	36,362.56	37,527.36	38,725.44	39,944.32	41,238.08	42,579.68	43,942.08	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Administrative Assistant II - PIO	1950	Hourly 17,737	18,268	18,823	19,384	19,968	20,568	21,182	
			Monthly	2,882.26	2,968.55	3,058.74	3,149.90	3,244.80	3,342.30	3,442.08	
			Annual	34,587.15	35,622.60	36,704.85	37,798.80	38,937.60	40,107.60	41,304.90	
No Match		Perioperative Lead Hand	2015	Hourly 17,896	18,433	18,985	19,556	20,142	20,747		
			Monthly	3,005.04	3,095.21	3,187.90	3,283.78	3,382.18	3,483.77		
			Annual	36,060.44	37,142.50	38,254.78	39,405.34	40,586.13	41,805.21		
No Match		Chemical Tank Transporter	2015	Hourly 18,259	18,560	18,858	19,159	19,460	19,759		
			Monthly	3,065.99	3,116.53	3,166.57	3,217.12	3,267.66	3,317.87		
			Annual	36,791.89	37,398.40	37,998.87	38,605.39	39,211.90	39,814.39		
No Match		Unit Assistant - PIO	2015	Hourly 18,259	18,560	18,858	19,159	19,460	19,759		
			Monthly	3,065.99	3,116.53	3,166.57	3,217.12	3,267.66	3,317.87		
			Annual	36,791.89	37,398.40	37,998.87	38,605.39	39,211.90	39,814.39		
No Match		Maintenance Dispatcher I	2080	Hourly 18,417	18,968	19,536	20,120	20,728	21,351	21,990	
			Monthly	3,192.28	3,287.79	3,386.24	3,487.47	3,592.85	3,700.84	3,811.60	
			Annual	38,307.36	39,453.44	40,634.88	41,849.60	43,114.24	44,410.08	45,739.20	
No Match		Junior Purchasing Agent	1950	Hourly 18,623	19,370	20,149	20,889	21,779	22,642	23,579	24,509
			Monthly	3,026.24	3,147.63	3,274.21	3,394.46	3,539.09	3,679.33	3,831.59	3,982.71
			Annual	36,314.85	37,771.50	39,290.55	40,733.55	42,469.05	44,151.90	45,979.05	47,792.55
No Match		Community Health Worker	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
			Monthly	3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
			Annual	38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Materials Dispatcher	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
			Monthly	3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
			Annual	38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Rehabilitation Assistant - PIO	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
			Monthly	3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
			Annual	38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 19,159	19,460	19,759	20,058	20,358	20,656		
			Monthly	3,217.12	3,267.66	3,317.87	3,368.07	3,418.45	3,468.49		
			Annual	38,605.39	39,211.90	39,814.39	40,416.87	41,021.37	41,621.84		
No Match		Administrative Assistant III - PIO	1950	Hourly 19,521	20,105	20,705	21,319	21,964	22,632	23,300	
			Monthly	3,172.16	3,267.06	3,364.56	3,464.34	3,569.15	3,677.70	3,786.25	
			Annual	38,065.95	39,204.75	40,374.75	41,572.05	42,829.80	44,132.40	45,435.00	
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 20,004	20,806	21,646	22,518	23,413	24,347	25,327	
			Monthly	3,467.36	3,606.37	3,751.97	3,903.12	4,058.25	4,220.15	4,390.01	
			Annual	41,608.32	43,276.48	45,023.68	46,837.44	48,699.04	50,641.76	52,680.16	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	Space Allocation Coordinator		1950	Hourly 20,004	20,806	21,646	22,518	23,413	24,347	25,327	
				Monthly 3,250.65	3,380.98	3,517.48	3,659.18	3,804.61	3,956.39	4,115.64	
				Annual 39,007.80	40,571.70	42,209.70	43,910.10	45,655.35	47,476.65	49,387.65	
No Match	Inventory Coordinator, Radiology - PIO		2015	Hourly 20,058	20,358	20,656	20,958	21,259	21,557		
				Monthly 3,368.07	3,418.45	3,468.49	3,519.20	3,569.74	3,619.78		
				Annual 40,416.87	41,021.37	41,621.84	42,230.37	42,836.89	43,437.36		
No Match	Clinical Research Assistant		1950	Hourly 20,364	20,975	21,604	22,253	22,920	23,608		
				Monthly 3,309.15	3,408.44	3,510.65	3,616.11	3,724.50	3,836.30		
				Annual 39,709.80	40,901.25	42,127.80	43,393.35	44,694.00	46,035.60		
No Match	Maintenance Dispatcher II		2080	Hourly 20,683	21,305	21,934	22,597	23,274	23,966	24,689	
				Monthly 3,585.05	3,692.87	3,801.89	3,916.81	4,034.16	4,154.11	4,279.43	
				Annual 43,020.64	44,314.40	45,622.72	47,001.76	48,409.92	49,849.28	51,353.12	
No Match	Communications & Special Events Officer		1950	Hourly 20,889	21,779	22,642	23,586	24,509	25,486	26,536	27,548
				Monthly 3,394.46	3,539.09	3,679.33	3,832.73	3,982.71	4,143.10	4,312.10	4,476.55
				Annual 40,733.55	42,469.05	44,151.90	45,892.70	47,792.55	49,717.20	51,745.20	53,718.60
No Match	Perf-Operative Technical Supply Specialist		2015	Hourly 20,958	21,259	21,557	21,858	22,158	22,456		
				Monthly 3,519.20	3,569.74	3,619.78	3,670.32	3,720.70	3,770.74		
				Annual 42,230.37	42,836.89	43,437.36	44,043.87	44,648.37	45,248.84		
No Match	Trauma Data Analyst		1950	Hourly 21,346	22,086	22,863	23,665	24,489	25,345	26,225	27,158
				Monthly 3,468.73	3,588.98	3,715.24	3,845.56	3,979.46	4,118.56	4,261.56	4,413.18
				Annual 41,624.70	43,067.70	44,582.85	46,146.75	47,753.55	49,422.75	51,138.75	52,958.10
No Match	Administrative Assistant IV - PIO		1950	Hourly 21,706	22,359	23,027	23,718	24,431	25,174	25,918	
				Monthly 3,527.23	3,633.34	3,741.89	3,854.18	3,970.04	4,090.78	4,211.68	
				Annual 42,326.70	43,600.05	44,902.65	46,250.10	47,640.45	49,089.30	50,540.10	
No Match	Fire Safety Officer		2015	Hourly 21,823	22,489	23,155	23,854	24,579	25,309	26,065	
				Monthly 3,664.45	3,776.28	3,888.11	4,005.48	4,127.22	4,249.80	4,376.75	
				Annual 43,973.35	45,315.34	46,657.33	48,065.81	49,526.69	50,997.64	52,520.98	
No Match	Research Protocol Officer		1950	Hourly 21,844	22,700	23,595	24,476	25,422	26,419	27,466	
				Monthly 3,549.65	3,688.75	3,834.19	3,977.35	4,131.08	4,293.09	4,463.23	
				Annual 42,595.80	44,266.00	46,010.25	47,728.20	49,572.90	51,517.05	53,558.70	
No Match	Research Assistant - MS Clinic		2015	Hourly 21,990	22,825	23,550	24,481	25,336	26,234	27,216	28,200
				Monthly 3,692.49	3,832.70	3,954.44	4,110.77	4,254.34	4,405.13	4,570.02	4,735.25
				Annual 44,309.85	45,992.38	47,453.25	49,329.22	51,052.04	52,861.51	54,840.24	56,823.00
No Match	Rainbow Room Coordinator		1950	Hourly 22,238	22,905	23,592	24,301	25,030	25,781		
				Monthly 3,613.68	3,722.06	3,833.70	3,948.91	4,067.38	4,189.41		
				Annual 43,364.10	44,664.75	46,004.40	47,386.95	48,808.50	50,272.95		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	CAD Operator		1950	Hourly 22,451	23,229	24,046	24,886	25,757	26,659	27,586	
				Monthly 3,648.29	3,774.71	3,907.48	4,043.98	4,185.51	4,332.09	4,482.73	
				Annual 43,779.45	45,296.55	46,889.70	48,527.70	50,226.15	51,985.05	53,792.70	
No Match	Project Coordinator - DER		1950	Hourly 22,723	23,586	24,335	25,298	26,179	27,108	28,121	29,141
				Monthly 3,692.49	3,832.73	3,954.44	4,110.93	4,254.09	4,405.05	4,569.66	4,735.41
				Annual 44,309.85	45,992.70	47,453.25	49,331.10	51,049.05	52,860.60	54,835.95	56,824.95
No Match	MSI / Database Assistant		2015	Hourly 22,905	23,592	24,301	25,030	25,781	26,554	27,350	
				Monthly 3,846.13	3,961.49	4,080.54	4,202.95	4,329.06	4,458.86		
				Annual 46,153.58	47,537.88	48,966.52	50,435.45	51,948.72	53,506.31		
No Match	Patient Equipment Technical Assistant		1950	Hourly 23,592	24,301	25,030	25,781	26,554	27,350		
				Monthly 3,833.70	3,948.91	4,067.38	4,189.41	4,315.03	4,444.38		
				Annual 46,004.40	47,386.95	48,808.50	50,272.95	51,780.30	53,332.50		
No Match	Coordinator, Patient Equipment & Supplies		2015	Hourly 23,592	24,301	25,030	25,781	26,554	27,350		
				Monthly 3,961.49	4,080.54	4,202.95	4,329.06	4,458.86	4,592.52		
				Annual 47,537.88	48,966.52	50,435.45	51,948.72	53,506.31	55,110.25		
No Match	Communication Coordinator, O.D.O.		2015	Hourly 25,085	27,234	29,386	31,536	33,686	35,836		
				Monthly 4,212.19	4,573.04	4,934.40	5,295.42	5,656.44	6,017.46		
				Annual 50,546.28	54,876.51	59,212.79	63,545.04	67,877.29	72,209.54		
No Match	C.A.D.D. Systems Specialist		1950	Hourly 25,876	26,786	27,718	28,707	29,705	30,738	31,814	
				Monthly 4,204.85	4,352.73	4,504.18	4,664.89	4,827.06	4,994.93	5,169.78	
				Annual 50,458.20	52,232.70	54,050.10	55,978.65	57,924.75	59,939.10	62,037.30	
No Match	Construction Officer		1950	Hourly 27,944	29,064	30,145	31,272	32,456	33,933	35,209	
				Monthly 4,540.90	4,722.90	4,898.56	5,081.70	5,274.10	5,514.11	5,721.46	
				Annual 54,490.80	56,674.80	58,782.75	60,980.40	63,289.20	66,169.35	68,657.55	
No Match	Safety & Training Coordinator		2080	Hourly 28,171	29,016	29,886	30,783	31,707	32,658		
				Monthly 4,882.97	5,029.44	5,180.24	5,335.72	5,495.88	5,660.72		
				Annual 58,595.68	60,353.28	62,162.88	64,028.64	65,950.56	67,928.64		
No Match	Maintenance Logistics Coordinator		2080	Hourly 31,062	32,176	33,333	34,533				
				Monthly 5,384.08	5,577.17	5,777.72	5,985.72				
				Annual 64,608.96	66,926.08	69,332.64	71,828.64				
No Match	CCMS Coordinator		2080	Hourly 32,068	33,031	34,021	35,043	36,094	37,177		
				Monthly 5,558.45	5,725.37	5,896.97	6,074.12	6,256.29	6,444.01		
				Annual 66,701.44	68,704.48	70,763.68	72,889.44	75,075.52	77,328.16		
No Match	Building Technologist		1950	Hourly 32,078	33,040	34,031	35,053	36,104	37,187		
				Monthly 5,212.68	5,369.00	5,530.04	5,696.11	5,866.90	6,042.89		
				Annual 62,552.10	64,428.00	66,360.45	68,353.35	70,402.80	72,514.65		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	Preventive Maintenance Coordinator		2080	Hourly 32,129	33,236	34,387	35,578				
				Monthly 5,569.03	5,760.91	5,960.41	6,166.85				
				Annual 66,828.32	69,130.88	71,524.96	74,002.24				
No Match	Architectural and Project Supervisor		2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match	Electronics Supervisor		2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match	Environmental Supervisor		2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match	Facilities / Shift Supervisor		2080	Hourly 35,449	36,512	37,608	38,736	39,898	41,095		
				Monthly 6,144.49	6,328.75	6,518.72	6,714.24	6,915.65	7,123.13		
				Annual 73,733.92	75,944.96	78,224.64	80,570.88	82,987.84	85,477.60		
No Match	Plumbing Supervisor		2080	Hourly 36,028	37,111	38,224	39,371	40,551	41,768		
				Monthly 6,244.85	6,432.57	6,625.49	6,824.31	7,028.84	7,239.79		
				Annual 74,938.24	77,190.88	79,505.92	81,891.68	84,346.08	86,877.44		
No Match	Electrical Supervisor - PIO		2080	Hourly 36,610	37,707	38,839	40,003	41,204	42,440		
				Monthly 6,345.73	6,535.88	6,732.09	6,933.85	7,142.03	7,356.27		
				Annual 76,148.80	78,430.56	80,785.12	83,206.24	85,704.32	88,275.20		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE APRIL 1, 2014

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Activity / Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.35	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78		
2	Volunteer Coordinator	Supervisor of Volunteers	1950	Hourly 18,786 Monthly 3,052.73 Annual 36,632.70	19,349 3,144.21 37,730.55	19,930 3,238.63 38,863.50	20,527 3,335.64 40,027.65	21,143 3,435.74 41,228.85	21,778 3,538.93 42,467.10		
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	2015	Hourly 15,939 Monthly 2,676.42 Annual 32,117.09	16,417 2,756.69 33,080.26	16,909 2,839.30 34,071.64	17,417 2,924.61 35,095.26	17,939 3,012.26 36,147.09	18,477 3,102.60 37,231.16		
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.35	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78		
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015	Hourly 18,264 Monthly 3,066.83 Annual 36,801.96	18,811 3,158.68 37,904.17	19,376 3,253.55 39,042.64	19,957 3,351.11 40,213.36	20,556 3,451.70 41,420.34	21,172 3,555.13 42,661.58		
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015	Hourly 18,264 Monthly 3,066.83 Annual 36,801.96	18,811 3,158.68 37,904.17	19,376 3,253.55 39,042.64	19,957 3,351.11 40,213.36	20,556 3,451.70 41,420.34	21,172 3,555.13 42,661.58		
4	Housekeeping / Dietary / Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015	Hourly 16,794 Monthly 2,819.99 Annual 33,839.91	17,298 2,904.62 34,855.47	17,816 2,991.60 35,899.24	18,351 3,081.44 36,977.27	18,902 3,173.96 38,067.53	19,469 3,269.17 39,230.04		
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015	Hourly 19,060 Monthly 3,200.49 Annual 38,405.90	19,632 3,296.54 39,558.48	20,221 3,395.44 40,745.32	20,828 3,497.37 41,968.42	21,453 3,602.32 43,227.80	22,096 3,710.29 44,523.44		
4E	Senior Messenger	Senior Messenger	2015	Hourly 17,212 Monthly 2,890.18 Annual 34,682.18	17,728 2,976.83 35,721.92	18,260 3,066.16 36,793.90	18,808 3,158.18 37,898.12	19,372 3,252.88 39,034.58	19,953 3,350.44 40,205.30		
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.35	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78		
4J	Senior Stating Clerk	Centralized Stating Clerk	1950	Hourly 19,060 Monthly 3,097.25 Annual 37,167.00	19,632 3,190.20 38,282.40	20,221 3,285.91 39,430.95	20,828 3,384.55 40,614.60	21,453 3,486.11 41,833.35	22,096 3,590.60 43,087.20		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly 19,060	19,632	20,221	20,828	21,453	22,096		
			Monthly	3,200.49	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29		
			Annual	38,405.90	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44		
6	Cook I (Entry)	Cook I	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		
7	Dietetic Aide	Diet Aide I	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		
8	Housekeeping Aide	Housekeeping Aide I	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		
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 15,381	16,357	16,848	17,353	17,874	18,410		
			Monthly	2,666.69	2,746.61	2,829.06	2,913.86	3,001.34	3,091.35		
			Annual	32,000.22	32,959.36	33,948.72	34,966.30	36,016.11	37,096.15		
9A	Laundry Aide II	Linen Service Aide	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		
13	Health Care Aide	Community Support Worker Perioperative Aide Unit Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252		
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65		
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78		
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252		
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65		
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78		
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252		
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65		
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78		
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	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		
14B	Lab Aide	Lab Aide	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	Patient Porter	Patient Transport Assistant	2015	Hourly 16,674	17,174	17,690	18,220	18,767	19,330		
			Monthly	2,799.84	2,883.80	2,970.45	3,059.44	3,151.29	3,245.83		
			Annual	33,598.11	34,605.61	35,645.35	36,713.30	37,815.51	38,949.95		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015 Hourly Monthly Annual	16,517 2,773.48 33,281.76	17,012 2,856.60 34,279.18	17,522 2,942.24 35,306.83	18,048 3,030.56 36,366.72	18,560 3,121.57 37,458.85	19,147 3,215.10 38,581.21		
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015 Hourly Monthly Annual	17,470 2,933.50 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.35	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78		
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015 Hourly Monthly Annual	18,264 3,066.83 36,801.96	18,811 3,158.68 37,904.17	19,376 3,253.55 39,042.64	19,957 3,351.11 40,213.36	20,556 3,451.70 41,420.34	21,172 3,555.13 42,661.58		
15G	Purchasing Agent	Purchasing Agent	1950 Hourly Monthly Annual	23,462 3,812.58 45,750.90	24,166 3,926.98 47,123.70	24,891 4,044.79 48,537.45	25,638 4,166.18 49,994.10	26,407 4,291.14 51,493.65	27,199 4,419.84 53,038.05		
16	Clerk I	Clerk I Clerk Typist I	1950 Hourly Monthly Annual	15,939 2,590.09 31,081.05	16,417 2,667.76 32,013.15	16,909 2,747.71 32,972.55	17,417 2,830.26 33,963.15	17,939 2,915.09 34,981.05	18,477 3,002.51 36,030.15		
16A	Clerk II	Clerk II Clerk Typist II	1950 Hourly Monthly Annual	16,556 2,690.35 32,284.20	17,052 2,770.95 33,251.40	17,564 2,854.15 34,249.80	18,091 2,939.79 35,277.45	18,634 3,028.03 36,336.30	19,193 3,118.86 37,426.35		
16A	Clerk II	Messenger	2015 Hourly Monthly Annual	16,556 2,780.03 33,360.34	17,052 2,863.32 34,359.78	17,564 2,949.29 35,391.46	18,091 3,037.78 36,453.37	18,634 3,128.96 37,547.51	19,193 3,222.83 38,673.90		
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950 Hourly Monthly Annual	17,185 2,792.56 33,510.75	17,700 2,876.25 34,515.00	18,232 2,962.70 35,552.40	18,778 3,051.43 36,617.10	19,342 3,143.08 37,716.90	19,922 3,237.33 38,847.90		
16B	Clerk III	Clerk III	2015 Hourly Monthly Annual	17,185 2,885.65 34,627.78	17,700 2,972.13 35,665.50	18,232 3,061.46 36,737.48	18,778 3,153.14 37,837.67	19,342 3,247.84 38,974.13	19,922 3,345.24 40,142.83		
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950 Hourly Monthly Annual	17,838 2,898.68 34,784.10	18,373 2,985.61 35,827.35	18,924 3,075.15 36,901.80	19,492 3,167.45 38,009.40	20,076 3,262.35 39,148.20	20,679 3,360.34 40,324.05		
16D	Clerk V	Admissions Clerk V Clerk V	1950 Hourly Monthly Annual	18,515 3,008.69 36,104.25	19,070 3,098.88 37,186.50	19,643 3,191.99 38,303.85	20,232 3,287.70 39,452.40	20,839 3,386.34 40,636.05	21,464 3,487.90 41,854.80		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16D	Clerk V	Unit Supplies Coordinator	2015	Hourly 18,515	19,070	19,643	20,232	20,839	21,464		
			Monthly	3,108.98	3,202.17	3,298.39	3,397.29	3,499.22	3,604.16		
			Annual	37,307.73	38,426.05	39,580.65	40,767.48	41,990.59	43,249.96		
16E	Ward Clerk	Unit Clerk - Ambulatory Care	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252		
		Unit Clerk - Inpatients	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		
16E	Ward Clerk	Unit Clerk - Children's Clinic	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		
16F	Health Records Technician	Coding Technologist	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	42,968.50		
16G	Library Technician	Library Technician I	1950	Hourly 18,451	19,005	19,575	20,162	20,767	21,390		
			Monthly	2,998.29	3,088.31	3,180.94	3,276.33	3,374.64	3,475.88		
			Annual	35,979.45	37,059.75	38,171.25	39,315.90	40,495.65	41,710.50		
16H	Secretary I	Secretary I	1950	Hourly 17,218	17,735	18,267	18,815	19,380	19,961		
			Monthly	2,797.93	2,881.94	2,968.39	3,057.44	3,149.25	3,243.66		
			Annual	33,575.10	34,583.25	35,620.65	36,689.25	37,791.00	38,923.95		
16I	Secretary II	Secretary II	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	38,165.65	39,300.30	40,480.05		
16J	Secretary III	Secretary III	1950	Hourly 18,640	19,199	19,775	20,369	20,980	21,609		
			Monthly	3,029.00	3,119.84	3,213.44	3,309.96	3,409.25	3,511.46		
			Annual	36,348.00	37,438.05	38,561.25	39,719.55	40,911.00	42,137.55		
16K	Medical Transcriptionist	Medical Transcriptionist	1950	Hourly 17,773	18,306	18,855	19,421	20,004	20,604		
			Monthly	2,888.11	2,974.73	3,063.94	3,156.91	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		
16L	Audit / Medico-legal	Medico-Legal Correspondent	1950	Hourly 19,624	20,213	20,819	21,443	22,087	22,749		
			Monthly	3,188.90	3,284.61	3,383.09	3,484.49	3,589.14	3,696.71		
			Annual	38,266.80	39,415.35	40,597.05	41,813.85	43,069.65	44,360.55		
16N	Secretary IV	Secretary IV	1950	Hourly 19,385	19,966	20,565	21,182	21,818	22,472		
			Monthly	3,150.06	3,244.48	3,341.81	3,442.08	3,545.43	3,651.70		
			Annual	37,800.75	38,933.70	40,101.75	41,304.90	42,545.10	43,820.40		
16O	Health Information Analyst	Health Information Analyst	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		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16P	Stating Clerk	Stating Clerk	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	40,064.20	41,285.40		
18B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 19,060	19,632	20,221	20,828	21,453	22,096		
			Monthly	3,097.25	3,190.20	3,285.91	3,384.55	3,486.11	3,590.60		
			Annual	37,167.00	38,282.40	39,430.95	40,614.60	41,833.35	43,087.20		
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 19,060	19,632	20,221	20,828	21,453	22,096		
			Monthly	3,200.49	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29		
			Annual	38,405.90	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44		
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 23,926	24,644	25,383	26,144	26,929	27,737		
			Monthly	3,887.98	4,004.65	4,124.74	4,248.40	4,375.96	4,507.26		
			Annual	46,655.70	48,055.80	49,496.85	50,980.80	52,511.55	54,087.15		
No Match		Research Assistant	1950	Hourly 12,641							
			Monthly	2,054.16							
			Annual	24,649.95							
No Match		Research Assistant - Gastroenterology	1950	Hourly 15,952							
			Monthly	2,592.20							
			Annual	31,106.40							
No Match		Research Assistant - Student, DER	1950	Hourly 15,952							
			Monthly	2,592.20							
			Annual	31,106.40							
No Match		Unit Supplies Clerk	2015	Hourly 16,517	17,012	17,522	18,048	18,590	19,147		
			Monthly	2,773.48	2,856.60	2,942.24	3,030.56	3,121.57	3,215.10		
			Annual	33,281.76	34,279.18	35,306.83	36,366.72	37,458.85	38,581.21		
No Match		Office Assistant I - PIO	1950	Hourly 16,531	17,029	17,542	18,071	18,616	19,168	19,752	
			Monthly	2,686.29	2,767.21	2,850.58	2,936.54	3,025.10	3,114.80	3,209.70	
			Annual	32,235.45	33,206.55	34,206.90	35,238.45	36,301.20	37,377.60	38,516.40	
No Match		Student Research Assistant - Psychiatry (Neuroimaging)	1950	Hourly 16,846							
			Monthly	2,737.48							
			Annual	32,849.70							
No Match		Cashier - Cafeterias - PIO	2015	Hourly 16,874	17,183	17,487	17,794	18,102	18,410		
			Monthly	2,833.43	2,885.31	2,936.36	2,987.91	3,039.63	3,091.35		
			Annual	34,001.11	34,623.75	35,236.31	35,854.91	36,475.53	37,096.15		
No Match		Cooks Helper - PIO	2015	Hourly 16,874	17,183	17,487	17,794	18,102	18,410		
			Monthly	2,833.43	2,885.31	2,936.36	2,987.91	3,039.63	3,091.35		
			Annual	34,001.11	34,623.75	35,236.31	35,854.91	36,475.53	37,096.15		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Diet Aide II - PIO	2015	Hourly 16,874	17,183	17,487	17,794	18,102	18,410		
			Monthly	2,833.43	2,885.31	2,936.36	2,987.91	3,039.63	3,091.35		
			Annual	34,001.11	34,623.75	35,236.31	35,854.91	36,475.53	37,096.15		
No Match		Child Life Assistant	2015	Hourly 17,377	17,972	18,587	19,189	19,872	20,514	21,283	22,022
			Monthly	2,917.89	3,017.80	3,121.07	3,222.15	3,326.84	3,444.64	3,573.77	3,697.86
			Annual	35,014.66	36,213.58	37,452.81	38,665.84	40,042.08	41,335.71	42,885.25	44,374.33
No Match		Hearing Screener	2015	Hourly 17,377	17,972	18,587	19,189	19,872	20,514	21,283	22,022
			Monthly	2,917.89	3,017.80	3,121.07	3,222.15	3,326.84	3,444.64	3,573.77	3,697.86
			Annual	35,014.66	36,213.58	37,452.81	38,665.84	40,042.08	41,335.71	42,885.25	44,374.33
No Match		Communication Disorders Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,662	20,253		
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.58	3,400.82		
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,618.93	40,809.80		
No Match		Ophthalmic Assistant	1950	Hourly 17,709	18,241	18,788	19,351	19,932	20,530		
			Monthly	2,877.71	2,964.16	3,053.05	3,144.54	3,238.95	3,336.13		
			Annual	34,532.55	35,569.95	36,636.60	37,734.45	38,867.40	40,033.50		
No Match		Assistive Technology Assistant	2015	Hourly 17,783							
			Monthly	2,986.06							
			Annual	35,832.75							
No Match		Confidential Waste Transporter - PIO	2015	Hourly 17,794	18,102	18,410	18,716	19,024	19,330		
			Monthly	2,987.91	3,039.63	3,091.35	3,142.73	3,194.45	3,245.83		
			Annual	35,854.91	36,475.53	37,096.15	37,712.74	38,333.36	38,949.95		
No Match		Material Transporter - PIO	2015	Hourly 17,794	18,102	18,410	18,716	19,024	19,330		
			Monthly	2,987.91	3,039.63	3,091.35	3,142.73	3,194.45	3,245.83		
			Annual	35,854.91	36,475.53	37,096.15	37,712.74	38,333.36	38,949.95		
No Match		Material Transporter - Linen - PIO	2015	Hourly 17,794	18,102	18,410	18,716	19,024	19,330		
			Monthly	2,987.91	3,039.63	3,091.35	3,142.73	3,194.45	3,245.83		
			Annual	35,854.91	36,475.53	37,096.15	37,712.74	38,333.36	38,949.95		
No Match		Patient/Equipment Assistant	2015	Hourly 17,794	18,102	18,410	18,716	19,024	19,330		
			Monthly	2,987.91	3,039.63	3,091.35	3,142.73	3,194.45	3,245.83		
			Annual	35,854.91	36,475.53	37,096.15	37,712.74	38,333.36	38,949.95		
No Match		Patient Transport Assistant - PIO	2015	Hourly 17,794	18,102	18,410	18,716	19,024	19,330		
			Monthly	2,987.91	3,039.63	3,091.35	3,142.73	3,194.45	3,245.83		
			Annual	35,854.91	36,475.53	37,096.15	37,712.74	38,333.36	38,949.95		
No Match		Maintenance Logistics Storesperson I	2080	Hourly 17,919	18,493	19,084	19,684	20,321	20,983	21,654	
			Monthly	3,105.96	3,205.45	3,307.89	3,411.89	3,522.31	3,637.05	3,753.36	
			Annual	37,271.52	38,465.44	39,694.72	40,942.72	42,267.68	43,644.64	45,040.32	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Administrative Assistant II - PIO	1950	Hourly 18,181	18,724	19,293	19,868	20,468	21,082	21,712	
			Monthly	2,954.41	3,042.65	3,135.11	3,228.55	3,326.05	3,425.83	3,528.20	
			Annual	35,452.95	36,511.80	37,621.35	38,742.60	39,912.60	41,109.90	42,338.40	
No Match		Perioporative Lead Hand	2015	Hourly 18,343	18,894	19,460	20,045	20,646	21,265		
			Monthly	3,080.10	3,172.62	3,267.66	3,365.89	3,466.81	3,570.75		
			Annual	36,961.15	38,071.41	39,211.90	40,390.68	41,601.69	42,848.98		
No Match		Chemical Tank Transporter	2015	Hourly 18,716	19,024	19,330	19,638	19,947	20,252		
			Monthly	3,142.73	3,194.45	3,245.83	3,297.55	3,349.43	3,400.65		
			Annual	37,712.74	38,333.36	38,949.95	39,570.57	40,193.21	40,807.78		
No Match		Unit Assistant - PIO	2015	Hourly 18,716	19,024	19,330	19,638	19,947	20,252		
			Monthly	3,142.73	3,194.45	3,245.83	3,297.55	3,349.43	3,400.65		
			Annual	37,712.74	38,333.36	38,949.95	39,570.57	40,193.21	40,807.78		
No Match		Maintenance Dispatcher I	2080	Hourly 18,878	19,443	20,024	20,623	21,246	21,885	22,539	
			Monthly	3,272.19	3,370.12	3,470.83	3,574.65	3,682.64	3,793.40	3,906.76	
			Annual	39,266.24	40,441.44	41,649.92	42,895.84	44,191.68	45,520.80	46,861.12	
No Match		Junior Purchasing Agent	1950	Hourly 19,089	19,855	20,653	21,411	22,323	23,208	24,168	25,122
			Monthly	3,101.96	3,226.44	3,356.11	3,479.29	3,627.49	3,771.30	3,927.30	4,082.33
			Annual	37,223.55	38,717.25	40,273.35	41,751.45	43,529.85	45,255.60	47,127.60	48,987.90
No Match		Community Health Worker	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172		
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13		
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58		
No Match		Materials Dispatcher	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172		
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13		
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58		
No Match		Rehabilitation Assistant - PIO	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172		
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13		
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58		
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172		
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13		
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58		
No Match		Administrative Assistant III - PIO	1950	Hourly 20,009	20,608	21,222	21,852	22,513	23,198	23,882	
			Monthly	3,251.46	3,348.80	3,448.58	3,550.95	3,658.36	3,769.68	3,880.83	
			Annual	39,017.55	40,185.60	41,382.90	42,611.40	43,900.35	45,236.10	46,569.90	
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 20,504	21,327	22,187	23,081	23,998	24,956	25,960	
			Monthly	3,554.03	3,696.68	3,845.75	4,000.71	4,159.65	4,325.71	4,499.73	
			Annual	42,648.32	44,360.16	46,148.96	48,008.48	49,915.84	51,908.48	53,996.80	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	Space Allocation Coordinator		1950 Hourly	20,504	21,327	22,187	23,081	23,998	24,956	25,960	
			Monthly	3,331.90	3,465.64	3,605.39	3,750.66	3,899.68	4,055.35	4,218.50	
			Annual	39,982.80	41,567.65	43,264.65	45,007.95	46,796.10	48,664.20	50,622.00	
No Match	Inventory Coordinator, Radiology - PIO		2015 Hourly	20,560	20,867	21,172	21,482	21,791	22,096		
			Monthly	3,452.37	3,503.92	3,555.13	3,607.19	3,659.07	3,710.29		
			Annual	41,428.40	42,047.01	42,661.58	43,286.23	43,908.87	44,523.44		
No Match	Clinical Research Assistant		1950 Hourly	20,873	21,499	22,144	22,809	23,493	24,198		
			Monthly	3,391.86	3,493.59	3,598.40	3,706.46	3,817.61	3,932.18		
			Annual	40,702.35	41,923.05	43,180.80	44,477.55	45,811.35	47,186.10		
No Match	Maintenance Dispatcher II		2080 Hourly	21,200	21,837	22,482	23,161	23,856	24,565	25,306	
			Monthly	3,674.67	3,785.08	3,896.88	4,014.57	4,135.04	4,257.93	4,386.37	
			Annual	44,096.00	45,420.96	46,762.56	48,174.88	49,620.48	51,095.20	52,636.48	
No Match	Communications & Special Events Officer		1950 Hourly	21,411	22,323	23,208	24,176	25,122	26,134	27,199	28,237
			Monthly	3,479.29	3,627.49	3,771.30	3,928.60	4,082.33	4,246.78	4,419.84	4,588.51
			Annual	41,751.45	43,529.85	45,255.60	47,143.20	48,987.90	50,961.30	53,038.05	55,062.15
No Match	Peri-Operative Technical Supply Specialist		2015 Hourly	21,482	21,791	22,096	22,405	22,712	23,018		
			Monthly	3,607.19	3,659.07	3,710.29	3,762.17	3,813.72	3,865.11		
			Annual	43,286.23	43,908.87	44,523.44	45,146.08	45,764.68	46,381.27		
No Match	Trauma Data Analyst		1950 Hourly	21,880	22,638	23,435	24,256	25,101	25,978	26,880	27,836
			Monthly	3,555.50	3,678.68	3,808.19	3,941.60	4,078.91	4,221.43	4,368.00	4,523.35
			Annual	42,666.00	44,144.10	45,698.25	47,299.20	48,946.95	50,657.10	52,416.00	54,280.20
No Match	Administrative Assistant IV - PIO		1950 Hourly	22,249	22,918	23,603	24,311	25,041	25,804	26,566	
			Monthly	3,615.46	3,724.18	3,835.49	3,950.54	4,069.16	4,193.15	4,316.98	
			Annual	43,385.55	44,690.10	46,025.85	47,406.45	48,829.95	50,317.80	51,803.70	
No Match	Fire Safety Officer		2015 Hourly	22,368	23,051	23,734	24,451	25,193	25,942	26,717	
			Monthly	3,755.96	3,870.65	3,985.33	4,105.73	4,230.33	4,356.09	4,486.23	
			Annual	45,071.52	46,447.77	47,824.01	49,268.77	50,763.90	52,273.13	53,834.76	
No Match	Research Protocol Officer		1950 Hourly	22,390	23,268	24,185	25,088	26,057	27,080	28,153	
			Monthly	3,638.38	3,781.05	3,930.06	4,076.80	4,224.26	4,400.50	4,574.86	
			Annual	43,660.50	45,372.60	47,160.75	48,921.60	50,811.15	52,806.00	54,898.35	
No Match	Research Assistant - MS Clinic		2015 Hourly	22,540	23,396	24,138	25,093	25,969	26,889	27,896	28,905
			Monthly	3,784.84	3,928.58	4,053.17	4,213.53	4,360.63	4,515.11	4,684.20	4,853.63
			Annual	45,418.10	47,142.94	48,638.07	50,562.40	52,327.54	54,181.34	56,210.44	58,243.58
No Match	Rainbow Room Coordinator		1950 Hourly	22,794	23,478	24,182	24,908	25,655	26,425		
			Monthly	3,704.03	3,815.18	3,929.58	4,047.55	4,168.94	4,294.06		
			Annual	44,448.30	45,782.10	47,154.90	48,570.60	50,027.25	51,528.75		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		CAD Operator	1950	Hourly 23,012	23,809	24,648	25,508	26,401	27,326	28,276	
			Monthly	3,739.45	3,868.96	4,005.30	4,145.05	4,290.16	4,440.48	4,594.85	
			Annual	44,873.40	46,427.55	48,063.60	49,740.60	51,481.95	53,285.70	55,138.20	
No Match		Project Coordinator - DER	1950	Hourly 23,291	24,176	24,943	25,930	26,834	27,786	28,824	29,869
			Monthly	3,784.79	3,928.60	4,053.24	4,213.63	4,360.53	4,515.23	4,683.90	4,853.71
			Annual	45,417.45	47,143.20	48,638.85	50,563.50	52,326.30	54,182.70	56,206.80	58,244.55
No Match		MSI / Database Assistant	2015	Hourly 23,478	24,182	24,908	25,655	26,425	27,218		
			Monthly	3,942.35	4,060.56	4,182.47	4,307.90	4,437.20	4,570.36		
			Annual	47,308.17	48,726.73	50,189.62	51,694.83	53,246.38	54,844.27		
No Match		Patient Equipment Technical Assistant	1950	Hourly 24,182	24,908	25,655	26,425	27,218	28,034		
			Monthly	3,929.58	4,047.55	4,168.94	4,294.06	4,422.93	4,555.53		
			Annual	47,154.90	48,570.60	50,027.25	51,528.75	53,075.10	54,666.30		
No Match		Coordinator, Patient Equipment & Supplies	2015	Hourly 24,182	24,908	25,655	26,425	27,218	28,034		
			Monthly	4,060.56	4,182.47	4,307.90	4,437.20	4,570.36	4,707.38		
			Annual	48,726.73	50,189.62	51,694.83	53,246.38	54,844.27	56,488.51		
No Match		Communication Coordinator, O.D.O.	2015	Hourly 25,712	27,915	30,120	32,325	34,528	36,732		
			Monthly	4,317.47	4,687.39	5,057.65	5,427.91	5,797.83	6,167.92		
			Annual	51,809.68	56,248.73	60,691.80	65,134.88	69,573.92	74,014.98		
No Match		C.A.D.D. Systems Specialist	1950	Hourly 26,523	27,455	28,411	29,425	30,448	31,507	32,610	
			Monthly	4,309.99	4,461.44	4,616.79	4,781.56	4,947.80	5,119.89	5,299.13	
			Annual	51,719.85	53,537.25	55,401.45	57,378.75	59,373.60	61,438.65	63,589.50	
No Match		Construction Officer	1950	Hourly 28,642	29,790	30,898	32,054	33,267	34,782	36,089	
			Monthly	4,654.33	4,840.88	5,020.93	5,208.78	5,405.89	5,652.08	5,864.46	
			Annual	55,851.90	58,090.50	60,251.10	62,505.30	64,870.65	67,824.90	70,373.55	
No Match		Safety & Training Coordinator	2080	Hourly 28,875	29,742	30,634	31,553	32,500	33,474		
			Monthly	5,005.00	5,155.28	5,309.89	5,469.19	5,633.33	5,802.16		
			Annual	60,060.00	61,863.36	63,718.72	65,630.24	67,600.00	69,625.92		
No Match		Maintenance Logistics Coordinator	2080	Hourly 31,839	32,981	34,166	35,396				
			Monthly	5,518.76	5,716.71	5,922.11	6,136.31				
			Annual	66,225.12	68,600.48	71,065.28	73,623.68				
No Match		CCMS Coordinator	2080	Hourly 32,870	33,856	34,872	35,919	36,997	38,106		
			Monthly	5,697.47	5,868.37	6,044.48	6,225.96	6,412.81	6,605.04		
			Annual	68,369.60	70,420.48	72,533.76	74,711.52	76,953.76	79,260.48		
No Match		Building Technologist	1950	Hourly 32,880	33,866	34,882	35,929	37,007	38,117		
			Monthly	5,343.00	5,503.23	5,668.33	5,838.46	6,013.64	6,194.01		
			Annual	64,116.00	66,038.70	68,019.90	70,061.55	72,163.65	74,328.15		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match	Preventive Maintenance Coordinator		2080	Hourly 32,932	34,067	35,247	36,468				
				Monthly 5,708.21	5,904.95	6,109.48	6,321.12				
				Annual 68,498.56	70,859.36	73,313.76	75,853.44				
No Match	Architectural and Project Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123		
				Monthly 6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32		
				Annual 75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84		
No Match	Electronics Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123		
				Monthly 6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32		
				Annual 75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84		
No Match	Environmental Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123		
				Monthly 6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32		
				Annual 75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84		
No Match	Facilities / Shift Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123		
				Monthly 6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32		
				Annual 75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84		
No Match	Plumbing Supervisor		2080	Hourly 36,929	38,039	39,180	40,355	41,565	42,812		
				Monthly 6,401.03	6,593.43	6,791.20	6,994.87	7,204.60	7,420.75		
				Annual 76,812.32	79,121.12	81,494.40	83,938.40	86,455.20	89,048.96		
No Match	Electrical Supervisor - PIO		2080	Hourly 37,525	38,650	39,810	41,004	42,234	43,501		
				Monthly 6,504.33	6,699.33	6,900.40	7,107.36	7,320.56	7,540.17		
				Annual 78,052.00	80,392.00	82,804.80	85,288.32	87,846.72	90,482.08		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE OCTOBER 1, 2014

Addition of 20 Year Scale

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
1	Activity / Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
2	Volunteer Coordinator	Supervisor of Volunteers	1950	Hourly 18,786	19,349	19,930	20,527	21,143	21,778			22,213	
			Monthly	3,052.73	3,144.21	3,238.63	3,335.64	3,435.74	3,538.93			3,609.61	
			Annual	36,632.70	37,730.55	38,863.50	40,027.65	41,228.85	42,467.10			43,315.35	
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	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	
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015	Hourly 18,264	18,811	19,376	19,957	20,556	21,172			21,586	
			Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13			3,626.33	
			Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58			43,515.94	
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015	Hourly 18,264	18,811	19,376	19,957	20,556	21,172			21,586	
			Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13			3,626.33	
			Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58			43,515.94	
4	Housekeeping / Dietary / Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015	Hourly 16,794	17,298	17,816	18,351	18,902	19,469			19,858	
			Monthly	2,819.99	2,904.62	2,991.60	3,081.44	3,173.96	3,269.17			3,334.49	
			Annual	33,839.91	34,855.47	35,899.24	36,977.27	38,087.53	39,230.04			40,013.87	
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015	Hourly 19,060	19,632	20,221	20,828	21,453	22,096			22,538	
			Monthly	3,200.49	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29			3,784.51	
			Annual	38,405.90	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44			45,414.07	
4E	Senior Messenger	Senior Messenger	2015	Hourly 17,212	17,728	18,260	18,808	19,372	19,953			20,352	
			Monthly	2,890.18	2,976.83	3,066.16	3,158.18	3,252.88	3,350.44			3,417.44	
			Annual	34,682.18	35,721.92	36,793.90	37,898.12	39,034.58	40,205.30			41,009.28	
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,205.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
4J	Senior Slatting Clerk	Centralized Slatting Clerk	1950	Hourly 19,060	19,632	20,221	20,828	21,453	22,096			22,538	
			Monthly	3,097.25	3,190.20	3,285.91	3,384.55	3,486.11	3,590.60			3,662.43	
			Annual	37,167.00	38,282.40	39,430.95	40,614.60	41,833.35	43,087.20			43,949.10	
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly 19,060	19,632	20,221	20,828	21,453	22,096			22,538	
			Monthly	3,200.49	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29			3,784.51	
			Annual	38,405.90	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44			45,414.07	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
6	Cook I (Entry)	Cook I	2015	Hourly 18,264	18,811	19,376	19,957	20,556	21,172			21,596	
			Monthly	3,066.83	3,158.68	3,253.55	3,351.11	3,451.70	3,555.13			3,626.33	
			Annual	36,801.96	37,904.17	39,042.64	40,213.36	41,420.34	42,661.58			43,515.94	
7	Dietetic Aide	Diet Aide I	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	
8	Housekeeping Aide	Housekeeping Aide I	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	
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 15,881	16,357	16,848	17,353	17,874	18,410			18,778	
			Monthly	2,666.69	2,746.61	2,829.06	2,913.86	3,001.34	3,091.35			3,153.14	
			Annual	32,000.22	32,959.36	33,948.72	34,966.30	36,016.11	37,096.15			37,837.67	
9A	Laundry Aide II	Linen Service Aide	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	
13	Health Care Aide	Community Support Worker Perioperative Aide Unit Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,206.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,206.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,206.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	2015	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly	2,933.50	3,021.49	3,112.17	3,206.53	3,301.75	3,400.65			3,468.82	
			Annual	35,202.05	36,257.91	37,346.01	38,466.35	39,620.95	40,807.78			41,625.87	
14B	Lab Aide	Lab Aide	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	Patient Porter	Patient Transport Assistant	2015	Hourly 16,674	17,174	17,690	18,220	18,767	19,330			19,717	
			Monthly	2,799.84	2,883.80	2,970.45	3,059.44	3,151.29	3,245.83			3,310.81	
			Annual	33,598.11	34,605.61	35,645.35	36,713.30	37,815.51	38,949.95			39,729.76	
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015	Hourly 16,517	17,012	17,522	18,048	18,590	19,147			19,530	
			Monthly	2,773.48	2,856.60	2,942.24	3,030.56	3,121.57	3,215.10			3,279.41	
			Annual	33,281.76	34,279.18	35,306.83	36,366.72	37,458.85	38,581.21			39,352.95	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.55	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78			20,658 3,468.82 41,625.87	
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015	Hourly 18,264 Monthly 3,066.83 Annual 36,801.96	18,811 3,158.68 37,904.17	19,376 3,253.55 39,042.64	19,957 3,351.11 40,213.36	20,556 3,451.70 41,420.34	21,172 3,556.13 42,661.58			21,596 3,626.33 43,515.94	
15G	Purchasing Agent	Purchasing Agent	1950	Hourly 23,462 Monthly 3,812.58 Annual 45,750.90	24,166 3,926.98 47,123.70	24,891 4,044.79 48,537.45	25,638 4,166.18 49,994.10	26,407 4,291.14 51,493.65	27,199 4,419.84 53,038.05			27,743 4,508.24 54,098.85	
16	Clerk I	Clerk I Clerk Typist I	1950	Hourly 15,939 Monthly 2,590.09 Annual 31,081.05	16,417 2,667.76 32,013.15	16,909 2,747.71 32,972.55	17,417 2,830.26 33,963.15	17,939 2,915.09 34,981.05	18,477 3,002.51 36,030.15			18,847 3,062.64 36,751.65	
16A	Clerk II	Clerk II Clerk Typist II	1950	Hourly 16,556 Monthly 2,696.35 Annual 32,284.20	17,052 2,770.95 33,251.40	17,564 2,854.15 34,249.80	18,091 2,939.79 35,277.45	18,634 3,028.03 36,336.30	19,193 3,118.86 37,426.35			19,576 3,181.10 38,173.20	
16A	Clerk II	Messenger	2015	Hourly 16,556 Monthly 2,780.03 Annual 33,360.34	17,052 2,863.32 34,359.78	17,564 2,949.29 35,391.46	18,091 3,037.78 36,453.37	18,634 3,128.96 37,547.51	19,193 3,222.83 38,673.90			19,576 3,287.14 39,445.64	
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950	Hourly 17,185 Monthly 2,792.56 Annual 33,510.75	17,700 2,876.25 34,515.00	18,232 2,962.70 35,552.40	18,778 3,051.43 36,617.10	19,342 3,143.08 37,716.90	19,922 3,237.33 38,847.90			20,321 3,302.16 39,625.95	
16B	Clerk III	Clerk III	2015	Hourly 17,185 Monthly 2,885.65 Annual 34,627.78	17,700 2,972.13 35,665.50	18,232 3,061.46 36,737.48	18,778 3,153.14 37,837.67	19,342 3,247.84 38,974.13	19,922 3,345.24 40,142.83			20,321 3,412.24 40,946.82	
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950	Hourly 17,838 Monthly 2,898.68 Annual 34,784.10	18,373 2,985.61 35,827.35	18,924 3,075.15 36,901.80	19,492 3,167.45 38,009.40	20,076 3,262.35 39,148.20	20,679 3,360.34 40,324.05			21,092 3,427.45 41,129.40	
16D	Clerk V	Admissions Clerk V Clerk V	1950	Hourly 18,515 Monthly 3,008.69 Annual 36,104.25	19,070 3,098.88 37,186.50	19,643 3,191.99 38,303.85	20,232 3,287.70 39,452.40	20,839 3,386.34 40,636.05	21,464 3,487.90 41,854.80			21,893 3,567.61 42,691.35	
16D	Clerk V	Unit Supplies Coordinator	2015	Hourly 18,515 Monthly 3,108.98 Annual 37,307.73	19,070 3,202.17 38,426.05	19,643 3,298.39 39,580.65	20,232 3,397.29 40,767.48	20,839 3,499.22 41,990.59	21,464 3,604.16 43,229.96			21,893 3,676.20 44,114.40	
16E	Ward Clerk	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994 3,021.49 36,257.91	18,534 3,112.17 37,346.01	19,090 3,205.53 38,466.35	19,663 3,301.75 39,620.95	20,252 3,400.65 40,807.78			20,658 3,468.82 41,625.87	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
16E	Ward Clerk	Unit Clerk - Children's Clinic	1950	Hourly 17,470	17,994	18,534	19,090	19,663	20,252			20,658	
			Monthly 2,838.88	2,924.03	3,011.78	3,102.13	3,195.24	3,290.95	3,356.93			3,356.93	
			Annual 34,066.50	35,088.30	36,141.30	37,225.50	38,342.85	39,491.40	40,283.10			40,283.10	
16F	Health Records Technician	Coding Technologist	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			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			43,818.45	
16G	Library Technician	Library Technician I	1950	Hourly 18,451	19,005	19,575	20,162	20,767	21,390			21,818	
			Monthly 2,998.29	3,088.31	3,180.94	3,276.33	3,374.64	3,475.88	3,545.43			3,545.43	
			Annual 35,979.45	37,059.75	38,171.25	39,315.80	40,495.65	41,710.50	42,545.10			42,545.10	
16H	Secretary I	Secretary I	1950	Hourly 17,218	17,735	18,267	18,815	19,380	19,961			20,360	
			Monthly 2,797.93	2,881.94	2,968.39	3,057.44	3,149.25	3,243.66	3,308.50			3,308.50	
			Annual 33,575.10	34,583.25	35,620.65	36,689.25	37,791.00	38,923.95	39,702.00			39,702.00	
16I	Secretary II	Secretary II	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			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			41,289.30	
16J	Secretary III	Secretary III	1950	Hourly 18,640	19,199	19,775	20,369	20,980	21,609			22,041	
			Monthly 3,029.00	3,119.84	3,213.44	3,309.96	3,409.25	3,511.46	3,581.66			3,581.66	
			Annual 36,348.00	37,438.05	38,561.25	39,719.55	40,911.00	42,137.55	42,979.95			42,979.95	
16K	Medical Transcriptionist	Medical Transcriptionist	1950	Hourly 17,773	18,306	18,855	19,421	20,004	20,604			21,016	
			Monthly 2,886.11	2,974.73	3,063.94	3,155.91	3,250.65	3,348.15	3,415.10			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			40,981.20	
16L	Audit / Medico-legal	Medico-Legal Correspondent	1950	Hourly 19,624	20,213	20,819	21,443	22,087	22,749			23,204	
			Monthly 3,188.90	3,284.61	3,383.09	3,484.49	3,589.14	3,696.71	3,770.65			3,770.65	
			Annual 38,266.80	39,415.35	40,597.05	41,813.85	43,069.65	44,360.55	45,247.80			45,247.80	
16N	Secretary IV	Secretary IV	1950	Hourly 19,385	19,966	20,565	21,182	21,818	22,472			22,922	
			Monthly 3,150.06	3,244.48	3,341.81	3,442.08	3,545.43	3,651.70	3,724.83			3,724.83	
			Annual 37,800.75	38,933.70	40,101.75	41,304.90	42,545.10	43,820.40	44,697.90			44,697.90	
16O	Health Information Analyst	Health Information Analyst	1950	Hourly 20,482	21,097	21,730	22,381	23,053	23,745			24,219	
			Monthly 3,328.33	3,428.26	3,531.13	3,636.91	3,746.11	3,858.56	3,935.59			3,935.59	
			Annual 39,939.90	41,139.15	42,373.50	43,642.95	44,953.35	46,302.75	47,227.05			47,227.05	
16P	Stating Clerk	Stating Clerk	1950	Hourly 18,264	18,811	19,376	19,957	20,556	21,172			21,596	
			Monthly 2,967.90	3,056.79	3,148.60	3,243.01	3,340.35	3,440.45	3,509.35			3,509.35	
			Annual 35,614.80	36,681.45	37,783.20	38,916.15	40,084.20	41,285.40	42,112.20			42,112.20	
18B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 19,060	19,632	20,221	20,828	21,453	22,096			22,538	
			Monthly 3,097.25	3,190.20	3,285.91	3,384.55	3,486.11	3,590.60	3,662.43			3,662.43	
			Annual 37,167.00	38,282.40	39,430.95	40,614.60	41,833.35	43,087.20	43,949.10			43,949.10	
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 19,060	19,632	20,221	20,828	21,453	22,096			22,538	
			Monthly 3,200.49	3,296.54	3,395.44	3,497.37	3,602.32	3,710.29	3,784.51			3,784.51	
			Annual 38,405.90	39,558.48	40,745.32	41,968.42	43,227.80	44,523.44	45,414.07			45,414.07	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 23,926 Monthly 3,887.98 Annual 46,655.70	24,644	25,383	26,144	26,929	27,737			28,291	
				4,004.65	4,124.74	4,248.40	4,375.96	4,507.26	4,597.29			4,597.29	
				48,055.80	49,496.85	50,980.80	52,511.55	54,087.15	55,167.45			55,167.45	
No Match	Research Assistant		1950	Hourly 12,641 Monthly 2,054.16 Annual 24,649.95								12,894	
												2,095.28	
												25,143.30	
No Match	Research Assistant - Gastroenterology		1950	Hourly 15,952 Monthly 2,592.20 Annual 31,106.40								16,271	
												2,644.04	
												31,728.45	
No Match	Research Assistant - Student, DER		1950	Hourly 15,952 Monthly 2,592.20 Annual 31,106.40								16,271	
												2,644.04	
												31,728.45	
No Match	Unit Supplies Clerk		2015	Hourly 16,517 Monthly 2,773.48 Annual 33,281.76	17,012	17,522	18,048	18,590	19,147			19,530	
					2,856.60	2,942.24	3,030.56	3,121.57	3,215.10			3,279.41	
					34,279.18	35,306.83	36,366.72	37,458.85	38,581.21			39,352.95	
No Match	Office Assistant I - PIO		1950	Hourly 16,531 Monthly 2,686.29 Annual 32,235.45	17,029	17,542	18,071	18,616	19,168			20,147	
					2,767.21	2,850.58	2,936.54	3,025.10	3,114.80			3,273.89	
					33,206.90	34,206.90	35,238.45	36,301.20	37,377.60			38,516.40	
No Match	Student Research Assistant - Psychiatry (Neuroimaging)		1950	Hourly 16,846 Monthly 2,737.48 Annual 32,849.70								17,183	
												2,792.24	
												33,506.85	
No Match	Cashier - Cafeterias - PIO		2015	Hourly 16,874 Monthly 2,833.43 Annual 34,001.11	17,183	17,487	17,794	18,102	18,410			18,778	
					2,885.31	2,936.36	2,987.91	3,039.63	3,091.35			3,153.14	
					34,623.75	35,236.31	35,854.91	36,475.53	37,096.15			37,837.67	
No Match	Cooks Helper - PIO		2015	Hourly 16,874 Monthly 2,833.43 Annual 34,001.11	17,183	17,487	17,794	18,102	18,410			18,778	
					2,885.31	2,936.36	2,987.91	3,039.63	3,091.35			3,153.14	
					34,623.75	35,236.31	35,854.91	36,475.53	37,096.15			37,837.67	
No Match	Diet Aide II - PIO		2015	Hourly 16,874 Monthly 2,833.43 Annual 34,001.11	17,183	17,487	17,794	18,102	18,410			18,778	
					2,885.31	2,936.36	2,987.91	3,039.63	3,091.35			3,153.14	
					34,623.75	35,236.31	35,854.91	36,475.53	37,096.15			37,837.67	
No Match	Child Life Assistant		2015	Hourly 17,377 Monthly 2,917.89 Annual 35,014.66	17,972	18,587	19,189	19,872	20,514			21,283	
					3,017.80	3,121.07	3,222.15	3,336.84	3,444.64			3,573.77	
					36,213.58	37,452.81	38,665.84	40,042.08	41,335.71			42,885.25	
No Match	Hearing Screener		2015	Hourly 17,377 Monthly 2,917.89 Annual 35,014.66	18,587	19,189	19,872	20,514	21,283			22,022	
					3,017.80	3,121.07	3,222.15	3,336.84	3,444.64			3,573.77	
					36,213.58	37,452.81	38,665.84	40,042.08	41,335.71			42,885.25	
No Match	Communication Disorders Assistant		2015	Hourly 17,470 Monthly 2,933.50 Annual 35,202.05	17,994	18,534	19,090	19,662	20,253			20,658	
					3,021.49	3,112.17	3,205.53	3,301.58	3,400.82			3,466.82	
					36,257.91	37,346.01	38,466.35	39,618.93	40,809.80			41,625.87	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Ophthalmic Assistant	1950	Hourly 17,709 Monthly 2,877.71 Annual 34,532.55	18,241	18,788	19,351	19,932	20,530			20,941	
					2,964.16	3,053.05	3,144.54	3,238.95	3,336.13			3,402.91	
						35,569.95	36,636.60	37,734.45	38,867.40			40,033.50	
No Match		Assistive Technology Assistant	2015	Hourly 17,783 Monthly 2,986.06 Annual 35,832.75								18,138	
												3,045.67	
												36,548.07	
No Match		Confidential Waste Transporter - PIO	2015	Hourly 17,794 Monthly 2,987.91 Annual 35,854.91	18,102	18,410	18,716	19,024	19,330			19,717	
					3,039.63	3,091.35	3,142.73	3,194.45	3,245.83			3,310.81	
						36,475.53	37,096.15	37,712.74	38,333.36			38,949.95	
No Match		Material Transporter - PIO	2015	Hourly 17,794 Monthly 2,987.91 Annual 35,854.91	18,102	18,410	18,716	19,024	19,330			19,717	
					3,039.63	3,091.35	3,142.73	3,194.45	3,245.83			3,310.81	
						36,475.53	37,096.15	37,712.74	38,333.36			38,949.95	
No Match		Patient / Equipment Assistant	2015	Hourly 17,794 Monthly 2,987.91 Annual 35,854.91	18,102	18,410	18,716	19,024	19,330			19,717	
					3,039.63	3,091.35	3,142.73	3,194.45	3,245.83			3,310.81	
						36,475.53	37,096.15	37,712.74	38,333.36			38,949.95	
No Match		Patient Transport Assistant - PIO	2015	Hourly 17,794 Monthly 2,987.91 Annual 35,854.91	18,102	18,410	18,716	19,024	19,330			19,717	
					3,039.63	3,091.35	3,142.73	3,194.45	3,245.83			3,310.81	
						36,475.53	37,096.15	37,712.74	38,333.36			38,949.95	
No Match		Maintenance Logistics Storesperson I	2080	Hourly 17,919 Monthly 3,105.96 Annual 37,271.52	18,493	19,084	19,684	20,321	20,983	21,654		22,088	
					3,205.45	3,307.89	3,411.89	3,522.31	3,637.05	3,753.36		3,828.59	
						38,465.44	39,694.72	40,942.72	42,267.68	43,644.64		45,040.32	
No Match		Administrative Assistant II - PIO	1950	Hourly 18,181 Monthly 2,954.41 Annual 35,452.95	18,724	19,293	19,868	20,468	21,082	21,712		22,146	
					3,135.11	3,228.55	3,326.05	3,425.83	3,528.20			3,598.73	
						37,621.35	38,742.60	39,912.60	41,109.90	42,336.40		43,184.70	
No Match		Perioperative Lead Hand	2015	Hourly 18,343 Monthly 3,080.10 Annual 36,961.15	18,894	19,460	20,045	20,646	21,265			21,691	
					3,172.62	3,267.66	3,365.89	3,466.81	3,570.75			3,642.28	
						38,071.41	39,211.90	40,390.68	41,601.69	42,848.98		43,707.37	
No Match		Chemical Tank Transporter	2015	Hourly 18,716 Monthly 3,142.73 Annual 37,712.74	19,024	19,330	19,638	19,947	20,252			20,658	
					3,245.83	3,297.55	3,349.43	3,400.65				3,468.82	
						38,949.95	39,570.57	40,193.21	40,807.78			41,629.87	
No Match		Unit Assistant - PIO	2015	Hourly 18,716 Monthly 3,142.73 Annual 37,712.74	19,024	19,330	19,638	19,947	20,252			20,658	
					3,245.83	3,297.55	3,349.43	3,400.65				3,468.82	
						38,949.95	39,570.57	40,193.21	40,807.78			41,629.87	
No Match		Maintenance Dispatcher I	2080	Hourly 18,878 Monthly 3,272.19 Annual 39,266.24	19,443	20,024	20,623	21,246	21,885	22,539		22,990	
					3,370.12	3,470.83	3,574.65	3,682.64	3,793.40	3,906.76		3,984.93	
						40,441.44	41,649.92	42,895.84	44,191.68	45,520.80		46,881.12	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Junior Purchasing Agent	1950	Hourly 19,089	19,855	20,653	21,411	22,323	23,208	24,168	25,122	25,624	
			Monthly	3,101.96	3,226.44	3,356.11	3,479.29	3,627.49	3,771.30	3,927.30	4,082.33	4,163.90	
			Annual	37,223.55	38,717.25	40,273.35	41,751.45	43,529.85	45,255.60	47,127.60	48,987.90	49,966.80	
No Match		Community Health Worker	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172			21,596	
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13			3,626.33	
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58			43,515.94	
No Match		Materials Dispatcher	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172			21,596	
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13			3,626.33	
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58			43,515.94	
No Match		Rehabilitation Assistant - PIO	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172			21,596	
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13			3,626.33	
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58			43,515.94	
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 19,638	19,947	20,252	20,560	20,867	21,172			21,596	
			Monthly	3,297.55	3,349.43	3,400.65	3,452.37	3,503.92	3,555.13			3,626.33	
			Annual	39,570.57	40,193.21	40,807.78	41,428.40	42,047.01	42,661.58			43,515.94	
No Match		Administrative Assistant III - PIO	1950	Hourly 20,009	20,608	21,222	21,852	22,513	23,198	23,882		24,360	
			Monthly	3,251.46	3,348.80	3,448.58	3,550.95	3,658.36	3,769.68	3,880.83		3,958.50	
			Annual	39,017.55	40,185.60	41,382.90	42,611.40	43,900.35	45,236.10	46,569.90		47,502.00	
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 20,504	21,327	22,187	23,081	23,998	24,956	25,960		26,479	
			Monthly	3,554.03	3,696.88	3,845.75	4,000.71	4,159.65	4,325.71	4,499.73		4,589.69	
			Annual	42,648.32	44,360.16	46,148.96	48,002.48	49,915.84	51,908.48	53,996.80		55,076.32	
No Match		Space Allocation Coordinator	1950	Hourly 20,504	21,327	22,187	23,081	23,998	24,956	25,960		26,479	
			Monthly	3,331.90	3,465.64	3,605.39	3,750.66	3,899.68	4,055.35	4,218.50		4,302.84	
			Annual	39,982.80	41,587.65	43,264.65	45,007.95	46,796.10	48,664.20	50,622.00		51,634.05	
No Match		Inventory Coordinator, Radiology - PIO	2015	Hourly 20,560	20,867	21,172	21,482	21,791	22,096			22,538	
			Monthly	3,452.37	3,503.92	3,555.13	3,607.19	3,659.07	3,710.29			3,784.51	
			Annual	41,428.40	42,047.01	42,661.58	43,286.23	43,908.87	44,523.44			45,141.07	
No Match		Clinical Research Assistant	1950	Hourly 20,873	21,499	22,144	22,809	23,493	24,198			24,682	
			Monthly	3,391.86	3,493.59	3,598.40	3,706.46	3,817.61	3,932.18			4,010.83	
			Annual	40,702.35	41,923.05	43,180.80	44,477.55	45,811.35	47,186.10			48,129.90	
No Match		Maintenance Dispatcher II	2080	Hourly 21,200	21,837	22,482	23,161	23,856	24,565	25,306		25,812	
			Monthly	3,674.67	3,785.08	3,896.88	4,014.57	4,135.04	4,257.93	4,386.37		4,474.08	
			Annual	44,096.00	45,420.96	46,762.56	48,174.88	49,620.48	51,095.20	52,636.48		53,688.96	
No Match		Communications & Special Events Officer	1950	Hourly 21,411	22,323	23,208	24,176	25,122	26,134	27,199	28,237	28,802	
			Monthly	3,479.29	3,627.49	3,771.30	3,928.60	4,082.33	4,246.78	4,419.84	4,588.51	4,680.33	
			Annual	41,751.45	43,529.85	45,255.60	47,143.20	48,987.90	50,961.30	53,038.05	55,062.15	56,163.90	
No Match		Peri-Operative Technical Supply Specialist	2015	Hourly 21,482	21,791	22,096	22,405	22,712	23,018			23,478	
			Monthly	3,607.19	3,659.07	3,710.29	3,762.17	3,813.72	3,865.11			3,942.35	
			Annual	43,286.23	43,908.87	44,523.44	45,146.08	45,764.88	46,381.27			47,308.17	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Trauma Data Analyst	1950	Hourly 21,880	22,638	23,435	24,236	25,101	25,978	26,880	27,836	28,393	
			Monthly	3,555.50	3,678.68	3,808.19	3,941.60	4,078.91	4,221.43	4,368.00	4,523.35	4,613.86	
			Annual	42,666.00	44,144.10	45,698.25	47,299.20	48,946.95	50,657.10	52,416.00	54,280.20	55,366.35	
No Match		Administrative Assistant IV - PIO	1950	Hourly 22,249	22,918	23,603	24,311	25,041	25,804	26,566	27,097	27,097	
			Monthly	3,615.46	3,724.18	3,835.49	3,950.54	4,069.16	4,193.15	4,316.98	4,403.26	4,403.26	
			Annual	43,385.55	44,690.10	46,025.85	47,406.45	48,829.95	50,317.80	51,803.70	52,839.15	52,839.15	
No Match		Fire Safety Officer	2015	Hourly 22,368	23,051	23,734	24,451	25,193	25,942	26,717	27,251	27,251	
			Monthly	3,755.96	3,870.65	3,985.33	4,105.73	4,230.33	4,356.09	4,486.23	4,575.90	4,575.90	
			Annual	45,071.52	46,447.77	47,824.01	49,268.77	50,763.90	52,273.13	53,834.76	54,910.77	54,910.77	
No Match		Research Protocol Officer	1950	Hourly 22,390	23,268	24,185	25,088	26,057	27,080	28,153	28,716	28,716	
			Monthly	3,638.38	3,781.05	3,930.06	4,076.80	4,234.26	4,400.50	4,574.86	4,666.35	4,666.35	
			Annual	43,660.50	45,372.60	47,160.75	48,921.60	50,811.15	52,806.00	54,898.35	55,996.20	55,996.20	
No Match		Research Assistant - MS Clinic	2015	Hourly 22,540	23,396	24,138	25,033	25,969	26,889	27,896	28,905	29,463	
			Monthly	3,784.84	3,928.58	4,053.17	4,213.53	4,360.63	4,515.11	4,684.20	4,853.63	4,950.69	
			Annual	45,418.10	47,142.94	48,638.07	50,562.40	52,327.54	54,181.34	56,210.44	58,243.58	59,408.25	
No Match		Rainbow Room Coordinator	1950	Hourly 22,794	23,478	24,182	24,908	25,655	26,425	26,954	26,954	26,954	
			Monthly	3,704.03	3,815.18	3,929.58	4,047.55	4,168.94	4,294.06	4,380.03	4,380.03	4,380.03	
			Annual	44,448.30	45,782.10	47,154.90	48,570.60	50,027.25	51,528.75	52,560.30	52,560.30	52,560.30	
No Match		CAD Operator	1950	Hourly 23,012	23,809	24,648	25,508	26,401	27,326	28,276	28,841	28,841	
			Monthly	3,739.45	3,868.96	4,005.45	4,145.05	4,290.16	4,440.48	4,594.85	4,686.66	4,686.66	
			Annual	44,873.40	46,427.55	48,063.60	49,740.60	51,481.95	53,285.70	55,138.20	56,236.95	56,236.95	
No Match		Project Coordinator - DER	1950	Hourly 23,291	24,176	24,943	25,930	26,834	27,786	28,824	29,869	30,467	
			Monthly	3,784.79	3,928.60	4,053.24	4,213.63	4,360.53	4,515.23	4,683.90	4,853.71	4,950.89	
			Annual	45,417.45	47,143.20	48,638.85	50,563.50	52,326.30	54,182.70	56,206.80	58,244.55	59,410.65	
No Match		MSI / Database Assistant	2015	Hourly 23,478	24,182	24,908	25,655	26,425	27,218	27,763	27,763	27,763	
			Monthly	3,942.35	4,060.56	4,182.47	4,307.90	4,437.20	4,570.36	4,661.87	4,661.87	4,661.87	
			Annual	47,308.17	48,726.73	50,189.62	51,694.83	53,246.38	54,844.27	55,942.45	55,942.45	55,942.45	
No Match		Patient Equipment Technical Assistant	1950	Hourly 24,182	24,908	25,655	26,425	27,218	28,034	28,595	28,595	28,595	
			Monthly	3,929.58	4,047.55	4,168.94	4,294.06	4,422.93	4,555.53	4,646.69	4,646.69	4,646.69	
			Annual	47,154.90	48,570.60	50,027.25	51,528.75	53,075.10	54,666.30	55,760.25	55,760.25	55,760.25	
No Match		Coordinator, Patient Equipment & Supplies	2015	Hourly 24,182	24,908	25,655	26,425	27,218	28,034	28,595	28,595	28,595	
			Monthly	4,060.56	4,182.47	4,307.90	4,437.20	4,570.36	4,707.38	4,801.58	4,801.58	4,801.58	
			Annual	48,726.73	50,189.62	51,694.83	53,246.38	54,844.27	56,488.51	57,618.93	57,618.93	57,618.93	
No Match		Communication Coordinator, O.D.O.	2015	Hourly 25,712	27,915	30,120	32,325	34,528	36,732	37,467	37,467	37,467	
			Monthly	4,317.47	4,687.39	5,057.65	5,427.91	5,797.83	6,167.92	6,291.33	6,291.33	6,291.33	
			Annual	51,809.68	56,248.73	60,691.80	65,134.88	69,573.92	74,014.98	75,496.01	75,496.01	75,496.01	
No Match		C.A.D. Systems Specialist	1950	Hourly 26,523	27,455	28,411	29,425	30,448	31,507	32,610	33,262	33,262	
			Monthly	4,309.99	4,461.44	4,616.79	4,781.56	4,947.80	5,119.89	5,299.13	5,405.08	5,405.08	
			Annual	51,719.85	53,537.25	55,401.45	57,378.75	59,373.60	61,438.65	63,589.50	64,860.90	64,860.90	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 1
No Match	Construction Officer		1950	Hourly 28,642	29,790	30,898	32,054	33,267	34,782	36,089		36,811
			Monthly	4,654.33	4,840.88	5,020.93	5,208.78	5,405.89	5,652.08	5,864.46		5,981.79
			Annual	55,851.90	58,090.50	60,251.10	62,505.30	64,870.65	67,824.90	70,373.55		71,781.45
No Match	Safety & Training Coordinator		2080	Hourly 28,875	29,742	30,634	31,553	32,500	33,474			34,144
			Monthly	5,005.00	5,155.28	5,309.89	5,469.19	5,633.33	5,802.16			5,918.29
			Annual	60,060.00	61,863.36	63,718.72	65,630.24	67,600.00	69,625.92			71,019.52
No Match	Maintenance Logistics Coordinator		2080	Hourly 31,839	32,981	34,166	35,396					36,104
			Monthly	5,518.76	5,716.71	5,922.11	6,135.31					6,258.03
			Annual	66,225.12	68,600.48	71,065.28	73,623.68					75,096.32
No Match	CCMS Coordinator		2080	Hourly 32,870	33,856	34,872	35,919	36,997	38,106			38,868
			Monthly	5,697.47	5,868.37	6,044.48	6,225.96	6,412.81	6,605.04			6,737.12
			Annual	68,369.60	70,420.48	72,533.76	74,711.52	76,953.76	79,260.48			80,845.44
No Match	Building Technologist		1950	Hourly 32,880	33,866	34,882	35,929	37,007	38,117			38,879
			Monthly	5,343.00	5,503.23	5,668.33	5,838.46	6,013.64	6,194.01			6,317.84
			Annual	64,116.00	66,038.70	68,019.90	70,061.55	72,163.65	74,328.15			75,814.05
No Match	Preventive Maintenance Coordinator		2080	Hourly 32,932	34,067	35,247	36,468					37,197
			Monthly	5,708.21	5,904.95	6,109.48	6,321.12					6,447.48
			Annual	68,498.56	70,859.36	73,313.76	75,853.44					77,369.76
No Match	Architectural and Project Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123			42,965
			Monthly	6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32			7,447.27
			Annual	75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84			89,367.20
No Match	Electronics Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123			42,965
			Monthly	6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32			7,447.27
			Annual	75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84			89,367.20
No Match	Environmental Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123			42,965
			Monthly	6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32			7,447.27
			Annual	75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84			89,367.20
No Match	Facilities / Shift Supervisor		2080	Hourly 36,335	37,425	38,548	39,704	40,895	42,123			42,965
			Monthly	6,298.07	6,487.00	6,681.65	6,882.03	7,088.47	7,301.32			7,447.27
			Annual	75,576.80	77,844.00	80,179.84	82,584.32	85,061.60	87,615.84			89,367.20
No Match	Plumbing Supervisor		2080	Hourly 36,929	38,039	39,180	40,355	41,565	42,812			43,669
			Monthly	6,401.03	6,593.43	6,791.20	6,994.87	7,204.60	7,420.75			7,569.29
			Annual	76,812.32	79,121.12	81,494.40	83,938.40	86,455.20	89,048.96			90,831.52
No Match	Electrical Supervisor - PIO		2080	Hourly 37,525	38,650	39,810	41,004	42,234	43,501			44,372
			Monthly	6,504.33	6,699.33	6,900.40	7,107.36	7,320.56	7,540.17			7,691.15
			Annual	78,052.00	80,392.00	82,804.80	85,288.32	87,846.72	90,482.08			92,293.76

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE APRIL 1, 2015

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 1}
1	Activity/ Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015	Hourly 17,907 Monthly 3,006.88 Annual 36,082.61	18,444 3,097.06 37,164.66	18,997 3,189.91 38,278.96	19,567 3,285.63 39,427.51	20,154 3,384.19 40,610.31	20,759 3,480.78 41,829.39			21,174 3,555.47 42,665.61
2	Volunteer Coordinator	Supervisor of Volunteers	1950	Hourly 19,255 Monthly 3,128.94 Annual 37,547.25	19,833 3,222.86 38,674.35	20,428 3,319.55 39,834.60	21,041 3,419.16 41,029.95	21,672 3,521.70 42,260.40	22,322 3,627.33 43,527.90			22,768 3,699.80 44,397.60
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	2015	Hourly 16,337 Monthly 2,743.26 Annual 32,919.06	16,827 2,825.53 33,906.41	17,332 2,910.33 34,923.98	17,852 2,997.65 35,971.78	18,388 3,087.65 37,051.82	18,939 3,180.17 38,162.09			19,318 3,243.81 39,925.77
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015	Hourly 17,907 Monthly 3,006.88 Annual 36,082.61	18,444 3,097.06 37,164.66	18,997 3,189.91 38,278.96	19,567 3,285.63 39,427.51	20,154 3,384.19 40,610.31	20,759 3,486.78 41,829.39			21,174 3,555.47 42,665.61
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015	Hourly 18,720 Monthly 3,143.40 Annual 37,720.80	19,282 3,237.77 38,853.23	19,860 3,334.83 40,017.90	20,456 3,434.90 41,218.84	21,070 3,538.00 42,456.05	21,702 3,644.13 43,729.53			22,136 3,717.00 44,604.04
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015	Hourly 18,720 Monthly 3,143.40 Annual 37,720.80	19,282 3,237.77 38,853.23	19,860 3,334.83 40,017.90	20,456 3,434.90 41,218.84	21,070 3,538.00 42,456.05	21,702 3,644.13 43,729.53			22,136 3,717.00 44,604.04
4	Housekeeping / Dietary / Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015	Hourly 17,214 Monthly 2,890.52 Annual 34,686.21	17,730 2,977.16 35,725.95	18,262 3,066.49 36,797.93	18,810 3,158.51 37,902.15	19,374 3,253.22 39,038.61	19,955 3,350.78 40,209.33			20,354 3,417.78 41,013.31
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015	Hourly 19,537 Monthly 3,280.59 Annual 39,367.06	20,123 3,378.99 40,547.85	20,727 3,480.41 41,764.91	21,349 3,584.85 43,018.24	21,989 3,692.32 44,307.84	22,649 3,803.15 45,637.74			23,102 3,879.21 46,550.53
4E	Senior Messenger	Senior Messenger	2015	Hourly 17,642 Monthly 2,962.39 Annual 35,548.63	18,171 3,051.21 36,614.57	18,716 3,142.73 37,712.74	19,278 3,237.10 38,845.17	19,856 3,334.15 39,979.84	20,452 3,434.23 40,009.84			20,861 3,502.91 41,210.78
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015	Hourly 17,907 Monthly 3,006.88 Annual 36,082.61	18,444 3,097.06 37,164.66	18,997 3,189.91 38,278.96	19,567 3,285.63 39,427.51	20,154 3,384.19 40,610.31	20,759 3,485.78 41,829.39			21,174 3,555.47 42,665.61
4J	Senior Slatting Clerk	Centralized Slatting Clerk	1950	Hourly 19,537 Monthly 3,174.76 Annual 38,097.15	20,123 3,269.99 39,239.85	20,727 3,368.14 40,417.65	21,349 3,469.21 41,630.55	21,989 3,573.21 42,878.55	22,649 3,680.46 44,165.55			23,102 3,754.08 45,048.90
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly 19,537 Monthly 3,280.59 Annual 39,367.06	20,123 3,378.99 40,547.85	20,727 3,480.41 41,764.91	21,349 3,584.85 43,018.24	21,989 3,692.32 44,307.84	22,649 3,803.15 45,637.74			23,102 3,879.21 46,550.53

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
6	Cook I (Entry)	Cook I	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	
7	Dietetic Aide	Diet Aide I	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	
8	Housekeeping Aide	Housekeeping Aide I	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	
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 16,278	16,766	17,269	17,787	18,321	18,870			19,248	
			Monthly	2,733.35	2,815.29	2,899.75	2,986.73	3,076.40	3,168.59			3,232.06	
			Annual	32,800.17	33,783.49	34,797.04	35,840.81	36,916.82	38,023.05			38,784.72	
9A	Laundry Aide II	Linen Service Aide	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	
13	Health Care Aide	Community Support Worker Periooperative Aide Unit Assistant	2015	Hourly 17,907	18,444	18,997	19,567	20,154	20,759			21,174	
			Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78			3,555.47	
			Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39			42,665.61	
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 17,907	18,444	18,997	19,567	20,154	20,759			21,174	
			Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78			3,555.47	
			Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39			42,665.61	
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 17,907	18,444	18,997	19,567	20,154	20,759			21,174	
			Monthly	3,006.88	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78			3,555.47	
			Annual	36,082.61	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39			42,665.61	
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	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	
14B	Lab Aide	Lab Aide	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	Patient Porter	Patient Transport Assistant	2015	Hourly 17,091	17,604	18,132	18,676	19,236	19,813			20,209	
			Monthly	2,869.86	2,956.01	3,044.67	3,136.01	3,230.05	3,326.93			3,393.43	
			Annual	34,438.37	35,472.06	36,535.98	37,632.14	38,760.54	39,923.20			40,721.14	
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015	Hourly 16,929	17,437	17,960	18,499	19,054	19,626			20,018	
			Monthly	2,842.66	2,927.96	3,015.78	3,106.29	3,199.48	3,295.53			3,361.36	
			Annual	34,111.94	35,135.56	36,189.40	37,275.49	38,393.81	39,546.39			40,336.27	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015	Hourly 17,907 Monthly 3,006.88 Annual 36,082.61	18,444 3,097.06 37,164.66	18,997 3,189.91 38,278.96	19,567 3,285.63 39,427.61	20,154 3,384.19 40,610.31	20,759 3,486.78 41,829.39			21,174 3,555.47 42,665.61	
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015	Hourly 18,720 Monthly 3,143.40 Annual 37,720.80	19,282 3,237.77 38,853.23	19,860 3,334.83 40,017.90	20,456 3,434.90 41,218.84	21,070 3,538.00 42,456.05	21,702 3,644.13 43,729.53			22,136 3,717.00 44,604.04	
15G	Purchasing Agent	Purchasing Agent	1950	Hourly 24,049 Monthly 3,907.96 Annual 46,896.55	24,770 4,025.13 48,301.50	25,513 4,145.86 49,750.35	26,279 4,270.34 51,244.05	27,067 4,398.39 52,780.65	27,879 4,530.34 54,364.05			28,437 4,621.01 55,452.15	
16	Clerk I	Clerk I Clerk Typist I	1950	Hourly 16,337 Monthly 2,654.76 Annual 31,857.15	16,827 2,734.39 32,812.65	17,332 2,816.45 33,797.40	17,852 2,900.95 34,811.40	18,388 2,988.05 35,856.60	18,939 3,077.59 36,931.05			19,318 3,139.18 37,670.10	
16A	Clerk II	Clerk II Clerk Typist II	1950	Hourly 16,970 Monthly 2,757.63 Annual 33,091.50	17,479 2,840.34 34,084.05	18,003 2,925.49 35,105.85	18,543 3,013.24 36,158.85	19,099 3,103.59 37,243.05	19,672 3,196.70 38,360.40			20,066 3,260.73 39,128.70	
16A	Clerk II	Messenger	2015	Hourly 16,970 Monthly 2,849.55 Annual 34,194.55	17,479 2,935.02 35,220.19	18,003 3,023.00 36,276.05	18,543 3,113.68 37,364.15	19,099 3,207.04 38,484.49	19,672 3,303.26 39,639.08			20,066 3,369.42 40,432.99	
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950	Hourly 17,615 Monthly 2,862.44 Annual 34,349.25	18,143 2,948.24 35,378.85	18,687 3,036.64 36,439.65	19,248 3,127.80 37,533.60	19,825 3,221.56 38,658.75	20,420 3,318.25 39,819.00			20,829 3,384.71 40,616.55	
16B	Clerk III	Clerk III	2015	Hourly 17,615 Monthly 2,957.85 Annual 35,494.23	18,143 3,046.51 36,558.15	18,687 3,137.86 37,654.31	19,248 3,232.06 38,784.72	19,825 3,328.95 39,947.38	20,420 3,428.86 41,146.30			20,829 3,497.54 41,970.44	
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950	Hourly 18,284 Monthly 2,971.15 Annual 35,653.80	18,832 3,060.20 36,722.40	19,397 3,152.01 37,824.15	19,979 3,246.59 38,959.05	20,578 3,343.93 40,127.10	21,196 3,444.35 41,332.20			21,620 3,513.25 42,159.00	
16D	Clerk V	Admissions Clerk V Clerk V	1950	Hourly 18,978 Monthly 3,083.93 Annual 37,007.10	19,547 3,176.39 38,116.65	20,134 3,271.78 39,261.30	20,738 3,369.93 40,439.10	21,360 3,471.00 41,652.00	22,001 3,575.16 42,901.95			22,441 3,646.66 43,759.95	
16D	Clerk V	Unit Supplies Coordinator	2015	Hourly 18,978 Monthly 3,186.72 Annual 38,240.67	19,547 3,282.27 39,387.21	20,134 3,380.83 40,570.01	20,738 3,482.26 41,767.07	21,360 3,586.70 43,040.40	22,001 3,684.34 44,332.02			22,441 3,768.22 45,218.62	
16E	Ward Clerk	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	2015	Hourly 17,907 Monthly 3,006.88 Annual 36,082.61	18,444 3,097.06 37,164.66	18,997 3,189.91 38,278.96	19,567 3,285.63 39,427.51	20,154 3,384.19 40,610.31	20,759 3,485.78 41,829.39			21,174 3,555.47 42,665.61	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 1
16E	Ward Clerk	Unit Clerk - Children's Clinic	1950	Hourly 17,907 Monthly 2,909.89 Annual 34,918.65	18,444	18,997	19,567	20,154	20,759			21,174 3,440.78 41,289.30
16F	Health Records Technician	Coding Technologist	1950	Hourly 19,479 Monthly 3,165.34 Annual 37,984.05	20,063	20,665	21,285	21,923	22,581			23,033 3,742.86 44,914.35
16G	Library Technician	Library Technician I	1950	Hourly 18,913 Monthly 3,073.36 Annual 36,880.35	19,480	20,064	20,666	21,286	21,925			22,363 3,633.99 43,607.85
16H	Secretary I	Secretary I	1950	Hourly 17,649 Monthly 2,867.96 Annual 34,415.55	18,178	18,724	19,285	19,864	20,460			20,869 3,391.21 40,694.55
16I	Secretary II	Secretary II	1950	Hourly 18,355 Monthly 2,982.69 Annual 35,792.25	18,905	19,472	20,057	20,658	21,278			21,704 3,526.90 42,322.80
16J	Secretary III	Secretary III	1950	Hourly 19,106 Monthly 3,104.73 Annual 37,256.70	19,679	20,270	20,878	21,504	22,149			22,592 3,671.20 44,054.40
16K	Medical Transcriptionist	Medical Transcriptionist	1950	Hourly 18,217 Monthly 2,960.26 Annual 35,523.15	18,764	19,327	19,906	20,504	21,119			21,541 3,500.41 42,004.95
16L	Audit / Medico-legal	Medico-Legal Correspondent	1950	Hourly 20,114 Monthly 3,268.53 Annual 39,222.30	20,718	21,339	21,980	22,639	23,318			23,784 3,864.90 46,378.80
16N	Secretary IV	Secretary IV	1950	Hourly 19,869 Monthly 3,228.71 Annual 38,744.55	20,465	21,079	21,712	22,363	23,034			23,495 3,817.94 45,815.25
16O	Health Information Analyst	Health Information Analyst	1950	Hourly 20,994 Monthly 3,411.53 Annual 40,938.30	21,624	22,273	22,941	23,629	24,338			24,825 4,034.06 48,408.75
16P	Staffing Clerk	Staffing Clerk	1950	Hourly 18,720 Monthly 3,042.00 Annual 36,504.00	19,282	19,860	20,456	21,070	21,702			22,136 3,597.10 43,165.20
16B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 19,537 Monthly 3,174.76 Annual 38,097.15	20,123	20,727	21,349	21,989	22,649			23,102 3,754.08 45,048.90
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 19,537 Monthly 3,280.59 Annual 39,367.06	20,123	20,727	21,349	21,989	22,649			23,102 3,879.21 46,550.53

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 24,524	25,260	26,018	26,738	27,602	28,430			28,999	
			Monthly	3,985.15	4,104.75	4,227.93	4,354.68	4,485.33	4,619.88			4,712.34	
			Annual	47,821.80	49,257.00	50,735.10	52,256.10	53,823.90	55,438.50			56,548.05	
No Match	Research Assistant		1950	Hourly 12,957								13,216	
			Monthly	2,105.51								2,147.60	
			Annual	25,266.15								25,771.20	
No Match	Research Assistant - Gastroenterology		1950	Hourly 16,351								16,678	
			Monthly	2,657.04								2,710.18	
			Annual	31,884.45								32,522.10	
No Match	Research Assistant - Student, DER		1950	Hourly 16,351								16,678	
			Monthly	2,657.04								2,710.18	
			Annual	31,884.45								32,522.10	
No Match	Unit Supplies Clerk		2015	Hourly 16,929	17,437	17,960	18,499	19,054	19,626			20,018	
			Monthly	2,842.66	2,927.96	3,015.78	3,106.29	3,199.48	3,295.53			3,361.36	
			Annual	34,111.94	35,135.56	36,189.40	37,275.49	38,393.81	39,546.39			40,736.27	
No Match	Office Assistant I - PIO		1950	Hourly 16,944	17,455	17,981	18,523	19,081	19,647	20,246		20,651	
			Monthly	2,753.40	2,836.44	2,921.91	3,009.99	3,100.66	3,192.64	3,289.98		3,355.79	
			Annual	33,040.80	34,037.25	35,062.95	36,119.85	37,207.95	38,311.65	39,479.70		40,669.45	
No Match	Student Research Assistant - Psychiatry (Neuroimaging)		1950	Hourly 17,267								17,612	
			Monthly	2,805.89								2,861.95	
			Annual	33,670.65								34,343.40	
No Match	Cashier - Cafeterias - PIO		2015	Hourly 17,296	17,612	17,925	18,239	18,554	18,870			19,248	
			Monthly	2,904.29	2,957.35	3,009.91	3,062.63	3,115.53	3,168.59			3,232.06	
			Annual	34,851.44	35,488.18	36,118.88	36,751.59	37,386.31	38,023.05			38,784.72	
No Match	Cooks Helper - PIO		2015	Hourly 17,296	17,612	17,925	18,239	18,554	18,870			19,248	
			Monthly	2,904.29	2,957.35	3,009.91	3,062.63	3,115.53	3,168.59			3,232.06	
			Annual	34,851.44	35,488.18	36,118.88	36,751.59	37,386.31	38,023.05			38,784.72	
No Match	Diet Aide II - PIO		2015	Hourly 17,296	17,612	17,925	18,239	18,554	18,870			19,248	
			Monthly	2,904.29	2,957.35	3,009.91	3,062.63	3,115.53	3,168.59			3,232.06	
			Annual	34,851.44	35,488.18	36,118.88	36,751.59	37,386.31	38,023.05			38,784.72	
No Match	Child Life Assistant		2015	Hourly 17,812	18,421	19,052	19,668	20,368	21,027	21,815	22,573	23,024	
			Monthly	2,990.93	3,093.19	3,199.15	3,302.59	3,420.13	3,550.78	3,663.10	3,790.38	3,866.11	
			Annual	35,891.18	37,118.32	38,389.78	39,631.02	41,041.52	42,369.41	43,957.23	45,484.60	46,393.36	
No Match	Hearing Screener		2015	Hourly 17,812	18,421	19,052	19,668	20,368	21,027	21,815	22,573	23,024	
			Monthly	2,990.93	3,093.19	3,199.15	3,302.59	3,420.13	3,550.78	3,663.10	3,790.38	3,866.11	
			Annual	35,891.18	37,118.32	38,389.78	39,631.02	41,041.52	42,369.41	43,957.23	45,484.60	46,393.36	
No Match	Communication Disorders Assistant		2015	Hourly 17,906	18,444	18,997	19,567	20,154	20,759			21,175	
			Monthly	3,006.72	3,097.06	3,189.91	3,285.63	3,384.19	3,485.78			3,555.64	
			Annual	36,080.59	37,164.66	38,278.96	39,427.51	40,610.31	41,829.39			42,667.63	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Ophthalmic Assistant	1950	Hourly 18,151	18,697	19,258	19,835	20,431	21,043			21,464	
			Monthly 2,949.54	3,038.26	3,129.43	3,223.19	3,320.04	3,419.49	3,487.90			3,487.90	
			Annual 35,394.45	36,459.15	37,553.10	38,678.25	39,840.45	41,033.85	41,854.80			41,854.80	
No Match		Assistive Technology Assistant	2015	Hourly 18,227								18,592	
			Monthly 3,060.62									3,121.91	
			Annual 36,727.41									37,462.88	
No Match		Confidential Waste Transporter - PIO	2015	Hourly 18,239	18,554	18,870	19,184	19,500	19,813			20,209	
			Monthly 3,062.63	3,115.53	3,168.59	3,221.31	3,274.38	3,326.93	3,393.43			3,393.43	
			Annual 36,751.59	37,386.31	38,023.05	38,655.76	39,292.50	39,923.20	40,721.14			40,721.14	
No Match		Material Transporter - PIO	2015	Hourly 18,239	18,554	18,870	19,184	19,500	19,813			20,209	
			Monthly 3,062.63	3,115.53	3,168.59	3,221.31	3,274.38	3,326.93	3,393.43			3,393.43	
			Annual 36,751.59	37,386.31	38,023.05	38,655.76	39,292.50	39,923.20	40,721.14			40,721.14	
No Match		Material Transporter - Linen - PIO	2015	Hourly 18,239	18,554	18,870	19,184	19,500	19,813			20,209	
			Monthly 3,062.63	3,115.53	3,168.59	3,221.31	3,274.38	3,326.93	3,393.43			3,393.43	
			Annual 36,751.59	37,386.31	38,023.05	38,655.76	39,292.50	39,923.20	40,721.14			40,721.14	
No Match		Patient / Equipment Assistant	2015	Hourly 18,239	18,554	18,870	19,184	19,500	19,813			20,209	
			Monthly 3,062.63	3,115.53	3,168.59	3,221.31	3,274.38	3,326.93	3,393.43			3,393.43	
			Annual 36,751.59	37,386.31	38,023.05	38,655.76	39,292.50	39,923.20	40,721.14			40,721.14	
No Match		Patient Transport Assistant - PIO	2015	Hourly 18,239	18,554	18,870	19,184	19,500	19,813			20,209	
			Monthly 3,062.63	3,115.53	3,168.59	3,221.31	3,274.38	3,326.93	3,393.43			3,393.43	
			Annual 36,751.59	37,386.31	38,023.05	38,655.76	39,292.50	39,923.20	40,721.14			40,721.14	
No Match		Maintenance Logistics Storesperson I	2080	Hourly 18,367	18,955	19,561	20,176	20,829	21,508	22,196		22,640	
			Monthly 3,183.61	3,285.63	3,390.57	3,497.17	3,610.36	3,728.05	3,847.31	3,924.27		3,924.27	
			Annual 38,203.36	39,426.40	40,686.88	41,966.08	43,324.32	44,736.64	46,167.68	47,091.20		47,091.20	
No Match		Administrative Assistant II - PIO	1950	Hourly 18,635	19,193	19,776	20,365	20,979	21,609	22,254		22,699	
			Monthly 3,028.19	3,118.86	3,213.60	3,309.31	3,409.09	3,511.46	3,616.28	3,688.59		3,688.59	
			Annual 36,338.25	37,426.35	38,563.20	39,711.75	40,909.05	42,137.55	43,395.30	44,263.05		44,263.05	
No Match		Perioperative Lead Hand	2015	Hourly 18,802	19,366	19,947	20,546	21,162	21,797			22,233	
			Monthly 3,157.17	3,251.87	3,349.43	3,450.02	3,553.45	3,660.08	3,733.29			3,733.29	
			Annual 37,886.03	39,022.49	40,193.21	41,400.19	42,641.43	43,920.96	44,799.50			44,799.50	
No Match		Chemical Tank Transporter	2015	Hourly 19,184	19,500	19,813	20,129	20,445	20,759			21,174	
			Monthly 3,221.31	3,274.38	3,326.93	3,380.00	3,433.06	3,485.78	3,555.47			3,555.47	
			Annual 38,655.76	39,292.50	39,923.20	40,559.94	41,196.68	41,829.39	42,665.61			42,665.61	
No Match		Unit Assistant - PIO	2015	Hourly 19,184	19,500	19,813	20,129	20,445	20,759			21,174	
			Monthly 3,221.31	3,274.38	3,326.93	3,380.00	3,433.06	3,485.78	3,555.47			3,555.47	
			Annual 38,655.76	39,292.50	39,923.20	40,559.94	41,196.68	41,829.39	42,665.61			42,665.61	
No Match		Maintenance Dispatcher I	2080	Hourly 19,350	19,929	20,525	21,139	21,777	22,432	23,103		23,565	
			Monthly 3,354.00	3,454.36	3,557.67	3,664.09	3,774.68	3,888.21	4,004.52	4,084.60		4,084.60	
			Annual 40,248.00	41,452.32	42,692.00	43,969.12	45,296.16	46,658.56	48,054.24	49,015.20		49,015.20	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Junior Purchasing Agent	1950	Hourly 19,566	20,351	21,169	21,946	22,881	23,788	24,772	25,750	26,265	
			Monthly 3,179.48	3,307.04	3,439.96	3,566.23	3,718.16	3,865.55	4,025.45	4,184.38	4,268.06		
			Annual 38,153.70	39,684.45	41,279.55	42,794.70	44,617.95	46,386.60	48,305.40	50,212.50	51,216.75		
No Match		Community Health Worker	2015	Hourly 20,129	20,445	20,759	21,074	21,388	21,702			22,136	
			Monthly 3,380.00	3,433.06	3,485.78	3,538.68	3,591.40	3,644.13				3,717.00	
			Annual 40,559.94	41,196.68	41,829.39	42,464.11	43,096.82	43,729.53				44,604.04	
No Match		Materials Dispatcher	2015	Hourly 20,129	20,445	20,759	21,074	21,388	21,702			22,136	
			Monthly 3,380.00	3,433.06	3,485.78	3,538.68	3,591.40	3,644.13				3,717.00	
			Annual 40,559.94	41,196.68	41,829.39	42,464.11	43,096.82	43,729.53				44,604.04	
No Match		Rehabilitation Assistant- PIO	2015	Hourly 20,129	20,445	20,759	21,074	21,388	21,702			22,136	
			Monthly 3,380.00	3,433.06	3,485.78	3,538.68	3,591.40	3,644.13				3,717.00	
			Annual 40,559.94	41,196.68	41,829.39	42,464.11	43,096.82	43,729.53				44,604.04	
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 20,129	20,445	20,759	21,074	21,388	21,702			22,136	
			Monthly 3,380.00	3,433.06	3,485.78	3,538.68	3,591.40	3,644.13				3,717.00	
			Annual 40,559.94	41,196.68	41,829.39	42,464.11	43,096.82	43,729.53				44,604.04	
No Match		Administrative Assistant III- PIO	1950	Hourly 20,509	21,123	21,753	22,388	23,076	23,778	24,479		24,969	
			Monthly 3,332.71	3,432.49	3,534.86	3,639.68	3,749.85	3,863.93	3,977.84			4,057.46	
			Annual 39,992.55	41,189.85	42,418.35	43,676.10	44,998.20	46,367.10	47,734.05			48,689.55	
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 21,016	21,860	22,742	23,658	24,598	25,580	26,609		27,141	
			Monthly 3,642.77	3,789.07	3,941.95	4,100.72	4,263.65	4,433.87	4,612.23			4,704.44	
			Annual 43,713.28	45,468.80	47,303.36	49,208.64	51,163.84	53,206.40	55,346.72			56,453.28	
No Match		Space Allocation Coordinator	1950	Hourly 21,016	21,860	22,742	23,658	24,598	25,580	26,609		27,141	
			Monthly 3,415.10	3,552.25	3,695.58	3,844.43	3,997.18	4,156.75	4,323.96			4,410.41	
			Annual 40,981.20	42,627.00	44,346.90	46,133.10	47,966.10	49,881.00	51,887.55			52,924.95	
No Match		Inventory Coordinator, Radiology- PIO	2015	Hourly 21,074	21,388	21,702	22,019	22,335	22,649			23,102	
			Monthly 3,538.68	3,591.40	3,644.13	3,697.36	3,750.42	3,803.15				3,879.21	
			Annual 42,464.11	43,096.82	43,729.53	44,368.29	45,005.03	45,637.74				46,550.53	
No Match		Clinical Research Assistant	1950	Hourly 21,395	22,036	22,698	23,379	24,080	24,803			25,299	
			Monthly 3,476.69	3,580.85	3,688.43	3,799.09	3,913.00	4,030.49				4,111.09	
			Annual 41,720.25	42,970.20	44,261.10	45,589.05	46,956.00	48,365.85				49,333.05	
No Match		Maintenance Dispatcher II	2080	Hourly 21,730	22,383	23,045	23,740	24,452	25,179	25,939		26,457	
			Monthly 3,766.53	3,879.72	3,994.47	4,114.93	4,238.35	4,364.32	4,496.09			4,585.88	
			Annual 45,198.40	46,556.64	47,933.60	49,379.20	50,860.16	52,372.32	53,953.12			55,030.56	
No Match		Communications & Special Events Officer	1950	Hourly 21,946	22,881	23,788	24,750	25,750	26,787	27,879	28,943	29,532	
			Monthly 3,566.23	3,718.16	3,865.55	4,026.75	4,184.38	4,352.89	4,530.34	4,703.24		4,797.33	
			Annual 42,794.70	44,617.95	46,386.60	48,317.00	50,212.50	52,242.65	54,364.05	56,438.85		57,567.90	
No Match		Peri-Operative Technical Supply Specialist	2015	Hourly 22,019	22,335	22,649	22,965	23,280	23,593			24,065	
			Monthly 3,697.36	3,750.42	3,803.15	3,856.21	3,909.10	3,961.66				4,040.92	
			Annual 44,368.29	45,005.03	45,637.74	46,274.48	46,909.20	47,539.90				48,490.98	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Trauma Data Analyst	1950	Hourly 22,427	23,204	24,021	24,853	25,729	26,628	27,552	28,532	29,103	
			Monthly	3,644.39	3,770.65	3,903.41	4,040.24	4,180.96	4,327.05	4,477.20	4,636.45	4,729.24	
			Annual	43,732.65	45,247.80	46,840.95	48,482.85	50,171.55	51,924.60	53,726.40	55,637.40	56,750.85	
No Match		Administrative Assistant IV - PIO	1950	Hourly 22,805	23,491	24,193	24,918	25,667	26,449	27,230	27,775		
			Monthly	3,705.81	3,817.29	3,931.36	4,049.18	4,170.89	4,297.96	4,424.88	4,513.44		
			Annual	44,469.75	45,807.45	47,176.35	48,590.10	50,050.65	51,575.55	53,098.50	54,161.25		
No Match		Fire Safety Officer	2015	Hourly 22,928	23,628	24,327	25,062	25,823	26,591	27,385	27,933		
			Monthly	3,849.99	3,967.54	4,084.91	4,208.33	4,336.11	4,465.07	4,598.40	4,690.42		
			Annual	46,199.92	47,610.42	49,018.91	50,499.93	52,033.35	53,580.87	55,180.78	56,285.00		
No Match		Research Protocol Officer	1950	Hourly 22,950	23,849	24,790	25,715	26,709	27,757	28,856	29,434		
			Monthly	3,729.38	3,875.46	4,028.38	4,178.69	4,340.21	4,510.51	4,689.10	4,783.03		
			Annual	44,752.50	46,505.55	48,340.50	50,144.25	52,082.55	54,126.15	56,269.20	57,396.30		
No Match		Research Assistant - MS Clinic	2015	Hourly 23,103	23,981	24,742	25,721	26,618	27,562	28,594	29,628	30,220	
			Monthly	3,879.38	4,026.81	4,154.59	4,318.99	4,469.61	4,628.12	4,801.41	4,975.04	5,074.44	
			Annual	46,552.55	48,321.72	49,855.13	51,827.82	53,635.27	55,537.43	57,616.91	59,700.42	60,893.30	
No Match		Rainbow Room Coordinator	1950	Hourly 23,364	24,065	24,787	25,531	26,297	27,086	27,628			
			Monthly	3,796.65	3,910.56	4,027.89	4,148.79	4,273.26	4,401.48	4,489.55			
			Annual	45,559.80	46,926.75	48,334.65	49,785.45	51,279.15	52,817.70	53,874.60			
No Match		CAD Operator	1950	Hourly 23,588	24,405	25,264	26,146	27,061	28,009	28,983	29,562		
			Monthly	3,833.05	3,965.81	4,105.40	4,248.73	4,397.41	4,551.45	4,709.74	4,803.83		
			Annual	45,996.60	47,589.75	49,264.80	50,984.70	52,768.95	54,617.55	56,516.85	57,645.90		
No Match		Project Coordinator - DER	1950	Hourly 23,873	24,780	25,567	26,579	27,504	28,481	29,544	30,616	31,229	
			Monthly	3,879.36	4,026.75	4,154.64	4,319.09	4,469.40	4,628.16	4,800.90	4,975.10	5,074.71	
			Annual	46,552.35	48,321.00	49,855.65	51,829.05	53,632.80	55,537.95	57,610.80	59,701.20	60,896.55	
No Match		MSI / Database Assistant	2015	Hourly 24,065	24,787	25,531	26,297	27,086	27,899				
			Monthly	4,040.92	4,162.15	4,287.08	4,415.71	4,548.19	4,684.71	4,778.41			
			Annual	48,490.98	49,945.81	51,444.97	52,988.46	54,578.29	56,216.49	57,340.86			
No Match		Patient Equipment Technical Assistant	1950	Hourly 24,787	25,531	26,297	27,086	27,899	28,735	29,310			
			Monthly	4,027.89	4,148.79	4,273.26	4,401.48	4,533.59	4,669.44	4,762.88			
			Annual	48,334.65	49,785.45	51,279.15	52,817.70	54,403.05	56,033.25	57,154.50			
No Match		Coordinator, Patient Equipment & Supplies	2015	Hourly 24,787	25,531	26,297	27,086	27,899	28,735				
			Monthly	4,162.15	4,287.08	4,415.71	4,548.19	4,684.71	4,825.09	4,921.64			
			Annual	49,945.81	51,444.97	52,988.46	54,578.29	56,216.49	57,901.03	59,059.65			
No Match		Communication Coordinator, O.D.O.	2015	Hourly 26,355	28,613	30,873	33,133	35,391	37,650				
			Monthly	4,425.44	4,804.60	5,184.09	5,563.58	5,942.74	6,322.06	6,448.50			
			Annual	53,105.33	57,655.20	62,209.10	66,763.00	71,312.87	75,864.75	77,382.05			
No Match		C.A.D. Systems Specialist	1950	Hourly 27,186	28,142	29,121	30,161	31,209	32,294	33,425	34,094		
			Monthly	4,417.73	4,573.08	4,732.16	4,901.16	5,071.46	5,247.78	5,431.56	5,540.28		
			Annual	53,012.70	54,876.90	56,785.95	58,813.95	60,857.55	62,973.30	65,178.75	66,483.30		

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 1
No Match	Construction Officer		1950	Hourly 29,358	30,535	31,671	32,855	34,099	35,651	36,991		37,731
			Monthly	4,770.68	4,961.94	5,146.54	5,338.94	5,541.09	5,793.29	6,011.04		6,131.29
			Annual	57,248.10	59,543.25	61,758.45	64,067.25	66,493.05	69,519.45	72,132.45		73,575.45
No Match	Safety & Training Coordinator		2080	Hourly 29,597	30,485	31,399	32,342	33,312	34,311			34,997
			Monthly	5,130.15	5,284.07	5,442.49	5,605.95	5,774.08	5,947.24			6,066.15
			Annual	61,561.76	63,408.80	65,309.92	67,271.36	69,288.96	71,366.88			72,793.76
No Match	Maintenance Logistics Coordinator		2080	Hourly 32,635	33,805	35,020	36,281					37,006
			Monthly	5,656.73	5,859.53	6,070.13	6,288.71					6,414.37
			Annual	67,880.80	70,314.40	72,841.60	75,464.48					76,972.48
No Match	CCMS Coordinator		2080	Hourly 33,692	34,703	35,744	36,817	37,922	39,059			39,840
			Monthly	5,839.95	6,015.19	6,195.63	6,381.61	6,573.15	6,770.23			6,905.60
			Annual	70,079.36	72,182.24	74,347.52	76,579.36	78,877.76	81,242.72			82,867.20
No Match	Building Technologist		1950	Hourly 33,702	34,713	35,754	36,827	37,932	39,070			39,851
			Monthly	5,476.58	5,640.86	5,810.03	5,984.39	6,163.95	6,348.88			6,475.79
			Annual	65,718.90	67,690.35	69,720.30	71,812.65	73,967.40	76,166.50			77,709.45
No Match	Preventive Maintenance Coordinator		2080	Hourly 33,755	34,919	36,128	37,380					38,127
			Monthly	5,850.87	6,052.63	6,262.19	6,479.20					6,608.68
			Annual	70,210.40	72,631.52	75,146.24	77,750.40					79,304.16
No Match	Architectural and Project Supervisor		2080	Hourly 37,243	38,361	39,511	40,697	41,918	43,176			44,039
			Monthly	6,455.45	6,649.24	6,848.57	7,054.15	7,265.79	7,483.84			7,633.43
			Annual	77,465.44	79,790.88	82,182.88	84,649.76	87,189.44	89,806.08			91,601.12
No Match	Electronics Supervisor		2080	Hourly 37,243	38,361	39,511	40,697	41,918	43,176			44,039
			Monthly	6,455.45	6,649.24	6,848.57	7,054.15	7,265.79	7,483.84			7,633.43
			Annual	77,465.44	79,790.88	82,182.88	84,649.76	87,189.44	89,806.08			91,601.12
No Match	Environmental Supervisor		2080	Hourly 37,243	38,361	39,511	40,697	41,918	43,176			44,039
			Monthly	6,455.45	6,649.24	6,848.57	7,054.15	7,265.79	7,483.84			7,633.43
			Annual	77,465.44	79,790.88	82,182.88	84,649.76	87,189.44	89,806.08			91,601.12
No Match	Facilities / Shift Supervisor		2080	Hourly 37,243	38,361	39,511	40,697	41,918	43,176			44,039
			Monthly	6,455.45	6,649.24	6,848.57	7,054.15	7,265.79	7,483.84			7,633.43
			Annual	77,465.44	79,790.88	82,182.88	84,649.76	87,189.44	89,806.08			91,601.12
No Match	Plumbing Supervisor		2080	Hourly 37,852	38,990	40,159	41,364	42,604	43,883			44,760
			Monthly	6,561.01	6,756.27	6,960.89	7,169.76	7,384.69	7,606.39			7,756.40
			Annual	78,732.16	81,099.20	83,530.72	86,037.12	88,616.32	91,276.64			93,100.80
No Match	Electrical Supervisor - PIO		2080	Hourly 38,463	39,616	40,805	42,029	43,290	44,589			45,481
			Monthly	6,666.92	6,866.77	7,072.87	7,285.03	7,503.60	7,728.76			7,883.37
			Annual	80,003.04	82,401.28	84,874.40	87,420.32	90,043.20	92,745.12			94,600.48

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

SCHEDULE “A” – EFFECTIVE APRIL 1, 2016

General Increase 2%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
1	Activity/ Recreation Worker - Certified	Occupational Therapy Assistant Physiotherapy Assistant I	2015	Hourly Monthly Annual	18,265 3,067.00 36,803.98	18,813 3,159.02 37,908.20	19,377 3,253.72 39,044.66	19,958 3,351.28 40,215.37	20,557 3,451.86 41,422.36	21,174 3,556.47 42,665.61		21,597 3,626.50 43,517.96	
2	Volunteer Coordinator	Supervisor of Volunteers	1950	Hourly Monthly Annual	19,640 3,191.50 38,298.00	20,229 3,287.21 39,446.55	20,836 3,385.85 40,630.20	21,461 3,487.41 41,848.95	22,105 3,592.06 43,104.75	22,768 3,699.80 44,397.60		23,224 3,773.90 45,286.80	
3	CSR Aide - Uncertified	Medical Device Reprocessing Aide	2015	Hourly Monthly Annual	16,664 2,798.16 33,577.96	17,164 2,882.12 34,585.46	17,679 2,968.60 35,623.19	18,209 3,057.60 36,691.14	18,755 3,149.28 37,791.33	19,318 3,243.81 38,925.77		19,704 3,308.63 39,703.56	
3A	CSR Technician I	Anaesthesia Assistant Medical Device Reprocessing Technician I	2015	Hourly Monthly Annual	18,265 3,067.00 36,803.98	18,813 3,159.02 37,908.20	19,377 3,253.72 39,044.66	19,958 3,351.28 40,215.37	20,557 3,451.86 41,422.36	21,174 3,556.47 42,665.61		21,597 3,626.50 43,517.96	
3B	CSR Technician II	Medical Device Reprocessing Technician II	2015	Hourly Monthly Annual	19,095 3,206.37 38,476.43	19,667 3,302.42 39,629.01	20,257 3,401.49 40,817.86	20,865 3,503.58 42,042.98	21,491 3,608.70 43,304.37	22,136 3,717.00 44,604.04		22,579 3,791.39 45,496.69	
3C	CSR Technician / OR Attendant	Multi-Skilled Worker	2015	Hourly Monthly Annual	19,095 3,206.37 38,476.43	19,667 3,302.42 39,629.01	20,257 3,401.49 40,817.86	20,865 3,503.58 42,042.98	21,491 3,608.70 43,304.37	22,136 3,717.00 44,604.04		22,579 3,791.39 45,496.69	
4	Housekeeping / Dietary / Laundry - Lead Hand	Head Cashier Lead Hand - Housekeeping	2015	Hourly Monthly Annual	17,558 2,948.28 35,379.37	18,085 3,036.77 36,441.28	18,627 3,127.78 37,533.41	19,186 3,221.65 38,659.79	19,762 3,318.37 39,820.43	20,354 3,417.78 41,013.31		20,761 3,486.12 41,833.42	
4A	Sterile Processing - Lead Hand	Lead Hand - Medical Device Reprocessing	2015	Hourly Monthly Annual	19,928 3,346.24 40,154.92	20,526 3,446.66 41,359.89	21,141 3,549.93 42,599.12	21,776 3,656.55 43,878.64	22,429 3,766.20 45,194.44	23,102 3,879.21 46,550.53		23,564 3,966.79 47,481.46	
4E	Senior Messenger	Senior Messenger	2015	Hourly Monthly Annual	17,995 3,021.66 36,259.93	18,535 3,112.34 37,348.03	19,091 3,205.70 38,468.37	19,664 3,301.91 39,622.96	20,253 3,400.82 40,809.80	20,861 3,502.91 42,034.92		21,278 3,572.93 42,875.17	
4H	Linen Services - Lead Hand	Lead Hand - Linen Services	2015	Hourly Monthly Annual	18,265 3,067.00 36,803.98	18,813 3,159.02 37,908.20	19,377 3,253.72 39,044.66	19,958 3,351.28 40,215.37	20,557 3,451.86 41,422.36	21,174 3,556.47 42,665.61		21,597 3,626.50 43,517.96	
4J	Senior Slatting Clerk	Centralized Slatting Clerk	1950	Hourly Monthly Annual	19,928 3,238.30 38,859.60	20,526 3,335.48 40,025.70	21,141 3,435.41 41,224.95	21,776 3,538.60 42,463.20	22,429 3,644.71 43,736.55	23,102 3,754.08 45,048.90		23,564 3,829.15 45,949.80	
4K	Warehouse Operations - Lead Hand	Lead Hand - Warehouse Operations	2015	Hourly Monthly Annual	19,928 3,346.24 40,154.92	20,526 3,446.66 41,359.89	21,141 3,549.93 42,599.12	21,776 3,656.55 43,878.64	22,429 3,766.20 45,194.44	23,102 3,879.21 46,550.53		23,564 3,966.79 47,481.46	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
6	Cook I (Entry)	Cook I	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			45,966.69	
7	Dietetic Aide	Diet Aide I	2015	Hourly 15,516	15,982	16,461	16,955	17,464	17,988			18,347	
			Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49			3,080.77	
			Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82			36,969.21	
8	Housekeeping Aide	Housekeeping Aide I	2015	Hourly 15,516	15,982	16,461	16,955	17,464	17,988			18,347	
			Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49			3,080.77	
			Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82			36,969.21	
8B	Housekeeping Aide II	Housekeeping Aide II	2015	Hourly 16,603	17,101	17,614	18,143	18,687	19,248			19,633	
			Monthly	2,787.92	2,871.54	2,957.68	3,046.51	3,137.86	3,232.06			3,296.71	
			Annual	33,455.05	34,458.52	35,492.21	36,558.15	37,654.31	38,784.72			39,560.50	
9A	Laundry Aide II	Linen Service Aide	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	
13	Health Care Aide	Community Support Worker Peroperative Aide	2015	Hourly 18,265	18,813	19,377	19,958	20,557	21,174			21,597	
		Unit Assistant	Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,556.47			3,626.50	
		Rehabilitation Assistant	Annual	36,803.98	37,908.20	39,044.66	40,215.37	41,422.36	42,665.61			43,517.96	
13A	Rehab Assistant	Rehabilitation Assistant	2015	Hourly 18,265	18,813	19,377	19,958	20,557	21,174			21,597	
			Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,556.47			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	
13B	Health Care Aide / Unit Clerk	Nursing Assistant	2015	Hourly 18,265	18,813	19,377	19,958	20,557	21,174			21,597	
			Monthly	3,067.00	3,159.02	3,253.72	3,351.28	3,451.86	3,556.47			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	
13D	Behaviour Assistant	Mental Health Rehabilitation Worker	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	3,556.47			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	
14B	Lab Aide	Lab Aide	2015	Hourly 15,516	15,982	16,461	16,955	17,464	17,988			18,347	
			Monthly	2,605.40	2,683.64	2,764.08	2,847.03	2,932.50	3,020.49			3,080.77	
			Annual	31,264.74	32,203.73	33,168.92	34,164.33	35,189.96	36,245.82			36,969.21	
15	Patient Porter	Patient Transport Assistant	2015	Hourly 17,433	17,956	18,494	19,049	19,621	20,209			20,614	
			Monthly	2,927.29	3,015.11	3,105.45	3,198.65	3,294.69	3,393.43			3,461.43	
			Annual	35,127.50	36,181.34	37,265.41	38,383.74	39,536.32	40,721.14			41,537.21	
15B	Material Porter	Confidential Waste Transporter Material Transporter Material Transporter - Linen	2015	Hourly 17,268	17,786	18,320	18,869	19,435	20,018			20,419	
			Monthly	2,899.59	2,986.57	3,076.23	3,168.42	3,263.46	3,361.36			3,428.69	
			Annual	34,795.02	35,838.79	36,914.80	38,021.04	39,161.53	40,336.27			41,144.29	

CUPE LOCAL 1550 AND WRHA - HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
15C	Material Management Aide	Assistant Inventory Coordinator Ingredient Controller I Storeperson Warehouse Person	2015	Hourly Monthly Annual	18,265 3,067.00 36,803.98	18,813 3,159.02 37,908.20	19,377 3,253.72 39,044.66	19,958 3,351.28 40,215.37	20,557 3,451.86 41,422.36	21,174 3,555.47 42,665.61		21,597 3,626.50 43,517.96	
15D	Shipper / Receiver	Receiver Shipper / Receiver	2015	Hourly Monthly Annual	19,095 3,206.37 38,476.43	19,667 3,302.42 39,629.01	20,257 3,401.49 40,817.86	20,865 3,503.58 42,042.98	21,491 3,608.70 43,304.37	22,136 3,717.00 44,604.04		22,579 3,791.39 45,496.69	
15G	Purchasing Agent	Purchasing Agent	1950	Hourly Monthly Annual	24,530 3,986.13 47,833.50	25,265 4,105.56 49,266.75	26,023 4,228.74 50,744.85	26,804 4,355.65 52,267.80	27,608 4,486.30 53,835.60	28,437 4,621.01 55,452.15		29,005 4,713.31 56,559.75	
16	Clerk I	Clerk I	1950	Hourly Monthly Annual	16,664 2,707.90 32,494.80	17,164 2,789.15 33,469.80	17,679 2,872.84 34,474.05	18,209 2,958.96 35,507.55	18,755 3,047.69 36,572.25	19,318 3,139.18 37,670.10		19,704 3,201.90 38,422.80	
16A	Clerk II	Clerk II Clerk Typist II	1950	Hourly Monthly Annual	17,309 2,812.71 33,752.55	17,828 2,897.05 34,764.60	18,363 2,983.99 35,807.85	18,914 3,073.53 36,882.30	19,481 3,165.66 37,987.95	20,066 3,260.73 39,128.70		20,467 3,325.89 39,910.65	
16A	Clerk II	Messenger	2015	Hourly Monthly Annual	17,309 2,906.47 34,877.64	17,828 2,993.62 35,923.42	18,363 3,083.45 37,001.45	18,914 3,175.98 38,111.71	19,481 3,271.19 39,254.22	20,066 3,369.42 40,432.99		20,467 3,436.75 41,241.01	
16B	Clerk III	Cashier / Information Clerk Clerk III Clerk Typist III Information Centre Clerk	1950	Hourly Monthly Annual	17,967 2,919.64 35,035.65	18,506 3,007.23 36,086.70	19,061 3,097.41 37,168.95	19,633 3,190.36 38,284.35	20,222 3,286.08 39,432.90	20,829 3,384.71 40,616.55		21,245 3,452.31 41,427.75	
16B	Clerk III	Clerk III	2015	Hourly Monthly Annual	17,967 3,016.96 36,203.51	18,506 3,107.47 37,289.59	19,061 3,200.66 38,407.92	19,633 3,296.71 39,560.50	20,222 3,395.61 40,747.33	20,829 3,497.54 41,970.44		21,245 3,567.39 42,808.68	
16C	Clerk IV	Admissions Clerk IV Clerk IV Staff Scheduler - Main User Staff Scheduler - Short Call User	1950	Hourly Monthly Annual	18,649 3,030.46 36,365.55	19,209 3,121.46 37,457.55	19,785 3,215.06 38,580.75	20,379 3,311.59 39,739.05	20,990 3,410.88 40,930.50	21,620 3,513.25 42,159.00		22,052 3,583.45 43,001.40	
16D	Clerk V	Admissions Clerk V Clerk V	1950	Hourly Monthly Annual	19,357 3,145.51 37,746.15	19,938 3,239.93 38,879.10	20,536 3,337.10 40,045.20	21,152 3,437.20 41,246.40	21,787 3,540.39 42,484.65	22,441 3,646.66 43,593.95		22,889 3,719.46 44,633.55	
16D	Clerk V	Unit Supplies Coordinator	2015	Hourly Monthly Annual	19,357 3,250.36 39,004.36	19,938 3,347.92 40,175.07	20,536 3,448.34 41,380.04	21,152 3,551.77 42,621.28	21,787 3,658.40 43,900.81	22,441 3,768.22 45,218.62		22,889 3,843.45 46,121.34	
16E	Ward Clerk	Unit Clerk - Ambulatory Care Unit Clerk - Inpatients	2015	Hourly Monthly Annual	18,265 3,067.00 36,803.98	18,813 3,159.02 37,908.20	19,377 3,253.72 39,044.66	19,958 3,351.28 40,215.37	20,557 3,451.86 41,422.36	21,174 3,555.47 42,665.61		21,597 3,626.50 43,517.96	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 1}
16E	Ward Clerk	Unit Clerk - Children's Clinic	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			3,509.51
			Annual 35,616.75	36,685.35	37,785.15	38,918.10	40,086.15	41,299.30	42,114.15			42,114.15
16F	Health Records Technician	Coding Technologist	1950	Hourly 19,868	20,464	21,078	21,710	22,362	23,033			23,493
			Monthly 3,228.55	3,325.40	3,425.18	3,527.88	3,633.83	3,742.86	3,817.61			3,817.61
			Annual 38,742.60	39,904.80	41,102.10	42,334.50	43,605.90	44,914.35	45,811.35			45,811.35
16G	Library Technician	Library Technician I	1950	Hourly 19,291	19,870	20,466	21,080	21,712	22,363			22,811
			Monthly 3,134.79	3,228.88	3,325.73	3,425.50	3,528.20	3,633.99	3,706.79			3,706.79
			Annual 37,617.45	38,746.50	39,908.70	41,106.00	42,338.40	43,607.85	44,481.45			44,481.45
16H	Secretary I	Secretary I	1950	Hourly 18,002	18,542	19,098	19,671	20,261	20,869			21,287
			Monthly 2,925.33	3,013.08	3,103.43	3,196.54	3,292.41	3,391.21	3,459.14			3,459.14
			Annual 35,103.90	36,156.90	37,241.10	38,358.45	39,508.95	40,694.55	41,509.65			41,509.65
16I	Secretary II	Secretary II	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			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			43,169.10
16J	Secretary III	Secretary III	1950	Hourly 19,488	20,073	20,675	21,295	21,934	22,592			23,044
			Monthly 3,166.80	3,261.86	3,359.69	3,460.44	3,564.28	3,671.20	3,744.65			3,744.65
			Annual 38,001.60	39,142.35	40,316.25	41,525.25	42,771.30	44,054.40	44,935.80			44,935.80
16K	Medical Transcriptionist	Medical Transcriptionist	1950	Hourly 18,582	19,139	19,713	20,305	20,914	21,541			21,972
			Monthly 3,019.58	3,110.09	3,203.36	3,299.56	3,398.53	3,500.41	3,570.45			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			42,845.40
16L	Audit/ Medico-legal	Medico-Legal Correspondent	1950	Hourly 20,517	21,132	21,766	22,419	23,092	23,784			24,260
			Monthly 3,334.01	3,433.95	3,536.98	3,643.09	3,752.45	3,864.90	3,942.25			3,942.25
			Annual 40,008.15	41,207.40	42,443.70	43,717.05	45,029.40	46,378.80	47,307.00			47,307.00
16N	Secretary IV	Secretary IV	1950	Hourly 20,267	20,875	21,501	22,146	22,810	23,495			23,964
			Monthly 3,293.39	3,392.19	3,493.91	3,598.73	3,706.63	3,817.94	3,894.15			3,894.15
			Annual 39,520.65	40,706.25	41,926.95	43,184.70	44,479.50	45,815.25	46,729.80			46,729.80
16O	Health Information Analyst	Health Information Analyst	1950	Hourly 21,414	22,057	22,718	23,400	24,102	24,825			25,321
			Monthly 3,479.78	3,584.26	3,691.68	3,802.50	3,916.58	4,034.06	4,114.66			4,114.66
			Annual 41,757.30	43,011.15	44,300.10	45,630.00	46,998.90	48,408.75	49,375.95			49,375.95
16P	Staffing Clerk	Staffing Clerk	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			3,669.09
			Annual 37,235.25	38,350.65	39,501.15	40,666.75	41,907.45	43,165.20	44,029.05			44,029.05
18B	Office Supervisor	Coordinator - Medical Transcription	1950	Hourly 19,928	20,526	21,141	21,776	22,429	23,102			23,564
			Monthly 3,238.30	3,335.48	3,435.41	3,538.60	3,644.71	3,754.08	3,829.15			3,829.15
			Annual 38,859.60	40,025.70	41,224.95	42,463.20	43,736.55	45,048.90	45,949.80			45,949.80
18B	Office Supervisor	Workload & Schedule Coordinator	2015	Hourly 19,928	20,526	21,141	21,776	22,429	23,102			23,564
			Monthly 3,346.24	3,446.66	3,549.93	3,656.55	3,766.20	3,879.21	3,956.79			3,956.79
			Annual 40,154.92	41,359.89	42,599.12	43,878.64	45,194.44	46,550.53	47,461.46			47,461.46

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
26A	Audio Visual / Photography Technician II	Graphic Designer	1950	Hourly 25,015 Monthly 4,064.94 Annual 48,779.25	25,765	26,538	27,334	28,154	28,999			29,579	
No Match	Research Assistant		1950	Hourly 13,216 Monthly 2,147.60 Annual 25,771.20								13,480	
No Match	Research Assistant - Gastroenterology		1950	Hourly 16,678 Monthly 2,770.18 Annual 32,522.10								17,011	
No Match	Research Assistant - Student, DER		1950	Hourly 16,678 Monthly 2,770.18 Annual 32,522.10								17,011	
No Match	Unit Supplies Clerk		2015	Hourly 17,268 Monthly 2,899.59 Annual 34,795.02	17,786	18,320	18,869	19,435	20,018			20,419	
No Match	Office Assistant I - PIO		1950	Hourly 17,283 Monthly 2,808.49 Annual 33,701.85	17,804	18,341	18,893	19,463	20,040	20,651		21,064	
No Match	Student Research Assistant - Psychiatry (Neuroimaging)		1950	Hourly 17,612 Monthly 2,861.95 Annual 34,343.40								17,964	
No Match	Cashier - Cafeterias - PIO		2015	Hourly 17,642 Monthly 2,962.39 Annual 35,548.63	17,965	18,283	18,604	18,925	19,248			19,633	
No Match	Cooks Helper - PIO		2015	Hourly 17,642 Monthly 2,962.39 Annual 35,548.63	17,965	18,283	18,604	18,925	19,248			19,633	
No Match	Diet Aide II - PIO		2015	Hourly 17,642 Monthly 2,962.39 Annual 35,548.63	17,965	18,283	18,604	18,925	19,248			19,633	
No Match	Child Life Assistant		2015	Hourly 18,168 Monthly 3,050.71 Annual 36,608.52	18,790	19,433	20,062	20,776	21,448	22,251	23,024	23,485	
No Match	Hearing Screener		2015	Hourly 18,168 Monthly 3,050.71 Annual 36,608.52	18,790	19,433	20,062	20,776	21,448	22,251	23,024	23,485	
No Match	Communication Disorders Assistant		2015	Hourly 18,265 Monthly 3,067.00 Annual 36,803.98	18,812	19,377	19,959	20,557	21,175			21,598	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 1}
No Match		Ophthalmic Assistant	1950	Hourly 18,515	19,071	19,643	20,231	20,839	21,464			21,893
			Monthly	3,008.69	3,099.04	3,191.99	3,287.54	3,386.34	3,487.90			3,557.61
			Annual	36,104.25	37,188.45	38,303.85	39,450.45	40,636.05	41,854.80			42,691.35
No Match		Assistive Technology Assistant	2015	Hourly 18,592								18,964
			Monthly	3,121.91								3,184.37
			Annual	37,462.88								38,212.46
No Match		Confidential Waste Transporter - PIO	2015	Hourly 18,604	18,925	19,248	19,567	19,890	20,209			20,614
			Monthly	3,123.92	3,177.82	3,232.06	3,286.63	3,339.86	3,393.43			3,461.43
			Annual	37,487.06	38,133.88	38,784.72	39,427.51	40,078.35	40,721.14			41,537.21
No Match		Material Transporter - PIO	2015	Hourly 18,604	18,925	19,248	19,567	19,890	20,209			20,614
			Monthly	3,123.92	3,177.82	3,232.06	3,286.63	3,339.86	3,393.43			3,461.43
			Annual	37,487.06	38,133.88	38,784.72	39,427.51	40,078.35	40,721.14			41,537.21
No Match		Material Transporter - Linen - PIO	2015	Hourly 18,604	18,925	19,248	19,567	19,890	20,209			20,614
			Monthly	3,123.92	3,177.82	3,232.06	3,286.63	3,339.86	3,393.43			3,461.43
			Annual	37,487.06	38,133.88	38,784.72	39,427.51	40,078.35	40,721.14			41,537.21
No Match		Patient/ Equipment Assistant	2015	Hourly 18,604	18,925	19,248	19,567	19,890	20,209			20,614
			Monthly	3,123.92	3,177.82	3,232.06	3,286.63	3,339.86	3,393.43			3,461.43
			Annual	37,487.06	38,133.88	38,784.72	39,427.51	40,078.35	40,721.14			41,537.21
No Match		Patient Transport Assistant - PIO	2015	Hourly 18,604	18,925	19,248	19,567	19,890	20,209			20,614
			Monthly	3,123.92	3,177.82	3,232.06	3,286.63	3,339.86	3,393.43			3,461.43
			Annual	37,487.06	38,133.88	38,784.72	39,427.51	40,078.35	40,721.14			41,537.21
No Match		Maintenance Logistics Storesperson I	2080	Hourly 18,134	19,334	19,952	20,579	21,246	21,938	22,640		23,093
			Monthly	3,247.23	3,351.23	3,458.35	3,567.03	3,682.64	3,802.59	3,924.27		4,002.79
			Annual	38,966.72	40,214.72	41,500.16	42,804.32	44,191.68	45,631.04	47,091.20		48,033.44
No Match		Administrative Assistant II - PIO	1950	Hourly 19,008	19,576	20,171	20,773	21,399	22,041	22,699		23,153
			Monthly	3,088.80	3,181.10	3,277.79	3,375.61	3,477.34	3,581.66	3,688.59		3,762.36
			Annual	37,065.60	38,173.20	39,333.45	40,507.35	41,728.05	42,979.95	44,263.05		45,148.35
No Match		Perioperative Lead Hand	2015	Hourly 19,178	19,753	20,346	20,957	21,585	22,233			22,678
			Monthly	3,220.31	3,316.86	3,416.43	3,519.03	3,624.48	3,733.29			3,808.01
			Annual	38,643.67	39,802.30	40,997.19	42,228.36	43,493.78	44,799.50			45,696.17
No Match		Chemical Tank Transporter	2015	Hourly 19,567	19,890	20,209	20,532	20,854	21,174			21,597
			Monthly	3,285.63	3,339.86	3,393.43	3,447.67	3,501.73	3,555.47			3,626.50
			Annual	39,427.51	40,078.35	40,721.14	41,371.98	42,020.81	42,665.61			43,517.96
No Match		Unit Assistant - PIO	2015	Hourly 19,567	19,890	20,209	20,532	20,854	21,174			21,597
			Monthly	3,285.63	3,339.86	3,393.43	3,447.67	3,501.73	3,555.47			3,626.50
			Annual	39,427.51	40,078.35	40,721.14	41,371.98	42,020.81	42,665.61			43,517.96
No Match		Maintenance Dispatcher I	2080	Hourly 19,737	20,327	20,936	21,561	22,213	22,881	23,565		24,036
			Monthly	3,421.08	3,523.35	3,628.91	3,737.24	3,850.25	3,966.04	4,084.60		4,166.24
			Annual	41,052.96	42,280.16	43,546.88	44,846.88	46,203.04	47,592.48	49,015.20		49,994.88

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Nov 1
No Match		Junior Purchasing Agent	1950	Hourly 19,957	20,758	21,593	22,385	23,339	24,264	25,268	26,265	26,790
			Monthly 3,243.01	3,373.18	3,508.86	3,637.56	3,792.59	3,942.90	4,106.05	4,268.06	4,353.38	
			Annual 38,916.15	40,478.10	42,106.35	43,650.75	45,511.05	47,314.80	49,272.60	51,216.75	52,240.50	
No Match		Community Health Worker	2015	Hourly 20,532	20,854	21,174	21,495	21,816	22,136			22,579
			Monthly 3,447.67	3,501.73	3,555.47	3,609.37	3,663.27	3,717.00				3,791.39
			Annual 41,371.98	42,020.81	42,665.61	43,312.43	43,959.24	44,604.04				45,496.69
No Match		Materials Dispatcher	2015	Hourly 20,532	20,854	21,174	21,495	21,816	22,136			22,579
			Monthly 3,447.67	3,501.73	3,555.47	3,609.37	3,663.27	3,717.00				3,791.39
			Annual 41,371.98	42,020.81	42,665.61	43,312.43	43,959.24	44,604.04				45,496.69
No Match		Rehabilitation Assistant - PIO	2015	Hourly 20,532	20,854	21,174	21,495	21,816	22,136			22,579
			Monthly 3,447.67	3,501.73	3,555.47	3,609.37	3,663.27	3,717.00				3,791.39
			Annual 41,371.98	42,020.81	42,665.61	43,312.43	43,959.24	44,604.04				45,496.69
No Match		Surplus Capital Equipment Coordinator	2015	Hourly 20,532	20,854	21,174	21,495	21,816	22,136			22,579
			Monthly 3,447.67	3,501.73	3,555.47	3,609.37	3,663.27	3,717.00				3,791.39
			Annual 41,371.98	42,020.81	42,665.61	43,312.43	43,959.24	44,604.04				45,496.69
No Match		Administrative Assistant III - PIO	1950	Hourly 20,919	21,546	22,188	22,846	23,537	24,254	24,969		25,468
			Monthly 3,399.34	3,501.23	3,605.55	3,712.48	3,824.76	3,941.28	4,057.46			4,138.55
			Annual 40,792.05	42,014.70	43,266.60	44,549.70	45,897.15	47,295.30	48,698.55			49,662.60
No Match		Maintenance Logistics Dispatcher II	2080	Hourly 21,437	22,297	23,197	24,131	25,090	26,092	27,141		27,684
			Monthly 3,715.75	3,864.81	4,020.81	4,182.71	4,346.93	4,522.61	4,704.44			4,798.56
			Annual 44,588.96	46,377.76	48,249.76	50,192.48	52,187.20	54,271.36	56,453.28			57,562.72
No Match		Space Allocation Coordinator	1950	Hourly 21,437	22,297	23,197	24,131	25,090	26,092	27,141		27,684
			Monthly 3,483.51	3,623.26	3,769.51	3,921.29	4,077.13	4,239.95	4,410.41			4,498.65
			Annual 41,802.15	43,479.15	45,234.15	47,065.45	48,925.50	50,879.40	52,924.95			53,983.80
No Match		Inventory Coordinator, Radiology- PIO	2015	Hourly 21,495	21,816	22,136	22,460	22,782	23,102			23,564
			Monthly 3,609.37	3,663.27	3,717.00	3,771.41	3,825.48	3,879.21				3,956.79
			Annual 43,312.43	43,959.24	44,604.04	45,256.90	45,905.73	46,550.53				47,481.46
No Match		Clinical Research Assistant	1950	Hourly 21,823	22,477	23,152	23,847	24,562	25,299			25,805
			Monthly 3,546.24	3,652.51	3,762.20	3,875.14	3,991.33	4,111.09				4,193.31
			Annual 42,554.85	43,830.15	45,146.40	46,501.65	47,895.90	49,333.05				50,319.75
No Match		Maintenance Dispatcher II	2080	Hourly 22,164	22,831	23,505	24,215	24,941	25,682	26,457		26,986
			Monthly 3,841.76	3,957.37	4,074.20	4,197.27	4,323.11	4,451.55	4,586.88			4,677.57
			Annual 46,101.12	47,488.48	48,990.40	50,367.20	51,877.28	53,418.56	55,030.56			56,130.88
No Match		Communications & Special Events Officer	1950	Hourly 22,385	23,339	24,264	25,276	26,265	27,323	28,437	29,522	30,112
			Monthly 3,637.56	3,792.59	3,942.90	4,107.35	4,268.06	4,439.99	4,621.01	4,797.33		4,893.20
			Annual 43,650.75	45,511.05	47,314.80	49,288.20	51,216.75	53,279.85	55,452.15	57,567.90		58,718.40
No Match		Peri-Operative Technical Supply Specialist	2015	Hourly 22,460	22,782	23,102	23,424	23,745	24,065			24,546
			Monthly 3,771.41	3,825.48	3,879.21	3,933.28	3,987.18	4,040.92				4,121.68
			Annual 45,256.90	45,905.73	46,550.53	47,199.36	47,846.18	48,490.98				49,450.19

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Trauma Data Analyst	1950	Hourly 22,875	23,668	24,501	25,360	26,243	27,160	28,103	29,103	29,665	
			Monthly	3,717.19	3,846.05	3,981.41	4,121.00	4,264.49	4,413.50	4,566.74	4,729.24	4,823.81	
			Annual	44,606.25	46,152.60	47,776.95	49,452.00	51,173.85	52,962.00	54,800.85	56,750.85	57,885.75	
No Match		Administrative Assistant IV - PIO	1950	Hourly 23,261	23,960	24,677	25,417	26,181	26,978	27,775		28,330	
			Monthly	3,779.91	3,893.50	4,010.01	4,130.26	4,254.41	4,383.93	4,513.44		4,603.63	
			Annual	45,358.95	46,722.00	48,120.15	49,563.15	51,052.95	52,607.10	54,161.25		55,243.50	
No Match		Fire Safety Officer	2015	Hourly 23,386	24,100	24,814	25,563	26,339	27,122	27,933		28,491	
			Monthly	3,926.90	4,046.79	4,166.68	4,292.45	4,422.76	4,554.24	4,690.42		4,784.11	
			Annual	47,122.79	48,561.50	50,000.21	51,509.45	53,073.09	54,650.83	56,285.00		57,409.37	
No Match		Research Protocol Officer	1950	Hourly 23,409	24,326	25,285	26,230	27,243	28,312	29,434		30,022	
			Monthly	3,803.96	3,952.98	4,108.81	4,262.38	4,426.99	4,600.70	4,783.03		4,878.58	
			Annual	45,647.55	47,435.70	49,305.75	51,148.50	53,123.85	55,208.40	57,396.30		58,542.90	
No Match		Research Assistant - MS Clinic	2015	Hourly 23,565	24,461	25,237	26,235	27,151	28,113	29,165	30,220	30,825	
			Monthly	3,956.96	4,107.41	4,237.71	4,405.29	4,559.11	4,720.64	4,897.29	5,074.44	5,176.03	
			Annual	47,483.48	49,288.92	50,852.56	52,863.53	54,709.27	56,647.70	58,767.48	60,893.30	62,112.38	
No Match		Rainbow Room Coordinator	1950	Hourly 23,831	24,546	25,282	26,042	26,823	27,628			28,180	
			Monthly	3,872.54	3,988.73	4,108.33	4,231.83	4,358.74	4,489.55			4,579.25	
			Annual	46,470.45	47,864.70	49,299.90	50,781.90	52,304.85	53,874.60			54,951.00	
No Match		CAD Operator	1950	Hourly 24,059	24,893	25,769	26,669	27,602	28,569	29,562		30,154	
			Monthly	3,909.59	4,045.11	4,187.46	4,333.71	4,485.33	4,642.42	4,803.83		4,900.03	
			Annual	46,915.05	48,541.35	50,249.55	52,004.55	53,823.90	55,709.55	57,645.90		58,800.30	
No Match		Project Coordinator - DER	1950	Hourly 24,351	25,276	26,078	27,110	28,054	29,050	30,135	31,229	31,853	
			Monthly	3,957.04	4,107.35	4,237.68	4,405.38	4,558.78	4,720.63	4,886.94	5,074.71	5,176.11	
			Annual	47,484.45	49,288.20	50,852.10	52,864.50	54,705.30	56,647.50	58,763.25	60,896.55	62,113.35	
No Match		MSI / Database Assistant	2015	Hourly 24,546	25,282	26,042	26,823	27,628	28,457	29,026			
			Monthly	4,121.68	4,245.27	4,372.89	4,504.03	4,639.20	4,778.41			4,873.95	
			Annual	49,460.19	50,943.23	52,474.63	54,048.35	55,670.42	57,340.86			58,487.39	
No Match		Patient Equipment Technical Assistant	1950	Hourly 25,282	26,042	26,823	27,628	28,457	29,310			29,896	
			Monthly	4,108.33	4,231.83	4,358.74	4,489.55	4,624.26	4,762.88			4,858.10	
			Annual	49,299.90	50,781.90	52,304.85	53,874.60	55,491.15	57,154.50			58,297.20	
No Match		Coordinator, Patient Equipment & Supplies	2015	Hourly 25,282	26,042	26,823	27,628	28,457	29,310			29,896	
			Monthly	4,245.27	4,372.89	4,504.03	4,639.20	4,778.41	4,921.64			5,020.04	
			Annual	50,943.23	52,474.63	54,048.35	55,670.42	57,340.86	59,059.65			60,240.44	
No Match		Communication Coordinator, O.D.O.	2015	Hourly 26,882	29,185	31,491	33,795	36,099	38,403			38,171	
			Monthly	4,513.94	4,900.65	5,287.86	5,674.74	6,061.62	6,448.50			6,577.46	
			Annual	54,167.23	58,807.78	63,454.37	68,096.93	72,739.49	77,382.05			78,929.57	
No Match		C.A.D. Systems Specialist	1950	Hourly 27,730	28,704	29,703	30,764	31,833	32,940	34,094		34,775	
			Monthly	4,506.13	4,664.40	4,826.74	4,999.15	5,172.86	5,352.75	5,540.28		5,650.94	
			Annual	54,073.50	55,972.80	57,920.85	59,989.80	62,074.35	64,233.00	66,483.30		67,811.25	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 1
No Match		Construction Officer	1950	Hourly 29,946	31,146	32,304	33,513	34,781	36,364	37,731		38,486	
				Monthly 4,866.23	5,061.23	5,249.40	5,445.86	5,651.91	5,909.15	6,131.29		6,253.98	
				Annual 58,394.70	60,734.70	62,992.80	65,350.35	67,822.95	70,909.80	73,575.45		75,041.70	
No Match		Safety & Training Coordinator	2080	Hourly 30,189	31,095	32,027	32,988	33,978	34,997			35,637	
				Monthly 5,232.76	5,389.80	5,551.35	5,717.92	5,889.52	6,066.15			6,187.48	
				Annual 62,793.12	64,677.60	66,616.16	68,615.04	70,674.24	72,793.76			74,249.76	
No Match		Maintenance Logistics Coordinator	2080	Hourly 33,288	34,481	35,721	37,006					37,746	
				Monthly 5,769.92	5,976.71	6,191.64	6,414.37					6,542.64	
				Annual 69,239.04	71,720.48	74,299.68	76,972.48					78,511.68	
No Match		CCMS Coordinator	2080	Hourly 34,365	35,397	36,459	37,553	38,680	39,840			40,637	
				Monthly 5,956.60	6,135.48	6,319.56	6,509.19	6,704.53	6,905.60			7,043.75	
				Annual 71,479.20	73,625.76	75,834.72	78,110.24	80,454.40	82,867.20			84,524.96	
No Match		Building Technologist	1950	Hourly 34,376	35,407	36,469	37,564	38,691	39,851			40,648	
				Monthly 5,586.10	5,753.64	5,926.21	6,104.15	6,287.29	6,475.79			6,665.30	
				Annual 67,033.20	69,043.65	71,114.55	73,249.80	75,447.45	77,709.45			79,263.60	
No Match		Preventive Maintenance Coordinator	2080	Hourly 34,431	35,617	36,850	38,127					38,690	
				Monthly 5,968.04	6,173.61	6,387.33	6,608.68					6,740.93	
				Annual 71,616.48	74,083.36	76,648.00	79,304.16					80,891.20	
No Match		Architectural and Project Supervisor	2080	Hourly 37,988	39,128	40,302	41,511	42,756	44,039			44,920	
				Monthly 6,564.59	6,782.19	6,985.68	7,195.24	7,411.04	7,633.43			7,766.13	
				Annual 79,015.04	81,386.24	83,828.16	86,342.88	88,932.48	91,601.12			93,433.60	
No Match		Electronics Supervisor	2080	Hourly 37,988	39,128	40,302	41,511	42,756	44,039			44,920	
				Monthly 6,564.59	6,782.19	6,985.68	7,195.24	7,411.04	7,633.43			7,766.13	
				Annual 79,015.04	81,386.24	83,828.16	86,342.88	88,932.48	91,601.12			93,433.60	
No Match		Environmental Supervisor	2080	Hourly 37,988	39,128	40,302	41,511	42,756	44,039			44,920	
				Monthly 6,564.59	6,782.19	6,985.68	7,195.24	7,411.04	7,633.43			7,766.13	
				Annual 79,015.04	81,386.24	83,828.16	86,342.88	88,932.48	91,601.12			93,433.60	
No Match		Facilities / Shift Supervisor	2080	Hourly 37,988	39,128	40,302	41,511	42,756	44,039			44,920	
				Monthly 6,564.59	6,782.19	6,985.68	7,195.24	7,411.04	7,633.43			7,766.13	
				Annual 79,015.04	81,386.24	83,828.16	86,342.88	88,932.48	91,601.12			93,433.60	
No Match		Plumbing Supervisor	2080	Hourly 38,609	39,770	40,962	42,191	43,457	44,760			45,655	
				Monthly 6,692.23	6,893.47	7,100.08	7,313.11	7,532.55	7,758.40			7,913.53	
				Annual 80,306.72	82,721.60	85,200.96	87,757.28	90,390.56	93,100.80			94,992.40	
No Match		Electrical Supervisor - PIO	2080	Hourly 39,232	40,409	41,621	42,869	44,156	45,481			46,390	
				Monthly 6,800.21	7,004.23	7,214.31	7,430.63	7,653.71	7,883.37			8,040.93	
				Annual 81,602.56	84,050.72	86,571.68	89,167.52	91,844.48	94,600.48			96,491.20	

CUPE LOCAL 1550 AND WRHA – HEALTH SCIENCES CENTRE SITE

Note 1 – Long Service Step application for all employees covered by this agreement is:

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.

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).

MK:cbc/cope 491
26-Jan-16