

July 7, 2011
Memorandum of Agreement
Between
Health Sciences Association of Saskatchewan
(HSAS)
And
The Saskatchewan Association of Health
Organizations (SAHO)

The parties agree to the terms of this Memorandum of Agreement which constitutes full and final settlement of the terms of the Collective Agreement for the period April 1, 2009 to March 31, 2013.

The Employer Bargaining Committee and the HSAS Negotiating Committee will recommend acceptance of this Memorandum of Agreement to its respective principals.

The representatives of the parties agree to complete the ratification process and exchange such results no later than thirty (30) calendar days following the signing of this Memorandum of Agreement

Unless stated otherwise, the terms and conditions of the said Collective Agreement become effective the date of signing of the Collective Agreement, which shall occur no later than thirty (30) days following ratification.

The parties agree that the attached articles as well as other matters negotiated and agreed to by the parties during this round of negotiations are applicable to the term of April 1, 2009 to March 31, 2013, represents amendments to the current Collective Agreement and all other articles of the Collective Agreement remain as current.

This document is subject to errors and omissions.

1. Wages

April 1, 2009 – 2%
April 1, 2010 – 1.5%
April 1, 2011 – 2%
April 1, 2012 – 2%

Term ending March 31, 2013

General Wage Increase Hourly Rate Calculations

General wage increases are applied to the base rates of pay. Effective the date of signing of the Collective Agreement the base rates of pay will be calculated as follows:

- 1) April 1, 2009: 2% General Wage Increase applied to the April 1, 2008 base rates of pay.
- 2) April 1, 2010: 1.5% General Wage Increase applied to the newly calculated April 1, 2009 base rates of pay.
- 3) April 1, 2011: 2% General Wage Increase applied to the newly calculated April 1, 2010 base rates of pay.
- 4) April 1, 2012: 2% General Wage Increase applied to the newly calculated April 1, 2011 base rates of pay.

For current market supplemented wage rates, increase the educational base rate of pay (attached to each market supplemented wage rate) by the relevant economic increase and then add the specific dollar amount of the market supplement to the newly revised educational base rates.

For negotiated market adjusted wage rates, increase the educational base rate of pay by the relevant economic increase and then add the specific dollar amount of the market adjustment to the newly revised educational base rates and/or market supplemented rates, where applicable.

Retroactivity

All employees on staff with any Employer party to this agreement, as of date of signing of the Collective Agreement, shall be eligible for retroactive wage adjustments as described below under “Retroactive Payment Calculations”.

Except as otherwise provided in this Memorandum of Agreement, all Articles take effect on the date of signing of the Collective Agreement.

Retroactive Payment Calculations

- 1) For the period April 1, 2009 to March 31, 2010, the retroactive payment will be calculated for each employee by multiplying all paid hours in this period

by the 2009-10 base hourly rates or market supplemented rates for those classifications with a market supplement determined through the Provincial Market Supplement Program, then subtracting the amount already paid for this period.

- 2) For the period April 1, 2010 to March 31, 2011, the retroactive payment will be calculated for each employee by multiplying all paid hours in this period by the 2010-11 base hourly rates or market supplemented rates for those classifications with a market supplement determined through the Provincial Market Supplement Program, then subtracting the amount already paid for this period.
- 3) For the period April 1, 2011 to the date of signing the collective agreement, the retroactive payment will be calculated for each employee by multiplying all paid hours in this period by the 2011-12 base hourly rates or market supplemented rates for those classifications with a market supplement determined through the Provincial Market Supplement Program, then subtracting the amount already paid for this period.

Supplemental Employment Benefits (SEB) Article 11.11 (f)

Employees qualifying for SEB between the date of exchange of ratification and the signing of the Collective Agreement will be eligible for retroactive Supplemental Employment Benefit (SEB) payments from the date of exchange of ratification to the payroll implementation date.

2. Market Adjustments

The parties agree that for classifications in receipt of a market adjustment, the market adjusted amount shall be used in the calculation of wage related premiums.

For classifications in receipt of both a market adjustment and a market supplement and where it is determined, through the Market Supplement Program in accordance with the Market Supplement Letters of Understanding #13 and #14, that said classification receives a market supplement which results in a rate of pay that is higher than the market adjusted rate for that classification, then the new market supplemented rate shall be used in the calculation of wage related premiums.

Effective the date of signing of the Collective Agreement, the following classifications will receive a market adjustment as outlined below:

1. Market adjusted wage rates shall be payable to all eligible Employees in the classifications as listed, subject to paragraphs two (2), three (3) and four (4) below.
2. It is understood that the market adjusted wage rate is separate from the Collective Agreement Wage Schedule and is not used in the calculation of the general wage percentage increases for the wage schedule rates. General wage percentage increases shall be calculated on the “base wage” only, and the market adjusted portion of the “total wage” shall be added to the newly revised “base wage”. Where a classification is in receipt of a Market Supplement in accordance with the Market Supplement Letter of Understanding, the Market Adjustment will be added after the Market Supplement.
3. The Hourly Market Adjustment Rate shall be added to the maximum (Step 5) hourly rate of the Collective Agreement. Step One and Step Two etc. hourly rates shall be calculated by maintaining the same percentage relationship between Step One and Step Two and between Step Two and Step Three etc. as exists in the collective agreement schedule. Where a classification is in receipt of a Market Supplement in accordance with the Market Supplement Letter of Understanding, the Market Adjustment will be added after the Market Supplement.
4. Market adjusted earnings shall be considered pensionable earnings, shall be subject to statutory deductions, shall be included in the calculation of Employee benefits where appropriate and shall be subject to union dues deductions as per the formula determined by the Union.

HSAS Proposed Wage Schedule

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Addictions Counsellor - Diploma					
Current Rate of Pay	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Rate of Pay	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Rate of Pay	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base Rate of Pay	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.931	\$ 25.929	\$ 26.966	\$ 28.045	\$ 30.485
April 1, 2012 - Base Rate of Pay	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 25.424	\$ 26.442	\$ 27.499	\$ 28.600	\$ 31.088
Addictions Counsellor - Diploma Senior					
Current Rate of Pay	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Rate of Pay	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Rate of Pay	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base Rate of Pay	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.928	\$ 28.005	\$ 29.125	\$ 30.289	\$ 32.924
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 27.460	\$ 28.559	\$ 29.701	\$ 30.888	\$ 33.575
Addictions Counsellor - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.081	\$ 30.244	\$ 31.454	\$ 32.712	\$ 35.559
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 29.656	\$ 30.842	\$ 32.076	\$ 33.359	\$ 36.262
Addictions Counsellor - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.409	\$ 32.665	\$ 33.972	\$ 35.330	\$ 38.404
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.030	\$ 33.311	\$ 34.644	\$ 36.029	\$ 39.164
Assessor Coordinator - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.293	\$ 32.544	\$ 33.846	\$ 35.199	\$ 38.262
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.868	\$ 33.142	\$ 34.468	\$ 35.846	\$ 38.965
Assessor Coordinator - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233

April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.795	\$ 35.146	\$ 36.553	\$ 38.015	\$ 41.323
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 34.416	\$ 35.792	\$ 37.225	\$ 38.714	\$ 42.083
Audiologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.145	\$ 35.510	\$ 36.930	\$ 38.408	\$ 41.749
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.816	\$ 36.208	\$ 37.655	\$ 39.162	\$ 42.569
Audiologist - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 36.876	\$ 38.352	\$ 39.885	\$ 41.481	\$ 45.090
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 37.600	\$ 39.105	\$ 40.669	\$ 42.296	\$ 45.976
Dental Therapist - Diploma					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
Current - Market Supplement	\$ 24.248	\$ 25.218	\$ 26.227	\$ 27.276	\$ 29.630
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2009 - Market Supplement	\$ 24.715	\$ 25.704	\$ 26.732	\$ 27.801	\$ 30.201
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2010 - Market Supplement	\$ 25.072	\$ 26.075	\$ 27.118	\$ 28.203	\$ 30.638
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
April 1, 2011 - Market Supplement	\$ 25.555	\$ 26.578	\$ 27.641	\$ 28.747	\$ 31.229
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Supplement	\$ 26.048	\$ 27.091	\$ 28.174	\$ 29.302	\$ 31.832
Dental Therapist - Diploma Senior					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 26.187	\$ 27.235	\$ 28.324	\$ 29.458	\$ 32.000
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 26.691	\$ 27.759	\$ 28.869	\$ 30.025	\$ 32.617
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 27.077	\$ 28.160	\$ 29.286	\$ 30.459	\$ 33.089
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 27.599	\$ 28.703	\$ 29.851	\$ 31.046	\$ 33.727
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Supplement	\$ 28.131	\$ 29.257	\$ 30.427	\$ 31.645	\$ 34.378
Dietitian - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.743	\$ 31.972	\$ 33.251	\$ 34.581	\$ 37.590

April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.318	\$ 32.570	\$ 33.873	\$ 35.228	\$ 38.293
Dietitian - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.201	\$ 34.529	\$ 35.911	\$ 37.347	\$ 40.597
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.822	\$ 35.175	\$ 36.583	\$ 38.046	\$ 41.357
Dietitian - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 35.858	\$ 37.292	\$ 38.783	\$ 40.335	\$ 43.844
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 36.529	\$ 37.990	\$ 39.508	\$ 41.089	\$ 44.664
Dietitian - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 38.726	\$ 40.276	\$ 41.886	\$ 43.562	\$ 47.352
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 39.450	\$ 41.029	\$ 42.670	\$ 44.377	\$ 48.238
EMT					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775
EMD					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775
EMT Coordinator					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.690	\$ 27.758	\$ 28.868	\$ 30.023	\$ 32.635

April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.183	\$ 28.271	\$ 29.401	\$ 30.578	\$ 33.238
EMTA					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.690	\$ 27.758	\$ 28.868	\$ 30.023	\$ 32.635
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.183	\$ 28.271	\$ 29.401	\$ 30.578	\$ 33.238
EMTA Coordinator					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 28.826	\$ 29.979	\$ 31.178	\$ 32.424	\$ 35.245
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 29.358	\$ 30.533	\$ 31.754	\$ 33.023	\$ 35.896
EMTP					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 26.411	\$ 27.466	\$ 28.566	\$ 29.708	\$ 32.266
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 26.915	\$ 27.990	\$ 29.111	\$ 30.275	\$ 32.883
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 27.301	\$ 28.391	\$ 29.528	\$ 30.709	\$ 33.355
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 27.823	\$ 28.934	\$ 30.093	\$ 31.296	\$ 33.993
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.268	\$ 31.479	\$ 32.738	\$ 34.047	\$ 36.975
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Supplement	\$ 28.355	\$ 29.488	\$ 30.669	\$ 31.895	\$ 34.644
April 1, 2012 - Market Adjusted Rate	\$ 30.800	\$ 32.033	\$ 33.314	\$ 34.646	\$ 37.626
EMTP Coordinator					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.524	\$ 29.664	\$ 30.851	\$ 32.085	\$ 34.847
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 29.069	\$ 30.230	\$ 31.440	\$ 32.698	\$ 35.513
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 29.486	\$ 30.663	\$ 31.891	\$ 33.167	\$ 36.022
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 30.050	\$ 31.249	\$ 32.501	\$ 33.801	\$ 36.712
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.689	\$ 33.996	\$ 35.356	\$ 36.770	\$ 39.934
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 30.625	\$ 31.847	\$ 33.123	\$ 34.448	\$ 37.415
April 1, 2012 - Market Adjusted Rate	\$ 33.264	\$ 34.594	\$ 35.978	\$ 37.417	\$ 40.637
Epidemiologist, Public Health Services					
Current - Base	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Base	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Base	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213

April 1, 2011 - Base	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.009	\$ 38.489	\$ 40.028	\$ 41.630	\$ 45.251
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 37.680	\$ 39.187	\$ 40.753	\$ 42.384	\$ 46.071
Epidemiologist Senior					
Current - Base	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Base	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Base	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 39.970	\$ 41.569	\$ 43.231	\$ 44.960	\$ 48.872
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 40.694	\$ 42.322	\$ 44.015	\$ 45.775	\$ 49.758
Exercise/Conditioning Therapist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.630	\$ 31.855	\$ 33.130	\$ 34.455	\$ 37.453
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.205	\$ 32.453	\$ 33.752	\$ 35.102	\$ 38.156
Exercise/Conditioning Therapist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.080	\$ 34.403	\$ 35.780	\$ 37.211	\$ 40.449
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.701	\$ 35.049	\$ 36.452	\$ 37.910	\$ 41.209
Genetics Counsellor					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
April 1, 2012 - Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
Health Educator - Staff					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.090	\$ 32.333	\$ 33.627	\$ 34.972	\$ 38.015
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.665	\$ 32.931	\$ 34.249	\$ 35.619	\$ 38.718
Health Educator - Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.577	\$ 34.920	\$ 36.317	\$ 37.769	\$ 41.055

April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 34.198	\$ 35.566	\$ 36.989	\$ 38.468	\$ 41.815
Infection Control Practitioner					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 33.627	\$ 34.972	\$ 36.371	\$ 37.826	\$ 40.220
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 35.307	\$ 36.719	\$ 38.188	\$ 39.716	\$ 42.230
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 37.071	\$ 38.554	\$ 40.096	\$ 41.700	\$ 44.340
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 38.928	\$ 40.485	\$ 42.104	\$ 43.788	\$ 46.560
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 39.503	\$ 41.083	\$ 42.726	\$ 44.435	\$ 47.263
Infection Control Practitioner Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 36.317	\$ 37.770	\$ 39.281	\$ 40.852	\$ 43.438
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 38.132	\$ 39.657	\$ 41.243	\$ 42.893	\$ 45.608
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 40.037	\$ 41.638	\$ 43.304	\$ 45.036	\$ 47.887
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 42.041	\$ 43.723	\$ 45.472	\$ 47.291	\$ 50.285
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 42.662	\$ 44.369	\$ 46.144	\$ 47.990	\$ 51.045
Mental Health Therapist - Staff					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.118	\$ 31.322	\$ 32.575	\$ 33.878	\$ 36.826
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.693	\$ 31.920	\$ 33.197	\$ 34.525	\$ 37.529
Mental Health Therapist - Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.526	\$ 33.827	\$ 35.181	\$ 36.588	\$ 39.772
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.147	\$ 34.473	\$ 35.853	\$ 37.287	\$ 40.532
Music Therapist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2012 - Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
Music Therapist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964

April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2012 - Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
Nutritionist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.743	\$ 31.972	\$ 33.251	\$ 34.581	\$ 37.590
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.318	\$ 32.570	\$ 33.873	\$ 35.228	\$ 38.293
Nutritionist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.201	\$ 34.529	\$ 35.911	\$ 37.347	\$ 40.597
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.822	\$ 35.175	\$ 36.583	\$ 38.046	\$ 41.357
Occupational Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.013	\$ 29.132	\$ 30.298	\$ 31.510	\$ 34.237
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 28.558	\$ 29.698	\$ 30.887	\$ 32.123	\$ 34.903
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 28.975	\$ 30.131	\$ 31.338	\$ 32.592	\$ 35.412
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 29.539	\$ 30.717	\$ 31.948	\$ 33.226	\$ 36.102
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.030	\$ 32.271	\$ 33.562	\$ 34.904	\$ 37.942
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 30.114	\$ 31.315	\$ 32.570	\$ 33.873	\$ 36.805
April 1, 2012 - Market Adjusted Rate	\$ 31.605	\$ 32.869	\$ 34.184	\$ 35.551	\$ 38.645
Occupational Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.254	\$ 31.464	\$ 32.722	\$ 34.031	\$ 36.977
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 30.842	\$ 32.076	\$ 33.358	\$ 34.693	\$ 37.696
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.292	\$ 32.544	\$ 33.845	\$ 35.199	\$ 38.246
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 31.901	\$ 33.177	\$ 34.504	\$ 35.884	\$ 38.991
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.512	\$ 34.852	\$ 36.247	\$ 37.697	\$ 40.977
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 32.522	\$ 33.823	\$ 35.176	\$ 36.583	\$ 39.751
April 1, 2012 - Market Adjusted Rate	\$ 34.133	\$ 35.498	\$ 36.919	\$ 38.396	\$ 41.737
Occupational Therapist - Masters/Research					
Current - Base	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842

Current - Market Supplement	\$ 32.673	\$ 33.980	\$ 35.340	\$ 36.754	\$ 39.935
April 1, 2009 - Base	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2009 - Market Supplement	\$ 33.308	\$ 34.641	\$ 36.027	\$ 37.468	\$ 40.712
April 1, 2010 - Base	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2010 - Market Supplement	\$ 33.794	\$ 35.146	\$ 36.553	\$ 38.015	\$ 41.306
April 1, 2011 - Base	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
April 1, 2011 - Market Supplement	\$ 34.452	\$ 35.830	\$ 37.264	\$ 38.755	\$ 42.110
Proposed Market Adjusted Rate (Date of Signing)	\$ 36.195	\$ 37.642	\$ 39.147	\$ 40.713	\$ 44.255
April 1, 2012 - Base	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Supplement	\$ 35.123	\$ 36.528	\$ 37.989	\$ 39.509	\$ 42.930
April 1, 2012 - Market Adjusted Rate	\$ 36.866	\$ 38.340	\$ 39.872	\$ 41.467	\$ 45.075
Occupational Therapist - Masters/Research Senior					
Current - Base	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
Current - Market Supplement	\$ 35.288	\$ 36.700	\$ 38.168	\$ 39.694	\$ 43.130
April 1, 2009 - Base	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2009 - Market Supplement	\$ 35.974	\$ 37.413	\$ 38.910	\$ 40.466	\$ 43.969
April 1, 2010 - Base	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2010 - Market Supplement	\$ 36.499	\$ 37.959	\$ 39.478	\$ 41.056	\$ 44.611
April 1, 2011 - Base	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
April 1, 2011 - Market Supplement	\$ 37.209	\$ 38.698	\$ 40.246	\$ 41.855	\$ 45.480
Proposed Market Adjusted Rate (Date of Signing)	\$ 39.089	\$ 40.653	\$ 42.279	\$ 43.970	\$ 47.796
April 1, 2012 - Base	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Supplement	\$ 37.933	\$ 39.451	\$ 41.030	\$ 42.670	\$ 46.366
April 1, 2012 - Market Adjusted Rate	\$ 39.813	\$ 41.406	\$ 43.063	\$ 44.785	\$ 48.682
Orthoptist - Clinician					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.800	\$ 30.991	\$ 32.231	\$ 33.520	\$ 36.437
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.375	\$ 31.589	\$ 32.853	\$ 34.167	\$ 37.140
Orthoptist - Instructor					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.183	\$ 33.470	\$ 34.809	\$ 36.201	\$ 39.351
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.804	\$ 34.116	\$ 35.481	\$ 36.900	\$ 40.111
Orthotist - Certified					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
Current - Market Supplement	\$ 33.133	\$ 34.459	\$ 35.837	\$ 37.270	\$ 40.240
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2009 - Market Supplement	\$ 33.600	\$ 34.945	\$ 36.342	\$ 37.795	\$ 40.811
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2010 - Market Supplement	\$ 33.957	\$ 35.316	\$ 36.728	\$ 38.197	\$ 41.248
June 23, 2010 - Market Supplement	\$ 35.669	\$ 37.097	\$ 38.580	\$ 40.123	\$ 43.320

April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
April 1, 2011 - Market Supplement	\$ 36.152	\$ 37.600	\$ 39.103	\$ 40.667	\$ 43.911
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Supplement	\$ 36.645	\$ 38.113	\$ 39.636	\$ 41.222	\$ 44.514
Orthotist - Senior					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 35.784	\$ 37.215	\$ 38.703	\$ 40.252	\$ 43.458
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 36.288	\$ 37.739	\$ 39.248	\$ 40.819	\$ 44.075
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 36.674	\$ 38.140	\$ 39.665	\$ 41.253	\$ 44.547
June 23, 2010 - Market Supplement	\$ 38.520	\$ 40.060	\$ 41.662	\$ 43.329	\$ 46.780
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 39.042	\$ 40.603	\$ 42.227	\$ 43.916	\$ 47.418
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Supplement	\$ 39.574	\$ 41.157	\$ 42.803	\$ 44.515	\$ 48.069
Perfusionist - Certified					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Market Supplement at Expiry of Last Collective Agreement	\$ 31.116	\$ 32.360	\$ 33.655	\$ 35.002	\$ 37.941
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 31.661	\$ 32.926	\$ 34.244	\$ 35.615	\$ 38.607
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 32.078	\$ 33.359	\$ 34.695	\$ 36.084	\$ 39.116
July 5, 2010 - Market Supplement	\$ 36.356	\$ 37.809	\$ 39.322	\$ 40.896	\$ 44.330
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 36.920	\$ 38.395	\$ 39.932	\$ 41.530	\$ 45.020
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.162	\$ 38.648	\$ 40.194	\$ 41.801	\$ 45.315
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 37.495	\$ 38.993	\$ 40.554	\$ 42.177	\$ 45.723
April 1, 2012 - Market Adjusted Rate	\$ 37.737	\$ 39.246	\$ 40.816	\$ 42.448	\$ 46.018
Perfusionist - Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Market Supplement at Expiry of Last Collective Agreement	\$ 33.605	\$ 34.950	\$ 36.347	\$ 37.801	\$ 40.976
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 34.193	\$ 35.562	\$ 36.983	\$ 38.463	\$ 41.695
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 34.643	\$ 36.030	\$ 37.470	\$ 38.969	\$ 42.245
July 5, 2010 - Market Supplement	\$ 39.264	\$ 40.835	\$ 42.467	\$ 44.166	\$ 47.876
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 39.873	\$ 41.468	\$ 43.126	\$ 44.851	\$ 48.621
Proposed Market Adjusted Rate (Date of Signing)	\$ 40.134	\$ 41.739	\$ 43.409	\$ 45.145	\$ 48.940
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 40.494	\$ 42.114	\$ 43.798	\$ 45.550	\$ 49.381
April 1, 2012 - Market Adjusted Rate	\$ 40.755	\$ 42.385	\$ 44.081	\$ 45.844	\$ 49.700
Pharmacist -Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300

Current - Market Supplement	\$ 39.457	\$ 40.497	\$ 41.565	\$ 42.665	\$ 45.481
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 40.002	\$ 41.063	\$ 42.154	\$ 43.278	\$ 46.147
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 40.419	\$ 41.496	\$ 42.605	\$ 43.747	\$ 46.656
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 40.983	\$ 42.082	\$ 43.215	\$ 44.381	\$ 47.346
Proposed Market Adjusted Rate (Date of Signing)	\$ 42.847	\$ 44.011	\$ 45.207	\$ 46.435	\$ 49.514
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 41.558	\$ 42.680	\$ 43.837	\$ 45.028	\$ 48.049
April 1, 2012 - Market Adjusted Rate	\$ 43.422	\$ 44.609	\$ 45.829	\$ 47.082	\$ 50.217
Pharmacist -Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 42.613	\$ 43.736	\$ 44.889	\$ 46.077	\$ 49.119
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 43.201	\$ 44.348	\$ 45.525	\$ 46.739	\$ 49.838
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 43.651	\$ 44.816	\$ 46.012	\$ 47.245	\$ 50.388
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement Rate	\$ 44.260	\$ 45.449	\$ 46.671	\$ 47.930	\$ 51.133
Proposed Market Adjusted Rate (Date of Signing)	\$ 46.275	\$ 47.532	\$ 48.824	\$ 50.150	\$ 53.475
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 44.881	\$ 46.095	\$ 47.343	\$ 48.629	\$ 51.893
April 1, 2012 - Market Adjusted Rate	\$ 46.896	\$ 48.178	\$ 49.496	\$ 50.849	\$ 54.235
Pharmacist - Pharm D					
Current - Base	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
Current - Market Supplement	\$ 46.022	\$ 47.235	\$ 48.480	\$ 49.763	\$ 53.049
April 1, 2009 - Base	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2009 - Market Supplement	\$ 46.657	\$ 47.896	\$ 49.167	\$ 50.477	\$ 53.826
April 1, 2010 - Base	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2010 - Market Supplement	\$ 47.143	\$ 48.401	\$ 49.693	\$ 51.024	\$ 54.420
April 1, 2011 - Base	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
April 1, 2011 - Market Supplement Rate	\$ 47.801	\$ 49.085	\$ 50.404	\$ 51.764	\$ 55.224
Proposed Market Adjusted Rate (Date of Signing)	\$ 49.931	\$ 51.287	\$ 52.680	\$ 54.112	\$ 57.752
April 1, 2012 - Base	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Supplement	\$ 48.472	\$ 49.783	\$ 51.129	\$ 52.518	\$ 56.044
April 1, 2012 - Market Adjusted Rate	\$ 50.602	\$ 51.985	\$ 53.405	\$ 54.866	\$ 58.572
Physical Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.621	\$ 29.766	\$ 30.957	\$ 32.195	\$ 35.093
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 29.166	\$ 30.332	\$ 31.546	\$ 32.808	\$ 35.759
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 29.583	\$ 30.765	\$ 31.997	\$ 33.277	\$ 36.268
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement Rate	\$ 30.147	\$ 31.351	\$ 32.607	\$ 33.911	\$ 36.958
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.121	\$ 32.365	\$ 33.660	\$ 35.006	\$ 38.156
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868

April 1, 2012 - Market Supplement	\$ 30.722	\$ 31.949	\$ 33.229	\$ 34.558	\$ 37.661
April 1, 2012 - Market Adjusted Rate	\$ 31.696	\$ 32.963	\$ 34.282	\$ 35.653	\$ 38.859
Physical Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.912	\$ 32.148	\$ 33.434	\$ 34.771	\$ 37.900
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 31.500	\$ 32.760	\$ 34.070	\$ 35.433	\$ 38.619
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.950	\$ 33.228	\$ 34.557	\$ 35.939	\$ 39.169
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 32.559	\$ 33.861	\$ 35.216	\$ 36.624	\$ 39.914
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.610	\$ 34.954	\$ 36.353	\$ 37.807	\$ 41.208
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 33.180	\$ 34.507	\$ 35.888	\$ 37.323	\$ 40.674
April 1, 2012 - Market Adjusted Rate	\$ 34.231	\$ 35.600	\$ 37.025	\$ 38.506	\$ 41.968
Physical Therapist - Masters/Research					
Current - Base	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
Current - Market Supplement	\$ 33.384	\$ 34.719	\$ 36.108	\$ 37.552	\$ 40.932
April 1, 2009 - Base	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2009 - Market Supplement	\$ 34.019	\$ 35.380	\$ 36.795	\$ 38.266	\$ 41.709
April 1, 2010 - Base	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2010 - Market Supplement	\$ 34.505	\$ 35.885	\$ 37.321	\$ 38.813	\$ 42.303
April 1, 2011 - Base	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
April 1, 2011 - Market Supplement	\$ 35.163	\$ 36.569	\$ 38.032	\$ 39.553	\$ 43.107
Proposed Market Adjusted Rate (Date of Signing)	\$ 36.299	\$ 37.751	\$ 39.261	\$ 40.832	\$ 44.504
April 1, 2012 - Base	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Supplement	\$ 35.834	\$ 37.267	\$ 38.757	\$ 40.307	\$ 43.927
April 1, 2012 - Market Adjusted Rate	\$ 36.970	\$ 38.449	\$ 39.986	\$ 41.586	\$ 45.324
Physical Therapist - Masters/Research Senior					
Current - Base	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
Current - Market Supplement	\$ 36.055	\$ 37.497	\$ 38.997	\$ 40.557	\$ 44.207
April 1, 2009 - Base	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2009 - Market Supplement	\$ 36.741	\$ 38.210	\$ 39.739	\$ 41.329	\$ 45.046
April 1, 2010 - Base	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2010 - Market Supplement	\$ 37.266	\$ 38.756	\$ 40.307	\$ 41.919	\$ 45.688
April 1, 2011 - Base	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
April 1, 2011 - Market Supplement	\$ 37.976	\$ 39.495	\$ 41.075	\$ 42.718	\$ 46.557
Proposed Market Adjusted Rate (Date of Signing)	\$ 39.203	\$ 40.772	\$ 42.402	\$ 44.098	\$ 48.065
April 1, 2012 - Base	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Supplement	\$ 38.700	\$ 40.248	\$ 41.859	\$ 43.533	\$ 47.443
April 1, 2012 - Market Adjusted Rate	\$ 39.927	\$ 41.525	\$ 43.186	\$ 44.913	\$ 48.951
Prosthetist - Certified					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
Current - Market Supplement	\$ 33.133	\$ 34.459	\$ 35.837	\$ 37.270	\$ 40.240
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2009 - Market Supplement	\$ 33.600	\$ 34.945	\$ 36.342	\$ 37.795	\$ 40.811
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2010 - Market Supplement	\$ 33.957	\$ 35.316	\$ 36.728	\$ 38.197	\$ 41.248

June 23, 2010 - Market Supplement	\$ 35.669	\$ 37.097	\$ 38.580	\$ 40.123	\$ 43.320
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
April 1, 2011 - Market Supplement	\$ 36.152	\$ 37.600	\$ 39.103	\$ 40.667	\$ 43.911
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Supplement	\$ 36.645	\$ 38.113	\$ 39.636	\$ 41.222	\$ 44.514
Prosthetist - Senior					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 35.784	\$ 37.215	\$ 38.703	\$ 40.252	\$ 43.458
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 36.288	\$ 37.739	\$ 39.248	\$ 40.819	\$ 44.075
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 36.674	\$ 38.140	\$ 39.665	\$ 41.253	\$ 44.547
June 23, 2010 - Market Supplement	\$ 38.520	\$ 40.060	\$ 41.662	\$ 43.329	\$ 46.780
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 39.042	\$ 40.603	\$ 42.227	\$ 43.916	\$ 47.418
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Supplement	\$ 39.574	\$ 41.157	\$ 42.803	\$ 44.515	\$ 48.069
Psychologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.009	\$ 38.489	\$ 40.028	\$ 41.630	\$ 45.251
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 37.680	\$ 39.187	\$ 40.753	\$ 42.384	\$ 46.071
Psychologist - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 39.970	\$ 41.569	\$ 43.231	\$ 44.960	\$ 48.872
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 40.694	\$ 42.322	\$ 44.015	\$ 45.775	\$ 49.758
Psychologist - PhD					
Current - Base	\$ 40.005	\$ 41.605	\$ 43.269	\$ 45.001	\$ 48.928
Current - Market Supplement	\$ 42.963	\$ 44.682	\$ 46.469	\$ 48.328	\$ 52.459
April 1, 2009 - Base	\$ 40.805	\$ 42.437	\$ 44.134	\$ 45.901	\$ 49.907
April 1, 2009 - Market Supplement	\$ 43.763	\$ 45.514	\$ 47.334	\$ 49.228	\$ 53.438
April 1, 2010 - Base	\$ 41.417	\$ 43.074	\$ 44.796	\$ 46.590	\$ 50.656
April 1, 2010 - Market Supplement	\$ 44.375	\$ 46.151	\$ 47.996	\$ 49.917	\$ 54.187
April 1, 2011 - Base	\$ 42.245	\$ 43.935	\$ 45.692	\$ 47.522	\$ 51.669
April 1, 2011 - Market Supplement	\$ 45.203	\$ 47.012	\$ 48.892	\$ 50.849	\$ 55.200
Proposed Market Adjusted Rate (Date of Signing)	\$ 46.746	\$ 48.616	\$ 50.561	\$ 52.584	\$ 57.004
April 1, 2012 - Base	\$ 43.090	\$ 44.814	\$ 46.606	\$ 48.472	\$ 52.702
April 1, 2012 - Market Supplement	\$ 46.048	\$ 47.891	\$ 49.806	\$ 51.799	\$ 56.233
April 1, 2012 - Market Adjusted Rate	\$ 47.591	\$ 49.495	\$ 51.475	\$ 53.534	\$ 58.037
Psychologist - PhD Senior					
Current - Base	\$ 43.206	\$ 44.935	\$ 46.731	\$ 48.600	\$ 52.844

Current - Market Supplement	\$ 46.401	\$ 48.257	\$ 50.187	\$ 52.194	\$ 56.657
April 1, 2009 - Base	\$ 44.070	\$ 45.834	\$ 47.666	\$ 49.572	\$ 53.901
April 1, 2009 - Market Supplement	\$ 47.265	\$ 49.156	\$ 51.122	\$ 53.166	\$ 57.714
April 1, 2010 - Base	\$ 44.731	\$ 46.522	\$ 48.381	\$ 50.316	\$ 54.710
April 1, 2010 - Market Supplement	\$ 47.926	\$ 49.844	\$ 51.837	\$ 53.910	\$ 58.523
April 1, 2011 - Base	\$ 45.626	\$ 47.452	\$ 49.349	\$ 51.322	\$ 55.804
April 1, 2011 - Market Supplement	\$ 48.821	\$ 50.774	\$ 52.805	\$ 54.916	\$ 59.617
Proposed Market Adjusted Rate (Date of Signing)	\$ 50.486	\$ 52.505	\$ 54.606	\$ 56.790	\$ 61.564
April 1, 2012 - Base	\$ 46.539	\$ 48.401	\$ 50.336	\$ 52.348	\$ 56.920
April 1, 2012 - Market Supplement	\$ 49.734	\$ 51.723	\$ 53.792	\$ 55.942	\$ 60.733
April 1, 2012 - Market Adjusted Rate	\$ 51.399	\$ 53.454	\$ 55.593	\$ 57.816	\$ 62.680
Psychometrician - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.992	\$ 32.231	\$ 33.521	\$ 34.861	\$ 37.895
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.567	\$ 32.829	\$ 34.143	\$ 35.508	\$ 38.598
Psychometrician - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.471	\$ 34.809	\$ 36.202	\$ 37.650	\$ 40.926
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 34.092	\$ 35.455	\$ 36.874	\$ 38.349	\$ 41.686
Psychometrician - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 36.149	\$ 37.595	\$ 39.098	\$ 40.662	\$ 44.199
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 36.820	\$ 38.293	\$ 39.823	\$ 41.416	\$ 45.019
Psychometrician - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 39.040	\$ 40.602	\$ 42.226	\$ 43.915	\$ 47.736
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 39.764	\$ 41.355	\$ 43.010	\$ 44.730	\$ 48.622
Public Health Inspector - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 30.130	\$ 31.334	\$ 32.588	\$ 33.891	\$ 36.763
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 30.675	\$ 31.900	\$ 33.177	\$ 34.504	\$ 37.429

April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 31.092	\$ 32.333	\$ 33.628	\$ 34.973	\$ 37.938
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 31.656	\$ 32.919	\$ 34.238	\$ 35.607	\$ 38.628
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Supplement	\$ 32.231	\$ 33.517	\$ 34.860	\$ 36.254	\$ 39.331
Public Health Inspector - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 32.539	\$ 33.840	\$ 35.194	\$ 36.602	\$ 39.704
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 33.127	\$ 34.452	\$ 35.830	\$ 37.264	\$ 40.423
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 33.577	\$ 34.920	\$ 36.317	\$ 37.770	\$ 40.973
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 34.186	\$ 35.553	\$ 36.976	\$ 38.455	\$ 41.718
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Supplement	\$ 34.807	\$ 36.199	\$ 37.648	\$ 39.154	\$ 42.478
Public Health Supervisor					
Current - Base	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
Current - Market Supplement	\$ 35.142	\$ 36.548	\$ 38.010	\$ 39.531	\$ 42.881
April 1, 2009 - Base	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2009 - Market Supplement	\$ 35.777	\$ 37.209	\$ 38.697	\$ 40.245	\$ 43.658
April 1, 2010 - Base	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2010 - Market Supplement	\$ 36.263	\$ 37.714	\$ 39.223	\$ 40.792	\$ 44.252
April 1, 2011 - Base	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
April 1, 2011 - Market Supplement	\$ 36.921	\$ 38.398	\$ 39.934	\$ 41.532	\$ 45.056
April 1, 2012 - Base	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Supplement	\$ 37.592	\$ 39.096	\$ 40.659	\$ 42.286	\$ 45.876
Recreation Therapist - Diploma					
Current Rate of Pay	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Rate of Pay	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Rate of Pay	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base Rate of Pay	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.917	\$ 27.994	\$ 29.114	\$ 30.279	\$ 32.913
April 1, 2012 - Base Rate of Pay	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.410	\$ 28.507	\$ 29.647	\$ 30.834	\$ 33.516
Recreation Therapist - Diploma Senior					
Current Rate of Pay	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Rate of Pay	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Rate of Pay	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base Rate of Pay	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.071	\$ 30.234	\$ 31.444	\$ 32.701	\$ 35.546
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 29.603	\$ 30.788	\$ 32.020	\$ 33.300	\$ 36.197
Recreation Therapist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475

April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.398	\$ 32.653	\$ 33.960	\$ 35.318	\$ 38.391
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.973	\$ 33.251	\$ 34.582	\$ 35.965	\$ 39.094
Recreation Therapist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.909	\$ 35.265	\$ 36.676	\$ 38.143	\$ 41.462
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 34.530	\$ 35.911	\$ 37.348	\$ 38.842	\$ 42.222
Respiratory Therapist - Diploma					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
Current - Market Supplement	\$ 26.946	\$ 28.024	\$ 29.145	\$ 30.311	\$ 32.856
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2009 - Market Supplement	\$ 27.413	\$ 28.510	\$ 29.650	\$ 30.836	\$ 33.427
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2010 - Market Supplement	\$ 27.770	\$ 28.881	\$ 30.036	\$ 31.238	\$ 33.864
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
April 1, 2011 - Market Supplement	\$ 28.253	\$ 29.384	\$ 30.559	\$ 31.782	\$ 34.455
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.244	\$ 30.414	\$ 31.630	\$ 32.895	\$ 35.659
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Supplement	\$ 28.746	\$ 29.897	\$ 31.092	\$ 32.337	\$ 35.058
April 1, 2012 - Market Adjusted Rate	\$ 29.737	\$ 30.927	\$ 32.163	\$ 33.450	\$ 36.262
Respiratory Therapist - Diploma Senior					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 29.103	\$ 30.267	\$ 31.478	\$ 32.738	\$ 35.485
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 29.607	\$ 30.791	\$ 32.023	\$ 33.305	\$ 36.102
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 29.993	\$ 31.192	\$ 32.440	\$ 33.739	\$ 36.574
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 30.515	\$ 31.735	\$ 33.005	\$ 34.326	\$ 37.212
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.582	\$ 32.845	\$ 34.159	\$ 35.525	\$ 38.511
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Supplement	\$ 31.047	\$ 32.289	\$ 33.581	\$ 34.925	\$ 37.863
April 1, 2012 - Market Adjusted Rate	\$ 32.114	\$ 33.399	\$ 34.735	\$ 36.124	\$ 39.162
Social Worker - BSW					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.709	\$ 30.897	\$ 32.133	\$ 33.418	\$ 36.326
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.284	\$ 31.495	\$ 32.755	\$ 34.065	\$ 37.029
Social Worker - BSW Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964

April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.086	\$ 33.369	\$ 34.704	\$ 36.092	\$ 39.232
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.707	\$ 34.015	\$ 35.376	\$ 36.791	\$ 39.992
Social Worker - MSW					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.652	\$ 36.038	\$ 37.479	\$ 38.979	\$ 42.370
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 35.323	\$ 36.736	\$ 38.204	\$ 39.733	\$ 43.190
Social Worker - MSW Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.424	\$ 38.922	\$ 40.478	\$ 42.097	\$ 45.760
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 38.148	\$ 39.675	\$ 41.262	\$ 42.912	\$ 46.646
Speech Language Pathologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.145	\$ 35.510	\$ 36.930	\$ 38.408	\$ 41.749
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.816	\$ 36.208	\$ 37.655	\$ 39.162	\$ 42.569
Speech Language Pathologist - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 36.876	\$ 38.352	\$ 39.885	\$ 41.481	\$ 45.090
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 37.600	\$ 39.105	\$ 40.669	\$ 42.296	\$ 45.976
The assumption is made that the date of signing is prior to April 1, 2012. Errors and Omissions excepted.					

3. HSAS/SAHO Collective Agreement – Agreed Changes

1.18 "Reclassification" means a substantive bona fide change to any or all of the following (a) through (c) for any existing classification/position:

- (a) Job duties and responsibilities;
- (b) Experiential requirement for the classification/position;
- (c) Educational qualification required for the classification/position.

1.21 **"Standby" shall mean any period during which an Employee is not on regular duty, but must be available to respond without undue delay to a request to return to duty.**

9.01 **Informal Discussion**

It is the desire of the parties hereto that differences or disputes of Employees be addressed as quickly as possible. Employees or the union may refer such differences or disputes to the immediate **out-of-scope** supervisor concerned as soon as possible upon cause of complaint and, in any case, within twenty-one (21) calendar days. The Employee is entitled to be accompanied by a Union Representative. The immediate **out-of-scope** supervisor shall give a decision verbally within fourteen (14) calendar days. If the immediate **out-of-scope** supervisor's response is not satisfactory to the employee or to the union, the union may submit a grievance in writing, in accordance with Article 9.06 – Grievance procedure.

Previously 9.04 (renumber as necessary)

9.06 **Grievance Procedure**

If the decision of the immediate **out-of-scope** supervisor is not satisfactory to the Employee or to the union, the union may within fourteen (14) calendar days, refer the grievance, in writing, **to the next level of management**, with a copy to Human Resources. **That manager** shall discuss the grievance with the Union Representative and shall render a written decision within fourteen (14) calendar days of receiving the grievance.

11.03 **Leave Without Pay Exceeding 30 Days**

When leave of absence without pay is for thirty one (31) **consecutive** calendar days or more, no sick leave credits or annual vacation credits will be accumulated for the entire period of absence and a new increment date will be established, except in the instances of maternity, paternity, adoption and parental leave, where the Employee shall maintain her increment date for up to twelve (12) months while on Leave. For other than full-time Employees, their increment date shall be maintained on a pro rata basis calculated on their paid hours over the previous fifty-two (52) weeks, or length of employment if less than fifty-two (52) weeks.

Prior to commencement of the leave, the Employer shall inform Employees of their options to continue Group Life Insurance and Disability Income Plan coverage during their leave.

11.10 Leave For Union Business

The parties agree that Employees require leave from time to time in order to conduct the business of the Union. Upon request, including appropriate notice as identified below and except under exceptional circumstances (e.g.: Acts of God, Disasters, etc.) Executive Council members, Board of Governors, Finance Committee members, and **Negotiating** Committee members, shall be granted leave of absence for Union business.

Other members requesting union leave will not be denied provided the leave does not unreasonably interfere with the operational requirements of the Employer.

Except under extenuating circumstances:

- any request for such leave will be made at least 72 hours in advance;
- for a leave in excess of 14 days, the Employee will give at least 14 days prior notice;
- where leave is for regularly scheduled meetings, the Employee will notify the Employer as soon as she is aware of the dates.

11.11 Maternity/Paternity/Adoption Leave

(a) – (e) Current Language

The following is effective Date of Exchange of Ratification.

(f) Supplemental Employment Insurance

Maternity/Paternity/Adoption Supplemental Employment Benefit (SEB)

The Employer will implement a Supplemental Employment Benefits Plan. Employees will receive the Supplementary Employment Benefits if they meet eligibility requirements.

Maternity/Paternity/Adoption Supplemental Employment Benefit (SEB) shall apply to all Employees.

“Eligible Employee” shall mean an Employee who has completed at least thirteen (13) weeks of employment prior to commencing her/his maternity and/or paternity/adoption leave, and who is in receipt of Employment Insurance maternity or paternal/adoption benefits.

Maternity Supplemental Employment Benefits

An Employee, who is in receipt of Employment Insurance (EI) maternity benefits pursuant to the “Employment Insurance Act”, shall be paid a SEB that is equivalent to the difference between the gross weekly EI benefit the Employee is eligible to receive and seventy-five (75%) of the Employee’s regular weekly rate of pay. This SEB payment shall commence following completion of the two (2) week EI waiting period and upon submitted proof of receipt of EI benefits. The SEB payment shall continue while the Employee is in receipt of the EI maternity benefits for a maximum of fifteen (15) weeks.

The Employer will pay seventy-five percent (75%) of the Employee’s regular weekly rate of pay for the two-week waiting period required for maternity benefits under the Employment Insurance Act.

Parental/Adoption Supplemental Employment Benefits

An Employee, who is in receipt of the Employment Insurance (EI) parental/adoption benefits pursuant to the “Employment Insurance Act”, shall be paid a SEB that is equivalent to the difference between the gross weekly EI benefit the Employee is eligible to receive and seventy-five (75%) of the Employee’s regular weekly rate of pay. This SEB payment shall commence following completion of any required two (2) week EI waiting period and upon submitted proof of receipt of EI benefits. The SEB payment shall continue while the Employee is in receipt of EI parental/adoption benefits for a maximum of ten (10) weeks.

If a two-week waiting period is required for parental/adoption benefits under the Employment Insurance Act, the Employer will pay seventy-five (75%) of the Employee’s regular weekly rate of pay for this waiting period.

In instances where two Employees share the paternity/adoption leave and both are in receipt of EI parental/adoption benefits, both Employees shall be eligible for the SEB to a maximum of ten (10) weeks each.

SEB Payment Calculation

- **SEB payments will be based on the regular weekly rate of pay in the Employee's home position.**
- **The regular weekly rate of pay shall be determined by multiplying the Full Time Employee's regular weekly work hours by the regular hourly rate of the last day worked prior to the commencement of the leave and excludes overtime, premiums and allowances.**
- **Regular weekly work hours for other than full time Employees shall be determined by calculating the average regular hours paid per week over fifty-two (52) weeks preceding the commencement of the leave.**

Salary changes with an effective date during the leave will not result in an adjustment to the SEB payment.

12.08 ~~Abuse Of Sick Leave~~ Sick Leave Committee

The Union agrees to appoint representation on a review committee that may be established by the Employer to address sick leave.

12.12 Automobile Accident Insurance Act Benefit Coverage

Sick leave credits will not be paid where an Employee is in receipt of income replacement benefits under The Automobile Accident Insurance Act, except that any difference between such benefits and the Employee's regular net pay shall be paid to the Employee from the Employee's accumulated sick leave credits, provided that credits are available for use, for a period not to exceed one (1) year from the date of the accident.

For the purposes of maintaining and accessing Employee benefits, in accordance with the terms of the Plans, the Employer shall forward the appropriate application forms and shall ensure that such completed forms are submitted to SAHO.

13.05 Vacation Selection

- (a) Annual vacation shall be regulated on a mutually agreed basis within the workplace. In cases of disagreement, seniority shall govern in the Employee's first **selection of an unbroken period of vacation**. However, when annual vacations are split, seniority shall only govern in **that first selection as indicated by the employee**. In order for an Employee to exercise her rights she must make her vacation selection by March 1 of each year.

13.10 Maximum Vacation Accumulation

Maximum vacation credits available as of March 31st of each year shall be the vacation credits earned during that **vacation year plus five days earned **vacation credits** from previous **vacation** years.**

in advance. While overtime is continuous with an Employee's regular shift and the Employee elects to leave the workplace for a meal break, not to exceed two (2) hours, overtime pay shall be paid for all hours worked at the applicable rate of pay.

15.05 Time Off In Lieu Of Overtime

Where mutually agreed between the Employer and Employee, time off, calculated at the appropriate overtime rates in lieu of overtime pay may be banked to a maximum of one-hundred (100) hours. Time off in lieu shall be taken at a time mutually acceptable between the Employee and the Employer and must be recorded on time sheets and work records. Any unused portion of the time in lieu bank as of February month end payroll report will be paid out prior to March 31 of each year.

15.11 Standby

- (c) A standby payment shall be paid to each Employee so assigned on the following basis:
 - (i) \$2.19 per hour for each hour on standby on a regular working day with a minimum payment for eight (8) hours.

or

 - (ii) \$4.12 per hour for each hour on standby on days off and Public Holidays with a minimum payment for eight (8) hours.
 - (iii) OTFT EMS Employees shall be paid **\$5.00** per hour for each hour on standby with a minimum payment of eight (8) hours each day on standby.

16.04 Errors In Allocating Work

If the Employer allocates additional work incorrectly, the Employee claiming the entitlement to the work shall have **fourteen (14)** calendar days, from the initial day of allocated work, to raise the issue.

If an error is raised and confirmed, the matter will be remedied by offering the Employee a replacement shift or equivalent value within eight (8) weeks of the missed shift. The shift will be scheduled on a date mutually agreed to by the Employer and the Employee and will be in addition to the normal staffing complement available on that day. The provisions of Article 15 (Hours of Work) will apply and the replacement shift shall not limit entitlements of the worker or other workers under this Article.

If not raised within the **fourteen (14)** calendar days, no remedy will be implemented.

17.01 Permanent Reduction Of Hours

- (a) A permanent full-time **or part-time** Employee, not on probation or trial, may voluntarily **reduce her hours of work**. The request may be approved subject to operational considerations.
- (b) *Current language*
- (c) *Current language*
- (d) Any such conversion shall be subject to a trial period of six (6) months, during which time the Employee or the Employer may elect that the Employee return to working **their previous hours of work** by providing twenty-eight (28) days notice.
- (e) *Current language*
- (f) Where two or more Employees have applied for a reduction in hours and operational considerations would not permit both or all of them to **reduce their hours of work**, selection shall be based on seniority.

17.02 Temporary Reduction Of Hours

- (a) A permanent full-time **or part-time** Employee, not on probation or trial, may request to temporarily reduce her hours of work for a period of up to one year. The request may be approved subject to operational considerations. An extension of up to one additional year may be granted. **Upon mutual agreement between the Employee and the Employer, further extensions may be granted.** The Employee will revert to **their previous hours of work** upon completion of the approved period.
- (b) **Any employee wishing to make such request shall do so in writing to the Employer, giving at least twenty-eight (28) days notice prior to the time at which reduction is requested. The Employer shall provide the Employee with written reasons if a request for a reduction of hours is denied.**
- (c) **Either the Employer or the Employee may, with twenty-eight (28) days notice in writing, end a temporary reduction of hours prior to its original expiry. Where the Employer elects that the Employee return to their previous hours of work prior to the expiration of the approved reduction, written rationale will be provided by the Employer.**
- (d) **Article 21.03 Temporary Vacancies shall apply where the reduced hours have been filled temporarily.**

- (e) **Any Employee choosing to reduce her hours in this way will have the benefits of this agreement and be subject to the conditions of this agreement as it pertains to part-time employees.**
- (f) **Where two or more Employees have applied for a reduction in hours and operational considerations would not permit both or all of them to reduce their hours of work, selection shall be based on seniority.**

18.02 Payment Of Earnings

Normal pay days shall be on a consistent basis as established by Employer practice. **Explanation of payment codes will be made available upon request.**

The Union shall be provided with a list of payment codes for each health region.

19.01 Transportation Allowance

- a) to e) Update mileage rates to reflect most current rates.
- e) Update review table to reflect review dates during lifetime of collective agreement

19.02 Overnight Accommodation Allowance

An Employee required to travel outside her town or city of residence and stay overnight will be reimbursed for reasonable hotel expenses upon presentation of receipts. **Such Employee shall be entitled to single occupancy.**

The rest of the clause remains the same

19.06 Northern Allowance Provisions

- a) Northern Allowance

	April 1, 2011
La Loche	\$212.00
Ile a la Crosse, Pinehouse, Sandy Bay	\$212.00
Buffalo Narrows	\$212.00
Cumberland House	\$132.00
Beauval	\$132.00
Creighton, Green Lake	\$132.00
La Ronge	\$88.00

- k) Retention Strategies

	April 1, 2011
La Loche	\$4200.00
Ile a la Crosse, Pinehouse, Sandy Bay	\$4000.00
Buffalo Narrows	\$3650.00
Cumberland House	\$3300.00
Beauval	\$2500.00
Creighton, Green Lake	\$2000.00
La Ronge	\$1900.00

Remainder of Article 19.06 remains current.

19.07 Shift Premiums

(a) Evening/Night Premium

Employees working an evening or night shift where the major portion of hours worked fall within the hours of 1500 and 0800 hours, shall be paid at their regular hourly rate plus a shift premium of **two dollars and ten cents (\$2.10)** per hour for all hours worked.

(b) Weekend Premium

A weekend premium shall be paid at the rate of **one dollar and eighty cents (\$1.80)** per hour for each hour worked between 0001 Saturday and 2400 hours Sunday. Weekend premiums will not apply where an Employee is receiving overtime pay.

21.13 Temporary Performance Of Higher Duties

- (a) Where the Employer designates and Employee to temporarily perform the duties of a higher paid in-scope classification, for a period of one (1) day or longer, ~~the Employee shall be notified in writing by the Employer with a copy to Human Resources and the union. T~~ the Employee shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour or such higher amount as may be determined by the Employer.

23.10 Workers Compensation

(d) Duration of Compensation

Such compensation shall be paid until the Employee is declared fit for work by a physician on the staff of the **TB Control Saskatchewan**.

(e) Compensation Not Payable

- (iv) Compensation under this Article will not be paid to an Employee:

(final bullet)

- who fails to provide a written report or certificate from the **TB Control Saskatchewan** every three (3) months.

25.07 DELETE ARTICLE

25.08 Employee and Family Assistance Program

The parties endorse the concept of an Employee/Family Assistance Program, and acknowledge that if a program is to be implemented or altered there shall be joint consultation and agreement between the Employer and the Union. The program shall be voluntary and confidential, shall not be used as a disciplinary process and shall be provided at a location away from the worksite. The program shall include counseling services, including but not limited to:

- (a) **Substance Abuse/Dependency;**
- (b) **Employment/workplace related concerns;**
- (c) **Emotional problems;**
- (d) **Legal problems**
- (e) **Financial problems;**
- (f) **Marital problems**

27 Management-Union Committee

At the request of either party, a joint committee (either ad hoc or standing) shall be established to deal with such matters of mutual concern as may arise from time to time in the operation of the Employer. **The Management Union Committee shall not circumvent the provisions outlined in the Collective Agreement.**

The Committee shall be composed of Employer and union representatives as named by each party, in equal numbers unless agreed otherwise, with an objective to maintain the total number of participants at a reasonable level. Employees participating on such committees shall not suffer any loss in pay for attendance at meetings.

The Committee shall meet at the request of either party, within seven (7) calendar days.

28 Portability of Benefits and Seniority

Any HSAS member who terminates from one (1) Employer and who is employed within one (1) calendar year by the same or another Employer covered by this agreement shall transfer:

- (e) most recent salary step if employed within the same Classification, **or recognition of previous experience as per Article 18.05, whichever is greater.**

30.07 Annual Benefit Statement

- (b) Benefit coverage under the Group Life Insurance, Long Term Disability, Core Dental, Enhanced Dental and Extended Health.

Letter of Understanding #11

RE: EMS Personnel

AGREED TO DELETE (RENUMBERING REQUIRED)

Letter of Understanding #13

RE: Provincial Market Supplement Program

1. to 5. Current Language

6. Update dates to reflect **April 1, 2009 to March 31, 2013**

7. & 8. Current Language

Letter Of Understanding #16

RE: Extended Health and Enhanced Dental Plans

Further to Article 30.05, there shall be guaranteed support of HSAS current benefit levels under the SAHO Extended Health and Enhanced Dental Plans to **March 31, 2013** which eliminates the requirements to negotiate specific contribution levels. Full accounting will be given for contributions, claims and expenses attributable to HSAS from July 1, 2004. Any surpluses generated after that date will be used to support the Extended Health and Enhanced Dental Plans for HSAS Employees only.

On the date the Participation Agreement between SAHO and HSAS is signed, this Letter of Understanding will become null and void.

