

LOCAL PROVISIONS

NIAGARA HEALTH SYSTEM

ARTICLE 34 - SCOPE AND RECOGNITION

34.01 All paramedical employees employed by the Niagara Health System save and except supervisors, persons above the rank of supervisor, students employed during a school vacation period, students on co-op work terms, interns, educators and clinical instructors and persons covered by subsisting collective agreements.

The term 'paramedical employees' includes Occupational Therapist, PPL (Professional Practice Leader) Occupational Therapist, Physiotherapist, PPL (Professional Practice Leader) Physiotherapist, Pharmacist, Radiology Technician, Radiology Technologist, Respiratory Technologist, Ultrasound Technician, Non-Registered Sonographer, Sonographer, Echo-Sonographer, ECG Technician, EEG Technician, EMG Technician, Dark Room Technician, Laboratory Technologist, Registered Technologist, Laboratory Technician, Laboratory Assistant, Pathological Technologist, PPL (Professional Practice Leader) Audiologist, Social Worker (MSW & BSW), PPL (Professional Practice Leader) Social Worker, Psychotherapist, Psychometrist, Cognitive Therapist/Psychometrist, Addiction Worker, Mental Health Worker, Dietician, Orthopaedic Technician, Registered Orthopaedic Technologist, Clinical Dietician, Child and Family Counsellor, Respiratory Therapist, Child Life Worker, Speech Pathologist, MRI Team Leader, MRI Technician, Cardiology Technician, NC Cardiology Technician, Speech Language Pathologist, PPL (Professional Practice Leader) Speech Language Pathologist, Registered Technologist-Nuclear Medicine and Paramedical Clinical Instructor, Cardiology Technologist, Chart Reviewer, Biomedical Technologist, Biomedical Technician, Biomedical Engineering Tech, Project Co-ordinator, Case Manager, Senior Technologist, Registered Technician, Histology/Surgical/Pathology Tech, CAT Scan Charge Technologist, MLT/Technician, Librarian, Librarian Resource Consultant, Charge Technologist, Phlebotomist, Recreational Therapist, Paramedical Clinical Leader, Eating Disorders Coordinator, Infection Control Practitioner, Anesthetic Assistant, Senior Pathologist Assistant, Pathologist Assistant, Exercise Specialist, Ophthalmic Technician, Renal Technician, Physiotherapy Resident and Pharmacy Intern, Child Life Specialist, Professional Practice Leader-Respiratory Therapy, Care Coordinator Health Links, Project Coordinator-Recreation Therapy, Advanced Care Paramedic (ACP) Clinical Training Coordinator.

ARTICLE 35 - MANAGEMENT RIGHTS

35.01 The Union recognizes that the management of the Hospital and the direction of working forces are fixed exclusively in the Hospital and shall remain solely with the Hospital. The Union therefore acknowledges that it is the exclusive function of the Hospital to:

- (a) maintain order, discipline and efficiency;
- (b) make, alter, and enforce rules and regulations to be observed by the employees;
- (c) hire, assign, direct, retire, transfer, discharge, promote, demote, classify, layoff, recall or suspend or otherwise discipline employees;
- (d) determine in the interest of efficient operation and the highest standard of service, job rating or classification, the hours of work, work assignment, methods of doing work, and the working establishment for any services;
- (e) determine the number of personnel required, the service to be performed and the methods, procedure and equipment to be used.

It is agreed that these rights shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 36 - DEFINITIONS

36.01 A full-time employee is an employee who is regularly scheduled to work thirty (30) hours or more per week.

36.02 A regular part-time employee is an employee who works less than a full-time employee.

36.03 A casual employee is an employee who is not regularly scheduled to work but who is called in to work on an as needed basis.

ARTICLE 37 - REPRESENTATION & COMMITTEES

37.01 (a) Grievance Committee

The parties agree the Grievance Committee, as described in Article 6.02 of the central provisions, will consist of three (3) representatives from the Union, plus the Bargaining Unit President.

(b) Negotiating Team

The parties agree the Negotiating Team, as described in Article 6.04 (a) of the central provisions, will consist of four (4) members plus the Bargaining Unit President.

ARTICLE 38 - BARGAINING UNIT PRESIDENT

38.01 (a) An employee who serves as the Bargaining Unit President or designate shall be granted Hospital paid time of one hundred (100) days per year (based upon seven and one-half (7 1/2) hour shifts). The union will identify and provide notice to the Hospital of the designate in advance. The scheduling of such hours upon mutual agreement shall be pre-determined with the Hospital. In addition, these hours will not change an employee's status from part-time to full-time. For a full-time employee, these hours will not be in addition to the employee's normal hours of work. The scheduling of these shifts cannot be used to generate overtime or premium pay for the Bargaining Unit President or any other member of the Bargaining Unit.

(b) The Hospital will provide the Bargaining Unit President with a dedicated office with computer, access to a printer and voice mail access and a lockable filing cabinet.

ARTICLE 39 - SCHEDULING

39.01 (a) Overtime

Full-Time - The hours of work shall be averaged over a four (4) week period.
Part-Time - The hours of work shall be averaged over a two (2) week period.

Note: Overtime shifts shall be offered in order of seniority on a rotational basis.

(b) Posting Schedules

Work schedules will be posted a minimum of eight (8) weeks in advance inclusive of the current two (2) week period. Should a master schedule change, twelve (12) weeks notice will be given to the Union and employees.

(c) Days Off

Full-time employees will receive days off in blocks of two (2) days.

(d) Consecutive Days Worked

By mutual agreement, in writing between the Hospital and an employee(s), such employee can be scheduled to work ten (10) consecutive days in a given two (2) week period and shall receive four (4) consecutive days off in the same two (2) week period.

(e) Time Off Between Shifts

- (i) Failure to provide the minimum twenty (20) hours off between the commencement of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1½) times the employee's regular straight time hourly rate for only those hours which reduce the minimum hour period. This premium can be waived by mutual agreement between the Hospital and the employee.
- (ii) Employees after finishing three (3) or more midnight shifts should have at least forty-seven (47) hours off before the start of their next shift. Where such period is not provided the employee shall be compensated by payment of one and one-half (1½) times the employee's regular straight time hourly rate for only those hours that reduce the minimum hour period.
- (iii) Where the minimum period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

(f) Lieu Time

(applicable to full-time employees only)

Where an employee has worked and accumulated approved overtime hours (other than premium hours related to paid holidays) or has accumulated hours for call back, then such employee shall have the option of electing payment at the applicable overtime rate or time off equivalent to the applicable overtime rate (i.e. where applicable rate is one and one-half times, then time off shall be at one and one-half times). Where an employee chooses the latter option such time off must be taken within three months, or payment in accordance with the former option shall be made. Further, such time off must be taken at a time mutually agreeable to the Hospital and the employee. The maximum time that can be accumulated is thirty-seven and one-half (37.5) hours.

(g) Shift Exchanges

Employees requesting to exchange shifts must complete the form provided by the Hospital. The form will state the shifts to be exchanged and signed by both employees and is to be submitted to the manager or his/her designate for approval. Except in emergency situations such requests shall be made at least one (1) week in advance of the first shift to be worked. It is agreed that such changes in schedule shall not result in overtime or premium payment.

(h) Extra Shifts

An extra shift is a shift resulting from unscheduled time off.

1. The hours will first be offered to part-time employees on a rotational basis, by seniority, until either; the opening has been filled, no part-time employee is available or all part-time have reached the maximum of seventy-five (75) hours in a two (2) week period without incurring overtime. Employees who will incur premium as a result of the failure to provide the minimum hours between shifts should be bypassed at this time.
2. If after Step one (1) no part-time is available then the shift shall be offered to casual part-time employees on a rotational basis by seniority.
3. Extra shifts will then be offered to 0.8 FTEs at straight time prior to the shift being offered as overtime, up to the point that the 0.8 FTE is at seventy-five (75) hours per pay period.
4. After Step three (3) additional shifts can then be offered to the RPTs who have agreed to waive the premium payment if hours between shifts are reduced by the twenty (20) hours written in the Collective Agreement.
5. Offer out to full-time as an overtime shift, then to RPTs who have not elected to waive the premium pay noted above.
6. The 0.8 FTE will remain on the overtime list but will only be offered shifts that will result in premium pay. Please note that a reduced hours FTE cannot turn down a shift at straight time only to accept the same shift at overtime in the rotation.
7. After steps one (1) through six (6) are exhausted volunteers can be sought to change their schedule outside of the existing timelines

therefore creating a vacant shift on an alternate day. Then repeat steps 1 to 6 above.

8. If after all of these options have been tried, the junior RPT would be required to report to work.
9. The Hospital reserves the right in an emergency to offer the shift to the closest/fastest responding employee.

(i) Definition of Weekend

For purposes of this Article, a weekend shift is defined as any shifts where the majority of hours fall between 2400 Friday and 2400 Sunday.

(j) Change of Schedule

If a change occurs with an employee's schedule after it has been posted, the employee shall be notified by the employer or designate, by phone (conversation, voicemail or text), or in person and advised of the specifics of the change.

(k) Weekend Premium

(applicable to regular part-time employees only)

Regular part-time employees who are required to work more than three (3) weekends in any five (5) week period shall be paid premium pay for the fourth weekend at the rate of one and one-half (1½) times unless the premium is waived by mutual consent. Regular part-time employees will not be scheduled to work three (3) weekends in a row.

It is agreed that the premium payment set out above will not be payable and the prohibition against scheduling up to three (3) weekends in a row is waived if:

- (i) such weekend has been worked by the employee to satisfy specific days off required by such employee; or
- (ii) such employee has requested weekend work; or
- (iii) such weekend is worked as the result of an exchange of shifts with another employee; or
- (iv) such weekend is worked by a regular part-time employee during July and August.

- (l) Definitions for the day, evening and night shifts for the application of Shift Premiums referred to in Article 17.04 of the Central Agreement:

Day shift:	0700 to 1500 (7:00am – 3:00pm)
Evening shift	1500 to 2300 (3:00pm – 11:00pm)
Night shift	2300 to 0700 (11:00pm – 7:00am)

ARTICLE 40 - PAID HOLIDAYS

40.01 The Hospital proposes the following twelve (12) designated holidays, as provided for in Article 18.01 of the collective agreement. These designated days would apply to full and part-time, as provided for in Article 18. This list of designated holidays would be applicable to each calendar year. It is agreed that no employee will be entitled to more than twelve (12) holidays during a calendar year.

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day (November 11)
Victoria Day	Christmas Day
Canada Day (July 1)	Boxing Day

40.02 To the extent possible work on holidays will be distributed as evenly as possible.

40.03 In order to allow vacation requests and to comply with Article 40.02, where to the extent possible, a full-time employee's weekend rotation may be altered. This will not result in any more total weekends worked by the employee and must not extend beyond an eight week period.

40.04 (Applicable to full-time employees only)

An employee required to work on any of the designated holidays will receive a lieu day off with pay in accordance with Article 18 of the collective agreement. Lieu days shall be granted and scheduled at a mutually agreeable time and such day must be taken within ninety (90) days after the holiday. In the event the lieu day is not taken the employer will alert the employee that the day must be taken or paid out.

ARTICLE 41 - VACATIONS

41.01 Full-time

- a) Preference Lists
Vacation preference lists shall be posted in two (2) vacation periods; Summer and Winter.

Summer Period – for the vacation period June 1 to November 30 of each year, the manager will post a vacation request sheet no later than November 30 of the previous year. This request sheet will remain posted until January 1. The manager will post the approved vacation list by February 1.

Winter Period – For the vacation period December 1 to May 31 of each year, the manager will post a vacation request sheet no later than August 1 of the previous year. This request sheet will remain posted until September 1. The manager will post the approved vacation list by October 1.

Approved vacation will not be changed unless by mutual agreement.

Employees will be allocated their vacation in order of seniority to maximum of three (3) weeks during prime time. Prime time will be defined as the months of July and August, March Break and the last two (2) weeks of December. Managers may approve additional weeks of vacation during prime time once all employees have been given the opportunity. Reasonable requests for vacation will not be denied. For the purposes of clarity, requests for partial weeks or single days of vacation shall be considered a week for the pre-approved request for vacation process that occurs twice per year.

Note:

Implementation of the new vacation process is to commence January 1, 2020 for the summer period defined as June 1, 2020 – November 30, 2020. Employees shall submit their requests for this period per the language above.

From the date of ratification, any additional vacation requests for the period up to May 30, 2020 may still be requested under the previous language. Manager approval shall not be unreasonably denied.

41.02 For purposes of the vacation request process, the vacation period shall be considered to be July 1 to June 30 of each year.

41.03 Effective August 2015 accrued vacation pay for the year July 1 to June 30 for RPTs/Casuals will be paid out on the first pay date in the following August.

41.04 An employee who has successfully bid for a job posting under the job posting procedure who transfers from one (1) department to another and where vacation schedules have been completed for that year, may not exercise his seniority rights for vacation purposes for that year.

ARTICLE 42 - PERSONAL PROTECTIVE EQUIPMENT

42.01 Personal protective equipment/clothing, required by the Hospital, will be provided and maintained at the Hospital's expense.

ARTICLE 43 - BULLETIN BOARDS

43.01 The Hospital shall provide a bulletin board at each site for the posting of union notices. The Union will endeavour to have all such notices signed by the Site Administrator or designate prior to posting. If the bulletin board is to be removed from its current location, it will first be discussed at a meeting of the Labour-Management Committee.

ARTICLE 44 - PRINTING COLLECTIVE AGREEMENTS

44.01 Providing both parties agree to format, form and cost of printing, the parties shall share equally the cost of printing the collective agreement.

ARTICLE 45 - TRANSPORTATION ALLOWANCE

45.01 Where an employee is required by the Hospital to travel between sites, after the start of a shift but before the end of a shift, they will receive mileage from the Hospital at a rate established by Hospital policy or forty-five cents (.45) per kilometer whichever is greater.

45.02 Employees required to travel by the Hospital for the purpose of Hospital business will receive mileage at a rate established by Hospital policy or forty cents (\$0.40) per kilometre, whichever is greater.

45.03 In accordance with the central transportation allowance, an employee required to travel to the Hospital, or return to their home, as a result of being called back to work outside of his regularly scheduled hours will receive mileage at a rate established by Hospital policy or forty cents (\$0.40) per kilometre, whichever is greater.

45.04 Biomedical Technologists required by the Hospital to travel for business purposes will receive compensation for mileage at five cents (\$0.05) per kilometre more than either the rate established by the Hospital or forty cents (\$0.40) per kilometre, whichever is greater.

45.05 The Hospital will reimburse Biomedical Technologists up to a maximum of four hundred and seventy-five dollars (\$475) annually for additional insurance costs that are a result of being required to use their vehicle for work purposes. This payment will be assessed in October of each year upon presentation of satisfactory proof of such additional insurance cost. Payments will be made on a monthly basis through regular payroll.

ARTICLE 46 – PART-TIME SENIORITY LIST

46.01 Prior to posting the December seniority list each year, the Hospital will review the seniority hours accumulated for part-time employees to ensure that no employee accumulates greater than 1650 hours of seniority in the prior year. For any employee who has worked greater than 1650 hours within the previous year, the Hospital will adjust their seniority hours to reflect the maximum accumulation of 1650 hours per year.

ARTICLE 47 – TAX FORMS

47.01 The Employer will provide to bargaining unit members upon request Form T2200E for any expenses that are employment related.

ARTICLE 48 – UNIFORMS

48.01 Where uniforms are required, the Hospital shall provide a uniform allowance annually as a lump sum payment in December. The applicable uniform allowance is payable to all employees with full-time and part-time status effective December 1 of that year. The uniform allowance is paid out in December as follows:

- a) Full-time staff to receive forty (\$40) dollars annually and;
- b) Part-time staff to receive thirty-five (\$35) dollars annually.

ARTICLE 49 – NOTIFICATION OF ABSENCE

49.01 An employee must notify her/his immediate supervisor or designate on duty at least one and a half (1.5) hours prior to the commencement of her/his shift if on the day shift and at least six (6) hours if on the afternoon or night shifts. It is

understood that shifts commencing up to and including 1100 hours are considered day shifts for the purpose of this provision. Unless a future return date or contact date has been established, it is the responsibility of the employee to notify his/her supervisor or designate in accordance with the above before each and every missed shift unless the severity of the employee's illness or injury prevents them from making such call.

When returning to duty from illness or injury the employee must notify her immediate supervisor or designate on duty of his/her return to duty at least six (6) hours before the start of an evening or night shift and by 1900 hours before the start of a day shift. A day shift is a shift that starts between 0500 and 1000 for the purposes of this provision.

Should the employee report on duty without providing such notice, the replacement arrangement will hold and the staff member will be asked to return home and he or she will not receive payment for that shift.

Signed at St. Catharines Ontario this 23rd day of June, 2021.

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

**FOR THE
NIAGARA HEALTH SYSTEM**

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Brenda Allan

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Christopher Provas

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Jane Marie Page

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Sonia Leggett

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Leigh Ann Forsey

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Sarah Barnett

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Susan Lubelic

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Shawn Fitzgerald

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Lorrie East

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Leanne Hammond

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Mike Flook

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LETTER OF UNDERSTANDING

Between

Niagara Health System (the "Hospital")

And

Ontario Public Service Employees Union, Local 215 (the "Union")

#1 Re: Multi-site Employees

An employee holding a full-time position within this Bargaining Unit cannot also hold a regular part-time position or be a casual employee within this Bargaining Unit. If this situation exists the parties agree to meet with the employee and inform them of this prohibition and ask the employee which position he/she wishes to retain.

An employee holding a regular part-time position within this Bargaining Unit cannot hold a second regular part-time position within this Bargaining Unit. If this situation exists the parties agree to meet with the employee and inform them that their current situation is grandfathered and should the employee give up one of their current regular part-time positions, then their grandfather exemption ends.

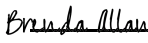
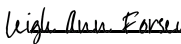
An employee holding a regular part-time position within this Bargaining Unit can work at additional site(s) where there is a need for additional casual employees identified by the Hospital. At this other site(s), the employee would be scheduled for additional hours after the schedule has been posted at the site where they hold a regular part-time position, provided that the schedule is posted in compliance with Article 39.01(b). For scheduling purposes, the employee will be scheduled like a casual part-time employee at the alternate site(s). The employee must submit their availability to the other site(s).



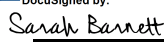
An employee within this Bargaining Unit cannot also work as a manager, work as a non-union employee or be a member of another Bargaining Unit at the Niagara Health System. If this situation exists the parties agree to meet with the employee and inform them of this prohibition and ask the employee which position he/she wishes to retain.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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LETTER OF UNDERSTANDING

Between

Niagara Health System (the "Hospital")

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#2 Re: Posting Schedules

Where a unit or department posts schedules further in advance than the time period set out in the Collective Agreement and is planning to reduce the length of time in advance that schedules are posted, the Union will be contacted and a meeting will be scheduled to explain the reasons for the change.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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#3 Re: Deluxe Travel Insurance

The Hospital will arrange for active full-time employees in the Bargaining Unit to have the option of participating in a deluxe travel benefit plan. The employees will be responsible for one hundred percent (100%) of the cost of the premiums. The Hospital will deduct from participating employees' pay the cost of the premiums and remit to the insurer.

It is understood and agreed that this benefit is not part of the Hospital's health and welfare benefit plans for any reason under the Collective Agreement.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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LETTER OF UNDERSTANDING

Between

Niagara Health System (the "Hospital")

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#4 Re: Weekend Worker Position

Where the Hospital has determined that there is a need for a posted weekend worker position in a department, the parties agree to waive the weekend premium as per Article 39.01 (k) applicable to part-time employees. The parties further agree that when a weekend worker position is created the Employer will inform the Union at the Labour Management Committee.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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LETTER OF UNDERSTANDING

Between

Niagara Health System (the "Hospital")

And

Ontario Public Service Employees Union, Local 215 (the "Union")

#5 Re: Multi-site Issues

The parties agree, in accordance with the Central multi-site article, on the following provisions:

- a) The Hospital will consider all of an employee's regularly scheduled hours worked at any of the Hospital's seven (7) sites when determining whether an employee is full-time or part-time.
- b) If an employee is receiving different rates of pay at different sites of the Niagara Health System while working in the same classification, the employee will receive the higher rate of pay effective the date of ratification of this Memorandum of Settlement.
- c) An employee directly affected by a layoff will have the option of bumping the least senior employee in their same classification at any of the sites.
- d) That the reassignment of an employee to a vacant position is not a layoff. The Hospital will notify employees within the classification at the site where the reduction in the number of staff is occurring of the opportunity to take a reassignment to the vacant position. These employees will have four (4) days to consider the reassignment option and to put their name forward to Human Resources if they are interested. If more employees are interested in the reassignment opportunity than vacant positions are available, the most senior employee will be reassigned. If no employee expresses an interest in the reassignment, then the least senior employee in the classification at the site where there is a reduction in the number of employees will be reassigned. The employees remaining at a site or moving to the vacant position must be able to perform the available work.

- e) An employee with a full-time position cannot have another position with the Niagara Health System.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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LETTER OF UNDERSTANDING

Between

Niagara Health System (the "Hospital")

And

Ontario Public Service Employees Union, Local 215 (the "Union")

#6 Re: Multi-site Employer

The Hospital and the Union recognize that the Niagara Health System is one (1) employer with multiple sites. The parties agree that some circumstances may arise where it is necessary to realign services and staff to meet operational requirements. The parties agree that a change in work site is not a change of schedule and that reasonable notice will be given of any change.

In a work area where it is deemed necessary to introduce a permanent change to rotate staff to multiple sites, the Hospital will meet with the OPSEU Multi-Site Committee to discuss the issues and seek the Union's involvement in the planning process.

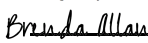
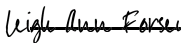
The Committee will work within the following guidelines to develop a plan for the specific work area.

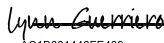

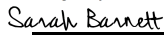
1. Where the rotation of staff will affect only a portion of the employees in the department, the Hospital will offer the opportunity to staff on a seniority basis of those qualified to do the work. In the event that there are no volunteers, the most junior employee(s) will be assigned.
2. Where operational needs dictate in a specific department, the Hospital may combine casual lists to establish an NHS wide casual pool for the department. Such list will be created on a one time seniority basis and shifts shall be offered on a rotational basis.
3. Temporary vacancies will be filled in accordance with Article 13.01 of the Collective Agreement. It is agreed that, in filling such vacancies, the Hospital has the ability to reassign employees to any site within the NHS.

Dated this 23rd day of June, 2021.

FOR THE UNION

FOR THE HOSPITAL

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LOCAL WAGE SCHEDULE

April 1, 2019 – 1.75%

April 1 2020 – 1.75%

April 1, 2021 – 1.75%

Job Title	Effective Date MM/DD/YY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Psychologist	04/01/19	53.190	56.120	59.040	61.960	64.890	67.800			
	04/01/20	54.13	57.10	60.07	63.04	66.02	68.98			
	04/01/21	55.07	58.10	61.12	64.14	67.18	70.19			
Senior Pharmacist	04/01/19	44.191	46.619	49.104	51.508	53.983	58.146			
	04/01/20	44.97	47.44	49.97	52.41	54.93	59.17			
	04/01/21	45.76	48.28	50.85	53.33	55.90	60.21			
Pharmacist	04/01/19	41.700	43.990	46.320	48.600	50.930	54.830			
	04/01/20	42.43	44.76	47.13	49.45	51.82	55.79			
	04/01/21	43.17	45.54	47.95	50.31	52.72	56.77			
Senior Therapist - Speech Language Pathology	04/01/19	40.953	43.184	45.427	47.682	49.937	52.179			
	04/01/20	41.67	43.94	46.23	48.52	50.82	53.10			
	04/01/21	42.40	44.71	47.04	49.37	51.71	54.03			
Child & Family Counsellor	04/01/19	38.630	40.740	42.860	44.980	47.100	49.230			
Psychometrist	04/01/20	39.31	41.45	43.61	45.77	47.92	50.09			
MSW	04/01/21	40.00	42.18	44.37	46.57	48.76	50.96			
Speech Language Pathologist										
Psychotherapist										
Senior Therapist - Occupational Therapy	04/01/19	35.600	38.063	40.537	43.010	45.450	49.359			
	04/01/20	36.23	38.73	41.25	43.77	46.25	50.23			
	04/01/21	36.87	39.41	41.98	44.54	47.06	51.11			
Senior Therapist - Physiotherapy										
Health Links Model Adopter										
Charge Technologist, Respiratory Therapy	04/01/19	38.620	40.150	41.700	43.230	44.790	46.290	49.300		
	04/01/20	39.30	40.85	42.43	43.99	45.57	47.10	50.16		
Charge Technologist, Ultrasound	04/01/21	39.99	41.57	43.17	44.76	46.37	47.92	51.04		
Charge Technologist, MRI										
Charge Technologist	04/01/19	38.620	40.150	41.700	43.230	44.790	46.290	47.860		
Charge Technologist, Laboratory Information Specialist, (LIS)	04/01/20	39.30	40.85	42.43	43.99	45.57	47.10	48.70		
	04/01/21	39.99	41.57	43.17	44.76	46.37	47.92	49.55		
Charge Technologist, Dialysis										
Charge Technologist, Biomedical										
Infection Control Practitioner	04/01/19	41.927	42.975	44.050	45.150	46.279	47.437			
	04/01/20	42.67	43.73	44.83	45.95	47.09	48.27			
	04/01/21	43.42	44.50	45.62	46.76	47.92	49.12			

LOCAL WAGE SCHEDULE – continued

Job Title	Effective Date MM/DD/YY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Anaesthetic Assistant	04/01/19	37.14	38.61	40.12	41.56	43.08	44.51	47.40		
	04/01/20	37.79	39.29	40.83	42.29	43.84	45.29	48.23		
	04/01/21	38.46	39.98	41.55	43.04	44.61	46.09	49.08		
Case Manager	04/01/19	36.917	38.938	40.971	43.004	45.013	47.046			
Care Coordinator Health Links	04/01/20	37.57	39.62	41.69	43.76	45.81	47.87			
	04/01/21	38.23	40.32	42.42	44.53	46.62	48.71			
Senior Technologist, Respiratory Therapy	04/01/19	36.540	37.990	39.480	40.890	42.390	43.800	46.640		
Senior Technologist, Ultrasound	04/01/20	37.18	38.66	40.17	41.61	43.13	44.57	47.46		
Senior Technologist, MRI	04/01/21	37.83	39.33	40.87	42.34	43.89	45.35	48.29		
Senior Technologist, Echocardiography										
Senior Technologist	04/01/19	36.540	37.990	39.480	40.890	42.390	43.800	45.290		
Senior Pathologist Assistant	04/01/20	37.18	38.66	40.17	41.61	43.13	44.57	46.08		
	04/01/21	37.83	39.33	40.87	42.34	43.89	45.35	46.89		
Occupational Therapist	04/01/19	33.590	35.910	38.240	40.570	42.880	46.560			
Physiotherapist	04/01/20	34.18	36.54	38.91	41.28	43.63	47.38			
Arts in Medicine Coordinator	04/01/21	34.77	37.18	39.59	42.00	44.39	48.20			
Senior Therapist - Social Work (BSW)	04/01/19	35.900	37.865	39.843	41.819	43.774	45.751			
	04/01/20	36.53	38.53	40.55	42.56	44.54	46.56			
	04/01/21	37.17	39.21	41.26	43.31	45.32	47.38			
Dietitian	04/01/19	33.870	35.710	37.590	39.450	41.300	43.150			
BSW	04/01/20	34.47	36.34	38.24	40.14	42.02	43.91			
Chiropracist	04/01/21	35.07	36.98	38.91	40.84	42.76	44.68			
Eating Disorders Co-ordinator										
Exercise Specialist										
Echocardiographer	04/01/19	31.870	33.100	34.480	35.860	37.230	38.590	39.970	41.330	44.010
MRI Technologist	04/01/20	32.43	33.68	35.09	36.48	37.88	39.27	40.67	42.05	44.78
Ultrasound Technologist	04/01/21	32.99	34.27	35.70	37.12	38.54	39.96	41.38	42.79	45.56
Registered Sonographer										
Respiratory Therapist										
Biomedical Technologist	04/01/19	31.870	33.100	34.480	35.860	37.230	38.590	39.970	41.330	42.710
Pathologist Assistant	04/01/20	32.43	33.68	35.09	36.48	37.88	39.27	40.67	42.05	43.46
Registered Technologist	04/01/21	32.99	34.27	35.70	37.12	38.54	39.96	41.38	42.79	44.22
Registered Technologist, Dialysis										
Registered Technologist, Laboratory										
Registered Technologist, Nuclear Medicine										
Polysomnographer										
Advanced Care Paramedic (ACP) Clinical Training Coordinator	04/01/19	33.187	35.005	36.837	38.655	40.474	42.280			
	04/01/20	33.77	35.62	37.49	39.34	41.19	43.02			
	04/01/21	34.37	36.25	38.15	40.03	41.92	43.78			

LOCAL WAGE SCHEDULE – continued

Job Title	Effective Date MM/DD/YY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Addiction Counsellor	04/01/19	31080	32.280	33.450	34.620	35.790				
Child Life Specialist	04/01/20	3163	32.84	34.03	35.22	36.41				
Eating Disorders Counsellor	04/01/21	32.18	33.41	34.63	35.84	37.05				
Recreational Therapist										
Project Coordinator, Recreation Therapy										
Non-Registered Technologist	04/01/19	29.350	30.450	31.560	32.710	33.800				
Non-Registered Technologist previously	04/01/20	29.87	30.99	32.12	33.29	34.39				
Non-Registered Sonographer	04/01/21	30.39	31.53	32.68	33.87	34.99				
Doppler Flow Technician										
Non-Registered Orthopaedic Technician (grand-fathered)										
Ophthalmic Technician										
Pacemaker Technician										
Registered Orthopaedic Technologist used to be Registered Orthopaedic Technician										
Senior Lab Assistant										
Mental Health Worker	04/01/19	26.370	27.400	28.390	29.400	30.400				
Lab Assistant	04/01/20	26.84	27.88	28.89	29.91	30.93				
EEG Technician	04/01/21	27.30	28.37	29.39	30.43	31.48				
Lab Technician										
ECG Technician										
Orthopaedic Technician used to be Non-Registered Orthopaedic Technician										
Renal Technician										
Addiction Worker	04/01/19	24.700	25.630	26.570	27.500	28.440				
Phlebotomist	04/01/20	25.14	26.08	27.03	27.98	28.94				
Chart Reviewer and Community Worker	04/01/21	25.58	26.54	27.50	28.47	29.44				
Technician 1	04/01/19	22.260	23.090	23.940	24.790	25.630				
	04/01/20	22.65	23.49	24.36	25.22	26.08				
	04/01/21	23.05	23.90	24.79	25.66	26.54				
Pharmacist Intern	04/01/19	39.604								
	04/01/20	40.30								
	04/01/21	41.01								
Graduate Occupational Therapist	04/01/19	31.910								
Physiotherapy Resident	04/01/20	32.47								
	04/01/21	33.04								