

Collective Agreement

between

**Ontario Public Service Employees Union
on behalf of its Local 215**

and

Niagara Health System

Combined Full-Time and Part-Time Paramedical

DURATION: April 1, 2022 – March 31, 2025



**Sector 10
2-215-10054-20250331-10**

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LOCAL PROVISIONS

NIAGARA HEALTH SYSTEM

See other website document for Central language

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, Anaesthetic 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, Case Manager, Behavioural Support Ontario, Arts & Medicine Coordinator, Integrated Comprehensive Care Coordinator, Graduate Respiratory Therapist, Health Links Model Adopter.

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 six (6) 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 (7½) hour shifts). Where the Bargaining Unit President is not available for Local Union Business, 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 elects to bank the time, such time off must be taken within six (6) months 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 their 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 Shift

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.
10. Where there are extra shifts that are awarded, the Hospital shall ensure that the information is accessible to the Union. Where there are any disputes arising as a result of extra shifts, employees should first seek verification from their Manager, or designate, who shall make that information accessible.

(i) Short Term Vacancies

A short-term vacancy is a vacancy expected to last not less than twenty-eight (28) calendar days up to six (6) months.

PROCESS TO ASSIGN SHORT TERM VACANCY WITHIN A DEPARTMENT:

- a) Each department will generate a seniority list of regular part-time employees and a seniority list of casual employees, which will be updated twice yearly, June and December. Employees transferring to a new department will be added to the short-term vacancy list according to their seniority at the time of the most current seniority list.
- b) A full-time short-term vacancy will be offered to regular part-time staff by seniority on a rotational basis. A regular part-time short-term vacancy will be offered to casual part-time staff by seniority on a rotational basis.
- c) Employees selected to fill a short-term vacancy will be subject to all articles of the collective agreement and other letters of understanding regarding hours of work and scheduling, for the accepted short-term vacancy.

(j) 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.

(k) Weekend Premium

(Applicable to full-time employees only)

The Hospital will endeavour to provide at least two (2) weekend(s) off in four (4). If an employee is required to work a third (3rd) consecutive weekend, the employee will be paid at the overtime rate for all hours worked on a third (3rd) consecutive weekend and any subsequent weekend until a weekend is scheduled off, save and except where:

- i. such weekend has been worked by an employee to satisfy specific days off requested by such employee, or
- ii. such employee has requested weekend work, or
- iii. such weekend is worked as a result of an exchange of shifts with another employee, or
- iv. any other reason as negotiated by the local parties and set out in the Local Provisions Appendix.

(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
- (i) such weekend is worked by a regular part-time employee during July and August.

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.

- (I) 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 scheduled for the employee and must not extend beyond an eight week period.

The Hospital shall endeavour that any such weekend rotation changes shall not include a weekend that is immediately prior to and/or immediately subsequent to any approved vacation request.

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

41.02 a) Full time employees receive their yearly vacation entitlement deposited to their vacation bank on July 1 each year. Employees are entitled to utilize their vacation immediately upon it being deposited into their vacation bank. Employees reaching a vacation milestone within the defined vacation year will have their additional week of vacation deposited at the start of the vacation year.

b) Employees who transfer from part-time to full-time status after the start of the vacation year:

- (i) Will have their part time vacation earnings, as per article 41.04, paid to them at the time of transfer to full time;
- (ii) Will receive their vacation entitlement for the partial vacation year calculated according to 19.01 and deposited at the time of transfer.
- (iii) It will be immediately available to utilize according to the vacation approval provisions of the collective agreement.

Newly hired full-time employees will receive a deposit of their vacation entitlement that has been prorated for the remainder of the vacation year.

c) Employees will continue to be able to carryover unused vacation into the subsequent vacation year(s).

d) Employees on a leave of absence greater than 30 calendar days will have their vacation entitlement calculated as per article 19.01(a) and deposited into their bank upon their return to work. Employees who take a leave of absence greater than 30 calendar days within a vacation year will have their vacation banks reconciled on June 30 to align with their entitlement as defined by article 19.01(a) and deposited into their bank upon their return to work.

e) When an employee leaves the organization before the end of a vacation year and they have taken more vacation than has been earned, these monies will be deducted from the employee's final pay. Any remaining balance, if any, will become a debt due and is payable to the Hospital effective the termination date.

41.03 Full Time and Part Time

Vacation preference lists shall be posted in two (2) vacation periods, Summer and Winter.

Summer Period (June 1 to November 30) – The manager will post a vacation request sheet no later than November 30. This request sheet will remain posted until January 1. The manager will post the approved vacation list by February 1.

Winter Period (December 1 to May 31) – The manager will post a vacation request sheet no later than August 1. 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.

Once the vacation schedule has been posted, all other requests including during prime time will be approved on a first come, first serve basis. Notwithstanding the above, the Hospital will endeavour to approve or deny all other vacation requests within two (2) weeks of the date of request.

Vacation Request Sheet Posted	Vacation Period	Approved
November 30	June 1 – November 30	February 1
August 1	December 1 – May 31	October 1

41.04 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.

41.05 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 vacation period, may not exercise his seniority rights for vacation purposes for that vacation period.

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 In an effort to reduce the environmental impact and the cost to both Parties, the collective agreement will be provided to all bargaining unit employees with access via URL link. The cost of the printing of the collective agreement, will be shared equally by both parties.

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 kilometer, 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 the regularly scheduled hours will receive mileage at a rate established by Hospital policy or forty cents (\$0.40) per kilometer, 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 kilometer more than either the rate established by the Hospital or forty cents (\$0.40) per kilometer, 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 one hundred and fifty (\$150) dollars annually and,
- b) Regular Part-time and Casual staff to receive one hundred (\$100) dollars annually.

ARTICLE 49 – NOTIFICATION OF ABSENCE

49.01 An employee must notify their immediate supervisor or designate on duty at least one and a half (1.5) hours prior to the commencement of their 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 their 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 their 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 they will not receive payment for that shift.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Macbeto

16101389050E412...

Signed by:

Nancy Johnson Mandel

2170000E9C5A4C2...

Signed by:

Jane Marie Page

4C33E86563844A2

DocuSigned by:

Leigh Ann Forsey

462D0A6711804E7

**FOR THE
NIAGARA HEALTH SYSTEM**

Signed by:

Lynn Guerriero

AC1B681446FE409...

Signed by:

Fiona Peacefull

C90449005BFD47D...

Signed by:

Sarah Barnett

337EA07B25C4484...

Signed by:

Julie Sherk

0C5E17000D444C2...

Signed by:

Gail Pearson

2F8BFC325B59449...

Signed by:

[Signature]

210F30F9873A4B4...

LETTER OF UNDERSTANDING #1

Between

Niagara Health System (the “Hospital”)

And

Ontario Public Service Employees Union, Local 215 (the “Union”)

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 they wish 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 they wish to retain.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

Signed by:
Brenda Allan
A54127C52B404B3...

Signed by:
Lisa Norberto
15101380050E412...

Signed by:
Nancy Johnson Manels
2170000E3C5A4C2...

Signed by:
Jane Marie Page
4C33F00503044A2...

DocuSigned by:
Leigh Ann Forsey
402D0A0711804E7...

**FOR THE
NIAGARA HEALTH SYSTEM**

Signed by:
Lynn Guerriero
AC1B001440FE408...

Signed by:
Fiona Peacefull
C90449083DFD47D...

Signed by:
Sarah Barnett
337EA07B25C4484...

Signed by:
Julie Sherk
6C5E17630D444C2...

Signed by:
Gail Pearson
2F88FC525B39449...

Signed by:
[Signature]
210F30F9873A4B4...

LETTER OF UNDERSTANDING #2

Between

Niagara Health System (the "Hospital")

And

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

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.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

FOR ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Mochales

15101380059E412...

Signed by:

Nancy Johnson Manels

2178088E2C5A4C2...

Signed by:

Jane Marie Page

4C33F00500044A2...

DocuSigned by:

Ligh Ann Forsey

402D0A0711004E7...

FOR THE NIAGARA HEALTH SYSTEM

Signed by:

Lynn Guerriero

AC1B081440FE409...

Signed by:

Fiona Peacefull

C90449083DFD47D...

Signed by:

Sarah Barnett

337EA07B26C4484...

Signed by:

Julie Sherk

0C5E17000D444C2...

Signed by:

Gail Pearson

2F0BFC325B59449...

Signed by:

[Signature]

210F00F0070A4B4...

LETTER OF UNDERSTANDING #3

Between

Niagara Health System (the "Hospital")

And

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

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.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

FOR ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Macbeto

15101300059E412...

Signed by:

Nancy Johnson Manels

2470000E305A402...

Signed by:

Jane Marie Page

4030F06563844A2...

DocuSigned by:

Leigh Ann Forsey

462D0A0711804E7...

FOR THE NIAGARA HEALTH SYSTEM

Signed by:

Lynn Guerriero

AC1B681446FE409...

Signed by:

Fiona Peacefull

C80449005BFD47D...

Signed by:

Sarah Barnett

307EA07B2504404...

Signed by:

Julie Sherk

0C5E17050D44402...

Signed by:

Gail Pearson

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Signed by:

[Signature]

210F30F9673A4B4...

LETTER OF UNDERSTANDING #4

Between

Niagara Health System (the "Hospital")

And

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

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.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

FOR ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Signed by:

Brenda Allan

A64127C62D404B3...

Signed by:

Lisa Norberto

15101900059E412...

Signed by:

Nancy Johnson Manels

2470000E305A402...

Signed by:

Jane Marie Page

4C33F00500044A2...

DocuSigned by:

Leigh Ann Forsey

402B0A6711004E7...

FOR THE NIAGARA HEALTH SYSTEM

Signed by:

Lynn Guerrero

AC4B681448FE400...

Signed by:

Fiona Peacefull

C80443005DFD47D...

Signed by:

Sarah Barnett

337EA07D2504404...

Signed by:

Julie Sherk

8C5E17030B44402...

Signed by:

Gail Pearson

2F0BFC9325B5940...

Signed by:

[Signature]

246F36F0873A4B4...

LETTER OF UNDERSTANDING #5

Between

Niagara Health System (the "Hospital")

And

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

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 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.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Norberto

13101380039E412...

Signed by:

Nancy Johnson Manels

2178088E3C5A4C2...

Signed by:

Jane Marie Page

4C33F80303044A2...

DocuSigned by:

Leigh Ann Forsey

462D0A0711804E7...

**FOR THE
NIAGARA HEALTH SYSTEM**

Signed by:

Lynn Guerriero

AC1B001440FE409...

Signed by:

Piona Peacefull

C06440685DFD47D...

Signed by:

Sarah Barnett

337EA07B25C4484...

Signed by:

Julie Sherk

0C3E17030D444C2...

Signed by:

Gail Pearson

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Signed by:

[Signature]

210F30F9873A4B4...

LETTER OF UNDERSTANDING #6

Between

Niagara Health System (the "Hospital")

And

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

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/SEFPO Multi-Site Committee to discuss the issues and work together to develop a plan that shall include, but not limited to, the Hospital's rationale for multi-site assignment of positions, the assignment of a home site as applicable, reporting mechanisms, how/whom to submit vacation requests, number of positions that are multisite, and what percentage of shifts will be assigned at the home site as applicable.

The Hospital will provide to the Union a copy of the master schedule that reflects the percentage of shifts assigned at the home site.

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.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Rochets

15101300059E412...

Signed by:

Nancy Johnson Manels

2170000E3C5A4C2...

Signed by:

Jane Marie Page

4C33F00063844A2...

DocuSigned by:

Leigh Ann Forsey

402D0A0711004E7...

**FOR THE
NIAGARA HEALTH SYSTEM**

Signed by:

Lynn Guerriero

AC1B001440FE409...

Signed by:

Fiona Peacefull

090449005DFD47D...

Signed by:

Sarah Barnett

337EA07B26C4484...

Signed by:

Julie Sherk

005E17000D44402...

Signed by:

Gail Pearson

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Signed by:

[Signature]

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LETTER OF UNDERSTANDING #7

Between

Niagara Health System

(hereinafter referred to as the "the Hospital")

-and-

Ontario Public Service Employees Union (hereinafter referred to as
"OPSEU/SEFPO/SEFPO")

RE: FULL TIME EQUIVALENT (FTE) RATING PROCESS

The parties agree to form a joint committee for the purposes of assigning a full time equivalent (FTE) rating for all regular part time (RPT) OPSEU/SEFPO employees currently in an RPT role. The FTE rating will be based on operational needs and budget. The parties will consider an employee's historical schedule when determining the FTE rating.

The Hospital will post all vacant or new RPT positions with an FTE rating, effective the date of ratification.

The committee shall be comprised of three (3) Hospital representatives and three (3) OPSEU/SEFPO representatives. The committee shall meet within sixty (60) days of the date of ratification of the collective agreement and thereafter as required.

Time off for committee members to attend meetings of the committee shall be granted and their attendance at meetings shall be without loss of regular wages.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

**FOR ONTARIO PUBLIC
SERVICE EMPLOYEES UNION**

Signed by:

Brenda Allan

A54127C52B404B3...

Signed by:

Lisa Rochets

15101380059E412...

Signed by:

Nancy Johnson Manels

2178088E3C3A4C2...

Signed by:

Jane Marie Page

4C33F86662844A2...

DocuSigned by:

Ligh Ann Forsey

462D9A6744804E7...

**FOR THE
NIAGARA HEALTH SYSTEM**

Signed by:

Lynn Guerrero

AC1B681446FE409...

Signed by:

Fiona Peacefull

C90449083DFD47D...

Signed by:

Sarah Barnett

337EA07B25C4484...

Signed by:

Julie Sherk

6C6E17630D444C2...

Signed by:

Gail Pearson

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Signed by:

[Signature]

246F36F0073A4B4...

LETTER OF UNDERSTANDING #8

Between

Niagara Health System

(hereinafter referred to as the "the Hospital")

-and-

Ontario Public Service Employees Union (hereinafter referred to as
"OPSEU/SEFPO/SEFPO")

RE: SCHEDULING COMMITTEE

There parties agree to form a joint committee for the purpose of discussing scheduling issues.

The committee shall be comprised of three (3) Hospital representatives and three (3) OPSEU/SEFPO representatives. The committee shall meet within sixty (60) days of the date of the ratification of the collective agreement and thereafter as required.

Time off for committee members to attend meetings of the committee shall be granted and their attendance at meetings shall be without loss of regular wages.

Signed at _____ Ontario this _____ day of _____, 2025.

08 October 2025 | 4:07 PM EDT

FOR ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Signed by:
Brenda Allan
A54127C52B404B3...

Signed by:
Lisa Norberto
151013800589E412...

Signed by:
Nancy Johnson Mandels
2178088E3C5A4C2...

Signed by:
Jane Marie Page
4C33F86563844A2...

DocuSigned by:
Ligh Ann Forsey
462D0A6711804E7

FOR THE NIAGARA HEALTH SYSTEM

Signed by:
Lynn Guerrero
AC1B681448FE409...

Signed by:
Piona Peacefull
C96449685DFD47D...

Signed by:
Sarah Barnett
337EA07B25C4484...

Signed by:
Julie Sherk
6C5E17630D444C2...

Signed by:
Gail Pearson
2F8BEC325B59449...

Signed by:
[Signature]
216F36F9873A4B4...

LOCAL WAGE SCHEDULE

April 1, 2022 – Additional 3.75% (Total 4.75%)

April 1, 2023 – Additional 2.50% (Total 3.50%)

April 1, 2024 – Additional 2.00% (Total 3.00%)

Wage Grid Adjustment

September 1, 2023 – 1.75% (applied to max rate)

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	04/01/22	57.69	60.86	64.02	67.19	70.37	73.52			
	04/01/23	59.70	62.99	66.26	69.54	72.83	76.10			
	09/01/23	59.70	62.99	66.26	69.54	72.83	77.43			
	04/01/24	61.50	64.88	68.25	71.62	75.02	79.75			
Senior Pharmacist	04/01/22	47.93	50.57	53.27	55.86	58.56	63.07			
	04/01/23	49.61	52.34	55.13	57.82	60.60	65.28			
	09/01/23	49.61	52.34	55.13	57.82	60.60	66.42			
	04/01/24	51.10	53.91	56.78	59.55	62.42	68.41			
Senior Infection Control Practitioner	04/01/22	48.21	49.41	50.65	51.92	53.21	54.54			
	04/01/23	49.90	51.14	52.43	53.74	55.07	56.45			
	09/01/23	49.90	51.14	52.43	53.74	55.07	57.44			
	04/01/24	51.40	52.67	54.00	55.35	56.72	59.16			
Pharmacist	04/01/22	53.84	55.17	56.57	57.98	59.41	61.97			
	04/01/23	55.73	57.10	58.54	60.01	61.49	64.14			
	09/01/23	55.73	57.10	58.54	60.01	61.49	65.26			
	04/01/24	48.21	50.85	53.55	56.18	58.87	64.50			
Senior Therapist - Speech Language Pathology	04/01/22	44.41	46.83	49.27	51.72	54.17	56.60			
	04/01/23	45.97	48.47	51.00	53.53	56.06	58.58			
	09/01/23	45.97	48.47	51.00	53.53	56.06	59.60			
	04/01/24	47.35	49.93	52.53	55.13	57.74	61.39			
Senior Therapist – Physiotherapy	04/01/22	38.62	41.28	43.97	46.66	49.30	53.54			
Senior Therapist - Occupational Therapy	04/01/23	41.50	44.26	47.04	49.82	52.55	56.94			
Professional Practice and Allied Health Educator	09/01/23	41.53	44.29	47.07	49.85	52.58	57.94			
	04/01/24	42.78	45.62	48.49	51.34	54.16	59.68			
Integrated Comprehensive Care Coordinator	04/01/22	42.46	44.77	47.11	49.45	51.77	54.09			
	04/01/23	43.94	46.34	48.75	51.18	53.58	55.99			
	09/01/23	43.94	46.34	48.75	51.18	53.58	56.97			
	04/01/24	45.26	47.73	50.22	52.72	55.19	58.67			

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
Child & Family Counsellor Psychotherapist Psychometrist MSW Speech Language Pathologist	04/01/22	41.90	44.18	46.48	48.78	51.08	53.38			
	04/01/23	43.37	45.73	48.10	50.49	52.86	55.25			
	09/01/23	43.37	45.73	48.10	50.49	52.86	56.22			
	04/01/24	44.67	47.10	49.55	52.00	54.45	57.90			
Health Links Model Adopter	04/01/22	38.62	41.28	43.97	46.66	49.30	53.54			
	04/01/23	39.97	42.73	45.51	48.29	51.02	55.41			
	09/01/23	39.97	42.73	45.51	48.29	51.02	56.38			
	04/01/24	41.17	44.01	46.88	49.74	52.55	58.07			
Charge Respiratory Therapist Charge Technologist, Ultrasound Charge Technologist, MRI Charge Technologist, Echocardiographer	04/01/22	41.89	43.54	45.22	46.89	48.57	50.20	53.46		
	04/01/23	43.36	45.07	46.80	48.53	50.27	51.95	55.34		
	09/01/23	43.36	45.07	46.80	48.53	50.27	51.95	56.30		
	04/01/24	44.66	46.42	48.21	49.98	51.78	53.51	57.99		
Charge Technologist Charge Technologist, Laboratory Information Specialist (LIS) Charge Technologist, Dialysis Charge Technologist, Biomedical	04/01/22	41.89	43.54	45.22	46.89	48.57	50.20	51.90		
	04/01/23	43.36	45.07	46.80	48.53	50.27	51.95	53.72		
	09/01/23	43.36	45.07	46.80	48.53	50.27	51.95	54.66		
	04/01/24	44.66	46.42	48.21	49.98	51.78	53.51	56.30		
Occupational Therapist Physiotherapist	04/01/22	37.83	40.36	42.88	45.41	47.91	51.90			
	04/01/23	39.16	41.77	44.39	47.00	49.59	53.72			
	09/01/23	39.19	41.80	44.41	47.02	49.61	54.66			
	04/01/24	40.36	43.05	45.74	48.43	51.10	56.30			
Infection Control Practitioner	04/01/22	45.48	46.61	47.79	48.98	50.20	51.45			
	04/01/23	47.07	48.25	49.46	50.70	51.95	53.25			
	09/01/23	47.07	48.25	49.46	50.70	51.95	54.19			
	04/01/24	48.49	49.69	50.94	52.22	53.51	55.81			

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	04/01/22	40.29	41.88	43.52	45.08	46.73	48.28	51.41		
	04/01/23	41.70	43.34	45.05	46.66	48.36	49.97	53.21		
	09/01/23	41.70	43.34	45.05	46.66	48.36	49.97	54.14		
	04/01/24	42.95	44.65	46.40	48.06	49.82	51.47	55.77		
Case Manager	04/01/22	40.05	42.24	44.43	46.65	48.83	51.02			
Care Coordinator Health Links	04/01/23	41.45	43.71	45.99	48.28	50.54	52.81			
Case Manager, Behavioural Support Ontario	09/01/23	41.45	43.71	45.99	48.28	50.54	53.73			
	04/01/24	42.69	45.02	47.37	49.73	52.06	55.35			
Senior Respiratory Therapist	04/01/22	39.63	41.20	42.81	44.35	45.97	47.50	50.58		
Senior Technologist, Ultrasound	04/01/23	41.01	42.64	44.31	45.90	47.58	49.17	52.35		
Senior Technologist, MRI	09/01/23	41.01	42.64	44.31	45.90	47.58	49.17	53.27		
Senior Technologist, Echocardiography	04/01/24	42.24	43.92	45.64	47.28	49.01	50.64	54.87		
Senior Technologist	04/01/22	39.63	41.20	42.81	44.35	45.97	47.50	49.12		
	04/01/23	41.01	42.64	44.31	45.90	47.58	49.17	50.84		
Senior Pathologist Assistant	09/01/23	41.01	42.64	44.31	45.90	47.58	49.17	51.73		
	04/01/24	42.24	43.92	45.64	47.28	49.01	50.64	53.28		
Arts & Medicine Coordinator	04/01/22	36.42	38.95	41.47	44.00	46.50	50.49			
	04/01/23	37.70	40.31	42.92	45.53	48.13	52.26			
	09/01/23	37.70	40.31	42.92	45.53	48.13	53.17			
	04/01/24	38.83	41.52	44.21	46.90	49.57	54.77			
Senior Therapist – Social Work (BSW)	04/01/22	38.94	41.07	43.22	45.37	47.47	49.63			
	04/01/23	40.30	42.51	44.73	46.96	49.13	51.37			
	09/01/23	40.30	42.51	44.73	46.96	49.13	52.27			
	04/01/24	41.51	43.79	46.07	48.36	50.61	53.83			
Chiroprapist	04/01/22	36.74	38.74	40.76	42.78	44.79	46.80			
	04/01/23	40.42	42.49	44.58	46.68	48.76	50.84			
Dietitian	09/01/23	40.46	42.53	44.63	46.72	48.80	51.73			
	04/01/24	41.68	43.81	45.96	48.12	50.26	53.28			
Respiratory Therapist	04/01/22	34.56	35.90	37.40	38.88	40.37	41.86	43.35	44.82	47.72
	04/01/23	37.21	38.60	40.15	41.69	43.23	44.77	46.31	47.84	50.84
	09/01/23	37.24	38.63	40.18	41.72	43.25	44.79	46.33	47.86	51.73
	04/01/24	38.35	39.78	41.38	42.96	44.55	46.14	47.72	49.30	53.28

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
BSW Eating Disorders Coordinator Exercise Specialist	04/01/22	36.74	38.74	40.76	42.78	44.79	46.80			
	04/01/23	38.02	40.09	42.18	44.28	46.36	48.44			
	09/01/23	38.02	40.09	42.18	44.28	46.36	49.29			
	04/01/24	39.16	41.30	43.45	45.61	47.75	50.77			
Echocardiographer MRI Technologist Ultrasound Technologist Registered Sonographer	04/01/22	34.56	35.90	37.40	38.88	40.37	41.86	43.35	44.82	47.72
	04/01/23	35.77	37.15	38.70	40.24	41.78	43.32	44.86	46.39	49.39
	09/01/23	35.77	37.15	38.70	40.24	41.78	43.32	44.86	46.39	50.26
	04/01/24	36.84	38.27	39.87	41.45	43.04	44.62	46.21	47.78	51.77
Biomedical Technologist Pathologist Assistant Registered Technologist Registered Technologist, Dialysis Registered Technologist, Laboratory Registered Technologist, Nuclear Medicine Polysomnographer	04/01/22	34.56	35.90	37.40	38.88	40.37	41.86	43.35	44.82	46.32
	04/01/23	35.77	37.15	38.70	40.24	41.78	43.32	44.86	46.39	47.94
	09/01/23	35.77	37.15	38.70	40.24	41.78	43.32	44.86	46.39	48.78
	04/01/24	36.84	38.27	39.87	41.45	43.04	44.62	46.21	47.78	50.24
Advanced Care Paramedic (ACP) Clinical Training Coordinator	04/01/22	36.00	37.97	39.96	41.93	43.91	45.86			
	04/01/23	37.26	39.30	41.36	43.40	45.45	47.46			
	04/01/24	38.38	40.48	42.60	44.70	46.81	48.89			
Addiction Counsellor Child Life Specialist Eating Disorders Counsellor Recreational Therapist Project Coordinator, Recreation Therapy	04/01/22	33.71	35.00	36.27	37.54	38.81				
	04/01/23	34.89	36.22	37.54	38.86	40.17				
	04/01/24	35.93	37.31	38.67	40.02	41.37				

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
Senior Lab Assistant	04/01/22	31.83	33.03	34.23	35.48	36.65				
	04/01/23	33.36	34.60	35.85	37.14	38.35				
	04/01/24	34.36	35.64	36.92	38.25	39.50				
Non-Registered Technologist (previously Non-Registered Sonographer)	04/01/22	31.83	33.03	34.23	35.48	36.65				
	04/01/23	32.95	34.18	35.43	36.72	37.93				
	04/01/24	33.94	35.21	36.49	37.82	39.07				
Doppler Flow Technician Non-Registered Orthopaedic Technician (grand parented) Ophthalmic Technician Pacemaker Technician Registered Orthopaedic Technologist (formerly Registered Orthopaedic Technician)	04/01/22	31.83	33.03	34.23	35.48	36.65				
	04/01/23	32.95	34.18	35.43	36.72	37.93				
	04/01/24	33.94	35.21	36.49	37.82	39.07				
Addiction Worker	04/01/22	28.94	29.94	30.95	31.96	32.98				
	04/01/23	32.00	33.04	34.08	35.13	36.18				
	04/01/24	32.95	34.02	35.09	36.18	37.26				
Lab Technician Lab Assistant ECG Technician EEG Technician	04/01/22	28.60	29.72	30.79	31.88	32.98				
	04/01/23	31.65	32.81	33.91	35.04	36.18				
	04/01/24	32.59	33.79	34.93	36.09	37.26				
Mental Health Worker Orthopaedic Technician (formerly Non-Registered Orthopaedic Technician) Renal Technician Morgue Attendant	04/01/22	28.60	29.72	30.79	31.88	32.98				
	04/01/23	29.60	30.76	31.86	32.99	34.13				
	04/01/24	30.49	31.68	32.82	33.98	35.15				
Phlebotomist	04/01/22	28.94	29.94	30.95	31.96	32.98				
	04/01/23	29.95	30.99	32.03	33.08	34.13				
	04/01/24	30.84	31.91	32.98	34.07	35.15				

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
<i>Chart Reviewer Community Worker (Both positions Vacant)</i>	04/01/22	26.80	27.80	28.81	29.82	30.84				
	04/01/23	27.73	28.77	29.81	30.87	31.92				
	04/01/24	28.56	29.64	30.71	31.79	32.88				
Technician 1	04/01/22	24.14	25.04	25.97	26.88	27.80				
	04/01/23	24.99	25.91	26.88	27.82	28.77				
	04/01/24	25.74	26.69	27.68	28.65	29.64				
Pharmacist Intern	04/01/22	42.96								
	04/01/23	44.46								
	04/01/24	45.80								
Graduate Anaesthetic Assistant	04/01/23	39.61								
	01/04/24	40.80								
Graduate Occupational Therapist Physiotherapy Resident	04/01/22	35.94								
	04/01/23	37.20								
	04/01/24	38.34								
Graduate Respiratory Therapist	04/01/22	32.83								
	04/01/23	35.35								
	04/01/24	36.43								
Graduate ECG Technician	04/01/22	27.17								
	04/01/23	30.07								
	04/01/24	30.96								