

Impacts to Employees of the Failure to Ratify the Agreement by April 1, 2010

- The final offer includes provision for employees to receive retro payment for hours worked between April 1, 2008 and March 31, 2010. Approximate values of retro payments for full time employees at the top step, based on general wage increases proposed – 4% (2008-2009); 2% (2009-2010) – are available in the document Proposed Retro Payments or can be calculated with the Retro Payment Calculator.
- Retro pay stopped accruing on March 31, 2010. From April 1, 2010 until the contract is ratified, employees are working for 2007-2008 wage rates.
- The monthly amount not payable to employees because retro accrual ended March 31, 2010 is as follows:

Payband	Monthly Amount Not Payable to Employees	
	Top Step (Effective April 1, 2007)	(Effective April 1, 2010)
2	14.76	\$ 184
3	14.76	\$ 184
4	15.28	\$ 190
5	15.80	\$ 197
6	16.32	\$ 203
7	16.84	\$ 210
8	17.36	\$ 216
9	17.88	\$ 223
10	18.40	\$ 229
11	18.89	\$ 235
12	19.38	\$ 241
13	23.42	\$ 292
14	25.68	\$ 320
15	27.98	\$ 349
16	30.24	\$ 377
17	32.52	\$ 405
18	35.12	\$ 438
19	37.72	\$ 470
20	40.50	\$ 505
21	43.50	\$ 542
22	46.73	\$ 582
23	50.18	\$ 625

* approximate values assumes full time employees (1948.8 hrs/yr) and general wage increases of 4% (2008-2009); 2% (2009-2010) and 1.5% (2010-2011).

- The approximate monthly amounts indicated in the chart will increase April 1, 2011 if an agreement is not ratified by then. The final offer proposes a general wage increase of 2% April 1, 2011.

- Employees in classifications with proposed market adjusted rates will have an increased economic impact. The monthly amount not payable to these employees because retro accrual ended March 31, 2010, and because they are not receiving market adjusted rates, is as follows:

Job Title	Monthly Amount Not Payable to Employees	
	Top Step (Effective April 1, 2007)	(Effective April 1, 2010)
Medical Lab Tech (MLT)	30.24	\$ 458
Ophthalmic Assistants	17.36	\$ 525
Polysomnographic Technologist (Sleep Lab)	25.68	\$1,039
Medical Lab Techs & X-ray Techs	30.24	\$ 458
Nuclear Medicine Techs	30.24	\$ 458
Combined Lab X-ray Techs (CLXT)	25.68	\$ 844
Laboratory Assistants	18.40	\$ 364
Medical Radiation Techs (MRT)	30.24	\$ 458

* approximate values assumes full time employees (1948.8 hrs/yr); general wage increases of 4% (2008-2009); 2% (2009-2010) and 1.5% (2010-2011); proposed market adjusted rates if contract had been signed by April 1, 2010. Market adjusted rates will be applied at date of signing.