

June 8, 2011
Memorandum of Agreement
Between
Health Sciences Association of Saskatchewan
(HSAS)
And
The Saskatchewan Association of Health
Organizations (SAHO)

Final offer to resolve all outstanding items and conclude a
Collective Agreement

The Employer respectfully requests that this offer
be submitted to the HSAS membership for ratification.

The parties agree to 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 will recommend to its principals acceptance 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.

All proposals in this Memorandum of Agreement are conditional upon acceptance of this package in its entirety.

The parties agree that the said Collective Agreement shall include the terms of the previous Collective Agreement between the parties which expired March 31, 2009 with the following amendments;

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.

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 to the market supplemented wage rates.

The 2011-12 base rate of pay/market supplement rate of pay and any agreed to market adjustments shall be the salary rates paid to employees from the date of signing of the collective agreement up to and including March 31, 2012.

In the event the collective agreement is not signed by March 31, 2012;

the 2011-12 base rate of pay will be increased by 2% creating the 2012-13 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 to the market supplemented wage rates and;

- 4) the 2012-13 base rate of pay/market supplement rate of pay and any agreed to market adjustments shall be the salary rates paid to employees from the date of signing of the collective agreement up to and including March 31, 2013.

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 Collective 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.

For the period April 1, 2011 to the date of signing of the collective agreement, there will be no retroactivity paid.

Northern Allowance and Retention Payments

	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

Northern Retention Payments

	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

Note: Remainder of Article 19.06 remains current

2. Market Adjustments

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.

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)	\$ 26.350	\$ 27.405	\$ 28.501	\$ 29.641	\$ 32.219
April 1, 2012 - Base Rate of Pay	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 26.843	\$ 27.918	\$ 29.034	\$ 30.196	\$ 32.822
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)	\$ 27.682	\$ 28.789	\$ 29.941	\$ 31.138	\$ 33.847
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 28.214	\$ 29.343	\$ 30.517	\$ 31.737	\$ 34.498
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
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)	\$ 32.873	\$ 34.188	\$ 35.556	\$ 36.978	\$ 40.196
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.494	\$ 34.834	\$ 36.228	\$ 37.677	\$ 40.956

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
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)	\$ 32.297	\$ 33.588	\$ 34.932	\$ 36.329	\$ 39.490
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.918	\$ 34.234	\$ 35.604	\$ 37.028	\$ 40.250
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)	\$ 33.930	\$ 35.287	\$ 36.698	\$ 38.166	\$ 41.486
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.601	\$ 35.985	\$ 37.423	\$ 38.920	\$ 42.306
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 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)	\$ 31.798	\$ 33.069	\$ 34.392	\$ 35.767	\$ 38.844
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 32.373	\$ 33.667	\$ 35.014	\$ 36.414	\$ 39.547

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)	\$ 32.178	\$ 33.465	\$ 34.804	\$ 36.196	\$ 39.346
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.799	\$ 34.111	\$ 35.476	\$ 36.895	\$ 40.106
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)	\$ 32.661	\$ 33.967	\$ 35.326	\$ 36.739	\$ 39.936
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.282	\$ 34.613	\$ 35.998	\$ 37.438	\$ 40.696
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)	\$ 31.640	\$ 32.905	\$ 34.222	\$ 35.591	\$ 38.688
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.261	\$ 33.551	\$ 34.894	\$ 36.290	\$ 39.448

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)	\$ 32.297	\$ 33.588	\$ 34.932	\$ 36.329	\$ 39.490
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.918	\$ 34.234	\$ 35.604	\$ 37.028	\$ 40.250
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 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)	\$ 32.598	\$ 33.902	\$ 35.259	\$ 36.669	\$ 39.860
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.219	\$ 34.548	\$ 35.931	\$ 37.368	\$ 40.620
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)	\$ 31.306	\$ 32.558	\$ 33.861	\$ 35.215	\$ 38.279
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.927	\$ 33.204	\$ 34.533	\$ 35.914	\$ 39.039
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 Adjusted Rate	\$ 37.737	\$ 39.246	\$ 40.816	\$ 42.448	\$ 46.018
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 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)	\$ 45.006	\$ 46.229	\$ 47.486	\$ 48.776	\$ 52.010
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 45.627	\$ 46.875	\$ 48.158	\$ 49.475	\$ 52.770

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 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)	\$ 32.694	\$ 34.001	\$ 35.362	\$ 36.776	\$ 40.084
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.315	\$ 34.647	\$ 36.034	\$ 37.475	\$ 40.844
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)	\$ 38.878	\$ 40.434	\$ 42.051	\$ 43.733	\$ 47.538
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 39.602	\$ 41.187	\$ 42.835	\$ 44.548	\$ 48.424
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)	\$ 32.558	\$ 33.860	\$ 35.215	\$ 36.623	\$ 39.810
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.179	\$ 34.506	\$ 35.887	\$ 37.322	\$ 40.570
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)	\$ 34.204	\$ 35.572	\$ 36.995	\$ 38.475	\$ 41.822
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.875	\$ 36.270	\$ 37.720	\$ 39.229	\$ 42.642
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)	\$ 28.278	\$ 29.409	\$ 30.586	\$ 31.809	\$ 34.576
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 28.810	\$ 29.963	\$ 31.162	\$ 32.408	\$ 35.227
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)	\$ 29.708	\$ 30.896	\$ 32.132	\$ 33.417	\$ 36.325
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.283	\$ 31.494	\$ 32.754	\$ 34.064	\$ 37.028
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)	\$ 31.210	\$ 32.458	\$ 33.757	\$ 35.107	\$ 38.162
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.831	\$ 33.104	\$ 34.429	\$ 35.806	\$ 38.922

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 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)	\$ 30.720	\$ 31.949	\$ 33.227	\$ 34.555	\$ 37.459
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 31.252	\$ 32.503	\$ 33.803	\$ 35.154	\$ 38.110
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)	\$ 31.211	\$ 32.459	\$ 33.758	\$ 35.108	\$ 38.163
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.832	\$ 33.105	\$ 34.430	\$ 35.807	\$ 38.923
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

3. Remaining proposals to amend HSAS Collective Agreement

11.06 Family Responsibility Leave

(a) An Employee may be granted leave of absence with pay to attend to a family member for whom she has a reasonable expectation for duty of care. Leave will be granted where the Employee has made reasonable efforts to use other available solutions and the situation requiring the Employee's attention is:

- Unforeseen, or
- ~~· Unpredictable, or~~
- ~~· Beyond the control of the Employee, or~~
- **Unpredictable and beyond the control of the Employee, or**
- Health related emergent or potentially life threatening to the family member

Employees may also request vacation, earned time or unpaid leave of absence as may be required for this purpose.

b) *Current Language*

c) *Current Language*

11.11 Maternity/Paternity/Adoption Leave

(a) – (e) *Current Language*

(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.

15.04 Overtime and Premium Rates

(A) Overtime Rates

(a) Overtime rates shall be paid at the rate of one and one half (1 1/2 x) times the regular rate of pay for the first three (3) consecutive hours and two times (2x) the regular rate of pay for all consecutive hours worked thereafter. An Employee who works overtime between the hours of 2400 and 0700 and such overtime is continuous with her regular shift, shall be paid at the rate of two times (2x) her regular rate for all hours so worked. An Employee who works on her scheduled day(s) off shall be paid at the rate of two times (2x) her regular rate for all hours so worked.

(b) Overtime rates shall be paid for:

(i) any hours worked in addition to eight (8) hours in any day or one hundred and twelve (112) hours in any three (3) week period;

(ii) any shift in excess of six (6) consecutive days;

(iii) any shift changed within the posted and confirmed schedule as per Article 15.03 (c).

Overtime rates shall not be paid under (b) (ii) above where the cause of the shift(s) in excess of six consecutive days were additional shifts paid at Overtime rates as specified in (a) above.

(c) Wherever possible, all overtime must be authorized by the Employer, and except in emergency situations, such overtime must be authorized in writing 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.

19.03 Reimbursement for Meal Expenses

Where an Employee is on authorized Employer business outside the community where their headquarters is based to perform work duties, employees shall be allowed expenses based on actual charges supported by receipts up to the following maximum amounts:

	In Province	Out of Province
Breakfast	\$8.00	\$11.00
Dinner	\$14.00	\$16.00
Supper	\$19.00	\$24.00

Note: The above rates include GST and meal gratuities.

Where a meal is provided to an employee while attending to business, no reimbursement will be provided for that meal.

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.

LOU 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.

4. Items Tentatively Agreed To

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.**

9.04 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.

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 (eg: 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.

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.

15.01 A. Standard Hours of Work

For the purposes of this Article, there will be a cycle of consecutive three (3) week periods commencing **January 4, 2009** (see the calendar on the inside back cover of this Collective Agreement showing the division into three (3) week periods). Where an Employer has established a different cycle of consecutive three (3) week periods, the transition will be made in such a way that no wages are lost and no overtime is earned simply by reason of the transition to the generally established cycle.

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.

19.02 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

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

- (i) 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

DELETE