

# Proposed Retro Payments

An employee working full-time hours (average of 1948.8 hours/year) would receive the following lump sum payment assuming a collective agreement was signed March 31, 2010.

Payband	Top Step (Effective April 1, 2007)	2008 Increase	2009 Increase	Value of Retro (2008, plus 2009)
		4%	2%	
		Annual Value of 2008 Retro 4%	Annual Value of 2009 Retro 4% + 2%	
2	14.76	\$ 1,151	\$ 1,749	\$ 2,900
3	14.76	\$ 1,151	\$ 1,749	\$ 2,900
4	15.28	\$ 1,191	\$ 1,810	\$ 3,001
5	15.80	\$ 1,232	\$ 1,872	\$ 3,104
6	16.32	\$ 1,272	\$ 1,934	\$ 3,206
7	16.84	\$ 1,313	\$ 1,995	\$ 3,308
8	17.36	\$ 1,353	\$ 2,057	\$ 3,410
9	17.88	\$ 1,394	\$ 2,119	\$ 3,513
10	18.40	\$ 1,434	\$ 2,180	\$ 3,614
11	18.89	\$ 1,473	\$ 2,238	\$ 3,711
12	19.38	\$ 1,511	\$ 2,296	\$ 3,807
13	23.42	\$ 1,826	\$ 2,775	\$ 4,601
14	25.68	\$ 2,002	\$ 3,043	\$ 5,045
15	27.98	\$ 2,181	\$ 3,315	\$ 5,496
16	30.24	\$ 2,357	\$ 3,583	\$ 5,940
17	32.52	\$ 2,535	\$ 3,853	\$ 6,388
18	35.12	\$ 2,738	\$ 4,161	\$ 6,899
19	37.72	\$ 2,940	\$ 4,469	\$ 7,409
20	40.50	\$ 3,157	\$ 4,799	\$ 7,956
21	43.50	\$ 3,391	\$ 5,154	\$ 8,545
22	46.73	\$ 3,643	\$ 5,537	\$ 9,180
23	50.18	\$ 3,912	\$ 5,946	\$ 9,858

## Retro payment calculator:

\_\_\_\_\_ X \_\_\_\_\_ X 4% = \_\_\_\_\_  
 # of hours worked in 2008      hourly salary

\_\_\_\_\_ X \_\_\_\_\_ X 6% = \_\_\_\_\_  
 # of hours worked in 2009      hourly salary

approximate retro payment \_\_\_\_\_

Examples of classifications within provider group paybands continued on page 2.

## Examples of classifications within provider group paybands:

- 2 mail porter, uniform clerk
- 3 client attendant
- 4 distribution worker, print shop worker
- 5 environmental services worker, laundry services worker, porter
- 6 caretaker, finance clerk, food services clerk
- 7 health records clerk, office clerk, pharmacy clerk
- 8 data entry clerk, payroll clerk, unit clerk
- 9 purchasing clerk, rehabilitation aide, switchboard operator
- 10 finance assistant, lab assistant, recreation worker
- 11 home care/special care aide, emergency medical responder, home care scheduler, maintenance services worker, staff scheduler
- 12 payroll & benefits officer, cook, child life worker
- 13 health information management practitioner, occupational & physical therapist assistant, recreation coordinator
- 14 combined lab & xray technician, food services supervisor, LPN
- 15 carpenter, electrician, orthopedic technologist
- 16 medical laboratory technologist I, medical radiation technologist, plumber
- 17 cardiovascular technologist, medical radiation technologist specialty
- 18 cardiology & electroneurophysiology technologist, medical laboratory technologist II
- 19 medical laboratory technologist supervisor, medical radiation technologist working supervisor, quality care coordinator
- 20 cardiovascular technologist supervisor, cytotechnologist & clinical instructor
- 21 cardiology & electroneurophysiology technologist supervisor
- 22 diagnostic medical sonographer & coordinator
- 23 diagnostic medical sonographer working supervisor – dual credential