

# **Collective Agreement**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union**

**Facility Support (FS)**

**Interlake-Eastern Local 413**

**April 1, 2017 to March 31, 2024**

## Table of Contents

<b>Preamble</b>	.....	<b>1</b>
<b>Article 1</b>	<b>Scope of Recognition</b> .....	<b>2</b>
<b>Article 2</b>	<b>Management Rights</b> .....	<b>2</b>
<b>Article 3</b>	<b>Definitions</b> .....	<b>3</b>
<b>Article 4</b>	<b>Union Security and Dues Check-off</b> .....	<b>7</b>
<b>Article 5</b>	<b>Technological Change</b> .....	<b>9</b>
<b>Article 6</b>	<b>Grievance Procedure</b> .....	<b>11</b>
<b>Article 7</b>	<b>Arbitration Procedure</b> .....	<b>12</b>
<b>Article 8</b>	<b>Seniority</b> .....	<b>13</b>
<b>Article 9</b>	<b>Recruitment and Selection</b> .....	<b>17</b>
<b>Article 10</b>	<b>Layoff and Recall</b> .....	<b>23</b>
<b>Article 11</b>	<b>Leave of Absence</b> .....	<b>27</b>
<b>Article 12</b>	<b>Hours of Work</b> .....	<b>42</b>
<b>Article 13</b>	<b>Shift Schedules</b> .....	<b>46</b>
<b>Article 14</b>	<b>Overtime</b> .....	<b>49</b>
<b>Article 15</b>	<b>General Holidays</b> .....	<b>51</b>
<b>Article 16</b>	<b>Income Protection</b> .....	<b>53</b>
<b>Article 17</b>	<b>Annual Vacation</b> .....	<b>61</b>
<b>Article 18</b>	<b>Salaries and Increments</b> .....	<b>64</b>
<b>Article 19</b>	<b>Premiums</b> .....	<b>67</b>
<b>Article 20</b>	<b>Notice of Termination of Employment</b> .....	<b>67</b>
<b>Article 21</b>	<b>Special Provisions Re: Part-time Employees</b> .....	<b>69</b>
<b>Article 22</b>	<b>Committees</b> .....	<b>78</b>
<b>Article 23</b>	<b>Pre-retirement Leave</b> .....	<b>79</b>
<b>Article 24</b>	<b>Benefits - HEB/HEPP</b> .....	<b>80</b>
<b>Article 25</b>	<b>Changes in Classification</b> .....	<b>81</b>
<b>Article 26</b>	<b>Sub-contracting</b> .....	<b>82</b>

Article 27	Duration and Date of Ratification .....	84
Article 28	Union Representation .....	85
Article 29	Respectful Workplace .....	85
Article 30	Representative Workforce .....	86
Article 31	Bulletin Boards.....	87
Article 32	Discharge, Suspension, Discipline, and Access to Personnel Files.....	88
Article 33	Standby .....	89
Article 34	Special Provisions - Casual Employees .....	91
Article 35	Storm/Disaster Pay .....	93
Article 36	Education Leave.....	93
Article 37	Loss Of or Damage To Personal Effects.....	94
Article 38	Safety and Health .....	94
Article 39	Overpayments and Under Deductions .....	97
Article 40	Transportation.....	100
Article 41	Retroactive Wages.....	102
Article 42	Reasonable Accommodation and Return to Work.....	102
Schedule "A"	.....	106
Schedule "B" - Site List	.....	108
Schedule "C" - MGEU Base Locations.....		109
Memorandum of Understanding FSM-1 .....		116
Re: Civil Liability		
Memorandum of Understanding FSM-2.....		117
Re: Expanded Staff Mobility		
Memorandum of Understanding FSM-3.....		118
Re: Job Descriptions		
Memorandum of Understanding FSM-4.....		119
Re: Modified Shifts of Less than Regular Hours of Work		
Memorandum of Understanding FSM-5.....		121

Re: Provincial Multi-union Support Sector Advisory Committee	
<b>Memorandum of Understanding FSM-6</b> .....	<b>123</b>
Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation	
<b>Memorandum of Understanding FSM-7</b> .....	<b>124</b>
Re: 9.69 (“10”) Hour Shift Schedule	
<b>Memorandum of Understanding FSM-8</b> .....	<b>126</b>
Re: 11.625 (“12”) Hour Shift Schedule	
<b>Memorandum of Understanding FSM-9</b> .....	<b>130</b>
Re: Classification Review	
<b>Memorandum of Understanding FSM-10</b> .....	<b>131</b>
Re: Transfer of Employees within the Employer	
<b>Memorandum of Understanding FSM-11</b> .....	<b>133</b>
Re: HEB Pension or Benefit Plan Improvements	
<b>Memorandum of Understanding FSM-12</b> .....	<b>134</b>
Re: Working Short	
<b>Memorandum of Understanding FSM-13</b> .....	<b>136</b>
Re: Remoteness Allowance - Facility Support Services	
<b>Memorandum of Understanding FSM-14</b> .....	<b>143</b>
Re: Employment Security-Staffing Complement- Reductions/Restructuring	
<b>Memorandum of Understanding FSM-15</b> .....	<b>146</b>
RE: Clarification of Standby and Callback	
<b>Memorandum of Understanding FSM-16</b> .....	<b>148</b>
Re: Funding Opportunities for Training	
<b>Memorandum of Understanding FSM-17</b> .....	<b>149</b>
Re: Cellular Phones	
<b>Memorandum of Understanding FSM-18</b> .....	<b>150</b>
Re: Job Sharing	
<b>Memorandum of Understanding FSM-19</b> .....	<b>152</b>
Re: French Language	

**Memorandum of Understanding FSM-20 ..... 154**  
Re: Standardization of Annual Hours of Work

**Memorandum of Understanding FSM-21 ..... 157**  
Re: Severance Pay

**Memorandum of Understanding FSM-22 ..... 159**  
Re: Bid-back

**Memorandum of Understanding FSM-23 ..... 162**  
Re: Provincial Multi-Union Support Sector Mobility

**Memorandum of Understanding FSM-24 ..... 165**  
Re: Expansion of Income Protection Benefits for Full-time and Part-time Home Care Direct Service Staff

**Memorandum of Understanding FSM-25 ..... 168**  
Re: Standardization of Annual Hours of Work for Power Engineers to 2080 Annual Hours

**Memorandum of Understanding FSM-26 ..... 170**  
Re: Recruitment Practices to Designated Bilingual Positions

**Memorandum of Understanding FSM-27 ..... 173**  
Re: Standardization of Annual Hours - Betel Home Gimli and Selkirk

**Salary Schedule ..... 175**

\*All changes appear in **bold**.

## Alphabetical Table of Contents

<b>Preamble</b>	.....	<b>1</b>
<b>Article 17</b>	<b>Annual Vacation</b> .....	<b>61</b>
<b>Article 7</b>	<b>Arbitration Procedure</b> .....	<b>12</b>
<b>Article 24</b>	<b>Benefits HEB/HEPP</b> .....	<b>80</b>
<b>Article 31</b>	<b>Bulletin Boards</b> .....	<b>87</b>
<b>Article 25</b>	<b>Changes in Classification</b> .....	<b>81</b>
<b>Article 22</b>	<b>Committees</b> .....	<b>78</b>
<b>Article 3</b>	<b>Definitions</b> .....	<b>3</b>
<b>Article 32</b>	<b>Discharge, Suspension, Discipline, and Access to Personnel Files</b> .....	<b>88</b>
<b>Article 27</b>	<b>Duration and Date of Ratification</b> .....	<b>84</b>
<b>Article 36</b>	<b>Education Leave</b> .....	<b>93</b>
<b>Article 15</b>	<b>General Holidays</b> .....	<b>51</b>
<b>Article 6</b>	<b>Grievance Procedure</b> .....	<b>11</b>
<b>Article 12</b>	<b>Hours of Work</b> .....	<b>42</b>
<b>Article 16</b>	<b>Income Protection</b> .....	<b>53</b>
<b>Article 10</b>	<b>Layoff and Recall</b> .....	<b>23</b>
<b>Article 11</b>	<b>Leave of Absence</b> .....	<b>27</b>
<b>Article 37</b>	<b>Loss Of or Damage To Personal Effects</b> .....	<b>94</b>
<b>Article 2</b>	<b>Management Rights</b> .....	<b>2</b>
<b>Article 20</b>	<b>Notice of Termination of Employment</b> .....	<b>67</b>
<b>Article 39</b>	<b>Overpayments and Under Deductions</b> .....	<b>97</b>
<b>Article 14</b>	<b>Overtime</b> .....	<b>49</b>
<b>Article 19</b>	<b>Premiums</b> .....	<b>67</b>
<b>Article 23</b>	<b>Pre-retirement Leave</b> .....	<b>79</b>
<b>Article 42</b>	<b>Reasonable Accommodation and Return to Work</b> .....	<b>102</b>
<b>Article 9</b>	<b>Recruitment and Selection</b> .....	<b>17</b>
<b>Article 30</b>	<b>Representative Workforce</b> .....	<b>86</b>

Article 29	Respectful Workplace .....	85
Article 41	Retroactive Wages .....	102
Article 38	Safety and Health .....	94
Article 18	Salaries and Increments .....	64
Article 1	Scope of Recognition .....	2
Article 8	Seniority .....	13
Article 13	Shift Schedules .....	46
Article 34	Special Provisions Casual Employees .....	91
Article 21	Special Provisions Re: Part-time Employees .....	69
Article 33	Standby .....	89
Article 35	Storm/Disaster Pay .....	93
Article 26	Sub-contracting .....	82
Article 5	Technological Change .....	9
Article 40	Transportation.....	100
Article 28	Union Representation .....	85
Article 4	Union Security and Dues Check-off.....	7
	Schedule "A" .....	106
	Schedule "B" Site List.....	108
	Schedule "C" MGEU Base Locations .....	109
	Memorandum of Understanding FSM-1 .....	116
	Re: Civil Liability	
	Memorandum of Understanding FSM-2 .....	117
	Re: Expanded Staff Mobility	
	Memorandum of Understanding FSM-3 .....	118
	Re: Job Descriptions	
	Memorandum of Understanding FSM-4 .....	119
	Re: Modified Shifts of Less than Regular Hours of Work	
	Memorandum of Understanding FSM-5 .....	121
	Re: Provincial Multi-union Support Sector Advisory Committee	
	Memorandum of Understanding FSM-6 .....	123

Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation	
<b>Memorandum of Understanding FSM-7 .....</b>	<b>124</b>
Re: 9.69 (“10”) Hour Shift Schedule	
<b>Memorandum of Understanding FSM-8 .....</b>	<b>127</b>
Re: 11.625 (“12”) Hour Shift Schedule	
<b>Memorandum of Understanding FSM-9 .....</b>	<b>130</b>
Re: Classification Review	
<b>Memorandum of Understanding FSM-10 .....</b>	<b>131</b>
Re: Transfer of Employees within the Employer	
<b>Memorandum of Understanding FSM-11.....</b>	<b>133</b>
Re: HEB Pension or Benefit Plan Improvements	
<b>Memorandum of Understanding FSM-12 .....</b>	<b>134</b>
Re: Working Short	
<b>Memorandum of Understanding FSM-13 .....</b>	<b>136</b>
Re: Remoteness Allowance Facility Support Services	
<b>Memorandum of Understanding FSM-14 .....</b>	<b>144</b>
Re: Employment Security-Staffing Complement- Reductions/Restructuring	
<b>Memorandum of Understanding FSM-15 .....</b>	<b>147</b>
RE: Clarification of Standby and Callback	
<b>Memorandum of Understanding FSM-16 .....</b>	<b>148</b>
Re: Funding Opportunities for Training	
<b>Memorandum of Understanding FSM-17 .....</b>	<b>149</b>
Re: Cellular Phones	
<b>Memorandum of Understanding FSM-18 .....</b>	<b>150</b>
Re: Job Sharing	
<b>Memorandum of Understanding FSM-19 .....</b>	<b>152</b>
Re: French Language	
<b>Memorandum of Understanding FSM-20 .....</b>	<b>154</b>
Re: Standardization of Annual Hours of Work	



<b>Memorandum of Understanding FSM-21 .....</b>	<b>156</b>
Re: Severance Pay	
<b>Memorandum of Understanding FSM-22 .....</b>	<b>158</b>
Re: Bid-back	
<b>Memorandum of Understanding FSM-23 .....</b>	<b>161</b>
Re: Provincial Multi-Union Support Sector Mobility	
<b>Memorandum of Understanding FSM-24 .....</b>	<b>164</b>
Re: Expansion of Income Protection Benefits for Full-time and Part-time Home Care Direct Service Staff	
<b>Memorandum of Understanding FSM-25 .....</b>	<b>167</b>
Re: Standardization of Annual Hours of Work for Power Engineers to 2080 Annual Hours	
<b>Memorandum of Understanding FSM-26 .....</b>	<b>169</b>
Re: Recruitment Practices to Designated Bilingual Positions	
<b>Memorandum of Understanding FSM-27 .....</b>	<b>172</b>
Re: Standardization of Annual Hours Betel Home Gimli and Selkirk	
<b>Salary Schedule.....</b>	<b>174</b>

\*All changes are in **bold**.

This Agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

between

**Interlake-Eastern Regional Health Authority**

(hereinafter referred to as the “Employer”)

of the first part

and

**Manitoba Government and General Employees’ Union**

(hereinafter referred to as the “Union”)

of the second part.

**Preamble**

WHEREAS it is the desire of both parties to this Agreement to maintain harmonious relations between the Employers and **their** employees, to recognize the mutual value of joint discussion and negotiations in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this Agreement, and further that the Union recognizes that the Employer’s first consideration is to the welfare of its patients/residents/**clients**.

AND WHEREAS it is the desire of both parties that these matters be drawn up in an agreement,

NOW THEREFORE, this Agreement witnesseth that the parties hereto in consideration of mutual covenants hereinafter contained, agree each with the other as follows:

## Article 1 Scope of Recognition

**1:01** The Employers **within the Interlake-Eastern Health Region Employer Organization** recognize the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit **defined in Bargaining Certificate HSBURA-0022**, or as may be granted voluntary recognition by the Employer and identified in the Salary Schedule.

**1:02** Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit except where it has been mutually agreed upon by both parties or in the case of training or emergency.

**Effective August 22, 2022, the parties agree that classification(s) slotted as per HSBURA whose duties fall under both Community Support and Facility Support Collective Agreements shall be deemed to have received mutual agreement as being within the scope of each bargaining unit.**

## Article 2 Management Rights

**2:01** The Union recognizes the sole right of the Employer(s), unless otherwise provided in this **Collective Agreement**, to exercise its function of management under which it shall have among others, the right to maintain efficiency and quality of patient/resident/**client** care; the right to direct the work of its employees; the right to hire, classify, assign to positions and promote; the right to determine job content; the right to demote, discipline, suspend, layoff, and discharge for just cause; the right to make, alter, and enforce rules and regulations in a manner that is fair and consistent with the terms of this **Collective Agreement**.

**2:02** In administering the Collective Agreement, the Employer agrees to acknowledge employee's rights, act reasonably, fairly, in good faith, and in a manner consistent with the terms and conditions of the Collective Agreement as a whole.

**2:03 Emergency, Disaster, and Fire Plans**

In any emergency or disaster declared by the Employer, including but not limited to a major health alert or pandemic occurrence, employees are required to perform duties as assigned notwithstanding any contrary provision in the Collective Agreement.

Compensation for unusual working conditions related to such emergency or disaster will be provided in accordance with the Collective Agreement.

Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 14 - Overtime.

In the event such declarations of an emergency, disaster, or issuance of a major health alert, notification will be provided to the MGEU Local President and Staff Representative as soon as practicable.

**Article 3 Definitions**

**3:01** “Base Location” shall mean the location identified by the Employer in an employee’s letter of offer, to be where an employee is based out of for the purpose of service delivery.

**3:02** “Basic Pay” shall mean the rates of pay shown in the Salary Schedule.

**3:03** “Biweekly Period” shall mean the two (2) weeks constituting a pay period.

**3:04** “Concurrent Employment” shall mean an employee who holds more than one (1) position with the same Employer.

**3:05** Effective August 22, 2022, “Continuous Service” shall mean the period of time since an employee last became a full-time or part-time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Collective Agreement including, but not limited to, vacation, bonus vacation, and qualifications for pre-retirement leave and “Length of Service” shall have a similar meaning.

Conversion from full-time or part-time status to casual status shall be considered a break in service. No period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee's length of service even when a casual employee subsequently becomes a full-time or part-time employee, except as provided for in Article 9:08(k) and (l).

- 3:06 "Demotion" shall mean a change from one (1) **classification** to another **classification** with a lower maximum rate of pay.
- 3:07 "Employee" is a person employed by the Employer and covered by this **Collective Agreement**.
- 3:08 "Employer" shall mean the **legal entity with whom the employee is employed as listed in Schedule "B"**.
- 3:09 The "Employment Status" of an employee shall be:
- (a) A "Full-time" employee is one who regularly works the hours specified in Article 12:01.
  - (b) A "Part-time" employee is one who regularly works less than full-time hours, specified in Article 12:01, but not less than the daily hours per day in a biweekly period.
  - (c) A "Casual" employee is as defined in Article 34.
- 3:10 "Health Sector Bargaining Unit" shall mean the facility support bargaining unit of another Employers' Organization as specified in Schedule "B".
- 3:11 "Layoff" shall mean the temporary or permanent removal of an employee from active employment status as a result of an employment security notice issued in accordance with Article 10.
- 3:12 "Promotion" shall mean a change from one (1) **classification** to another **classification** with a higher maximum rate of pay.

- 3:13 Shifts will be named as follows:
- (a) “Night Shift” means a shift commencing at or about 2330 hours. Night shift shall be considered as the first shift of each calendar day.
  - (b) “Day Shift” means a shift commencing at or about 0730 hours.
  - (c) “Evening Shift” means a shift commencing at or about 1530 hours.
- 3:14 “Site” shall mean the facility/**program** where the employee is employed within an **Employers Organization** as listed in Schedule “B”.
- 3:15 “Transfer” shall mean a change from one (1) position to another position with the same **maximum rate of pay** in the Salary Schedule.
- 3:16 The term “Union” shall mean the Manitoba Government and General Employees’ Union.
- 3:17 “Weekend” shall mean the period starting on or about 2330 hours on the Friday to 2330 hours on the immediate following Sunday.
- 3:18 “Worksite” shall mean the location, as determined by the Employer, to be where the employee is assigned to perform work for the purpose of service delivery.
- 3:19 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.
- 3:20 Applicable to Home Support Worker Employees only:
- (a) “Anticipated Daily Hours of Work” means the number of hours that the Employer has committed to scheduling the employee on a particular day as part of the EFT position that the employee was awarded.

- (b) The “Available Work Period” means a regular reoccurring period of availability in which work is scheduled, defined daily as the “Normal Daily Hours of Work” plus:
- An extra thirty (30) minutes of availability beyond the unpaid meal break for those paid eight (8) hours.
  - An extra forty-five (45) minutes of availability beyond the unpaid meal break for those paid five (5) to seven and one-half (7.50) hours.
  - An extra sixty (60) minutes of availability for those paid three (3) to four and one-half (4.50) hours.
- (i) Where the Employer is already scheduling client assignments consecutively, the Employer will continue to schedule as consecutively as possible, in accordance with (ii) below.
- (ii) Client assignments will be scheduled consecutively, unless client needs or the need to provide services necessitates an assigned task being completed at a specific period of time.
- (iii) Where an unscheduled period is necessary in the consecutive scheduling of assignments, that is due to client specific needs or the need to provide services as referenced in (ii) above, said unscheduled period will be no less than fifteen (15) minutes in length.
- (iv) Where an unscheduled period is schedule as referenced in (iii) above, the unscheduled period will be unpaid and will be considered part of the available work period for that day.
- (v) Where an unscheduled period is scheduled as referenced in (iii) above, but is less than fifteen (15) minutes in length, the unscheduled period shall be considered to be part of the client assignments and the unscheduled period of less than fifteen (15) minutes will be paid and treated as time worked.

- (vi) Where legitimate unforeseen circumstances arise that necessitate the employee work beyond their scheduled hours, without an opportunity to obtain prior authorization, the employee shall document same on their time sheet to substantiate the reason for the additional work. Payment for the additional work, at the appropriate rate of pay, shall not be unreasonably denied.
- (c) “Client Assignment” means the specific clients, tasks, and assigned time periods that have been given to the employee to complete during their anticipated daily hours of work.
- (d) “EFT Position” means a full-time or part-time position with a regular reoccurring guaranteed amount of hours within a biweekly pay period.
- (e) “Normal Daily Scheduled Hours” means the daily hours within the available work period associated with the EFT requirement.

#### Article 4    Union Security and Dues Check-off

- 4:01**    The Employer agrees to deduct the amount of monthly dues as determined by the Union from all earnings negotiated under the terms of the Collective Agreement and includes regular wages, overtime, shift and call out premiums, retroactive pay, sick leave, vacation pay, and any or all other forms of income from each and every employee covered by this **Collective** Agreement. The Employer also agrees to deduct from each and every employee covered by this **Collective** Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall be limited to one (1) per calendar year, and that such assessment formula can be operated through the Employer’s present payroll system.
- 4:02**    (a)    The Employer will remit to the Union monthly, any monies deducted with a list of employees and casual employees from whom deductions have been made.



The Employer shall also provide the following data to the Union at the time of remission of union dues: employee's bargaining unit, classification, employee number, work location, and home address, the employee's address shall be excepted only when an employee has expressly instructed the Employer in writing that due to security concerns personal information should not be disclosed to any third party.

- (b) This information may only be used by the Union for the purpose of communicating with its members.
- (c) The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information in accordance with FIPPA.

- 4:03**
- (a) The Union shall notify the Employer in writing of any changes in the amount of dues **or general assessment referenced in Article 4:01** at least one (1) month in advance prior to the effective date of such change.
  - (b) **Subject to notice being served in accordance with Article 27:01(c) or (d), in the event of a strike or lockout the Union shall notify the Employer in writing of any change to the percentage rate of dues to be deducted at least two (2) weeks in advance. Similar notice shall be provided in writing by the Union at the conclusion of a strike or lockout to change the percentage rate in place immediately prior to the original notice being served. Changes to the percentage rate of dues deducted will be implemented by the Employer at the commencement of the first pay period following the completion of the two (2) weeks' notice.**

- 4:04** In consideration of the foregoing **Articles**, the Union shall hold the Employer harmless with respect to all dues **and general assessments** so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.

- 4:05** The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.
- 4:06** All new employees shall, as a condition of employment, become and remain members in good standing in the Union as of the date of hire.
- The Union will provide the Employer with Union membership application forms. The Employer shall distribute said application forms within its employment process and advise new employees that they must be a member of the Union to work in the **Employer Organization**. The new employee will be directed to fill out the form and give it to the Union's designated **representative** at the site.
- 4:07** The Union representative or designate shall have up to fifteen (15) minutes either at a time mutually agreeable with the Employer, or up to thirty (30) minutes at the facility orientation sessions, to acquaint new employees falling within the scope of this **Collective** Agreement with the fact that a Collective Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

## **Article 5 Technological Change**

- 5:01** Technological change shall mean the introduction by an Employer into **their** work, undertaking or business of equipment or material of a different nature or kind than that previously used by **them** in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

- (b) Negotiations on the effects of the technological change will take place not later than ninety (90) days prior to the intended date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this **Collective** Agreement.

**5:02** An employee who is displaced from **their** job as a result of technological change shall be given the opportunity to fill any vacancy within the sites comprising the **Employer** for which **they have** seniority and for which **they have** the qualifications and ability to perform. If there is no suitable vacancy, **they** shall have the right to displace any employee with less seniority in accordance within the layoff procedures specified in this **Collective** Agreement.

- 5:03**
- (a) Where new or greater skills are required than are already possessed by affected employees under the present methods of operations as a result of the technological change, the Employer agrees that employees shall be trained on the new equipment or new methods of operation, and said training shall be provided and paid for by the Employer during normal working hours if possible. In addition, at the option of the Employer, the employee may be trained in a new area in respect of which there is a demand within the facility for individuals possessing such skills. A reasonable training period (not to exceed twelve [12] months) will be provided by the Employer. During the above training periods the employees shall be paid at their current rate of pay.
  - (b) The Employer agrees that where two (2) or more employees require training in (a) above, first consideration shall be given to the employee with the most seniority.

## Article 6 Grievance Procedure

**6:01** A grievance shall be defined as any dispute **between the Employer and an employee or group of employees, or the Union** arising out of interpretation, application, or alleged violation of the **Collective** Agreement.

**Where a grievance is filed by the Employer, the process contained in Articles 6:05, 6:06, and 6:07 shall apply *mutatis mutandis*.**

**6:02** An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however nothing in this **Collective** Agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.

**6:03** Union representatives at the site, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of two (2) employees, or more employees so engaged if mutually agreed upon. Such permission shall not be unreasonably **sought or** withheld.

**6:04** **Discussion Stage**

Within ten (10) calendar days of the occurrence of the grievance, the employee shall attempt to resolve the dispute with **their** immediate supervisor who is outside the bargaining unit.

**6:05** **Step One**

If the **dispute** is **raised** but not resolved within ten (10) calendar days from the time **it** was first discussed with the supervisor, the Union representative may, within the ensuing ten (10) calendar days, submit the grievance in writing to the **Human Resources Consultant** or designate at the site.

**6:06** **Step Two**

Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:05, the Union may within the ensuing ten (10)

calendar days, submit the grievance in writing to the **Human Resources Manager of Labour Relations** or designated Administrative Officer for the **Employer**.

- 6:07** The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.
- 6:08** An employee may choose to be accompanied by a Union representative at **the discussion** stage of the grievance procedure, **and will be accompanied by a Union representative for Steps One and Two**.
- 6:09** Policy grievances, **group grievances**, and grievances filed as a result of dismissal, suspension, or demotion shall be submitted at Step Two.
- 6:10** **For purposes of determining the time limits in the foregoing procedure, Saturdays, Sundays, and general holidays in accordance with Article 15 are excluded.**

#### **Article 7 Arbitration Procedure**

- 7:01** Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:06, either party may refer the matter to arbitration by serving written notice to the other party within the ensuing thirty (30) calendar days. **The timelines may be extended by mutual written consent of the Employer and/or the Union.**
- 7:02** A referral for arbitration shall be made in writing by either party, addressed to the other party to this **Collective** Agreement, within the time defined in Article 7:01. The referral for arbitration shall contain the names of three (3) proposed sole arbitrators. The other party shall, within seven (7) days of the receipt of such notice, notify the party who referred the matter to arbitration of the acceptance of one (1) of the arbitrators named or propose others.

If the parties are unable to agree on an arbitrator to hear and determine the matter, the Labor Board shall, on the request of either party, appoint an Arbitrator to hear and determine the matter.

- 7:03** The sole Arbitrator shall not be empowered to make any decision inconsistent with the provisions of this **Collective** Agreement, or to modify or amend any portion of this **Collective** Agreement.
- 7:04** The **sole Arbitrator** shall determine **their** own procedures, but shall provide full opportunity to all parties to present evidence and make representations.
- 7:05** The decision of the sole Arbitrator shall be final and binding and enforceable on all parties.
- 7:06** Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the sole Arbitrator, either party may apply to the sole Arbitrator to reconvene. Within ten (10) calendar days the sole Arbitrator shall reconvene to clarify the decision.
- 7:07** Each party shall pay one-half ( $\frac{1}{2}$ ) the fees and expenses of the sole Arbitrator.
- 7:08** Nothing in this Collective Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 7:09** **Employees who are subpoenaed (*subpoena ad testificandum* or *subpoena duces tecum*) to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called the employee (either the Employer or MGEU as the case may be) shall be responsible for compensating the employee for any salary and benefits which would otherwise be lost.**
- 7:10** The forgoing time limits may be extended by written mutual agreement between the Employer and the Union.

## **Article 8 Seniority**

- 8:01** Seniority shall mean the total of all hours paid at the employee's **basic** rate of pay from the time the employee last entered the **full-time or part-time** service of the Employer in the **Facility** Support Bargaining Unit.

**8:02** In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, a satisfactory employment record, and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon **the following order as at date of posting:**

- (a) Seniority among applicants **who hold an EFT** from the site where the vacancy occurs; failing that:
- (b) Where no employee within the site where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among the applicants **who hold an EFT** from other sites comprising the **Employer**.

**8:03** Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in any calendar year of benefits such as vacation and income protection is based strictly on regular paid hours including any period of:

- (a) Paid leave of absence.
- (b) Paid income protection.
- (c) Unpaid leave of absence up to four (4) weeks. In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave.
- (d) Workers Compensation up to two (2) years in that appropriate time period.

**8:04** Seniority will terminate if an employee:

- (a) Resigns.
- (b) Is discharged for just cause and not reinstated under the grievance or arbitration procedure.

- (c) Is laid off and fails to report for duty as instructed as per Article **10:09**.
- (d) Is laid off for more than twenty-four (24) months.
- (e) Fails to report for work as scheduled at the end of an approved leave of absence, suspension, or vacation, without an explanation satisfactory to the Employer.
- (f) Is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.
- (g) Is absent **without approved leave** and does not provide the Employer with an acceptable explanation.

**8:05** Seniority will continue to accrue if an employee:

- (a) Is on any period of paid leave of absence.
- (b) Is on any period of paid income protection.
- (c) Is on any period of paid vacation.
- (d) Is on any period of unpaid leave of absence up to four (4) consecutive weeks; except those referenced in **Article 8:05(e)**.
- (e) Is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI, or D&R for a period of up to two (2) years from the date of the first absence from work related to the injury or illness.
- (f) Is on parenting leave.
- (g) Is assigned to temporarily relieve or replace an employee in an out of scope position.
- (h) Is on an educational leave of absence up to two (2) years.

**8:06** Seniority will be retained but will not accrue if an employee:



- (a) Is on any unpaid leave of absence in excess of four (4) consecutive weeks; except those referenced in Article 8:06(b).
- (b) Is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI, or D&R for a period of more than two (2) years from the date of the first absence from work related to the injury or illness.
- (c) Is laid off for less than twenty-four (24) months.
- (d) Is on the trial period of an out of scope position;
- (e) Is in a term in an out of scope position;
- (f) Is on an educational leave of absence in excess of two (2) years.

**8:07**

- (a) A seniority roster of all employees indicating the total seniority hours since the date of entry into the service of the Employer, in the **Facility Support Bargaining Unit**, shall be prepared by the Employer at an effective date of the end date of the last pay period of the calendar year. This roster will be posted on the employees' bulletin boards no later than February 1 of each year.

This roster shall be open for correction for a period of twenty (20) calendar days from the date of the initial posting, on presentation of proof of error by an employee or the Union representative. At the expiration of the twenty (20) days, the above seniority list, as corrected within such twenty (20) days, shall be considered to be the accurate list and shall not be subject to further changes until the next posting.

- (b) Upon confirmation of the accurate seniority list, a site specific seniority roster will be posted within each site comprising the **Employer** in addition to the **Employer** seniority roster as noted above.
- (c) A **current** seniority list shall be distributed, upon written request, to the local/site Union representative on a quarterly basis.

**Article 9 Recruitment and Selection**

- 9:01** (a) Vacant positions which fall within the scope of this **Collective** Agreement shall be posted on the same date within all sites which comprise the **Employer** for a **period of** at least seven (7) calendar days. Such postings shall be numbered, include position number where applicable, state required qualifications, current location and shift, hours of work, and wage rate. A copy of each posting shall be given to the Union Local President at the time of posting. The Union shall, upon request, be informed in writing of the names and seniority of the applicants. When a position becomes vacant, and the Employer chooses not to fill the vacancy, the Employer shall notify the Union. The Union shall be informed in writing of the name of the successful applicant.
- (b) An employee on vacation when a vacancy occurs shall be considered for the promotion or transfer provided **they have** submitted the prescribed application form prior to **their** departure.
- (c) When more than one (1) vacancy is posted at the same time, an employee shall have the right to bid on any or all, stating preference. Should **the employee** be awarded any of the positions for which **they have** applied, **the employee** shall not have the right to file a grievance with respect to other positions for which **they have** applied and expressed lower preference.
- (d) An employee on leave of absence or income protection shall be considered for a promotion or transfer along with other applicants, provided that, during such absence, the employee advises the Human Resources Office of **their** request for promotion or transfer, by telephone during normal business hours, and the employee shall provide written confirmation of **their** request within twenty-four (24) hours.
- 9:02** (a) As per the posting provisions contained in Article 9:01, within five (5) working days the Employer will select the person for the position and will post **their** name in the same locations where the position was

previously posted, providing there are qualified applicants as per Article 8:02.

- (b) The Employer will provide the Union with a list of names and work locations of all new hires and terminations by the fifteenth day of each month for the former month.**

**9:03** All promotions and voluntary transfers to a new **classification** are subject to a three (3) month trial period (six [6] months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in **their** new position or if **the employee** wishes to revert voluntarily to **their** former position during this trial period, **the employee** shall be returned to **their** former position at **their** previous increment step, with increment adjustments as may have been applicable as per Article **18:03** or **21:06** during the trial period, and without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement.

Voluntary transfers within the same **classification** shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to **their** former position shall **submit the request in writing to their manager; approval will be** at the discretion of the Employer.

**9:04** When an employee is promoted, **their** new and future salary will be determined as follows:

- (a) The new salary will be the rate of **their** new job title, which is at least the next higher to **their** rate on **their** former job title.
- (b) Subject to Article **18:03**, subsequent increments, if any, shall be due upon the completion of full-time **annual** hours **worked**, in the new position, as per the **Salary Schedule** and Article 12.

When an employee is promoted to a new position while maintaining their original position in a lower classification, increment hours for the

original position shall be maintained separately until the next increment is due; thereafter **Article 18:03** shall apply.

**9:05** Where an employee is voluntarily demoted from a position in a higher **classification** to a position in a lower **classification**, **the employee** shall be placed on the same increment step of the lower **classification** position.

Where an employee is involuntarily demoted from a position in a higher **classification** to a position in a lower **classification**, **the employee** shall be placed on the increment step of the lower **classification** position which is closest to, but not higher than, **their** present rate of pay.

Should an employee who has been demoted return to **their** former classification, **the employee** shall be placed in accordance with the above or on the increment step **the employee** had achieved prior to **their** demotion, whichever provides for the higher rate.

The employee will be entitled to their next increment increase after **the completion of the full-time annual hours worked in the classification** from their last increment.

**9:06** **Probationary** employees with less than six (6) months' service with the Employer will be eligible for promotion or transfer solely at the discretion of the Employer.

**A probationary employee who transfers within the same classification will be required to complete the remainder of the probationary period in the new position.**

**A probationary employee who transfers to a different classification will be required to complete a full probationary period in the new position.**

**A probationary period may be extended at the discretion of the Employer. Notification will be provided to the Union.**

- 9:07** All new full-time employees shall be on probation for three (3) calendar months with provisions for an extension of the probationary period for another three (3) months, and all new part-time employees shall be on probation for six (6) calendar months from the day of their employment. During this period, the Employer may, in its sole discretion, dismiss, suspend, discipline, or demote such employees.
- 9:08**
- (a)** A “**Term Position**” shall be for a specific time period or until completion of a particular project within a specific department, of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.
  - (b)** When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article **9:01** and filled in accordance with Article **8:02**. All employees may apply for the term position.
  - (c)** **The parties agree to two (2) additional term postings resulting from the original term posting as referenced above. Any additional hours occurring as a result of filling of the last position posted, shall be offered to part-time employees in accordance with Article 21:07.**
  - (d)** **Upon completion of the original term position, the employee shall be returned to their former position(s).**
  - (e)** **The parties agree that if a unique situation arises due to the additional two (2) postings as provided above, the Employer and the Union will meet and attempt to reach a mutually agreeable resolution. Should such a resolution not be reached, the wording above shall apply and the Employer shall be limited to the two (2) additional postings.**
  - (f)** For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the

Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours' notice of return of the current incumbent to **their** position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.

- (g) Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Articles **18:04** and **21:07** shall apply, wherever possible.

An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

- (h) Once an employee leaves a term position they have no rights to subsequently return to that same term position.
- (i) In case an employee on maternity or parental leave wants to exercise **their** right to return from such leave earlier than anticipated, having given appropriate notice as per Article 11:02, the Employer shall state on the job posting that the said term position is a “maternity or parental leave of absence term” which may expire sooner than indicated, subject to minimum notice of two (2) weeks' or one (1) pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.
- (j) A term employee who applies for and is awarded a permanent position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes.
- (k) A term employee who applies for and is awarded a term position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes, provided the subsequent position commences within four (4) weeks of the expiry of the original term position.

- (l) A term employee who applies for and is awarded a term or permanent position within thirty (30) days of completion of a previous term position, shall have their service connected for seniority purposes.

9:09 A successful applicant from another Employer or Employers Organization within this Collective Agreement shall be entitled to transfer benefits from one (1) former Employer, within six (6) weeks of termination of employment with said Employer as follows:

- (a) Continuous service as defined in Article 3:05;
- (b) Accumulated income protection benefits;
- (c) Vacation entitlement and current vacation hours, unless requested by employee to be paid out prior to transfer;
- (d) Continuous service applicable to pre-retirement leave, and qualification for the Magic 80 pension provisions, subject to the provisions of each plan where the Magic 80 provision exists;
- (e) Increment hours worked for the purpose of determining when the employee is entitled to their next increment;
- (f) The employee is subject to the terms and conditions of the benefit plan(s) for the new Employer, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions; and
- (g) Accrued seniority credits as of the last pay period worked with the former Employer, may be transferred within the same Employers Organization only.

## Article 10 Layoff and Recall

### 10:01 Layoff

In the event of a layoff, employees **other than probationary or term employees** shall receive four (4) weeks' notice or pay in lieu of such notice.

Notice shall be given **in writing** by personal service or registered mail to the employee(s) concerned and a copy of the notice shall be forwarded to the Union.

### 10:02 In the event of a reduction in the work force, employees will be laid off in reverse order of seniority within their **classification**, department/unit/**base location**, and site **as identified in Schedule "B"**.

When **deleting occupied positions**, senior employees may exercise their seniority to displace a less senior employee in an equivalent or lower **salary range** provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

### 10:03 (a) In the event that an employee has **their** hours of work reduced or **their** position is deleted, the employee **shall be provided notice as per Article 10:01**.

(b) Employees whose hours of work have been reduced or whose position has been deleted, shall be entitled to exercise their seniority within the same **classification and the same site**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower **classification** within the **Employer** of this **Collective Agreement**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.



(c) In the event an employee chooses not to exercise their rights under (b) above, the employee shall be placed on layoff.

**10:04** In the event of a permanent layoff, accumulated vacation, general holidays, and banked overtime shall be paid out at the time of the layoff.

In the event of a temporary layoff, an employee may request to have their accumulated vacation, general holidays, and banked overtime paid out. Any remaining hours within these banks will be paid out at the appropriate year end in accordance with the Collective Agreement.

**10:05** Notwithstanding Article **21:07**, providing the employee has indicated to the Employer a desire to work additional available shifts in writing, such shifts within the **facility/base location** of employment prior to layoff shall be offered to an employee on layoff, or an employee who has had **their** hours reduced, before part-time and casual employees, provided **the employee** possesses the qualifications and orientation prescribed by the Employer for the position concerned and meets the physical requirements of the position in question.

The available shifts outside the **facility/base location** of employment prior to layoff may only be accepted by the laid off employee when there are no shifts available at the site of employment prior to layoff. The available shifts accepted by the employee on layoff or an employee who has had **their** hours reduced cannot exceed the employee's EFT prior to layoff, or reduction in hours. Such available shifts shall be distributed on a seniority basis.

In the event the employee accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

- (a) Vacation pay shall be calculated in accordance with Article **21:03** and shall be paid at the prevailing rate for the employee on each pay deposit, and shall be prorated on the basis of hours paid at regular rate of pay.
- (b) Income protection accumulation shall be calculated as follows:

Additional available hours  
 $\frac{\text{worked by the laid off employee}}{\text{Full-time hours}} \times \text{Entitlement of a full-time employee}$

- (c) The employee shall be paid four-point-six-two percent (4.62%) **[five percent (5%) effective September 30, 2021]** of the basic rate of pay in lieu of time off on **general** holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay deposit.
- (d) Participation in benefit plans is subject to the provisions of each plan.
- (e) Seniority shall be calculated in accordance with regular hours worked for these additional available shifts.
- (f) **Any period of time during a layoff when the employee works additional available hours or works in a term position shall not extend the two (2) year period referenced in Article 8. However, an employee on layoff who is recalled into a term position shall retain their right to be recalled into a permanent position while working in the term position.**

**10:06**    **Recall**

No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article 8:02 of the Collective Agreement **or be recalled to positions for which they possess the qualifications and ability sufficient to perform the required duties.**

**10:07**    To be eligible for recall, prior to the employee's last shift before being placed on layoff status, the employee must provide the Employer with their current address, **contact information**, and further, during the layoff period, must inform the Employer immediately of any changes.

**10:08**    **Laid off employees** shall be recalled by order of seniority to available positions in equal or lower paid classifications **to vacancies at the originating site and at other sites within the Employer within a fifty kilometre (50km) radius of the originating site. Such recall shall be to vacancies in equal or lower paid classifications and in equal or lower**

**EFT status, provided that the employee possesses the qualifications and the ability sufficient to perform the required work.**

**This will not preclude the employee from requesting in writing, at the time of layoff or subsequently, recall to sites within the Employer but outside the fifty kilometre (50km) radius.**

**10:09** As per Article **10:08**, the employee must communicate with the Employer within seven (7) calendar days of **their** notice of recall being delivered to **the employee's** recorded address. Further, the employee must be prepared to begin work at the time designated by the Employer.

The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that **they** decline employment due to the geographic location, shall not be terminated for failure to report for duty.

**10:10** The right of a person who has been laid off to be rehired under this **Collective** Agreement will be forfeited and shall be considered terminated in the following circumstances:

- (a) If the person did not communicate with the Employer as specified in Article **10:09**.
- (b) If the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer.
- (c) A twenty-four (24) month period has elapsed since the date of layoff, as per Article 8:04(d).

**10:11** Notwithstanding the provisions of Article **10:04** or any other of the provisions of Article 10, nothing contained therein shall be used for the purpose of affecting an across the board reduction of hours in the facility or the **Employer**.

## Article 11 Leave of Absence

**11:01** Leaves of absence with or without pay may be granted for a period for a good and sufficient reason at the discretion of the Employer **subject to operational requirements**. Except in emergency circumstances, all requests for leave of absence must be made in writing to the department head at least thirty (30) calendar days in advance, specifying the reason for requested leave and the proposed dates of departure and return. **The Employer shall endeavor to notify the employee of their decision in writing, within two (2) weeks of receipt of the request.**

**Leave for purposes such as serious personal loss due to a house fire or flood will be considered on their own individual merits.**

**11:02** Parenting Leave

Parenting leave consists of maternity leave and parental leave. Parental leave includes paternity and adoption leave.

**An employee shall be granted leave of absence for up to eighty (80) weeks where they qualify for parenting leave.**

An employee who qualifies for maternity leave may apply for such leave in accordance with Maternity Leave Plan A or Plan B but not both.

**Where maternity and/or parental leave exceeds thirty-seven (37) weeks, the employee may elect to carry over to the next vacation year, up to five (5) days of current annual vacation (prorated for part-time). The balance of the current annual vacation will be paid out at a time immediately following the period during which Employment Insurance (EI) benefits were payable (even if this period extends into the following vacation year).**

**Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.**

(i) **Maternity Leave**

(A) Plan A

A **pregnant** employee shall receive maternity leave of seventeen (17) weeks without pay, subject to the following conditions:

- (a) An employee must have completed six (6) **continuous** months **of employment with the Employer** as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) **An employee must submit a** written request not later than the end of the twenty-second week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (c) **An employee must provide the Employer with a certificate issued by a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery.**
- (d) In the interest of job performance or employee health, as verified by a qualified medical practitioner, the Employer will have the right to place the employee on maternity leave.
- (e) A full-time employee **entitled to income protection credits** may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance. Such days that may be utilized for this purpose will be as set out in Article **16:10**.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect **their** paid hours of work within the previous fifty-two (52) weeks. Such days that may be utilized for this purpose will be as set out in Article **16:10**.

(B) Plan B

- (1) In order to qualify for Plan B, a pregnant employee must:
  - (a) Have completed six (6) continuous months of employment with the Employer **as of the intended date of leave;**
  - (b) Submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by **the employee** in the application as the day on which **the employee** intends to commence such leave;
  - (c) Provide the Employer with a certificate **issued by** a duly qualified medical practitioner certifying that **the employee** is pregnant and specifying the estimated date of **their** delivery;
  - (d) Provide the Employer with proof that **they have** applied for Employment Insurance benefits and that the **Employment and Social Development Canada (ESDC)** has agreed that the employee has qualified for, and is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.
- (2) An applicant for maternity leave under Plan B must sign an agreement with the Employer providing that:
  - (a) **They** will return to work and remain in the employ of the Employer for at least six (6) months following **their**

return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of **their** return from maternity leave or at any time during the six (6) months following **their** return from maternity leave, **the employee** must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and

- (b) **They** will return to work on the date of the expiry of **their** maternity leave and where applicable, **their** parental leave, unless this date is modified by the Employer; and
  - (c) Should **the employee** fail to return to work as provided under (a) and/or (b) above, **they are** indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during **their** entire period of maternity leave.
- (3) An employee who qualifies is entitled to a maternity leave consisting of:
- (a) A period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 11:02(i)(B)(1)(c).
  - (b) A period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 11:02(i)(B)(1)(c).
  - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the department head.

- (4) **The employee must provide the Employer with proof of approval for Employment Insurance (EI) benefits within twelve (12) weeks of receiving written notice from Employment and Social Development Canada (ESDC). Reasonable consideration will be given to extending the time limit noted above in the case of exceptional circumstances.**

**Once the employee has provided the Employer with proof of approval of EI benefits, the Employer shall provide the employee a maternity leave allowance with the SUB Plan as follows:**

**One (1) Week Employment Insurance Wait Period Served**

- (a) For the first week an employee shall receive ninety-three percent (93%) of **their** weekly rate of pay.
- (b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings.
- (c) **For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee will receive ninety-three percent (93%) of their weekly rate of pay provided the employee does not receive Employment Insurance Parental benefits.**

**If an employee received Employment Insurance Parental benefits immediately following the exhaustion of Employment Insurance Maternity benefits, the employee will receive ninety-three percent (93%) of their weekly rate of pay for the week**



immediately following the discontinuation of payment of Employment Insurance Parental benefits.

**No Employment Insurance Wait Period Required**

Should an employee not be required to serve any waiting period before the commencement of Employment Insurance benefits, the benefits under (a) above will be paid in the week following the payment in (c) above.

- (5) All other time as may be provided under Article 11:02(i) B(3), shall be on a leave without pay basis.
- (6) An employee may end **their** maternity leave earlier than the date specified by giving **their** Employer written notice at least two **(2)** weeks or one **(1)** pay period, whichever is longer, before the date **the employee** wishes to end the leave.
- (7) Plan B does not apply to **an employee occupying a term position who does not own a permanent position or employees hired on a seasonal basis.**
- (8) A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.

(C) Sections 52 through 57.1(2) inclusive and Section 60 of the Employment Standards Code respecting maternity leave shall apply.

(ii) **Parental Leave**

- (1) (a) **In order to qualify for parental leave, an employee must:**
  - **Be the natural mother of a child; or**
  - **Be the natural father of a child; or**
  - **Adopt a child under the law of the province;**
  - **Assume legal care and custody of a child.**

- (b) An employee who qualifies for parental leave, except in the case of adoption leave as specified below, must submit to the Employer an application in writing for parental leave at least four (4) weeks before the intended date of the commencement of the leave.
  - (c) In the case of adoption leave, the employee must submit a written request for such leave. The employee may commence adoption leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
  - (d) An employee who qualifies in accordance with (a), (b), and (c) above must have completed six (6) months of continuous employment with the Employer to be entitled to parental leave without pay for a continuous period of up to sixty-three (63) weeks.
- (2) Parental leave must commence no later than eighteen (18) months following the birth or adoption of the child of the date on which the child comes into actual care and custody of the employee.
  - (3) Where an employee takes parental leave in addition to maternity leave, the employee must commence the parental leave immediately on the expiry of the maternity leave without a return to work, unless otherwise approved by the Employer.
  - (4) An employee may end maternity or parental leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the day the employee wants to end the leave. On return from maternity and/or parental leave, the employee

**shall be placed in their former classification and shift schedule at the same increment step.**

**11:03** Upon request, up to three (3) days **leave chargeable against the employees accumulated** income protection shall be paid to the parent, **other than the birth parent**, on the occasion of a birth or adoption of a child. Such leave shall be paid from the family illness income protection bank as stipulated in Article **16:10**.

**11:04** **Bereavement Leave**

(a) An employee shall be granted four (4) regularly scheduled working days leave without loss of pay and benefits, one (1) of which shall be the day of interment, **funeral**, cremation, **or initial memorial service**, in the case of the death of:

- (i) Spouse, common-law spouse, or fiancé.
- (ii) Parent, step-parents, latest foster parent, former legal guardian, parent-in-law.
- (iii) Sibling; sibling's spouse, spouse's sibling.
- (iv) Child, **child's spouse**, step-child, grandchild.
- (v) Grandparent, grandparent-in-law.
- (vi) Any other relative or foster child who was residing in the same household at the time of **their** death.

One (1) day may be retained for use in the case where actual interment, **funeral**, cremation, **or initial memorial services** is at a later date.

(b) Bereavement leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend **an interment**, funeral, **or initial memorial service** more than two hundred **twenty-five kilometres (225kms)** from the **employee's home**, or may be granted at the Employer's discretion if the travel

required is less than two hundred **twenty-five** kilometres (**225kms**) from the **employee's home**.

- (c) **Provided that the employee has not received bereavement leave in accordance with (a) above, necessary time off to attend an internment, funeral, or initial memorial service as follows:**
  - (i) **Pallbearer leave - up to one (1) day at basic pay shall be granted.**
  - (ii) **Mourner leave - up to one (1) day at basic pay may be granted, subject to operational requirements.**
- (d) **The time off referenced in (a), (b), and (c) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, i.e. days off, vacation periods, **general** holidays, and days during which income protection is being utilized.**
- (e) **For the purposes of this Article, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the employee.**

#### **11:05 Citizenship Ceremony**

Employees shall be **granted** the necessary time off without loss of basic pay to attend **their citizenship ceremony to receive their certificate of citizenship** to become a Canadian citizen up to a maximum of one (1) calendar day. **The employee shall notify the Employer a minimum of seven (7) days prior to the date this leave is required.**

#### **11:06 Legal and Investigative Proceedings**

**Except as provided for in Article 7, the following shall apply to legal and investigative proceedings:**

- (a) **An employee required to attend a court proceeding that is not related to their private affairs, shall receive a leave of absence at their basic rate of pay, and shall remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to**

work. The employee shall not request reimbursement for, or be required to remit, any reimbursement of expenses for such duty.

- (b) If an employee is subpoenaed as a witness in a work-related matter on their scheduled day off, the employee shall have the option to receive pay or bank the time at their basic rate of pay.
- (c) Where the Employer requires the employee to participate in a workplace investigation that is required by legislation or Employer policy, and where such investigation meeting cannot be scheduled on the employee's regular work day, the Employer will compensate the employee for the investigation meeting time at their basic rate of pay.
- (d) An employee required to attend a court proceeding as a party to that proceeding, occasioned by the employee's private affairs, shall receive a leave of absence without pay for the required absence; or, in the alternative, the employee may use banked time in lieu of overtime, general holiday, or vacation time.

#### **11:07 Union Leave**

An employee requesting to be absent from work on approved Union business shall be granted a reasonable leave of absence for such purpose, subject to operational requirements. The Employer shall continue to pay the employee in a regular manner and the Union will reimburse the Employer for the salary and benefits accruing to the employee during **their** leave of absence and for any other extra cost incurred by the Employer.

Should an employee requesting Union leave be scheduled for vacation at that time, the Employer shall credit the employee with alternate days of vacation equivalent to the number of days of approved Union leave.

Except in cases of emergency, at least three (3) days advance notice of request for such leave will be given by the employee or the Union.

**11:08 An employee who is on an unpaid leave of absence will accrue benefits in accordance with Article 8:03.**

**11:09 Compassionate Care Leave**

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least thirty (30) days of employment **with the Employer** as of the intended date of leave.
- (b) An employee who wishes to take a leave under this **Article** must give the **Employer** notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totalling no more than **twenty-eight (28)** weeks, which must end not later than **fifty-two (52)** weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
  - (i) A family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
    - (A) The day the certificate is issued; or
    - (B) If the leave was begun before the certificate was issued, the day the leave began; and
  - (ii) The family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

**For certainty, a leave may be taken after the end of the twenty-six (26) week period set out in the physician's or nurse practitioner's certificate, and no additional certificate is required.**

- (e) A family member for the purpose of this Article shall be defined as:
- (i) A spouse or common-law partner of the employee, **including partner.**
  - (ii) A child of the employee or a child of the employee's spouse or common-law partner.
  - (iii) A parent of the employee or a parent of the employee's spouse or common-law partner.
  - (iv) A brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild, or grandparent of the employee or of the employee's spouse or common-law partner.
  - (v) A current or former foster parent of the employee or of the employee's spouse or common-law partner.
  - (vi) A current or former foster child, ward, or guardian of the employee, or of the employee's spouse or common-law partner.
  - (vii) The spouse or common-law partner of a person mentioned in any of the **Articles 11:09(e)**(iii), (iv), (v), and (vi).
  - (viii) Any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage, or common-law relationship.
- (f) An employee may end their compassionate leave earlier than **twenty-eight (28)** weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this **Article**, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer

shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

- (g) Seniority shall accrue as per Article 8:03(c) and 8:05(d).
- (h) **One (1) Week Employment Insurance (EI) Wait Period Served**  
Subject to the provisions of Article **16:10**, an employee may apply to utilize income protection of up to five (5) days to cover part or all of the Employment Insurance waiting period. An employee may also apply to utilize up to an additional five (5) days of income protection in the week immediately following the discontinuation of payments of Employment Insurance Compassionate Care benefits.

**No Employment Insurance Wait Period Required**

Should an employee not be required to serve a wait period before the commencement of Employment Insurance Compassionate Care benefits, the benefits under (h) above will be paid in the two (2) weeks following the discontinuation of payments of Employment Insurance Compassionate Care benefits.

- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for **bereavement leave** as outlined in Article **11:04** and **21:09**.

**11:10 Interpersonal Violence Leave**

For the purpose of this Article, the meaning of “Common-law Partner”, “Dependant”, “Interpersonal Violence”, and “Parent” are as defined in sections 59.9(1) and 59.11(1) of the Manitoba Employment Standards Code.

- (a) An employee is entitled to interpersonal violence leave if:
  - (i) The employee or a dependent is a victim of interpersonal violence; and



- (ii) The employee has been employed by the same Employer for at least ninety (90) days.
- (b) An employee is entitled to both the following periods of interpersonal violence leave in each fifty-two (52) week period:
  - (i) Leave of up to ten (10) days, which the employee may choose to take intermittently or in one (1) continuous period.
  - (ii) Leave of up to seventeen (17) weeks to be taken in one (1) continuous period.
  - (iii) Employees may take the leave in any order that meets their individual circumstances.
- (c) An employee may take an interpersonal violence leave only for one (1) or more of the following purposes as they relate to the employee or to a dependent:
  - (i) To seek medical attention in respect of a physical or psychological injury or disability caused by the interpersonal violence.
  - (ii) To obtain services from a victim services organization.
  - (iii) To obtain psychological or other professional counselling.
  - (iv) To relocate temporarily or permanently.
  - (v) To seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the interpersonal violence.
  - (vi) Any other prescribed purpose.
- (d) For the purpose of this Article, a child is also considered to be a victim of interpersonal violence if they are directly or indirectly exposed to interpersonal violence experienced by:

- (i) A parent.
  - (ii) A parent or child of a person referred to in (i) above.
  - (iii) A spouse or common-law partner of the child.
  - (iv) A child of the child.
  - (v) Any other person who lives with the child as member of their family.
- (e) Subject to Article 11:10(f), leave taken under this Article is unpaid leave.
- (f) An employee shall be granted up to five (5) days of leave in a fifty-two (52) week period as paid leave, provided that when giving notice under Article 11:10(h) the employee notifies the Employer which days, if any, are to be paid leave.
- (g) If an employee takes any part of a day as leave under this Article, the Employer may count that day as a day of leave for the purpose of this Article.
- (h) An employee who wishes to take leave under this Article must provide as much notice as is reasonable and practicable under the circumstances.
- (i) An employee who has taken leave under Article 11:10(b)(iii) may end their leave earlier than the date specified by giving the Employer written notice of at least two (2) weeks. Where an employee has been provided necessary time off under this Article, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

- (j) An employee taking leave under this Article may be required to provide the Employer with reasonable verification of the necessity of the leave upon request.
- (k) Situations involving interpersonal violence shall be treated in strict confidence by both the Employer and the Union (where relevant) except where disclosure may be required to ensure the safety of the employee or the staff, is required by law, or where the employee has given consent.

11:11 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs. Employees will pay the Employer's and employee's share of Group Health, Dental, Group Life, and D&R when on any period of unpaid leave of absence.

#### Article 12 Hours of Work

12:01 Regular daily, biweekly, and annual hours of work for full-time employees shall consist of one (1) of the following:

- (a) Eight (8) hours per day, eighty (80) hours biweekly, and two thousand eighty (2080) hours per year; or
- (b) Seven and three-quarters (7.75) hours per day, seventy-seven and one half (77.50) hours biweekly, and two thousand fifteen (2015) hours per year; or
- (c) Seven and one-half (7.50) hours per day, seventy-five (75) hours biweekly, and one thousand nine hundred fifty (1950) hours per year; or
- (d) Seven and one-quarter (7.25) hours per day, seventy-two and one-half (72.50) hours biweekly, and one thousand eight hundred eighty-five (1885) hours per year.

- (e) For clarification purposes it is understood that the daily hours of work in (a), (b), (c), and (d) above are referenced in this Collective Agreement as eight (8) hour shifts.

**12:02 Meal Periods**

- (a) An unpaid meal period will be scheduled by the Employer and will be one-half ( $\frac{1}{2}$ ) hour **in duration**.
- (b) An employee who is required **by the Employer** to remain in the work site during the meal period shall receive pay at overtime rates for the entire meal period.
- (c) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

**12:03 Employees will be allowed a** rest period of fifteen (15) minutes, away from the work station **or client**, during each consecutive three (3) hour period of work, or unless otherwise mutually agreed to between the Employer and the employee.

**12:04 Applicable to Home Support Workers only**

The total client assignment on any given workday shall not be less than one (1) paid hour or more than eight (8) paid hours within the available work period and may include the requirement to work a split shift.

**12:05 Applicable to Home Support Workers only**

Employees who may be required to work split shifts shall:

- (a) Receive a premium of six dollars and seventy-five cents (\$6.75) per shift. Split shift premiums will only be paid once per twenty-four (24) hour calendar day.
- (b) The premium referred to in Article 12:05(a) shall not be included in the calculation of any benefits.
- (c) A “Split Shift” is defined as any two (2) or more daily work assignments that include a scheduled unpaid break period of

one (1) hour and fifteen (15) minutes or more. Assignments that cross 2400 hours (midnight) on consecutive days do not constitute a split shift.

- (d) Split shift premium is not payable on the time period that may fall between the employee's regular EFT assignment and additional hours that the employee may pick up.
- (e) If however the employee accepts an additional client assignment, and the client assignment has an unpaid break period of more than one (1) hour and fifteen (15) minutes, the employee shall be eligible for a split shift premium, provided that they have not as yet received a split shift payment of that twenty-four (24) hour calendar day.

**12:06** This Article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer.

**12:07** Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the department head or designate and shall not result in overtime costs to the Employer. **Requests for interchanges shall be granted if reasonably possible.**

**12:08** Cancelled Shifts

(a) Not Applicable to Home Support Workers

Except as provided in Article 21, an employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at **their** basic rate of pay; however, when such employee works any portion of **their** scheduled shift, **the employee** shall receive pay for that entire shift.

(b) Applicable to Home Support Workers only

Where necessary to meet the EFT hour commitment of an employee or to maintain provision of service, an employee may be

temporarily reassigned to other work of another base location for which they are qualified. It is understood that such reassignment will only occur within a fifty kilometre (50km) radius of the originating base location unless a greater distance is mutually agreed between the Employer and the employee. Should reassignment as contemplated above not be possible, the employee shall receive pay for the scheduled hours not worked. Travel time and mileage will be paid to the employee in accordance with the Collective Agreement.

For purposes of clarity in scheduling and communication:

- Assignments under (i)(A) below will be referred to as “Cancelled Assignments”;
  - Assignments under (i)(B) below will be referred to as “Rescheduled Assignments”; and
- (i) Where an employee is unable to complete their assignment due to client circumstances, the following will apply:
- (A) Where the employee arrives at the client residence and the client is not home, or, the employee is notified of a cancelled assignment that day:
- (1) The employee must call in to the appropriate office.
  - (2) If alternate work is available at that time they will be reassigned.
  - (3) If no alternate work is available, the employee will be paid for the cancelled assignment.
- (B) Where it becomes known that the client will not be available for an assignment on another calendar day:
- (1) Alternate work will be provided within the available work period on the days remaining within the current pay period.

- (2) The assignment will be as close to the employee's existing work schedule, as client/operational requirements permit.
- (3) If no alternate work is available within the remainder of the pay period, the employee will be topped up for the pay period for the missed assignment.

(C) Travel time and other expenses shall be paid as applicable.

**12:09 Not Applicable to Home Support Workers**

Whenever an employee is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, they shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

**Article 13 Shift Schedules**

**13:01** Shift schedules for a minimum of a two (2) week period shall be posted in each department of the site at least two (2) weeks in advance of the beginning of a scheduled period. Except in cases of emergency, shifts within the minimum two (2) week period shall not be altered after posting except by mutual agreement between the employee and the Employer.

Once a shift schedule has been posted, employees may request time off. Such requests will not be unreasonably denied.

**13:02 Applicable to Home Support Workers Only**

(a) Shift schedules, including the available work period within which work will be scheduled, will be established for each employee and maintained. Each employee's work schedule (i.e. client assignment) will be provided to the employee in writing on a biweekly basis. When changes to the assignments are made these

**shall be communicated verbally by the Resource Coordinator or designate with as much notice as possible.**

Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each **shift pattern**.

- (b) The Employer has the right to assign work within the available work period of an employee in order to maintain their respective EFT. The available work period on any given day will be available for the scheduling of work.**
- (c) Daily hours or work may fluctuate due to changing client needs. Down time within the daily hours of work shall be filled first, and if unable to fill, then the biweekly EFT will be maintained.**

**13:03** As soon as reasonably possible after making a decision to proceed with a significant change to the normal work day, start and finish times, normal work week, or normal **shift pattern** the Employer will hold a meeting to discuss such changes with the affected employees. The Union shall receive seven (7) days' notice of such meeting. Following the meeting after due consideration of all feedback, if the Employer still plans to implement the change, the affected employees will be given at least four (4) weeks' notice. Notice time may be adjusted by mutual agreement between the employee, Employer and the Union.

**13:04** **Shift patterns shall, unless otherwise mutually agreed, provide for the following:**

- (a) An employee shall not be required to change shifts without first receiving a minimum of two (2) consecutive shifts off duty (minimum fifteen [15] hours), unless otherwise agreed to between the employee and the Employer.**



- (b) Employees shall be assigned alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) No employee shall be scheduled to work more than seven (7) consecutive days (less if reasonably possible). An employee scheduled to work seven (7) consecutive days, will receive every second weekend off and/or consecutive days off.
- (d) Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each **shift pattern**.

**13:05 Relief Positions and Schedules**

A “Relief Position” is a full-time or part-time position that has a non-recurring shift pattern. Shifts shall be scheduled in accordance with Articles 13:01 to 13:04 or the applicable ten (10) or twelve (12) hour Memorandum of Understanding and may be assigned to work various units/sites/programs. The following conditions shall apply to relief positions:

- (a) Relief positions are created by the Employer, the positions shall be posted as per Article 9 and shall include the base location(s).
- (b) The rotation shall be a non-recurring shift pattern and posted as per Article 9:01.
- (c) The job posting will identify that the shift pattern may be different for each posted schedule.
- (d) Consultation shall occur with the individual employee prior to the posting of the shift schedule.
- (e) In the event the employee is assigned to more than one (1) worksite, transportation reimbursement will be provided in accordance with Article 40.

**13:06 Float Positions and Schedules**

A “Float Position” is a full-time or part-time position that has a recurring shift pattern. Shifts shall be scheduled in accordance with Article 13:04 or the applicable ten (10) or twelve (12) hour Memorandum of Understanding and may be assigned to work various units/sites/programs.

The following conditions shall apply to float positions:

- (a) Float positions shall be posted in accordance with Article 9 and shall include the base location (if appropriate) and the unit(s)/site(s) where the employee will work.
- (b) Shift replacement for an absent employee shall be determined by the Employer and if required, subject to Article 21:07.
- (c) Subject to Article 13:01 and 13:04, float schedules shall have recurring shift patterns and are assigned to a unit(s) or site(s) based on patient care requirements.
- (d) In the event the employee is assigned to more than one (1) worksite, transportation reimbursement will be provided in accordance with Article 40.

**13:07** Where an error of awarding a shift occurs, the employee will be scheduled for a shift similar to the shift that was missed and will be scheduled as supernumerary at the time of scheduling.

#### **Article 14 Overtime**

**14:01** Overtime shall be all time authorized by the Employer and worked in excess of regular daily or biweekly hours of work as specified in Article 12:01.

**Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 14:02.**

**14:02 Effective August 22, 2022:**

- (a) Overtime shall be compensated at two times (2x) the employee's basic rate of pay for authorized overtime hours worked in any one (1) day.**
- (b) Employees shall be compensated at one times (1x) their basic rate of pay for authorized overtime due to a missed paid rest period.**
- (c) Employees shall be compensated at two and one-half times (2<sup>1/2</sup>x) the employee's basic rate of pay for authorized overtime worked on a general holiday.**

**14:03 Overtime may be cancelled by the Employer prior to the employee reporting for duty as follows:**

- (a) Except as stated in (b) below, notification for the cancellation of overtime shall be provided a minimum of three (3) hours prior to the commencement of the start of the overtime period.**
- (b) In the event the overtime was authorized within three (3) hours of the commencement of the overtime period, the overtime may be cancelled as soon as reasonably possible.**
- (c) Should the employee report for duty prior to the cancellation of the overtime, the employee shall be paid three (3) hours at overtime rates.**

**14:04 By mutual agreement between the Employer and the employee, overtime may be accumulated to a maximum of seventy-seven and one-half (77.50) hours at any one time. Any overtime in excess of seventy-seven and one-half (77.50) hours shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March 31 of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the employee in the last pay period of the fiscal year on a separate cheque without a surcharge.**

- 14:05** When overtime is required, it shall be offered to the most senior qualified volunteer employee(s) in the classification employed at the site and when there are no volunteer employees, such duty shall be assigned starting with the most junior employee within the classification on duty.
- 14:06** Overtime worked as a result of the changeover from Daylight Saving Time to Central Standard Time shall be deemed to be authorized overtime.
- 14:07** A meal shall be provided or **ten dollars (\$10) (effective August 22, 2022)** in lieu of shall be paid to an employee **working overtime** when said employee works in excess of two (2) hours **of a shift or when an employee is called to work within three (3) hours of the start of a shift.**
- 14:08** Employees working two (2) consecutive shifts **shall not get the period of overlap paid twice. Employees will receive their basic rate of pay for the period of overlap.**
- 14:09** In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift, in which case regular meal/rest periods shall occur.

### **Article 15 General Holidays**

- 15:01** The following are recognized as general holidays for purposes of this **Collective** Agreement:

New Year's Day (January 1)	<b>Terry Fox Day (la journée Terry Fox)</b>
Louis Riel Day ( <b>la journée Louis Riel</b> )	
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day ( <b>November 11</b> )
Canada Day (July 1)	Christmas Day (December 25)
<b>Day of Truth and Reconciliation (September 30)</b>	Boxing Day ( <b>December 26</b> )

And any other day proclaimed as a holiday by federal or provincial authorities.

**Both full-time and part-time employees may be scheduled to work general holidays.**

- 15:02** An employee required to work on a general holiday will be paid at the rate of one and one-half times (1½x) **their** basic rate of pay.
- 15:03** Subject to Article **15:06**, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional days pay at the basic rate shall be granted in lieu.
- 15:04** **Subject to Article 15:06, if a general holiday falls on the regular day off of an employee or during their annual vacation, they shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, a days' pay at the basic rate shall be granted in lieu.**
- If a general holiday falls on a day previously requested as a vacation day, the employee may substitute the general holiday for the vacation day. Such requests shall be made in writing prior to the commencement of the affected vacation period.
- 15:05** If a general holiday falls on a day on which an employee is receiving income protection benefits, it shall be paid as a holiday and not deducted from income protection credits.
- 15:06** Full-time employees shall be allowed to maintain up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. The employee shall submit **their** request for time off at least two (2) weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. If compensating time off is impractical to

schedule by March 31, of any year, the employee shall receive **their** regular rate of pay for all days banked.

**15:07 Applicable for Home Support Workers only**

**The Employer is not required to schedule the employee for their previous EFT hours on the general holiday.**

**Where a general holiday falls on the employee's normally scheduled day of work and the employee's hours are reduced due to service reductions, the Employer shall notify the employee at least two (2) weeks in advance of the general holiday and all hours scheduled on the general holiday shall be scheduled consecutively with a minimum three (3) hour block and no available work period shall apply.**

**Article 16 Income Protection**

**16:01** The provision of income protection is for the sole purpose of insuring an employee a continuing income during periods of bona fide **injury or illness, unless provided for otherwise in the Collective Agreement.**

**16:02** An employee who is absent from scheduled work due to illness, disability, quarantine, or because of an accident for which compensation is not payable by the Workers Compensation **Board (WCB)** or Manitoba Public Insurance **(MPI)** as a result of a motor vehicle accident, shall receive **their** regular basic pay to the extent that **they have** accumulated income protection credits.

(a) **Upon providing reasonable notice as outlined in (d) below, the necessary time off with pay to attend appointments** for medical, dental, and chiropractic examinations or treatments, including reasonable travel time, shall be granted **to an employee** and such time off shall be chargeable against the employee's accumulated income protection credits, providing the following conditions are met:

(i) Whenever possible, appointments are to be made on the employee's day off or at a time when **the employee** is not on duty.

If not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the **workplace**;

- (ii) **The employee endeavours to make reasonable efforts to attend a practitioner within their community; and**
  - (iii) **When non-local resources are utilized, necessary time up to a maximum of one (1) day may be claimed from income protection.**
- (b) **Subject to (d) below, as soon as an employee is aware of a date upon which surgery will occur, they shall notify their manager, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.**
  - (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
  - (d) Reasonable notice for pre-scheduled medical, dental, or chiropractic examination or treatment will be seventy-two (72) hours. An employee undergoing elective surgery shall, if possible, give fourteen (14) days' notice except in cases of emergency.
  - (e) **An employee may utilize income protection for any period of time where the employee's presence constituted a health hazard for patients/clients/residents and/or other employees and the employee was instructed by the Employer to not report to work or leave their place of duty.**

**16:03** An employee who will be absent under the conditions outlined in **Article 16:01** shall inform **their** supervisor prior to the commencement of

**their** next scheduled shift(s) in accordance with the procedure determined by the unit/department/base location.

An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question:

Prior to the Day Shift	One (1) Hour
Prior to Evening Shift	Three (3) Hours
Prior to Night Shift	Three (3) Hours

- 16:04** Income protection shall accumulate at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days for each full month of service.
- 16:05** Income protection credits will accumulate on the same basis as seniority is accrued under Article 8.
- 16:06** During the probationary period, as per Article **9:06**, an employee may claim accumulated income protection credits. However, should an employee be terminated prior to the expiry of the above referenced probationary period, income protection credits paid to the employee will be recovered by the Employer.
- 16:07** The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.
- 16:08** If an employee is to be absent for illness for a period exceeding **their** income protection, including **Employment Insurance (EI) benefits, the employee** must request, or cause someone on **their** behalf to request, a leave of absence in writing for the expected duration of convalescence within ten (10) days of **their** last paid day of income protection.



In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months. The employee will be responsible to notify **their manager (or designate)** every month to update the Employer regarding **their** medical status as well as **their** expected date of return.

**16:09 Income Protection and Workers Compensation**

- (a) (i) An employee who becomes injured or ill in the course of performing **their** duties must report such injury or illness as soon as possible to **their** immediate supervisor.
- (ii) An employee unable to work because of a work-related injury or illness will inform the Employer immediately in accordance with established procedures, **and must also contact the Workers Compensation Board (WCB) to begin the claim process. Upon being notified by WCB that the claim has been filed, the Employer will forward their report to WCB in a timely manner, so not to delay the claim.**

Workers Compensation payment will be paid directly to the employee by WCB.

- (iii) Where an employee has applied for WCB benefits and where a loss of normal salary would result while awaiting a WCB decision, the employee may elect to submit a written application to the Employer requesting an advance subject to the following conditions:
  - (A) Advance payment(s) shall not exceed the employee's basic **pay** as defined in Article **3:02** (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and **Employment Income (EI)** contributions.
  - (B) The advance(s) will cover the period of time from the date of injury until the date the final WCB decision is received; however, in no case shall the total amount of the advance

exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.

- (C) The employee shall reimburse the Employer by assigning sufficient WCB payments to be paid directly to the Employer to offset the total amount of the advance.
  - (D) In the event WCB disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
  - (E) Upon written request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (b) (i) An employee who has accumulated sufficient income protection credits may elect to submit a written application to the Employer requesting that the Employer supplement WCB payments. The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic **pay** as defined in Article **3:02** of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions, and Employment Insurance contributions.
- (ii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted, or until one hundred nineteen (119) calendar days have elapsed since the first day of supplement, whichever occurs first.

- (iii) Subject to the provisions of each plan the employee may request in writing that the Employer **reimburse the employee** from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan, long term disability plan, and group life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self payments to the Employer to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.
  - (iv) Further to this, the Employer shall notify the Workers Compensation Board of salary adjustments at the time they occur.
  - (v) If at any time it is decided by the Workers Compensation Board that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by the Workers Compensation Board, then such payment shall not be payable.
- (c) **Income Protection and Manitoba Public Insurance**
- (i) Where an employee is unable to work because of injuries sustained in a motor vehicle accident **the employee** must advise **their** supervisor as soon as possible and **they** must submit a claim for benefits to Manitoba Public Insurance (MPI). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.
  - (ii) Subject to (i) above, where an employee has applied for MPI benefits and where a loss of normal salary would result while awaiting a MPI decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:

- (A) Advance payment(s) shall not exceed the employee's basic **pay** as defined in Article **3:02** (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and **Employment Insurance** contributions.
  - (B) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.
  - (C) The employee shall reimburse the Employer by assigning sufficient MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by MPI directly to the employee.
  - (D) In the event that MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this **Collective** Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
  - (E) Upon request, the Employer will provide a statement to the employee indicating amount of advance payment(s) made and repayment(s) received by the Employer.
- (d) (i) **An** employee who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement MPI payments.
- (ii) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic **pay** as defined in Article **3:02** of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada

Pension Plan contributions, and Employment Insurance contributions.

- (iii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted.
- (iv) If at any time it is decided by Manitoba Public Insurance that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by Manitoba Public Insurance, then such payment shall not be payable.
- (e) Where a work assessment period or a modified return to work period is recommended by MPI, the Employer shall make every reasonable effort to arrange for such assessment/return subject to MPI covering all related costs.

The Employer agrees to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled employees. The Union shall be notified and involved if there is a request for a rehabilitation and Return to Work Program for employees. The Employer and the Union shall review the provisions of the program and ensure that the work designated is within **their** restrictions and limitations.

- 16:10** For each one and one-quarter ( $1\frac{1}{4}$ ) days of income protection accumulated, one (1) day (eighty percent [80%]) shall be reserved exclusively for the employee's personal use as outlined in Article **16:02**. The remaining one-quarter ( $\frac{1}{4}$ ) of a day (twenty percent [20%]) shall be reserved for either the employee's personal use as outlined in Article **16:02**, or for use in the event of family illness as specified in Article **16:11**. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes. In the employee's first year of employment, amend one (1)

day to read three-quarters ( $\frac{3}{4}$ ) of a day, and amend one-quarter ( $\frac{1}{4}$ ) of a day to read one-half ( $\frac{1}{2}$ ) of a day.

- 16:11** Subject to the provisions of Article **16:10**, an employee may utilize income protection for the purpose of providing care in the event of an illness of a spouse, child, or parent. **Travel to and attendance at non-routing, emergent, or critical medical appointments or treatments comes within the meaning of providing care in the event of an illness.**
- 16:12** Where an employee has been provided necessary time off due to scheduled surgery, and where the surgery is subsequently cancelled, and where the Employer has made arrangement for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional costs.
- 16:13** **Applicable to Home Care Direct Service Staff only**  
**Where the employee is not at work due to illness, the Employer is only responsible for fulfilling the EFT commitment that is scheduled on the remaining scheduled work days within that pay period plus paying the employee for any hours they may have worked on a partial day of illness.**

## Article 17 Annual Vacation

- 17:01** The vacation year shall be from April **1** in the one (1) year to March **31** in the next year. Notwithstanding these dates, vacation entitlement shall be calculated as at the end of the last full pay period of the vacation year.
- 17:02** An employee who has completed less than one (1) years continuous employment as of March 31 will be granted vacation based on a percentage of regular hours worked, in the new vacation year.
- 17:03** Annual vacation shall be earned at the rate of:
- 15 working days per year commencing in the **first** year of employment.
  - 20 working days per year commencing in the **fourth** year of employment.

- 25 working days per year commencing in the **eleventh** year of employment.
- 30 working days per year commencing in the **twenty-first** year of employment.

Vacation entitlement for the vacation year following completion of the **third**, **tenth**, and **twentieth** years of continuous employment shall be determined by a pro rata calculation based upon the two (2) rates of earned vacation.

**17:04** In recognition of length of service, each full-time employee shall receive one (1) additional week of vacation (five [5] days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (i.e. twenty-fifth, thirtieth, thirty-fifth, fortieth, etc.) anniversary of employment.

The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.

Part-time employees shall be entitled to a pro rata portion of this benefit.

**17:05** The Employer will post a projected vacation entitlement list not later than two (2) months prior to the vacation cut off dates as per Article **17:01**. Priority in the selection of dates shall be given to the employees having the most seniority within each **unit/department/base location**.

Beginning March 1 of each year the manager or designate shall arrange an appointment with each employee, in order of seniority, so that the employee may confirm or amend **their** choice of vacation dates, in writing. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

An employee who fails to participate in the vacation meeting scheduled for them shall not have preference in the choice of vacation time where other employees have indicated their preference.

Employees in term positions as per Article **9:07**, will be considered to be assigned to the **unit/department/base location** they will be working in on the dates they select for their respective vacation.

All requests for vacation leave will be subject to approval of the employee's supervisor or the designated Administrative Officer based on operational requirements.

- 17:06** The Employer will post an approved vacation schedule of the projected vacation entitlement list within the **unit/department/base location** at each site no later than the first day of the new vacation year. Vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 17:07** Vacation earned in any vacation year is to be taken in the following vacation year as per Article **17:01**.
- 17:08** In the event that an employee is hospitalized during **their** vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled at a time mutually agreed upon between the Employer and the employee within the available time periods remaining during the vacation year. Proof of such hospitalization shall be provided if requested.
- 17:09** Where an employee is subpoenaed for jury duty or in receipt of WCB benefits during **their** period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during the vacation year, subject to Article **17:07**.
- 17:10** Vacation entitlement will be payable at the employee's basic hourly rate of pay.
- 17:11** An employee who transfers to a different unit or department after vacation requests have been approved will have **their** vacation scheduled by the manager of the new unit in consultation with the employee within the time periods remaining during the vacation year.



**17:12** An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) **the basic rate of pay** for all hours worked and the vacation day will be rescheduled.

An employee who volunteers to work on a scheduled vacation day will be paid at the straight time rate and the vacation day will be rescheduled as mutually agreed.

**17:13** **Vacation requests to be reviewed and responded to in a timely manner.**

### **Article 18 Salaries and Increments**

**18:01** Employees shall be paid in accordance with **the Salary Schedule** attached to and forming part of this **Collective** Agreement. The granting of increases shall be contingent upon the employee having performed **their** duties in a satisfactory fashion.

**18:02** (a) Salaries shall be paid biweekly to each employee in accordance with **their classification** listed in **the Salary Schedule**.

(b) Upon discovery of a payroll error, the employee/Employer is responsible to report such error in pay to the Employer/employee as soon as possible.

(c) Errors in pay equivalent to one (1) full day (7.75 hrs) of regular pay or less made by the Employer shall be corrected on the next payday.

(d) Where there is money owing to the employee in excess of one (1) day (7.75 hrs) of regular pay, the employee shall, upon request, be paid by supplemental pay or manual cheque as soon as possible within the three (3) calendar days following the day the error was reported.

**18:03** Individual salary increases resulting from the wage schedule shall be implemented on the employee's increment date, regardless of position or classification. When an unpaid leave of absence in excess of four (4) weeks is granted, the annual increment for the employee shall move forward in direct relation to the length of the leave.

- 18:04** (a) Employees temporarily assigned to relieve or replace employees in positions covered by this Collective Agreement that are higher than their normal class, shall be paid **seventy cents (\$0.70) (effective August 22, 2022) or the first step on the pay scale of the classification of which they are replacing, whichever is the greater** per hour for hours so assigned.
- (b) An employee assigned to temporarily perform the duties of an employee in a lower rated classification shall continue to receive the rate for **their** regular duties.
- (c) **Applicable to Interlake-Eastern Regional Health Authority only**  
A Housekeeping Aide assigned to work in the **Operating Room and/or Family Birthing Unit** will receive a **responsibility pay** for all hours worked, **in accordance with Article 18:04(a)**.
- 18:05** An employee assigned, by the Employer, to temporarily relieve or replace an employee whose position is outside of the bargaining unit will be paid eighty cents (\$0.80) per hour above their existing rate of pay, **or the first step on the pay scale of the classification of which they are replacing from another bargaining unit, whichever is the greater.**
- 18:06** (a) When an employee reports to work and is requested to work in a lower paid classification, the employee shall be paid **their** current rate of pay.
- (b) When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.
- (c) When an employee voluntarily works a shift in accordance with (b) above, and the employee has previously attained a higher increment level in that classification than what (b) provides, the employee will be paid at the step that they had previously attained in the lower paid classification.

**18:07** Where employees are **not provided a uniform by the Employer, but are** required to wear uniforms while on duty, the Employer shall provide a uniform allowance of **ten cents (\$0.10) (effective August 22, 2022)** per hour for all hours worked.

**When an employee is receiving the above allowance, the uniform must conform to the standards established by the Employer.**

**The employee will be responsible for the purchasing, laundering, and maintenance of said uniform.**

**When an employee is provided a uniform, the Employer may elect to launder and/or maintain the uniform. Where the Employer does not elect to launder and/or maintain the uniform, the employee will be responsible for the laundering, altering, and maintenance of the uniform. If uniforms provided become damaged or are no longer presentable during the course of their duties, the Employer will replace said uniform piece.**

**18:08** On an individual basis, the Employer will review the possibility of assisting in recertification processes.

**18:09** Where employees are required by the Employer to wear CSA approved safety boots at all times when on duty, the Employer agrees to reimburse said full-time and part-time employees up to **(effective August 22, 2022) one hundred thirty-five dollars (\$135) every twelve (12) months, or two hundred seventy dollars (\$270) every twenty-four (24) months** for the purchase of CSA approved safety boots. Satisfactory proof of purchase must be provided to the Employer by the employee for reimbursement.

Probationary employees will be eligible for reimbursement upon the successful completion of their probation.

## Article 19 Premiums

**19:01** Employees required to work the majority of their hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) [**three dollars and five cents (\$3.05) effective August 22, 2022**] per hour for that shift.

**Effective April 1, 2023, the night shift premium shall increase to three dollars and fifty cents (\$3.50) per hour.**

**19:02** Employees required to work the majority of their hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) [**one dollar and twenty-five cents (\$1.25) effective August 22, 2022**] per hour for that shift.

**Effective April 1, 2023, the evening shift premium shall increase to two dollars (\$2.00) per hour.**

The evening shift premium shall also be applicable to each hour worked after 1600 hours on a modified day or evening shift during which at least two (2) hours are worked after 1600 hours.

**19:03** A weekend premium of one dollar and **sixty-five cents (\$1.65)** per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

**Effective April 1, 2023, the weekend premium shall increase to two dollars (\$2.00) per hour.**

**19:04** Shift premium and weekend premium will not be payable while an employee is off duty for any reason.

## Article 20 Notice of Termination of Employment

**20:01** An employee may terminate **their** employment with the **Employer** by giving the following written notice:

- (a) One (1) week before the date of termination, if the employee's service is less than one (1) year; or
- (b) Two (2) weeks before the date of termination, if the employee's service is one (1) year or more.

**20:02** Employment may be terminated by the Employer with written notice provided as follows:

<u>Period of Employment</u>	<u>Notice Period</u>
Less than one (1) year	One (1) week
At least one (1) year and less than three (3) years	Two (2) weeks
At least three (3) years and less than five (5) years	Four (4) weeks
At least five (5) years and less than ten (10) years	Six (6) weeks
At least ten (10) years	Eight (8) weeks

Employment may be terminated with lesser notice:

- (a) By mutual agreement between the Employer and the employee; or
- (b) During the probationary period of a new employee; or
- (c) In the event an employee is dismissed for sufficient cause to justify lesser or no notice.

**20:03** **The Employer may give equivalent basic pay in lieu of notice.**

**20:04** **Subject to other provisions contained in this Collective Agreement relative to termination of employment, the Employer will make available all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement on the pay deposit applicable to the pay period in which the termination date has occurred. Where an employee's employment is terminated by the Employer, the Employer will make available within ten (10) calendar days after termination, all**

amounts due to the employee including unpaid wages and pay in lieu of unused vacation time.

Unless otherwise provided for by Service Canada, the Employer will issue an electronic Record of Employment (ROE) to Service Canada within five (5) calendar days after the end of the pay period in which an employee's interruption of earnings occurs.

**20:05** The employee agrees to return all equipment, keys, identification, uniforms, and other items belonging to the Employer upon termination.

### **Article 21 Special Provisions Re: Part-time Employees**

**21:01** Part-time employees are entitled to the benefits provided for under this Collective Agreement on a pro rata basis based on their regular hours worked. **Seniority and benefits may accrue up to a maximum of full-time equivalent.**

Without limiting the generality of the forgoing, the following provisions shall apply.

#### **21:02 Income Protection in Case of Illness**

**(a)** Part-time employees shall accumulate income protection credits on a pro rata basis, in accordance with this formula:

$$\frac{\text{Hours paid at regular rate of pay}}{\text{Full-time hours}} \times \text{Entitlement of a full-time employee}$$

**(b)** Part-time employees may claim payment from accumulated income protection credits only for those hours they were regularly scheduled to work but were unable to work due to illness, consistent with Article **21:07(c)(i)**.

### 21:03 Annual Vacations

(a) Entitlement to Vacation Pay

Part-time employees shall earn and accrue entitlement to vacation pay on a pro rata basis in accordance with the following formula:

Example of Entitlement to Vacation Pay

Employee 'A' is a part-time employee, listed as .5EFT. In the previous year, 'A' worked more than .5 of the full-time hours, and in fact worked 1410 hours. 'A's entitlement to vacation pay would be based on a prorating factor of:

$$\frac{1410}{2015} = .7 \text{ Prorating factor}$$

(b) Entitlement to Vacation Time

Actual entitlement to vacation time for part-time employees shall be based on years of service as provided for in Article **17:03**.

Example of Entitlement to Vacation Time

Employee 'A' is in **their** fifth year of employment. Employee 'A' is entitled to twenty (20) working days per year of vacation time. For greater certainty, the term "Working Days" means days on which Employee 'A' is regularly scheduled to work.

(c) Entitlement to Receive Vacation Pay and Vacation Time

(i) Initial Selection of Vacation Time

Part-time employees shall have an initial right to indicate their preference to dates on the basis of the procedure set out at Article **17:05**. During this initial procedure for vacation selection, part-time employees shall be allowed to indicate their preference up to a maximum on the basis of the prorating of their vacation time entitlement in accordance with the following formula:

$$\text{Prorating factor} \times \frac{\text{Entitlement to vacation time}}{\text{vacation time}} = \frac{\text{Number of vacation days}}{\text{(working days)}}$$

Example of Initial Selection

During the initial selection procedure set out at Article **17:05**, Employee 'A' shall have the right to indicate in writing **their** preference as to the following maximum number of vacation dates:

.7 x 20 = 14 working days

(ii) Selecting the Balance of the Vacation Time

After the initial selection set out in **Article 21:03(b)(i)** above has been completed, the selection of the balance of vacation time shall be at the option of the part-time employee but shall be governed by the last sentence of paragraph 1 of Article **17:05**.

Example of Selecting the Balance of Vacation Time

Employee 'A' would have the option to select the following number of working days in order to exhaust **their** vacation time entitlement:

.3 x 20 = 6 working days

Alternate Example

In the event that Employee 'A' chose to select twelve (12) working days of vacation time in the initial selection, Employee 'A' would have the option to later select up to eight (8) working days in order to exhaust **their** vacation time entitlement.

(iii) Operational Requirements

The provisions of Article **17:05** dealing with operational requirements apply equally to the selection procedures set out in subsection (i) and (ii) above.

(iv) Receipt of Vacation Pay

Unless a part-time employee requests to be paid in accordance with one of the four (4) options set out below, and to the extent that **the**



**employee** still has unused vacation pay, a part-time employee shall be paid **their** regular rate of pay for the number of hours **the employee** was scheduled to work on the working day taken as vacation time. An employee may choose to request to receive vacation pay in accordance with the one of the four (4) options:

- (A) Partial pay divided equally over **their** entire vacation time entitlement; or
  - (B) Full pay for vacation days up to such point as **their** vacation pay is exhausted; or
  - (C) A combination of (A) or (B) above; or
  - (D) Partial or full vacation pay as set out above for a portion of the vacation time and the balance of vacation pay in a lump sum regardless of whether the part-time employee intends to take any unused vacation time at a future date in the vacation year.
- (d) An employee requested to report to work on a scheduled day of vacation shall receive two times (2x) for all hours worked and the vacation day will be rescheduled.

An employee who volunteers to work on a scheduled vacation day will be paid at the straight time rate or at the applicable overtime rate and the vacation day will be rescheduled as mutually agreed.

**(e) Applicable to Home Support Workers Only**

**The Employer is not required to maintain the employees' biweekly EFT during time periods the employee utilized vacation.**

**21:04 General Holidays**

Part-time employees will be paid four-point-six-two percent (4.62%) **(five percent [5%] effective September 30, 2021)** of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each regular pay deposit.

General holiday pay earned in accordance with the above shall be considered as paid hours for the purpose of accruing seniority.

**Where a general holiday falls on a part-time employee's normally scheduled day of work, and the employee is not scheduled to work due to service reductions, the Employer, at the request of the employee, will endeavor to schedule an equivalent number of hours payable at straight time rates. This request must be made prior to the date of the general holiday and is subject to availability of work and shall not be unreasonably denied.**

**Applicable to Home Support Workers Only**

**The Employer is not required to schedule the employee for their previous EFT hours on the general holiday.**

**Where a general holiday falls on an employee's normally scheduled day of work and the employee's hours are reduced due to service reductions, the Employer shall notify the employee at least two (2) weeks in advance of the general holiday and all hours scheduled on the general holiday shall be scheduled consecutively with a minimum three (3) hour block and no available work period shall apply.**

**21:05 Overtime**

Part-time employees shall be entitled to overtime rates **in accordance with Article 14:02** when authorized to work in excess of the daily or biweekly hours of work as specified in Article **12:01**.

**21:06 Increments**

Salary increments for part-time employees will be granted after completion of the **equivalent full-time annual hours of work** dictated in **Article 12:01** until the maximum of the appropriate salary schedule (scale) is attained.

**21:07 Assignment of Additional Hours**

- (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours, shall be offered such work, when available, provided they are **qualified, trained, and** able to perform the

required duties **(for Home Support Workers this shall include but is not limited to client continuity, client specific training, gender, and/or availability of vehicle).**

It is understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.

Such additional hours shall be allocated on the basis of seniority as follows:

(i) **Not Applicable to Home Support Workers**

(A) First among those employees meeting the provisions above within that site who have requested additional hours.

(B) Second among those employees meeting the provisions above within the sites comprising the **Employer** who have requested additional hours.

(ii) **Applicable to Home Support Workers Only**

**First consideration shall be from among EFT employees in the applicable base location (i.e. community area office); thereafter, consideration shall be given as follows:**

**(A) Casual employees from within the base location;**

**(B) EFT employees from outside the base location;**

**(C) Casual employees from outside the base location.**

**Any additional hours assigned to a part-time employee may be cancelled prior to its commencement and the employee is not entitled to be paid for those assignments.**

- (b) Should a part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, **the employee** will henceforth be offered additional hours at the sole discretion of the Employer until the next seniority list is posted.

- (c) (i) Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.
  - (ii) Additional hours worked by a part-time employee shall be included in the determination of **seniority, accumulated** vacation pay, accumulated income protection credits, and general holiday pay in accordance with Article **21:01**.
  - (iii) When a part-time employee is scheduled to work additional shifts for a period of time as described under **Article 9:08** (Term Position), **the employee** shall be entitled to income protection benefits and bereavement leave.
- (d) Part-time employees may accept additional hours on a scheduled vacation day but shall not have preference for said hours.**

**21:08 Occupying More Than One (1) Position - Concurrent Employment**

- (a) Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position with the Employer. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more than one (1) position, the employee will have the option of assuming the position applied for and relinquishing their former position.
- (b) At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT, however, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee, and the Union.
- (c) Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time, (i.e. status will not be converted to full-time), and the provisions of **Article 21** will apply based on the total of all active positions occupied, unless otherwise specified in this Article.

- (d) All salary-based benefits, i.e., Group Life, Pension, D&R, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- (e) All accrued employee benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- (f) Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/**facility/base location** supervisor/manager **or designate**, and will be considered independently, based on the operational requirements of each department/**facility/base location**.
- (g) Employees taking on an additional position **in the same or different classification shall be entitled to a trial period as outlined in Article 9:03.**
- (h) Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one (1) of the positions occupied.

**21:09 Bereavement Leave**

- (a) An employee shall be allowed to take up to four (4) consecutive calendar days off **without loss of pay and benefits**, one (1) of which shall be the day of interment, **funeral**, cremation, **or initial memorial service**, in the case of the death of a:
  - (i) Spouse, common-law spouse, or fiancé.
  - (ii) Parent, step parent, **latest foster parent**, former legal guardian, parent-in-law.
  - (iii) Sibling, sibling's spouse, spouse's sibling.
  - (iv) Child, child's spouse, step-child, grandchild.
  - (v) **Grandparent, grandparent-in-law.**

(vi) Any other relative or foster child who was residing in the same household at the time of their death.

One (1) day may be retained for use in the case where actual interment, **funeral, cremation, or initial memorial service** is at a later date.

- (b) Bereavement leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend an **internment, funeral, or initial memorial service** more than two hundred **twenty-five kilometres (225kms)** from the **employee's home**, or may be granted at the Employer's discretion if the travel required is less than two hundred **twenty-five kilometres (225kms)** from the **employee's home**.
- (c) **Provided that the employee has not received bereavement leave in accordance with (a) above, necessary time off to attend an interment, funeral, or initial memorial service as follows:**
- (i) **Pallbearer leave - up to one (1) day at basic pay shall be granted.**
  - (ii) **Mourner leave - up to one (1) day at basic pay may be granted, subject to operational requirements.**
- (d) The time off as referenced to in (a), (b), and (c) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, **i.e.** days off, vacation periods, **general** holidays, and days during which income protection is being utilized.

#### **21:10 Compassionate Care Leave**

**Part-time employees shall be entitled to Compassionate Care Leave as per Article 11:09.**

## Article 22 Committees

- 22:01** The parties hereto agree to a joint committee being established to deal with such matters of mutual concern as may arise from time to time in the operation of the site and/or **Employer**.
- 22:02** The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members, unless mutually agreed otherwise. The local Union committee shall be appointed by the local Union Executive may at any time have a representative from the Manitoba Government and General Employees' Union.
- 22:03** The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place. Where an employee is required to use **their** own vehicle to travel to attend meetings of the Committee at a location other than **their** work site, **the employee** shall be reimbursed by the Employer in accordance with the Province of Manitoba mileage rates.
- 22:04** The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.
- 22:05** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary as per **The Manitoba Safety and Health Act**.

**22:06** A Safety Committee, as per **The Workplace Safety and Health Act**, shall be established to examine all aspects of safety and health measures within the **Employer**.

### **Article 23 Pre-retirement Leave**

**23:01** Employees retiring in accordance with the following:

- (a) Retire at age sixty-five (65) years; or
- (b) Retire after age sixty-five (65) years; or
- (c) Have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
- (d) Employees who have completed at least ten (10) years continuous employment with the Employer, whose age plus years of that employment equal eighty (80);

shall be granted retirement bonus on the basis of four (4) days per year of employment.

**23:02** Calculation of **pre-retirement leave** entitlement shall begin from the date of the employee's last commencing employment with the Employer and shall be based on the employee's total **paid hours actually worked from date of hire to the date of retirement**.

**23:03** Employees retiring in accordance with the conditions of Article 23:01 shall be granted **pre-retirement leave** as specified on the following basis.

Calculations will be based on the following formula:

$$\frac{\text{Total paid hours actually worked from date of hire}}{\text{full-time hours}} \times \text{Four (4) days}$$

**23:04** Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.



**23:05** Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this Collective Agreement.

**23:06** **Applicable to Healthcare Employees Pension Plan (HEPP)**

**Participants only**

Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions.

Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

**23:07** Where an employee is entitled to pre-retirement **leave** in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement **leave** shall be paid to **their** estate.

**23:08** **An employee who has received a pre-retirement leave under the provisions of this Article that is re-hired by any Employer that is part of any Employers Organization will not be entitled to receive the pre-retirement benefit again.**

**Article 24 Benefits - HEB/HEPP**

**24:01** **Dental Plan**

The parties agree that during the life of this **Collective** Agreement, Healthcare Employees Benefit Plan (HEB MANITOBA) sponsored Dental Plan will be cost-shared on a 50/50 basis.

**24:02** **Disability and Rehabilitation Plan**

The Disability and Rehabilitation Plan with benefit levels, as determined by the HEBP Board of Trustees, shall continue to be implemented for all eligible employees.

The Employer will contribute to a maximum of two-point-three percent (2.3%) of base salary to fund the Provincial Disability and Rehabilitation Plan.

The Employer agrees to fund its share of costs on an administrative service basis as required and in addition, the Employer will provide a net reserve to cover future benefits for employees on the disability plan.

The parties agree that income protection will be used to offset the elimination period. Once the elimination period has been exhausted, the eligible employee will commence drawing disability benefits. An employee may claim income protection for a period of time not to exceed the elimination period.

It is understood that the elimination period for the Disability Rehabilitation Plan is one hundred nineteen (119) calendar days.

**24:03** The Employer will provide full-time and part-time employees, within their first three (3) months of employment, information related to the current available benefits plans; or upon request the same information may be provided through the appropriate administrative contact.

**24:04** The Employer agrees to continue to participate in the HEB Manitoba jointly trusted pension plan and the benefit plan in accordance with the provisions of the applicable plan text.

## **Article 25 Changes in Classification**

**25:01** In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.

**25:02** Unless the Union objects in writing within thirty (30) calendar days following such notification, the classification and salary range shall become established and form part of **the Salary Schedule** of this **Collective** Agreement.

- 25:03** If the Union files written objection, as per Article 25:02, then the parties hereto shall commence negotiations forthwith and attempt to reach agreement as to an appropriate salary range.
- 25:04** Failing agreement, the matter may be referred to arbitration in accordance with Article 7.
- 25:05** At any time after an employee has been in a classification for three (3) months, **they** shall have the right to request a review of **their** classification if **the employee** feels that the duties of the job have substantially changed from those of the classification job description.

**The employee shall submit the request in writing, with the assistance of the Union if they so choose, to both the manager and Human Resources and shall state what change in duties forms the basis of the review request.**

The Employer will examine the duties of the employee, compare them with the job description and give a decision as to the validity of the request.

If the decision given is not satisfactory to the employee, **they** may then treat this request for change in classification as a grievance as laid out in Article 6.

If at any time the Employer changes an existing job description, the employee(s) and Union will receive the revised copy of same.

## **Article 26 Sub-contracting**

- 26:01** It shall not be considered as sub-contracting should the Employer:
- (a) Merge or amalgamate with another health care facility/regional health authority or health care related facility; or
  - (b) Transfer or combine any of its operations or functions with another health care facility/regional health authority or health care related facility; or

- (c) Take over any of the operations or functions of another health care facility.

**26:02** In accordance with **Article 26:01**, employees will be given ninety (90) days' notice, and where the Employer is unable to provide alternate employment within the sites comprising the **Employer**, the employee shall be entitled to a choice of either:

- (a) Severance pay on the basis of two (2) weeks' pay at the regular basic rate for the position last occupied, for each year of employment with the Employer; or
- (b) The exercise of their seniority to displace a less senior employee in an equivalent or lower classification **with the Employer and** within the scope of this **Collective** Agreement, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

**26:03** If the Employer intends to sub-contract work which results in the displacement of one (1) or more employees, the Employer will notify the Union at least ninety (90) days in advance of such change and will make every reasonable effort to find suitable alternative employment with the site and/or **another site with the same Employer and within the scope of this Collective Agreement** for those employees so displaced and will guarantee to offer alternative employment with the site and/or **another site with the same Employer and within the scope of this Collective Agreement** to those employees who have thirty-six (36) months or more **continuous** service with the Employer. Any employee with more than thirty-six (36) months **of continuous** service accepting a position in a lower paid grade will continue at **their** present grade and will receive an increase only when the rate in **their** new scale, corresponding to **their** years of service, provides for an increase over **their** current **basic rate of pay**. **In any event, this red circling provision shall be limited to no more than one (1) year from the date of transfer or redeployment.**

**Article 27 Duration and Date of Ratification**

- 27:01** (a) This **Collective Agreement** shall be in full force and effect from April 1, **2017**, until March 31, **2024**.
- (b) The provisions of the **Collective Agreement** shall continue in effect following the expiry date until replaced by a new agreement or until the declaration of a strike or lockout, whichever occurs first.
- (c) The Union agrees to give the Employer at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of lockout.
- 27:02** Should either party desire to propose changes to this **Collective Agreement** they shall give notice in writing to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new **Collective Agreement**.
- 27:03** This **Collective Agreement** may be amended during its term by mutual agreement.
- 27:04** It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this **Collective Agreement** and further no employee in the unit shall strike during the term of this **Collective Agreement**.
- 27:05** **Ratification of this Collective Agreement occurred on August 22, 2022.**

## Article 28 Union Representation

- 28:01** The Union agrees to exchange with the Employer a current list of officers and authorized representatives and **their respective areas of responsibility** within fourteen (14) days of any change **occurring**.
- 28:02** The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Manitoba Government and General Employees' Union when negotiating or dealing with matters concerning the **Collective Agreement**.
- 28:03** When meeting with the Employer to conduct negotiations, the maximum number of employees who will be entitled to leave of absence without loss of basic pay or benefits shall be two (2) representatives.
- By mutual agreement between the Employer and the Union, employees required to make special presentations shall be allowed leave of absence with pay.
- 28:04** Union local representatives and stewards, with their respective supervisor(s) permission, may visit employees for the purpose of investigating complaints and the administration of the Collective Agreement but only with the prior authorization of the supervisor(s) of the employees involved. Such authorization shall not be unreasonably **sought or** withheld. To the extent possible and practical, all such union activities shall be conducted during off duty hours.

## Article 29 Respectful Workplace

- 29:01** The Employer and the Union jointly affirm that every employee shall be entitled to a respectful and safe workplace. The parties agree that there shall be no discrimination, interference, restriction, harassment, or coercion based on the applicable characteristics cited in Section 9 of the Human Rights Code of Manitoba, except as may be allowed under the Code.

**29:02 Harassment**

The Employer and the Union agree that no form of harassment, **disruptive workplace conduct, disrespectful behaviour, or violence** shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and **resolving** such problems, should they arise. Situations involving **sexual** harassment shall be treated in strict confidence by both the Employer and the Union, **except where disclosure is required by law.**

The definition of harassment shall consist of the definition contained in the Human Rights Code and The Workplace Safety and Health Act and shall further include the definition of harassment set out in the Respectful Workplace Policy as may be amended by the Employer from time to time.

Employees are **required** to review the Respectful Workplace **and Workplace Violence Prevention Program** policies.

### **Article 30 Representative Workforce**

**30:01 Health services across Manitoba are provided in facilities located on the original lands of First Nations and Inuit people, and on the homeland of the Métis Nation. Manitoba's health authorities respect that First Nations treaties were made on these territories and we dedicate ourselves to collaborate in partnership with First Nations, Inuit, and Métis (Indigenous) peoples in the spirit of reconciliation.**

The parties agree to collaborate in finding constructive ways of implementing the Calls to Action outlined by the Truth and Reconciliation Commission of Canada, June 2015 that are relevant to health and healthcare, including improving cultural competencies, improving health outcomes, supporting culturally appropriate healthcare services, and increasing the number of Indigenous employees in the health care system.

**30:02** The Union and the Employer agree with the goals of achieving a representative workforce for Indigenous peoples who are significantly underrepresented in the health workforce. Additional actions are needed to promote and facilitate employment of Indigenous peoples in health care occupations at all levels. The parties shall work collaboratively to:

- (a) Develop strategic initiatives and programs that:
- Foster mutual respect, trust, equity, open communication, and understanding.
  - Focus on recruiting, training, and career development of Indigenous staff.
  - Identify workplace barriers that may be discouraging or preventing Indigenous staff from entering and remaining in the workforce.
  - Foster reconciliation in race and cultural relations.
  - Promote the elimination of anti-Indigenous racism in the healthcare system.
- (b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce.

**30:03** The Employer will implement, and the parties will encourage all employees to participate in educational opportunities to promote awareness of cultural diversity with an emphasis on Indigenous peoples. This will include enhanced orientation sessions for new employees to promote cultural awareness. Anti-racism education will also be offered.

### **Article 31 Bulletin Boards**

**31:01** A bulletin board for the use of the Union will be provided by the Employer in each **facility**. All material posted must be submitted to the designated Administrative Officer and is subject to **their** approval.



**Article 32 Discharge, Suspension, Discipline, and Access to Personnel Files**

**32:01** An employee may be discharged or suspended for just cause. Such employee shall be advised promptly in writing of the reason for **their** dismissal or suspension, with a copy being sent to the local Union representatives.

**32:02** In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee. The employee may be accompanied at the meeting by a Union representative if **the employee** so desires. **The Employer shall notify the employee of the date and time of the meeting. An employee who wishes to have a Union representative present at the meeting shall contact the Union to make those arrangements in advance of the meeting occurring.**

Where possible, the Employer shall give the employee prior notice of the nature of the complaint.

No disciplinary document shall be placed on an employee's personnel file without the employee being given the opportunity to read the document.

**32:03** If the action referred to in the above **Article** results in a written warning, suspension, demotion, or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.

**32:04** Upon written request and at a mutually agreeable time at the site of employment, an employee shall be given the opportunity to examine any document which is placed in **their** personnel file, provided no part thereof is removed from the file, and **the employee's** reply to any such document shall also be placed in **their** personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of **their** file.

**32:05** An employee **may elect to provide authorization to the Employer for a designated Union representative and/or be accompanied in person** by a

Union representative if **the employee** so elects, to examine **their** personnel file on request as per **Article 32:04** of the Collective Agreement.

**32:06** There shall be one (1) personnel file maintained by the Employer for each employee.

**32:07** Where the Employer makes a written assessment of an employee's work performance, the employee shall be entitled to receive a copy. The employee shall sign the assessment indicating only that **the employee** has read and understands the contents. The employee may respond in writing to the assessment which shall become part of **their** record.

Any dispute relative to the substance of the written evaluation must be in writing and submitted within seven (7) days of the date of the employee's acknowledgement of the evaluation.

### **Article 33 Standby**

**33:01** **"Standby" shall refer to any period of time duly authorized by the Employer during which an employee is required to be immediately available by telephone or other contact and may be required to return to work without undue delay.**

**33:02** An employee who is designated by the Employer to be on standby shall be entitled for payment of two (2) hours basic pay for each (8) hour period or a pro rata payment for any portion thereof.

Standby allowance shall not be paid during any time during which an employee is actually called back to work.

**33:03** **Shift and weekend premiums are not applicable to periods of standby.**

**33:04** **Employees required to report back to work outside their regular working hours shall be paid a minimum of three (3) hours at the applicable rate of pay. Where an employee is called back within two (2) hours prior to the commencement of their next scheduled shift time the**

employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

**33:05** When an employee returning on a callback is on route and the callback is cancelled, the employee shall be paid for not less than one (1) hour at straight time rates.

**33:06** Telephone Calls Outside of Work Hours

When an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:

- (a) An employee who has not completed the regular daily hours of work shall be paid at their basic rate of pay for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at their basic rate of pay for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (b) An employee who has completed the regular daily hours of work shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultation(s) extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.

- (c) For the purposes of calculation as per (a) and (b) above, accumulated time spent on telephone consultation(s) shall be calculated from 0001 to 2400 hours daily.
- (d) Employees consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their supervisor for processing.
- (e) The parties agree that when an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the telephone consult shall not constitute a callback to work. If the telephone consult results in the employee having to attend to the workplace, it shall constitute a callback and be paid as per Article 33:04.

#### Article 34 Special Provisions - Casual Employees

- 34:01 A “Casual Employee” means an employee who does not hold an EFT position and is called by the Employer to replace an absent employee or to supplement regular staff coverage, subject to Article 21:07. The terms of this Collective Agreement do not apply to the casual employee, except as specified hereinafter.
- 34:02 Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly period.
- 34:03 Casual employees are paid in accordance with the salaries specified in the Salary Schedule. Increments will be granted after completion of the equivalent to full-time annual hours worked as specified in Article 12:01.
- 34:04 Casual employees are entitled to the shift premium(s) outlined in Article 19.

34:05 Casual employees required to work on a general holiday shall be paid as outlined in Article 15:02.

34:06 Casual employees shall be entitled to compensation for overtime worked in accordance with Article 14:01 and 14:02.

34:07 The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.

34:08 In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.

34:09 Retroactive to their first day of employment, seniority shall accumulate on the basis of all regular hours worked for the sole purpose of attaining a permanent or term position, subject to Article 8:02. Such casual seniority will not take priority over full-time or part-time employee seniority. Regular hours worked for seniority purposes shall also include any hours worked in a term position.

Effective August 22, 2022, the seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.

34:10 Articles 6 and 7 herein apply only with respect to the terms of this Article.

34:11 A casual employee shall be paid four-point-six-two percent (4.62%) [five percent (5%) effective September 30, 2021] of their basic pay in lieu of time off on general holidays. Such holiday pay shall be included in each pay deposit.

34:12 A full-time or part-time employee who resigns and who within thirty (30) calendar days is rehired as a casual employee shall be paid at the same increment step as the employee received in their former position.

**34:13** Casual employees will be entitled to the **Transportation Allowance** outlined in **Article 40**.

### **Article 35 Storm/Disaster Pay**

**35:01** If an employee is unable to attend work due to bad weather conditions and there are actual blizzard conditions, as declared by Environment Canada, or the Employer, or due to road closures as declared by the police agencies, or the Department of Highways, staff shall not be paid for such work missed, however, on written request, **the employee** will be allowed to use banked time in lieu of overtime, banked statutory holiday or vacation time.

**35:02** **Not Applicable to Home Support Workers**

If an employee is able to attend at work in spite of the above conditions, and they do so as soon as is possible and within one (1) hour of the scheduled start time, they shall be entitled to pay for the full shift.

### **Article 36 Education Leave**

**36:01** The Employer, where possible, will attempt to accommodate scheduling requests for employees who have been accepted into an educational program and wish to maintain an employment relationship with the Employer.

**36:02** Upon written request, the Employer shall give due consideration to an employee's request for educational leave of absence without pay.

**36:03** **Employees required by the Employer to complete online training, attend classes of instruction, or interdepartmental meetings outside their regular hours shall be paid at straight time rates for time spent in attendance or authorized time as determined by the Employer to complete the online training for such courses or be given equivalent time off.**

**36:04 Applicable to Home Support Workers Only**

Where an employee incurs transportation costs to attend training courses as in Article 36:03 above, they shall be reimbursed in accordance with the Province of Manitoba mileage rates.

**36:05** Staff will be advised on a regular and recurring basis of Employer sponsored specialized training opportunities and other in-services as they are made available.

### **Article 37 Loss Of or Damage To Personal Effects**

**37:01** In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for replacement of same.

**37:02** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft or damage to the employee's tools, equipment or personal effects, or for luxury items.

**37:03** Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

### **Article 38 Safety and Health**

**38:01** The Employer shall in accordance with the objects and purposes of The Workplace Safety and Health Act:

- (a) Ensure so far as is reasonably practicable, the safety, health, and welfare at work of all workers; and
- (b) Comply with The Workplace Safety and Health Act and Regulations.

- 38:02** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary.
- 38:03 (a)** A joint Safety and Health Committee, as per The Workplace Safety and Health Act, shall be established to examine all aspects of safety and health measures within the **workplace having regard for:**
- (i) The number of employees within the workplace.
  - (ii) The type of work performed in the workplace and the degree of hazard involved.
  - (iii) The complexity of the workplace operations, and the size, location, and nature of the workplace.
- (b)** The joint Safety and Health Committee shall hold meetings at least quarterly for jointly considering, monitoring, inspecting, investigating, and reviewing safety and health conditions and practices within the site. The duties of the committee include:
- (i) The receipt, consideration and disposition of concerns and complaints respecting the safety and health of workers;
  - (ii) Participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;
  - (iii) The development and promotion of measures to protect the safety and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
  - (iv) Co-operation with the occupational health service, if such a service has been established;
  - (v) Co-operation with a safety and health officer exercising duties under this Act or the regulations;



- (vi) The making of recommendations to the **E**mployer or prime contractor respecting the safety and health of workers;
  - (vii) The inspection of the workplace at regular intervals;
  - (viii) The participation in investigations of accidents and dangerous occurrences at the workplace;
  - (ix) The maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
  - (x) Such other duties as may be specified in this Act or prescribed by regulation.
- (c) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, posted on the Safety and Health bulletin boards, and supplied to the Workplace Safety and Health Division.
- (d) Recommendations for corrective actions shall be referred, in writing, to the CEO or designate and a response shall be provided to the Workplace Safety and Health Committee within **thirty (30)** days.

**38:04** The Employer and the Union agree that violent **or aggressive** behaviour shall not be condoned in the workplace and is further agreed that both parties will work together in recognizing and resolving such problems should they arise.

- (a) When the Employer is aware that a resident/patient/**client** has a history of aggressive behaviour the Employer will make such information available to employees who provide service to those residents/**patients/clients**.
- (b) Where such a program does not exist, the Employer shall develop an Aggressive Resident/Patient/**Client** Conduct Program. Prior to implementing such a program, the Employer shall receive a

recommendation from the Safety and Health committee. Such a program will include instruction and dissemination of information.

**38:05** The Employer shall provide information and preventative measures for those employees in contact with known infectious diseases where medically necessary to protect the employee or other residents/**patients/clients**.

**38:06** An employee may refuse to perform particular work where the employee has reasonable grounds to believe and does believe that the work is dangerous to **their** safety or health or the safety or health of another worker or another person. Where the employee refuses particular work, **they** shall immediately report the refusal and reasons therefore to **their** immediate supervisor. The Employer shall ensure that employees subsequently asked to perform this work are made aware of the original refusal. The immediate supervisor in conjunction with the appropriate authorities will ensure that the employee is not required to continue working under dangerous conditions.

Should any provisions of this Article be or become inconsistent with the applicable legislation, the legislation will supersede.

### **Article 39 Overpayments and Under Deductions**

**39:01** The Employer may not make deductions from wages unless authorized by statute, by court order, by arbitration award, by this **Collective** Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than **twelve (12)** months from date of discovery, provided:

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;
- (b) The proposed recovery is made in as fair and reasonable a manner as possible, and;

- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and employee.

**39:02** In the event the employee retires from, or leaves the employ of, the Employer before the Employer is able to fully recover an overpayment **or an under deduction** as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

**39:03** **“Under Deduction” shall include, but is not limited to, any statutory deduction, or any other amount for which the employee has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.**

- 39:04**
- (a) **All under deductions are considered to be an accounts receivable and will be deducted from an employee’s wages when discovered by the Employer.**
  - (b) **The deduction will be made in a fair and reasonable manner after notification to the employee and taking into consideration the amount of the account receivable and the purpose of the amount under deducted.**
  - (c) **Where an error has been made by the Employer in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery. The proposed recovery will be made over a period of time which is no less than the period during which the under deduction was made, unless otherwise agreed between the employee and the Employer.**

**(d) Employee Benefit Forms/Under Deduction**

**An employee failing to submit their benefit and/or pension forms on a timely basis or to ensure appropriate notification prior to a return from leave of absence may result in an under deduction.**

**In order to initiate or maintain continuity of benefits and pension contributions, under deductions will be corrected as soon as possible with the Employer and the employee making their required contributions.**

**Failure to do so may negate the availability of these benefits to the employee or may result in the employee having to provide evidence of proof of insurability to the benefit provider.**

**39:05 The Employer shall notify the employee of an overpayment or under deduction error by letter within ten (10) business days of discovery.**

- (a) Where the value of the overpayment or under deduction error is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred fifty dollars (\$150), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.**
- (b) Where the value of the overpayment or under deduction error exceeds ten percent (10%) of the employee's normal biweekly gross earnings and is more than one hundred fifty dollars (\$150), a detailed breakdown of the error will be included with the letter and upon request a meeting will be scheduled with the employee and the Union to discuss a proposed recovery schedule as soon as practicable.**

**Article 40 Transportation****40:01 Not Applicable for Home Support Workers**

- (a) An employee required to return to the facility/base location on a callback as referenced in Article 33:05 will have:
  - (i) Return transportation provided by the Employer; or
  - (ii) Reimbursement in accordance with the Province of Manitoba mileage rates if the employee uses their own vehicle.
- (b) Employees who are required to use their own personal vehicle for facility business which has been pre-authorized by the Employer shall be reimbursed by the Employer for all mileage accrued out-of-town trips and four dollars (\$4.00) for in-town trips per trip, whichever is greater.
- (c) Employees required to attend meetings outside the facility shall be reimbursed applicable transportation and mileage rates as outlined above and applicable travel time from work location.

**40:02 Applicable to Home Support Workers Only**

Where an employee is authorized to use their privately owned vehicle on the Employer's business the employee shall be reimbursed in accordance with rates paid by the Province of Manitoba contained in the Government Employees' Master Agreement (GEMA) for all travel between work locations. Where the Employer requires the employee to use their personal vehicle or where the employee's schedule is based on the use of a vehicle, the use of the privately owned vehicle shall be deemed to be authorized.

The Employer shall reimburse the employee for any distance travelled:

- (a) Greater than eight kilometres (8kms) to the first work assignment.
- (b) Greater than eight kilometres (8kms) to home from the last work assignment.

**40:03 Applicable to Home Support Workers only**

Where bus transportation is approved for travel between work locations employees shall be reimbursed transit expenses and travel time as per Article 40:04.

**40:04 Applicable to Home Support Workers only**

- (a) Travel time between worksites shall be considered time worked.
- (b) Travel time from the employee's home to the first work assignment of the day shall also be considered time worked but only where:
  - (i) The first assignment is to report to a client's residence, rather than to the base location to which the employee normally reports; and
  - (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and from the employee's home.
- (c) Travel time from the last work assignment of the day to the employee's home shall also be considered time worked but only where:
  - (i) The last assignment is at a client's residence, rather than at the base location to which the employee normally reports; and
  - (ii) The client's residence is more than twenty-four kilometres (24kms) away from the base location and the employee's home. Employees required by the Employer to attend a training course shall be paid at their regular hourly rate for all classroom hours.

**40:05 Applicable to Home Support Workers only**

- (a) Where an employee travels by bus between assignments on a split shift, the employee shall be reimbursed bus fare and the normal

time that would have been scheduled for travel between the assignments as if they were contiguous.

- (b) Where the employee is authorized to use their privately owned vehicle on a split shift the employee shall receive:
  - (i) Paid mileage at the appropriate rate for the distance between the assignments; and
  - (ii) Travel time as if the assignments were contiguous.
- (c) Where an employee is assigned a split shift with one (1) client, the employee shall be eligible for transportation cost and travel time to and from the client for the second and any subsequent assignments on the same day.

#### Article 41 Retroactive Wages

**41:01** All applicable retroactive wage adjustments shall be processed as soon as possible following ratification of the settlement by both parties. The anticipated timelines for processing of retroactive pay will be communicated to all current employees in an appropriate format.

Former employees are eligible to apply for applicable retroactive pay provided that they apply in writing within ninety (90) days after the ratification date.

Wherever possible retroactive pay will be made by separate direct deposit.

#### Article 42 Reasonable Accommodation and Return to Work

**42:01** Reasonable Accommodation

The parties recognize that the Manitoba Human Rights Code establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any

person or group where those needs are based on the protected characteristics as set out in the Manitoba Human Rights Code.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer, and the Union.

Where a need has been identified, the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful, and reasonable to the point of undue hardship. Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Union and the Employer, be waived.

When an accommodation is being implemented, the Employer and the Union agree to provide an orientation to affected employees concerning the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee being moved to a higher classification position, their new salary shall be determined in accordance with Article 9:04.

In the event the accommodation results in the employee being moved to a lower classified position, their new salary shall be determined in accordance with Article 9:05.

42:02 The Employer, the Union, and the employee(s) share a mutual concern for facilitating the return to work of ill, injured, or disabled employees. The Union shall be notified of any return to work initiatives with respect to any employee. The applicable parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work designated is within their restrictions and limitations as documented by a qualified medical practitioner.



**Return to work placement may occur within a fifty kilometre (50km) radius of the originating site unless a greater distance is mutually agreed between the Employer and the employee.**

IN WITNESS WHEREOF A representative of Interlake-Eastern Regional Health Authority has hereunto set their hand for, and on behalf of, Interlake-Eastern Regional Health Authority and a representative of Manitoba Government and General Employees' Union has set their hand for, and on behalf of, Manitoba Government and General Employees' Union.

Signed this 22 day of August, 2023.

For the Employer:

A handwritten signature in blue ink that reads "Kerry Doga".

---

A handwritten signature in black ink that reads "B. V. Rawan".

---

For the Union:

A handwritten signature in blue ink, appearing to be "B. V. Rawan".

---

A handwritten signature in black ink that reads "Shelly Rousseau".

---

## Schedule "A"

Effective April 1, 2006

Full-time Employee Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5
Daily	Annual						
7.25	1885	0	1,885	3,770	5,655	7,540	9,425
7.50	1950	0	1,950	3,900	5,850	7,800	9,750
7.75	2015	0	2,015	4,030	6,045	8,060	10,075
8.00	2080	0	2,080	4,160	6,240	8,320	10,400

## Long Service Step

Applicable to former Community Support

- (a) Effective April 1, 2023 a Long Service Step equivalent to two percent (2%) shall be added to the Salary Schedule. Employees shall be eligible for the Long Service Step identified in the Salary Schedule upon completion of the following:
- (i) Twenty (20) or more years of continuous service; and
  - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.
- (b) Employees who do not meet the above criteria on April 1, 2023 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in (a) above.

**Note #1:** For the purpose of (a) and (b) continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT, or Term).

Applicable to former Facility Support

- (a) Effective October 1, 2014 a Long Service Step equivalent to two percent (2%) shall be added to the Salary Schedule. Employees shall be

eligible for the Long Service Step identified in **the Salary Schedule** upon completion of the following:

- (i) Twenty (20) or more years of continuous service; and
  - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.
- (b) Employees who do not meet the above criteria on October 1, 2014 shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in (a) above.

Note #1: For the purpose of (a) and (b) continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT, or Term).

**Schedule “B” - Site List**  
**Community and Facility Support**

**Bargaining Unit: Interlake-Eastern Health Region Employers Organization**

Employer List	Site List
Interlake-Eastern Regional Health Authority (IERHA) (Direct Operations)	Arborg and District Health Centre, includes Personal Care Home (Arborg) Beausejour Health Centre Berens River Renal Health Centre EM Crowe Health Centre, includes Personal Care Home (Eriksdale) East Gate Lodge (Beausejour) Fisher Branch Personal Care Home Highway 302 (Beausejour) Hodgson Renal Health Centre Johnson Memorial Hospital (Gimli) Kin Place Personal Care Home (Oakbank) Lac du Bonnet Personal Care Home - Winnipeg River Health District Lakeshore District Health Centre, includes Personal Care Home (Ashern) Lundar Personal Care Home Pinawa Hospital - Winnipeg River Health District Pine Falls Health Complex (includes Sunny wood Manor Personal Care Home) Selkirk Regional Health Centre Stonewall and District Health Centre (includes Rosewood Lodge) Teulon Hunter Memorial Health Centre (includes Goodwin Lodge Personal Care Home) Whitemouth Health District Personal Care Home Home Care Program Mental Health Program Primary Health Program Public Health Program
Betel Home Foundation*	Gimli Site Selkirk Site

\*Identifies non-transferred sites

**Schedule “C” - MGEU Base Locations  
Community and Facility Support  
October 6, 2022**

**Bargaining Unit: Interlake-Eastern Health Region Employers Organization**

<b>Employer List</b>	<b>Site List</b>	<b>Base Location</b>
Interlake-Eastern Regional Health Authority (IERHA) (Direct Operations)	<b>Arborg and District Health Centre</b> (includes Arborg Personal Care Home)	<b>Arborg and District Health Centre</b> 234 Gislason Drive Arborg MB R0C 0A0  <b>Arborg Personal Care Home</b> 233 St. Phillips Drive Arborg MB R0E 0C0
	<b>Beausejour Health Centre</b>	<b>Beausejour Health Centre</b> 151 First Street Beausejour MB R0E 0C0
	<b>Berens River Renal Health Centre</b>	<b>Berens River Renal Health Centre</b> General Delivery Berens River First Nation MB
	<b>EM Crowe Health Centre</b> (includes Personal Care Home)	<b>EM Crowe Health Centre</b> 40 Railway Avenue Eriksdale MB R0C 0W0
	<b>East Gate Lodge</b>	<b>East Gate Lodge</b> PO Box 1690, 646 James Avenue Beausejour MB R0E 0C0
	<b>Fisher Branch Personal Care Home</b>	<b>Fisher Branch Personal Care Home</b> 7 Chalet Drive Fisher Branch MB R0C 020
	<b>Highway 302</b>	<b>Highway 302</b> 71107 Highway 302, Box 209 Beausejour MB R0E 0C0
	<b>Hodgson Renal Health Centre</b>	<b>Hodgson Renal Health Centre</b> Box 190 Hodgson MB R0C 1N0
	<b>Johnson Memorial Hospital</b>	<b>Johnson Memorial Hospital</b> 120 6 <sup>th</sup> Avenue Gimli MB R0C 1B0
	<b>Kin Place Personal Care Home</b>	<b>Kin Place Personal Care Home</b> 689 Main Street Oakbank MB R0E 1J0
<b>Lakeshore District Health Centre</b> (includes Personal Care Home)	<b>Lakeshore District Health Centre</b> 1 Steenson Drive Ashern MB R0C 0E0	

<b>Employer List</b>	<b>Site List</b>	<b>Base Location</b>
	<b>Lundar Personal Care Home</b>	<b>Lundar Personal Care Home</b> 97 1 <sup>st</sup> Street South Lundar MB R0C 1Y0
	<b>Pine Falls Health Complex</b> (includes Sunnywood Manor Personal Care Home)	<b>Pine Falls Health Complex</b> 37 Maple Street Powerview-Pine Falls MB R0E 1M0
	<b>Selkirk Regional Health Centre</b>	<b>Selkirk Regional Health Centre</b> 120 Easton Drive Selkirk MB R1A 2M2
	<b>Selkirk Corporate</b>	<b>Selkirk Corporate</b> 233A Main Street Selkirk MB R1A 1S1
	<b>Stonewall and District Health Centre</b>	<b>Stonewall and District Health Centre</b> 589 3 <sup>rd</sup> Avenue S Stonewall MB R0C 2Z0  <b>Rosewood Lodge Personal Care Home</b> 513 1 <sup>st</sup> Avenue N Stonewall MB R0C 2Z0
	<b>Teulon Hunter Memorial Health Centre</b> (includes Goodwin Lodge Personal Care Home)	<b>Teulon Hunter Health Centre</b> 165 3 <sup>rd</sup> Avenue SE Teulon MB R0C 3B0
	<b>Whitemouth District Health Personal Care Home</b>	<b>Whitemouth District Health Personal Care Home</b> PO Box 160, 75, Hospital Street Whitemouth MB R0E 2G0
	<b>Lac du Bonnet Personal Care Home - Winnipeg River Health District</b>	<b>Lac du Bonnet Personal Care Home</b> 75 McIntosh Street Lac du Bonnet MB R0E 1A0
	<b>Pinawa Hospital - Winnipeg River Health District</b>	<b>Pinawa Hospital</b> 30 Vanier Drive Pinawa MB R0E 1L0
	<b>Home Care Program</b>	<b>Arborg Community Health Office</b> (includes Riverton) 317 River Road W Arborg MB R0C 0A0 <b>Ashern Community Health Office</b> 43 Railway Avenue S Ashern MB R0C 0E0 <b>Beausejour Community Health Office</b> 151 1 <sup>st</sup> Street S Beausejour MB R0E 0C0

Employer List	Site List	Base Location
		<p><b>Fisher Branch Community Health Office</b> 23 Main Street Fisher Branch MB R0C 0Z0</p> <p><b>Gimli Community Health Office</b> 589 3<sup>rd</sup> Avenue Gimli MB R0C 1B0</p> <p><b>Lac du Bonnet Primary Health Centre</b> 89 McIntosh Street Lac du Bonnet MB R0E 1A0</p> <p><b>Lundar Community Health Office</b> (includes Eriksdale) 97 1<sup>st</sup> Street S Lundar MB R0C 1Y0</p> <p><b>Oakbank, Kin Place Health Centre</b> 689 Main Street Oakbank MB R0E 1J0</p> <p><b>Pinawa Primary Health Complex</b> 30 Vanier Drive Pinawa MB R0E 1L0</p> <p><b>Pine Falls Health Complex</b> 37 Maple Street Powerview-Pine Falls MB R0E 1M0</p> <p><b>Selkirk Community Health Office</b> 237 Manitoba Avenue Selkirk MB R1A 0Y4</p> <p><b>St Laurent Community Health Office</b> 51 Parish Lane St Laurent MB R0C 2S0</p> <p><b>Stonewall District Health Centre</b> 589 3<sup>rd</sup> Avenue S Stonewall MB R0C 2Z0</p> <p><b>Teulon Community Health Office</b> 162 3<sup>rd</sup> Avenue SE Teulon MB R0C 2B0</p> <p><b>Whitemouth District Health Centre</b> 75 Hospital Street Whitemouth MB R0E 2G0</p>
	<b>Primary Health Program</b>	<p><b>Arborg Primary Health Centre</b> 234 Gislason Drive Arborg MB R0C 0A0</p> <p><b>Ashern Primary Health Centre</b> 1 Steenson Drive Ashern MB R0C 0E0</p>



Employer List	Site List	Base Location
		<b>Beausejour HEW Primary Health Care Centre</b> Box 1208, 31 1 <sup>st</sup> Street S Beausejour MB R0E 0C0
		<b>Beausejour Primary Health Centre</b> Box 550, 151 1 <sup>st</sup> Street S Beausejour MB R0E 0C0
		<b>Eriksdale Primary Health Care Centre</b> 35 Railway Avenue Eriksdale MB R0C 0W0
		<b>Fisher Branch Primary Health Centre</b> Box 370, 23 Main Street Fisher Branch MB R0C 0Z0
		<b>Gimli Primary Health Care Centre</b> Box 250, 120 6 <sup>th</sup> Avenue Gimli MB R0C 1B0
		<b>Lac du Bonnet Primary Health Centre</b> 89 McIntosh Street Lac du Bonnet MB R0E 1A0
		<b>Lundar Community Health Office</b> 97 1 <sup>st</sup> Street S Lundar MB R0C 1Y0
		<b>Oakbank, Kin Place Primary Health Care Centre</b> 689 Main Street Oakbank MB R0E 1J0
		<b>Pinawa Primary Health Complex</b> 30 Vanier Drive Pinawa MB R0E 1L0
		<b>Pine Falls Primary Health Care Centre</b> 37 Maple Street Powerview-Pine Falls MB R0E 1M0
		<b>Riverton Community Health</b> 68 Main Street Riverton MB R0C 2R0
		<b>St Laurent Community Health Office</b> 1 Parish Lane St Laurent MB R0C 2S0
		<b>Selkirk Quick Care</b> 3 - 1020 Manitoba Avenue Selkirk MB R1A 4M2
		<b>Whitemouth District Health Centre</b> 75 Hospital Street Whitemouth MB R0E 2G0

Employer List	Site List	Base Location
		<b>Winnipeg Beach Primary Care Clinic</b> 54 Main Street, Box 247 Winnipeg Beach MB
		<b>Hugh Primary Health Care Centre</b> 31 1 <sup>st</sup> Street S Beausejour MB R0E 0C0
	<b>Public Health Program</b>	<b>Arborg Community Health Office</b> 317 River Road W Arborg MB R0C 0E0
		<b>Ashern Community Health Office</b> 43 Railway Avenue S Ashern MBnnR0C 0E0
		<b>Beausejour Community Health Office</b> 151 1 <sup>st</sup> Street S Beausejour MB R0E 0C0
		<b>Eriksdale Wellness Centre</b> 35 Railway Avenue Eriksdale MB R0C 0W0
		<b>Fisher Branch Community Health Office</b> 23 Main Street Fisher Branch MB R0C 2Z0
		<b>Gimli Community Health Office</b> 589 3 <sup>rd</sup> Avenue Gimli MB R0C 1B0
		<b>Lac du Bonnet Primary Health Centre</b> 89 McIntosh Street Lac du Bonnet MB R0E 1A0
		<b>Lundar Community Health Office</b> 97 1 <sup>st</sup> Street S Lundar MB R0C 1Y0
		<b>Oakbank, Kin Place Health Centre</b> 689 Main Street Oakbank MB R0E 1J0
		<b>Pinawa Primary Health Complex</b> 30 Vanier Drive Pinawa MB R0E 1L0
		<b>Pine Falls Health Complex</b> 37 Maple Street Powerview-Pine Falls MB R0E 1M0
		<b>Riverton Community Health Office</b> 68 Main Street NE Riverton MB R0C 2R0
		<b>Selkirk Community Health Office</b> 237 Manitoba Avenue Selkirk MB R1A 0YR

Employer List	Site List	Base Location
		<p><b>St Laurent Community Health Office</b> 51 Parish Lane St Laurent MB R0C 2S0</p> <p><b>Stonewall Community Health Office</b> 589 3<sup>rd</sup> Avenue S Stonewall MB R0C 2Z0</p> <p><b>Teulon Community Health Office</b> 162 3<sup>rd</sup> Avenue SE Teulon MB R0C 3B0</p> <p><b>Whitemouth District Health Centre</b> 75 Hospital Street Whitemouth MB R0E 2G0</p>
	<b>Mental Health Program</b>	<p><b>RAAM Clinic</b> (Rapid Access to Addictions Medicine Clinic) 237 Manitoba Avenue Selkirk MB R1A 0Y4</p> <p><b>Crisis Stabilization Unit</b> 448 Queen Avenue Selkirk MB R1A 1G1</p> <p><b>Mobile Crisis Unit &amp; Community Mental Health</b> 446 Main Street Selkirk MB R1A 1V7</p> <p><b>Arborg Community Health Office</b> Box 423 Arborg MB R0C 0A0</p> <p><b>Ashern Community Health Office</b> Box 310 Ashern MB R0C 0E0</p> <p><b>Beausejour Health Centre</b> 151 1<sup>st</sup> Street, Box 550 Beausejour MB R0E 0C0</p> <p><b>Health Education Wellness Primary Health Care Centre</b> 31 1<sup>st</sup> Street S, Box 1208 Beausejour MB R0E 0C0</p> <p><b>Gimli Community Health Centre</b> Box 250, 120 6<sup>th</sup> Avenue Gimli MB R0C 1B0</p> <p><b>Lac du Bonnet Health Centre</b> Box 1030, 89 McIntosh Street Lac du Bonnet MB R0E 1A0</p> <p><b>Lundar Health Centre</b> Box 296 Lundar MB R0C 1Y0</p>

Employer List	Site List	Base Location
		<b>Kin Place Health Complex</b> 689 Main Street, Box 28 Oakbank MB R0E 1J0 <b>Stonewall District Office</b> 589 3 <sup>rd</sup> Avenue S Stonewall MB R0C 2Z0 <b>Selkirk Community Office</b> 202 - 446 Main Street Selkirk MB R1A 1V7 <b>Teulon Health Centre</b> Box 89 Teulon MB R0C 3B0 <b>Whitemouth Health Centre</b> 75 Hospital Street Whitemouth MB R0E 2G0 <b>Pine Falls Health Complex</b> Box 2000 Pine Falls MB R0E 1M0
Betel Home Foundation*	<b>Gimli Site</b>	<b>Gimli Site</b> Box 10, 96 1 <sup>st</sup> Avenue Gimli MB R0C 1B0
	<b>Selkirk Site</b>	<b>Selkirk Site</b> 212 Manchester Avenue Selkirk MB R1A 0B6

\*Identifies non-transferred sites.

- Errors and Omissions Excepted
- PHLRS reserves the right to add to, modify, or delete sites.

**Memorandum of Understanding FSM-1**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Civil Liability**

---

Upon written request from the Union, the Employer will meet with the bargaining unit representatives to outline current civil liability coverage for MGEU employees.

Signed this 22 day of August, 2023.

For the Employer:



---

B. V. Rawan

---

For the Union:



---



---

**Memorandum of Understanding FSM-2**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Expanded Staff Mobility**

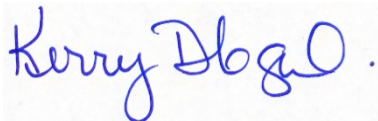
---

The parties agree to participate in a multi-union, multi-employer committee to discuss expanding the scope of the current staff mobility agreement in order to facilitate the movement of staff within and across the acute, long term, and community health care sectors as required to address systemic needs.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-3**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Job Descriptions**


---

The Employer agrees to provide to the Union a complete set of the respective MGEU **Facility Support** Bargaining Unit job descriptions within ninety (90) days of the signing of this Collective Agreement.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-4**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)****Re: Modified Shifts of Less than Regular Hours of Work**

---

The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than **the regular hours of work as outlined in Article 12** (hereinafter referred to as “regular hours of work”).

- (a) The terms and conditions of the Collective Agreement shall apply to part-time employees working shifts of less than regular hours of work except as provided thereafter.
- (b) Shifts of three (3) three to five (5) paid hours shall include one (1) fifteen (15) minute rest period.
  - Shifts of greater than five (5) paid hours up to and including six (6) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period.
  - Shifts of greater than six (6) hours up to the regular **daily** hours of work **for that classification** shall include two (2) fifteen (15) minute rest periods and exclude one (1) thirty (30) minute unpaid meal break.
- (c) In the event that an employee is required to work beyond the end of **their** scheduled shift, **the employee** shall be paid for all hours worked beyond the shift at **their basic rate of pay** up to the regular **daily** hours of work **for that classification**. Overtime rates of pay shall be applicable for time worked in excess of regular hours work, in accordance with **Article 12:01**.



Note: Paragraph **(b)** does not preclude the Employer from establishing a shift of less than three (3) hours.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Dogo.

---

B. Y. Rawan

---

For the Union:

Bob D.

---

Jelly Rousseau

---

**Memorandum of Understanding FSM-5**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Provincial Multi-union Support Sector Advisory Committee**

---

The parties acknowledge that in order to support the delivery of effective patient/resident/client care, it is necessary to have an adequate supply of trained employees. The parties acknowledge that availability of qualified employees may differ throughout the province and there may need to be consideration of unique regional challenges.

Therefore the parties agree to establish a Provincial Support Sector Advisory Committee with representation from the Employers and the unions. Union representation shall be a maximum of six (6) representatives or elected union officials. The Committee shall meet quarterly, the purpose of which will be:

- To identify classifications that are experiencing current or anticipated shortages of trained staff including, but not limited to XXXXX.
- To identify training requirements in order to address current or anticipated shortages.
- To recommend strategies to facilitate the availability and accessibility of training programs.
- To consider other systemic staffing issues that may be raised by Committee members.

The Provincial Support Sector Advisory Committee will commence meeting within ninety (90) days of all unions' ratification of the 2017-2024 negotiated Collective Agreement.

The Committee will determine process issues including the circumstances in which individuals, including employees, may be invited to present or share information with the Committee for its consideration.

The Provincial Support Sector Advisory Committee will be in existence for the duration of the Collective Agreement and will be extended if agreed to between the parties.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

Kerry D'Agostino

---

Bob D'Agostino

---

B. J. Rawan

---

Shelly Rousseau

---

**Memorandum of Understanding FSM-6**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Amnesty from Provincial Wage/Hours of Work/Reduction Legislation**

**During the term of the 2017 to 2024 Collective Agreement,** the Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in **Article 12** during the life of this Collective Agreement.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-7**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: 9.69 (“10”) Hour Shift Schedule**

---

The Employer and the Union mutually agree that the following conditions apply regarding the trial and implementation of a 9.69 (“10”) hour shift schedule.

Trial and Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held **at least ninety (90) days prior to the change** to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 9.69 (“10”) hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for an **alternate** period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 9.69 (“10”) hour shift schedule. To continue with the “10 hour” shift schedule there must be mutual agreement between the Employer and **seventy percent (70%) of** the affected employees.
- (e) The Employer shall advise the Union of any introduction of a “10” hour shift schedule on a trial basis and whether the “10” hour shift will be implemented.

### Hours of Work

- (a) Full-time hours of work shall provide twenty-four (24) shifts of 9.69 (“10”) hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 9.69 (“10”) hour duration and shifts of other lengths that equal **seventy-seven and one-half (77.5)** hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
- A maximum of four (4) consecutive shifts of 9.69 (“10”) hours.
  - At least two (2) consecutive days off at one **(1)** time.
  - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of two (2) **fifteen (15)** minute rest periods and exclusive of one (1) meal period of thirty (30) minutes.

### Income Protection

Employees shall accumulate **and be paid** income protection **in accordance with the Collective Agreement**.

### General Holidays

Employees required to work on a general holiday shall be paid one and one-half times (1½x) **their** basic rate of pay for all regular hours worked. **Full-time employees** shall receive seven and three-quarter (7.75) hours off at **their** basic rate of pay **in accordance with the Collective Agreement**.

### Vacation

The amount of paid vacation that an employee receives under the 9.69 hour (“10”) shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hours shift schedule.

### Shift Premium

Shift premium shall be paid in accordance with the Collective Agreement.

Overtime

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

Bereavement


Subject to the provisions of the **Collective Agreement**, bereavement leave shall be paid for all hours scheduled.

Termination of Memorandum of Understanding

Upon a minimum of four (4) weeks' notice, the Employer or **seventy percent (70%)** of **the affected** employees working the 9.69 ("10") hour shift schedule may terminate the modified shift schedule.

Signed this 22 day of August, 2023.

For the Employer:

  
\_\_\_\_\_

B. V. Rawan  
\_\_\_\_\_

For the Union:

  
\_\_\_\_\_

Shelly Rousseau  
\_\_\_\_\_

**Memorandum of Understanding FSM-8**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)****Re: 11.625 ("12") Hour Shift Schedule**

---

The Employer and the Union mutually agree that the following conditions apply regarding the trial and implementation of a 11.625 ("12") hour shift schedule.

Trial and Implementation

- (a) A meeting of all employees who will be affected by the change in shift length will be held **at least ninety (90) days prior to the change**, to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 11.625 ("12") hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for an **alternate** period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 11.625 ("12") hour shift schedule. To continue with the "12 hour" shift schedule there must be mutual agreement between the Employer and **seventy percent (70%) of** the affected employees.
- (e) The Employer shall advise the Union of any introduction of a "12" hour shift schedule on a trial basis and whether the "12" hour shift will be implemented.



### Hours of Work

- (a) Full-time hours of work shall provide twenty (20) shifts of 11.625 (“12”) hours duration averaged over three (3) consecutive biweekly periods. Alternatively, there may be a combination of shifts of 11.625 (“12”) hour duration and shifts of other lengths that equal **seventy-seven and one-half (77.50)** hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (b) The shift schedule shall provide:
- A maximum of four (4) consecutive shifts of 11.625 (“12”) hours.
  - At least two (2) consecutive days off at one **(1)** time.
  - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of:
- (i) One unpaid meal period thirty (30) minutes in duration.**
  - (ii) One meal period thirty (30) minutes in duration that will be comprised of seven and one-half (7.50) minutes unpaid time and twenty-two and one-half (22.50) minutes paid time.**
  - (iii) Two paid fifteen (15) minute rest periods.**

### Income Protection

Employees shall accumulate **and be paid** income protection **in accordance with** the **Collective Agreement**.

### General Holidays

Employees required to work on a general holiday shall be paid one and one-half times (1.5x) times **their** basic rate of pay for all regular hours worked. **Full-time employees** shall receive seven and three-quarter (7.75) hours off at **their basic rate of pay in accordance with the Collective Agreement**.

Vacation

The amount of paid vacation that an employee receives under the 11.625 (“12”) hour shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hour shift schedule.

Shift Premium

Shift premium shall be paid in accordance with the Collective Agreement.

Overtime

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

Bereavement

Subject to the provisions of the **Collective Agreement**, bereavement leave shall be paid for all hours scheduled.

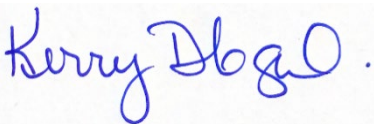
Termination of Memorandum of Understanding

Upon a minimum of four (4) weeks’ notice, the Employer or **seventy percent (70%)** of **the affected** employees working the 11.625 (“12”) hour shift schedule may terminate the modified shift schedule.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:









**Memorandum of Understanding FSM-9**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Classification Review**

---

The following classifications will be reviewed as per current classification/evaluation provisions, including MWSC:

- Health Information Management Professionals
- **Cook/Cook Assistant**
- **MDR Techs**

Signed this 22 day of August, 2023.

For the Employer:

  
\_\_\_\_\_

  
\_\_\_\_\_

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-10**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Transfer of Employees within the Employer**

---

(a) Temporary Transfer

- (i) To facilitate temporary transfers to the sites within the **Employer** experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another site shall be offered the opportunity to work in the site experiencing the need for additional employees.
- (ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement relating to the assigning of occasional additional shifts are fulfilled.
- (iii) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the Employer reserves the right to transfer employees, commencing with the most junior qualified employee at the sending site.
- (iv) If required, orientation will be provided which will assist the employee to be acquainted with essential information, such as policies and procedures, routine, location of supplies and equipment, and fire and disaster plans.

(v) Employees who are temporarily transferred to sites within the **Employer** shall be eligible for transportation reimbursement as per **Article 40** in accordance with the following formula:

- Distance (in **kilometres**) from the employee's home to the new work site minus the distance (in **kilometres**) from the employee's home to the employee's originating work site.

(b) Permanent Transfer

(i) When a position(s) is transferred from one **(1)** site to another site within the **Employer**, the employee occupying said position will be given the opportunity to move with the position(s).

(ii) Should an employee(s) decide not to transfer with the position(s), **they** shall have the right to exercise **their** seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this **Collective Agreement**, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

Signed this 22 day of August, 2023.

For the Employer:





For the Union:





Memorandum of Understanding FSM-11

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: HEB Pension or Benefit Plan Improvements**

---

During the term of the **2017 to 2024 Collective Agreement**, should another healthcare union receive enhanced **HEB** pension or benefit plan improvements, the **MGEU** facility support **group** will also receive the same enhancements at the same time.

Signed this 22 day of August, 2023.

For the Employer:

 \_\_\_\_\_

 \_\_\_\_\_

For the Union:

 \_\_\_\_\_

 \_\_\_\_\_

**Memorandum of Understanding FSM-12**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Working Short**

---

The parties agree that staffing levels affect care for patients/residents/**clients** and employees working conditions. The parties therefore agree:

- (a) The Employer is responsible to review and determine staffing requirements.
- (b) The Employer shall strive to maintain base staffing levels in the units wherever reasonable and practicable.
- (c) In the event that the Employer determines that a vacant shift will not or cannot be filled, the **department head/supervisor/charge nurses** shall, in consultation with the staff:
  - (i) Evaluate and reorganize the workload;
  - (ii) Provide direction to staff as to which activities take priority, and where appropriate, functions that they will not be able to complete.

The issue of workload concerns/working short will be a standing agenda item under the Joint Committee established under Article 22:01. Topics of discussion may include:

- (A) Review and discuss staffing levels/workload issues such as
  - Sick replacement processes
  - Recruiting
  - Current vacancies
  - Workload distribution

- Shift duration
  - Other
- (B) Establish a mechanism for monitoring staffing levels/workload issues, including the development of jointly approved working short and overtime forms (examples to be tabled).
- (C) Review and make recommendations to facility management regarding the above.

The Committee will meet within thirty (30) days following ratification of the Collective Agreement and shall jointly determine the frequency of meetings.

Signed this 22 day of August, 2023.

For the Employer:

  
\_\_\_\_\_

  
\_\_\_\_\_

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_



**Memorandum of Understanding FSM-13**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Remoteness Allowance - Facility Support Services**

---

Remoteness allowances shall be paid to employees subject to the following eligibility criteria and conditions:

**(a) Eligibility Claim**

A claim, with appropriate attestation, notarized where considered necessary, for payment of depending supporting status allowances, will be submitted to the Employer when first requesting the allowance, and at the request of the Employer. However, the employee is responsible to provide appropriate attestation to the Employer when any change occurs in the eligibility of a dependent.

**(b) Single of Dependent's Allowance**

Subject to (iii) below, the single allowance will be paid to employees that have established a residence and maintain a home in a location designated as a remote location and who are eligible for the payment of a remoteness allowance. Claims for dependent's allowance will be subject to the following criteria and conditions:

- (i) The employee shall be supporting one (1) or more dependents where a dependent includes:**
- A spouse or common-law spouse living with and dependent on the employee for main an continuing support.

- An unmarried dependent child under eighteen (18) years of age.
  - An unmarried dependent child over eighteen (18) years but under twenty-one (21) years if in full-time attendance at school or university or similar educational institution.
  - An unmarried child of any age with a disability, provided such child is dependent on the employee for support.
- (ii) There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependent's rate.
- (iii) Where both spouses or common-law partners are employees of the Employer to which these eligibility criteria apply, the dependent rate shall be paid to one (1) spouse or common-law partner only and the other spouse or common-law partner will not receive either the dependent or single rate of remoteness allowance, or the employees can receive one-half ( $\frac{1}{2}$ ) of the dependent rate each.

(c) Locations and Residence

The remoteness allowances applicable to the location at which the employee has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the employee's work site. In any case where the employee does not have a residence established on a continuing basis in relation to their work site, the location of the employee's work site as established by the Employer, shall be considered the location for remoteness.

(d) Limitations

The remoteness allowances for the various sites, for employees who are single supporting dependent(s) as indicated, represent a maximum daily taxable allowance relative to paid employment. They are payable

during paid general holidays and vacations taken during continued employment, or during authorized paid sickness leave (e.g. income protection benefits) during continued employment. They are not payable during periods of absence without pay, nor payable at time and one-half ( $1\frac{1}{2}x$ ) or other premium pay scales, nor while being paid overtime rates or receiving other premiums, nor included as part of regular biweekly earnings in calculation of vacation days earned upon termination of employment.

(e) Geographic Eligibility

No location will be included for remoteness allowance that is two hundred fifty kilometres (250kms) or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five kilometres (65kms) or more by the most direct road to a provincial trunk highway or paved provincial road, and the aggregate distance to the highway or paved road and then to Winnipeg or Brandon totals two hundred (200) or more kilometres. No location having road access and situated south of the fifty-third ( $53^{\text{rd}}$ ) parallel of latitude will be included unless the criterion concerning off highway access was met.

(f) Daily Rates

Remoteness allowances are to be considered on a daily basis, i.e. one-tenth ( $\frac{1}{10}^{\text{th}}$ ) of the biweekly rate, up to the maximum amount for the biweekly period.

- (i) The employee shall receive one-tenth ( $\frac{1}{10}^{\text{th}}$ ) of the biweekly rate for every day the employee is at work irrespective of the number of hours worked, so long as a minimum of one (1) hour is worked that day.
- (ii) Where an employee regularly works a shift above the normal daily hours as provided for in Article 12:01, the allowance will be provided on a prorated basis.

**(g) Biweekly Rates**

The biweekly remoteness allowances relative to each location at single and dependent rates are as follows:

	Effective	Effective	Effective	Effective
	March 30, 2019	March 28, 2020	March 27, 2021	March 26, 2022
<b>Berens River</b>				
Dependent	297.72	299.21	304.15	310.23
Single	170.69	171.54	174.37	177.86
<b>Bissett</b>				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68
<b>Bloodvein River</b>				
Dependent	302.17	303.68	308.69	314.86
Single	173.57	174.44	177.32	180.87
<b>Brochet</b>				
Dependent	355.63	357.41	363.31	370.58
Single	204.79	205.81	209.21	213.39
<b>Churchill</b>				
Dependent	287.51	288.95	293.72	299.59
Single	174.44	175.31	178.20	181.76
<b>Cormorant</b>				
Dependent	167.86	168.70	171.48	174.91
Single	107.04	107.58	109.36	111.55
<b>Cranberry Portage</b>				
Dependent	143.83	144.55	146.94	149.88
Single	90.62	91.07	92.57	94.42
<b>Crane River</b>				
Dependent	177.18	178.07	181.01	184.63
Single	128.74	129.38	131.51	134.14
<b>Cross Lake</b>				
Dependent	320.12	321.72	327.03	333.57
Single	185.06	185.99	189.06	192.84
<b>Dauphin River (Anama Bay)</b>				
Dependent	198.58	199.57	202.86	206.92
Single	140.92	141.62	143.96	146.84
<b>Easterville</b>				
Dependent	146.84	147.57	150.00	153.00
Single	92.71	93.17	94.71	96.60

<b>Flin Flon</b>				
Dependent	124.46	125.08	127.14	129.68
Single	77.43	77.82	79.10	80.68
<b>Gillam</b>				
Dependent	255.75	257.03	261.27	266.50
Single	154.74	155.51	158.08	161.24
<b>God's Lake Narrows</b>				
Dependent	352.75	354.51	360.36	367.57
Single	202.79	203.80	207.16	211.30
<b>God's River</b>				
Dependent	357.33	359.12	365.05	372.35
Single	205.91	206.94	210.35	214.56
<b>Grand Rapids</b>				
Dependent	142.76	143.47	145.84	148.76
Single	88.26	88.70	90.16	91.96
<b>Ilford</b>				
Dependent	382.10	384.01	390.35	398.16
Single	218.71	219.80	223.43	227.90
<b>Island Lake/Garden Hill</b>				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
<b>Jen Peg</b>				
Dependent	233.40	234.57	238.44	243.21
Single	139.51	140.21	142.52	145.37
<b>Lac Brochet</b>				
Dependent	387.56	389.50	395.93	403.85
Single	222.34	223.45	227.14	231.68
<b>Leaf Rapids</b>				
Dependent	197.42	198.41	201.68	205.71
Single	122.54	123.15	125.18	127.68
<b>Little Grand Rapids</b>				
Dependent	316.73	318.31	323.56	330.03
Single	179.61	180.51	183.49	187.16
<b>Lynn Lake</b>				
Dependent	203.87	204.89	208.27	212.44
Single	123.42	124.04	126.09	128.61
<b>Manigotagan</b>				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68

<b>Matheson Island</b>				
Dependent	201.36	202.37	205.71	209.82
Single	142.78	143.49	145.86	148.78
<b>Moose Lake</b>				
Dependent	213.18	214.25	217.79	222.15
Single	131.81	132.47	134.66	137.35
<b>Negginan/Poplar Point</b>				
Dependent	302.71	304.22	309.24	315.42
Single	174.08	174.95	177.84	181.40
<b>Nelson House</b>				
Dependent	217.97	219.06	222.67	227.12
Single	133.10	133.77	135.98	138.70
<b>Norway House</b>				
Dependent	284.73	286.15	290.87	296.69
Single	162.82	163.63	166.33	169.66
<b>Oxford House</b>				
Dependent	346.02	347.75	353.49	360.56
Single	197.94	198.93	202.21	206.25
<b>Pikwitonie</b>				
Dependent	279.15	280.55	285.18	290.88
Single	167.21	168.05	170.82	174.24
<b>Pukatawagan</b>				
Dependent	230.04	231.19	235.00	239.70
Single	141.30	142.01	144.35	147.24
<b>Red Sucker Lake</b>				
Dependent	350.90	352.65	358.47	365.64
Single	201.29	202.30	205.64	209.75
<b>St. Therese Point</b>				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
<b>Shamattawa</b>				
Dependent	375.55	377.43	383.66	391.33
Single	218.06	219.15	222.77	227.23
<b>Sherridon</b>				
Dependent	227.33	228.47	232.24	236.88
Single	139.44	140.14	142.45	145.30
<b>Snow Lake</b>				
Dependent	170.78	171.63	174.46	177.95
Single	106.17	106.70	108.46	110.63

<b>Southern Indian Lake</b>				
Dependent	361.74	363.55	369.55	376.94
Single	208.65	209.69	213.15	217.41
<b>Split Lake</b>				
Dependent	376.34	378.22	384.46	392.15
Single	214.82	215.89	219.45	223.84
<b>Tadoule Lake</b>				
Dependent	393.49	395.46	401.99	410.03
Single	226.50	227.63	231.39	236.02
<b>The Pas</b>				
Dependent	116.79	117.37	119.31	121.70
Single	71.39	71.75	72.93	74.39
<b>Thicket Portage</b>				
Dependent	278.55	279.94	284.56	290.25
Single	166.77	167.60	170.37	173.78
<b>Thompson</b>				
Dependent	185.95	186.88	189.96	193.76
Single	130.65	131.30	133.47	136.14
<b>Wabowden</b>				
Dependent	238.66	239.85	243.81	248.69
Single	162.86	163.67	166.37	169.70
<b>Waterhen</b>				
Dependent	147.46	148.20	150.65	153.66
Single	92.22	92.68	94.21	96.09
<b>York Landing</b>				
Dependent	379.61	381.51	387.80	395.56
Single	221.10	222.21	225.88	230.40

- (h) A full-time employee eligible for remoteness allowance as provided in the above schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days' travel time without loss of regular pay.
- (i) Any changes to remoteness allowance rates in the Government Employee's Master Agreement shall apply during the life of this Collective Agreement.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Doga O.

---

B. Y. Rawan

---

For the Union:

Bob D.

---

Jelly Rousseau

---



**Memorandum of Understanding FSM-14**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Employment Security-Staffing Complement-Reductions/Restructuring**

---

The parties mutually acknowledge that the Employer is responsible for reviewing and determining staffing requirements and schedules.

The parties also mutually acknowledge that significant changes to an employee's schedule including an increase or reduction to EFT can be difficult for those affected.

The parties agree to the following process to minimize impacts of those affected by a significant schedule change or restructuring:

- (a) The Employer shall notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of staff.
- (b) If it becomes necessary to reduce or restructure the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer, and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above and determine a date for the parties to meet with all affected employees to

advise of the changes. The Employer will provide seven (7) days' notice to the employees in advance of the meeting.

- (d) The Employer will, wherever reasonably possible, carry out any reductions by way of attrition.
- (e) In keeping with the Employer's commitment to ensure that any affected employee shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, the employee shall be:
  - (i) Given the opportunity to fill any current vacancy with the Employer provided they possess the seniority, qualifications, and ability to perform the position; or
  - (ii) Article 10 shall apply.

Any employee thus displaced shall have the same rights.

- (f) Should the employee choose to not exercise rights under Article 10 then the employee shall be placed on layoff.
- (g) In the event of (e) above occurring or in the event of the closure of a site and in conjunction with (h) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with future employment opportunities.
- (h) The Employer and the Union will also cooperate with other Employers, Unions, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader retraining effort where reasonably possible.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Dogo.

---

B. Y. Rawan

---

For the Union:

Bohd.

---

Shelly Rousseau

---

**Memorandum of Understanding FSM-15**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**RE: Clarification of Standby and Callback**

---

**Standby (on call) shall be offered to the most senior qualified volunteer employee(s) in the classification.**


**A callback shall conclude when all emergent work has been completed and confirmed with the supervisor in charge except where such requirement is specifically exempted by the Employer. As it relates to Medical Device Reprocessing staff, emergent work includes reprocessing of instruments and endoscopes, checking and restocking of equipment and supplies as required.**

**All payments owed relating to standby shall be paid as per Article 33.**

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-16**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

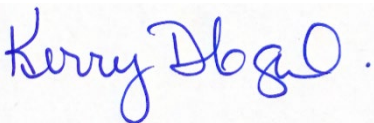
**Re: Funding Opportunities for Training**

---

The parties agree that should provincial/federal funding opportunities for training become available, the parties will meet to review such opportunities and consider making application for same.

Signed this 22 day of August, 2023.

For the Employer:



---



---

For the Union:



---



---

**Memorandum of Understanding FSM-17**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Cellular Phones**

---

**Applicable to Home Support Workers Only**

Fifty cents (50¢) per call shall apply, based on the following:

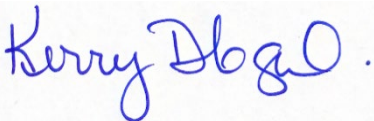
Where an employee is required to call in when the client is not at home, or the client visit is cancelled in some way at the last minute, the employee will follow the Employer defined protocol for communicating such to the Employer. Where the only option for the employee to do so is to make a pay phone call or cell phone call to the Employer, the employee will be reimbursed fifty cents (50¢) per telephone call.

The process for claiming the phone call reimbursement will be as set out in each individual Employer policy for expense claims, etc.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-18**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Job Sharing**

---

Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two (2) or more employees on a part-time basis.

The Regional Health Authority will endeavour to inform the Union of existing job share situations within the bargaining unit within sixty (60) days of the signing of this Agreement.

The Regional Health Authority will inform the Union of new job share arrangements within the bargaining unit as they are brought to its attention.

It is also agreed that the Regional Health Authority will consult with the Union during the life of this Collective Agreement on the subject of job sharing and its impact on the bargaining unit.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Doga

B. V. Rawan

For the Union:

Bob D.

Shelly Rousseau



**Memorandum of Understanding FSM-19**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: French Language**

---

The Employers within the Employers Organization (Employers) and the Manitoba Government and General Employees' Union (MGEU) acknowledge Francophone Manitobans have a right to access health services delivered in French through the active offer of services as prescribed by provincial legislation.

The Employers and MGEU further acknowledge that the determination of the requirement for bilingualism (French and English) is a recognized management right and may be included as a bona-fide qualification for designated bilingual positions within a site/program to ensure compliance with the statutory authorities, and in particular with the active offer principle in The Francophone Community Enhancement and Support Act CCSM c. F157.

The Employers and MGEU recognize that the rights of all employees must be respected under the Collective Agreement, and that the Employer can, as an exercise of its management rights, include the qualification of bilingualism (ability to understand, speak, read, and/or write proficiently in both French and English) as a job qualification for designated employee positions.

For operational purposes, at the discretion of an Employers, bilingual positions as designated by the Employer may be awarded to a unilingual candidate subject to the requirement to attain linguistic competency in either French or English within a reasonable time period. In the event that there is no

qualified bilingual applicant for the designated bilingual position, the Employer may fill positions as necessary to meet patient care needs.

The following Memorandum of Understanding particular to the French language in the Collective Agreements in force and effect when The Health Sector Bargaining Review Act was proclaimed, remains in force and effect for the duration of the Collective Agreement.

In the event of a conflict between this Memorandum of Understanding and an existing Memorandum of Understanding, the existing Memorandum of Understanding shall govern.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-20**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Standardization of Annual Hours of Work**

---

**WHEREAS** it is understood that there are currently employees working multiple annual hour bases within and between Employers in the Interlake-Eastern Health and Prairie Mountain Health Region Employers Organization, including 1885, 1950, and 2015, the most common being 2015 annual hours;

**AND WHEREAS** it is understood for consistency, equity, and the continuity of service delivery, employees within the same classifications, departments and/or Employers should work the same annual hour base for their classification;

**NOW THEREFORE** the parties agree as follows:

- (a)** The parties will meet to review the current annual hour bases for each classification listed in the table below within one hundred twenty (120) days of ratification.
- (b)** Any adjustments to the annual hours of work will be effective at a mutually agreeable date (the transition date) which shall occur no sooner than April 1, 2023. All current provisions related to each occupied position will remain in effect until the transition date.

If the annual hours for a classification are increased (e.g. from 1950 to 2015), the employee's hourly rate will not change. By way of example:

			<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Year 20</b>
<i>Clerk III</i>	1950	<i>Hourly</i>	\$17.967	\$18.506	\$19.061	\$19.633	\$20.222	\$20.829	\$21.245
<i>Clerk III</i>	2015	<i>Hourly</i>	\$17.967	\$18.506	\$19.061	\$19.633	\$20.222	\$20.829	\$21.245

- (a) Upon the transition date, all identified classifications listed below, whose annual hour base is below 2015 hours will convert to the 2015 annual hour base. Schedules shall be adjusted accordingly.
- (b) In order to minimize the impacts, any vacant positions in the identified classifications, posted after the date of ratification shall be posted based with the 2015 annual hour base.
- (c) Required reviews of existing schedules, including hours of work and applicable meal and rest periods, will be completed prior to the transition date.
- (d) The following non-exhaustive listing of classifications to be reviewed would include all associated positions, including PIOs, that fall within these identified classifications as per the wage scales in the former:
  - (i) MGEU and IUOE facility support collective agreements;
  - (ii) MGEU professional/technical/paramedical collective agreements;  
and
  - (iii) MGEU community support collective agreements.

It is understood that errors and omissions are excepted.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Doga O.

---

B. V. Rawan

---

For the Union:

Bob D.

---

Shelly Rousseau

---

**Memorandum of Understanding FSM-21**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Severance Pay**

---

**WHEREAS former Community Support Home Support Workers whose services were terminated as a result of retirement were entitled to severance pay under the former MGEU Community Support Collective Agreement;**

**AND WHEREAS the parties have agreed to eliminate the severance pay provision effective March 31 and expand the pre-retirement leave provisions to apply to Home Support Workers who retire from an EFT position on or after April 1, 2023;**

**AND WHEREAS it is agreed between the parties that the applicability of the language in the former MGEU Community Support Collective Agreement Article II 9:01 - Severance Pay (below) will apply to those employees in a Home Support Worker classification who retire on or before March 31, 2023;**

**NOW THEREFORE the parties agree the following will apply:**

**Severance Pay**

**II 9:01 (a) Employees whose services are terminated as a result of retirement, in accordance with the pension plan or death, shall be entitled to severance pay payable to the employee or to the employee's estate in the event of the employee's death as follows: employees with ten (10) or more years of accumulated service shall be paid severance pay in the amount of one (1) week's pay for each year of**

accumulated service or portion thereof to a maximum of fifteen (15) weeks' pay.

(b) Where an employee fails to accrue ten (10) years' accumulated service as a result of retirement or death, the employee shall be paid, or to the employee's estate in the event of death, severance pay on the basis of ten (10) weeks' pay multiplied by the factor of the number of months accumulated serviced completed in the employee's tenth year divided by twelve (12) months.

II 9:02 Employees with one (1) or more years of accumulated service whose services are terminated as a result of permanent layoff shall be paid severance pay in the amount of one (1) week's pay for each year of accumulated service or portion thereof, but the total amount of severance pay shall not exceed twenty-two (22) weeks' pay.

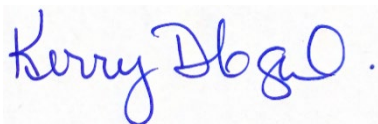
II 9:03 The rate of pay referred to in this Memorandum shall be determined on the basis of the last hourly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent layoff, or death.

II 9:04 For purpose of interpretation, one (1) week's pay shall equal forty (40) hour's pay.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

Memorandum of Understanding FSM-22

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Bid-back**

---

**WHEREAS** the parties have been engaged in collective bargaining for the facility support and community support sector collective agreements subsequent to the enactment of The Health Sector Bargaining Unit Review Act (HSBURA);

**AND WHEREAS** HSBURA has resulted in the reconfiguration of the support sector bargaining units;

**AND WHEREAS** these negotiations are unique and complex with respect to the consolidation of approximately ten (10) collective agreements into one (1) facility support and one (1) community support collective agreement for each of the two (2) Employers Organizations;

**NOW THEREFORE** the parties agree the following will apply:

- (a)** Employees employed with an Employer identified under Schedule "B" effective the date of ratification shall have a one (1) time opportunity to be considered as an internal applicant in accordance with the terms of the applicable Collective Agreement for positions in the alternative support bargaining unit.
- (b)** To be entitled to bid-back the employee must be a full-time or part-time employee.




- (c) This one (1) time opportunity shall expire two (2) years from August 22, 2022, or upon ratification of the next Collective Agreement, whichever occurs first. In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, possess a satisfactory employment record and meet the physical requirements of the position in question.
- (d) This one (1) time utilization is only applicable at the site where the employee holds a permanent position and cannot be used to secure a position at an alternate site with their same Employer or a different Employer.
- (e) Employees are only entitled to utilize their seniority once to secure a position in the alternate bargaining unit regardless of whether they are the successful candidate or not.
- (f) Employees who elect to apply for and are awarded a position as per above will not have access to the trial period as per either applicable Collective Agreement. In the event the employee is not successful in the position, the Employer will work with the Union to review other applicable vacancies with the Employer for suitability in the originating bargaining unit. If no suitable vacancy can be found the employee will be placed on layoff.
- (g) In the event an employee who elects to apply for and is awarded a position as per above is impacted by another employee exercising their trial period rights, the employee will be placed directly into layoff status and shall not have the opportunity to utilize their seniority to displace another employee. The Employer will work with the Union to review other applicable vacancies with the Employer for suitability in either bargaining unit.
- (h) Employees who are awarded a position in the other support sector bargaining unit will be able to retain their seniority and continuous service date.

- (i) **Employees wishing to exercise their rights under this Memorandum must complete and submit a bid-back form with their application in order to be considered.**

Signed this 22 day of August, 2023.

For the Employer:

A handwritten signature in blue ink that reads "Kerry Dlogo".

---

A handwritten signature in black ink that reads "B. Y. Rawan".

---

For the Union:

A handwritten signature in blue ink, appearing to be "B. D. D.".

---

A handwritten signature in black ink that reads "Shelly Rousseau".

---

**Memorandum of Understanding FSM-23**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Provincial Multi-Union Support Sector Mobility**

---

**WHEREAS** the parties have been engaged in collective bargaining for the facility support and community support sectors collective agreements subsequent to the enactment of The Health Sector Bargaining Unit Review Act (HSBURA);

**AND WHEREAS** the parties recognize the importance of the retention of qualified employees working within the provincial healthcare system and their ability to retain accrued benefits across the system provincially;

**NOW THEREFORE** the parties agree the following will apply:

- (a)** Unless specified otherwise within the provisions of the receiving collective agreement, where an employee is the successful applicant to a support sector position with an employer in another employer organization represented by another union, the employee will be entitled to the mobility of their accrued benefits as follows:
  - (i)** Accumulated income protection benefits/sick leave credits.
  - (ii)** Continuous service applicable to the rate at which vacation is earned.
  - (iii)** Continuous service applicable to pre-retirement leave.

- (iv) Continuous service for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
  - (v) **Benefits**  
An incoming employee is subject to the terms and conditions of the receiving agreements' benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
  - (vi) **Hourly Rate of Pay**
    - (A) If range is identical, then placed step-on-step.
    - (B) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's hourly rate of pay.
    - (C) The above (A) and (B) are subject to the provisions of the long service step.
  - (vii) Hours worked for the purpose of calculating the next increment.
  - (viii) Any vacation hours earned.
- (b) Employees shall not be entitled to mobilize the following:
- (i) Seniority hours; or
  - (ii) Banked overtime or general holidays, these are to be paid out by sending Employer.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Doga

B. V. Rawan

For the Union:

Bob D.

Shelly Rousseau

**Memorandum of Understanding FSM-24**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Expansion of Income Protection Benefits for Full-time and Part-time  
Home Care Direct Service Staff**

---

**WHEREAS the parties have agreed to expand income protection benefits to apply to all employees within the former community support bargaining unit;**

**AND WHEREAS former community support employees within the Home Care Service are entitled to sick credits under the former MGEU Community support collective agreement;**

**AND WHEREAS former community support employees within the Home Care Service are entitled to payment of a weekly sick indemnity under the Home Care Benefit Trust;**

**AND WHEREAS the parties have agreed to advance discussions regarding the Home Care Benefit Trust, including the entitlement of the weekly sick indemnity, to the multi-union table;**

**NOW THEREFORE the parties agree the following will apply:**

- (a) Discussions regarding the expansion and implementation of income protections benefits to full-time and part-time direct service staff within the Home Care Service will be forwarded to the multi-union table.**
- (b) Until such time a resolution is achieved at the multi-union table, full-time and part-time direct service staff within the Home Care Service,**

the provisions for sick credit language shall continue to apply as follows:

**Sick Credits**

- (i) All staff will accrue one (1), eight (8) hour sick credit for every five hundred twenty (520) regular hours worked.
- (ii) Employees will be allowed to carry over any unused sick credit hours from year to year.
- (iii) The sick credit bank may not exceed thirty-two (32) hours at any point of time.
- (iv) Sick credits may be requested to offset lost wages on the first and/or second day of illness subject to the following conditions:
  - (A) Only a full day of sick credits can be utilized. A full day is based on the employee's normal daily scheduled hours. The normal daily scheduled hours are defined as the daily hours within the available work period associated with the biweekly EFT.
  - (B) Sick credits cannot be utilized for any partial day absences.
  - (C) Sick credits will only be paid at sixty-six point seven percent (66.7%) of the regular hourly rate.
  - (D) A doctor's note may be required to validate the employee's illness, at the Employer's discretion, and will not be required without valid reason.
  - (E) Sick credits cannot be requested unless there are sufficient banked sick credits available to cover the full normal daily scheduled hours as defined in (A) above.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Dlogo.

---

B. V. Rawan

---

For the Union:

Bohd.

---

Shelly Rousseau

---



**Memorandum of Understanding FSM-25**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Standardization of Annual Hours of Work for Power Engineers to 2080  
Annual Hours**

---

**WHEREAS** it is understood that there are currently employees in the Power Engineer classifications working multiple annual hour bases within and between Employers in the Interlake-Eastern Health and Prairie Mountain Health Region Employers Organization, including 2015 and 2080;

**AND WHEREAS**, it is understood for consistency, equity, and the continuity of service delivery, employees within the same classifications, departments, and/or Employers should work the same annual hour base for their classification;

**AND WHEREAS**, it is the goal of the parties to seek the standardization of annual hours within the Power Engineer classifications at 2080 annual hours base for the facility support sector bargaining unit;

**NOT THEREFORE** the parties agree as follows:

- (a)** The parties will meet to review the current annual hour bases for the Power Engineer classifications within one hundred twenty (120) days of ratification.
- (b)** Adjustments to the annual hours of work will be effective at a mutually agreeable date (the transition date) which shall occur no sooner than

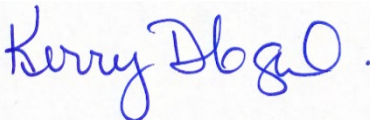
April 1, 2023. All current provisions related to each occupied position will remain in effect until the transition date.

- (c) An employee's hourly rate of pay shall not change due to the standardization of the classifications' annual hours of work.
- (d) Upon the transition date, all Power Engineer classifications, whose annual hour base is below 2080 hours, will convert to the 2080 annual hour base. Schedules shall be adjusted accordingly.
- (e) In order to minimize the impacts, any vacant positions in the identified classifications posted after the date of ratification shall be posted based with the 2080 annual hour base.
- (f) Required reviews of existing schedules, including hours of work and applicable meal and rest periods, will be completed prior to the transition date.

Signed this 22 day of August, 2023.

For the Employer:

For the Union:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

**Memorandum of Understanding FSM-26**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Recruitment Practices to Designated Bilingual Positions**

---

**WHEREAS Interlake-Eastern Regional Health Authority (IERHA) is designated bilingual (French/English);**

**AND WHEREAS Interlake-Eastern Regional Health Authority is committed to offer/deliver services in English and French in designated programs/service areas serving French-speaking communities within the IERHA consistent with the French Language Services Policy of the Government of Manitoba and IERHA's French Language Services Policy;**

**AND WHEREAS St. Laurent and Pine Falls are designated bilingual communities;**

**AND WHEREAS the intent of this Memorandum is to define certain terms and conditions of the recruitment practices for IERHA worksites/programs within those communities;**

**THEREFORE, the recruitment practices for St. Laurent and Pine Falls will be as follows:**

- (a) The IERHA will designate bilingual positions within the sites/programs based in St. Laurent and Pine Falls.**
- (b) Employees currently holding positions in the above designated worksites on March 20, 2019 will be grandfathered and may make**

application for another position within the worksite and the requirement regarding bilingualism shall not apply.

- (c) Employees who transfer to the worksite from another worksite from within the region or are hired from outside the region, will not be required to meet the bilingual requirement.
- (d) Should the IERHA be unable to fill a permanent designated bilingual position with a candidate that meets the bilingual requirement, the position will be offered to the next most qualified candidate, with the requirement to complete French language training.
- (e) Should the IERHA be unable to fill a temporary designated bilingual position with a candidate that meets the bilingual requirement, the position will be offered to the next most qualified candidate. The successful candidate will be encouraged to complete French language training and be advised that should they accept a permanent position within the designated worksite, they will be required to complete French language training.
- (f) Should an underfill apply for another designated position, is the most senior applicant, and is still within the time frame to complete the French language training, they will be awarded the position over a less senior applicant who meets the bilingual requirement.

Signed this 22 day of August, 2023.

For the Employer:

Kerry Dlogo.

---

B. V. Rawan

---

For the Union:

Bohd.

---

Jelly Rugeau

---

**Memorandum of Understanding FSM-27**

between

**Interlake-Eastern Regional Health Authority**

and

**Manitoba Government and General Employees' Union  
Facility Support (FS)**

**Re: Standardization of Annual Hours - Betel Home Gimli and Selkirk**

---

**WHEREAS** the hours of work for classifications at Betel Home Gimli and Selkirk sites are eight (8) hours per day inclusive of meal periods and rest periods during which employees are paid but are unable to leave the Employer's premise;

**AND WHEREAS** the parties have agreed to language confirming that meal periods are unpaid and any requirement to work during a meal period would be paid at the overtime rate of pay;

**AND WHEREAS** the parties wish to provide for a transition to achieve standardization of annual hours at Betel Home Gimli and Selkirk;

**NOW THEREFORE** the parties agree as follows:

- (a)** Notwithstanding the foregoing, current hours of work including paid meal periods and rest periods will remain status quo at Betel Home Gimli and Selkirk;
- (b)** Within one hundred twenty (120) days of ratification of this Collective Agreement, the parties will meet to review and discuss proposals to transition to standardized annual hours of work for classifications at Betel Home Gimli and Selkirk sites.

Signed this 22 day of August, 2023.

For the Employer:

Kerry D. O.

B. V. Rawan

For the Union:

B. D.

Shelly Rousseau

## Salary Schedule

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Dietary Aide Student	2015	Hourly	13.112											
		Monthly	2,201.723											
		Annual	26,420.680											
Dietary Aide	2015	Hourly	15.710	16.181	16.667	17.167	17.681	18.212					18.576	
		Monthly	2,637.971	2,717.060	2,798.667	2,882.625	2,968.935	3,058.098						3,119.220
		Annual	31,655.650	32,604.715	33,584.005	34,591.505	35,627.215	36,697.180						37,430.640
Housekeeping Aide - Betel Home	2080	Hourly	15.710	16.182	16.667	17.167	17.682	18.213					18.576	
		Monthly	2,723.067	2,804.880	2,888.947	2,975.613	3,064.880	3,156.920						3,219.840
		Annual	32,676.800	33,658.560	34,667.360	35,707.360	36,778.560	37,883.040						38,638.080
Housekeeping Aide	2015	Hourly	15.710	16.181	16.667	17.167	17.681	18.212					18.576	
		Monthly	2,637.971	2,717.060	2,798.667	2,882.625	2,968.935	3,058.098						3,119.220
		Annual	31,655.650	32,604.715	33,584.005	34,591.505	35,627.215	36,697.180						37,430.640
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	15.710	16.182	16.667	17.167	17.682	18.213					18.576	
		Monthly	2,723.067	2,804.880	2,888.947	2,975.613	3,064.880	3,156.920						3,219.840
		Annual	32,676.800	33,658.560	34,667.360	35,707.360	36,778.560	37,883.040						38,638.080
Laundry Aide - Betel Home	2080	Hourly	15.710	16.182	16.667	17.167	17.682	18.213					18.576	
		Monthly	2,723.067	2,804.880	2,888.947	2,975.613	3,064.880	3,156.920						3,219.840
		Annual	32,676.800	33,658.560	34,667.360	35,707.360	36,778.560	37,883.040						38,638.080
Laundry Aide	2015	Hourly	15.710	16.181	16.667	17.167	17.681	18.212					18.576	
		Monthly	2,637.971	2,717.060	2,798.667	2,882.625	2,968.935	3,058.098						3,119.220
		Annual	31,655.650	32,604.715	33,584.005	34,591.505	35,627.215	36,697.180						37,430.640
Assistant Cook (Uncertified)	2015	Hourly	16.754	17.256	17.774	18.307	18.857	19.423					19.811	
		Monthly	2,813.276	2,897.570	2,984.551	3,074.050	3,166.405	3,261.445						3,326.597
		Annual	33,759.310	34,770.840	35,814.610	36,888.605	37,996.855	39,137.345						39,919.165
Administrative Clerk I	1950	Hourly	16.872	17.378	17.900	18.437	18.990	19.559					19.951	
		Monthly	2,741.700	2,823.925	2,908.750	2,996.013	3,085.875	3,178.338						3,242.038
		Annual	32,900.400	33,887.100	34,905.000	35,952.150	37,030.500	38,140.050						38,904.450
C.S.R. Aide (Non Cert)	2015	Hourly	16.872	17.378	17.900	18.437	18.990	19.559					19.951	
		Monthly	2,833.090	2,918.056	3,005.708	3,095.880	3,188.738	3,284.282						3,350.105
		Annual	33,997.080	35,016.670	36,068.500	37,150.555	38,264.850	39,411.385						40,201.265
Clerk Typist I - Medical Records	1950	Hourly	16.872	17.378	17.900	18.437	18.990	19.559					19.951	
		Monthly	2,741.700	2,823.925	2,908.750	2,996.013	3,085.875	3,178.338						3,242.038
		Annual	32,900.400	33,887.100	34,905.000	35,952.150	37,030.500	38,140.050						38,904.450
General Office Clerk	1950	Hourly	16.872	17.378	17.900	18.437	18.990	19.559					19.951	
		Monthly	2,741.700	2,823.925	2,908.750	2,996.013	3,085.875	3,178.338						3,242.038
		Annual	32,900.400	33,887.100	34,905.000	35,952.150	37,030.500	38,140.050						38,904.450
Office Clerk - Clerk I	1950	Hourly	16.872	17.378	17.900	18.437	18.990	19.559					19.951	
		Monthly	2,741.700	2,823.925	2,908.750	2,996.013	3,085.875	3,178.338						3,242.038
		Annual	32,900.400	33,887.100	34,905.000	35,952.150	37,030.500	38,140.050						38,904.450
Receptionist	2015	Hourly	16.872	17.379	17.900	18.437	18.989	19.559					19.950	
		Monthly	2,833.090	2,918.224	3,005.708	3,095.880	3,188.570	3,284.282						3,349.938
		Annual	33,997.080	35,018.685	36,068.500	37,150.555	38,262.835	39,411.385						40,199.250



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Maintenance II - Betel Home (Gimli)	2080	Hourly	17.041	17.553	18.079	18.622	19.180	19.756				20.151	
		Monthly	2,953.773	3,042.520	3,133.693	3,227.813	3,324.533	3,424.373					3,492.840
		Annual	35,445.280	36,510.240	37,604.320	38,733.760	39,894.400	41,092.480					41,914.080
Maintenance II	2015	Hourly	17.041	17.553	18.079	18.621	19.180	19.755				20.151	
		Monthly	2,861.468	2,947.441	3,035.765	3,126.776	3,220.642	3,317.194					3,383.689
		Annual	34,337.615	35,369.295	36,429.185	37,521.315	38,647.700	39,806.325					40,604.265
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	17.041	17.553	18.079	18.622	19.180	19.756				20.151	
		Monthly	2,953.773	3,042.520	3,133.693	3,227.813	3,324.533	3,424.373					3,492.840
		Annual	35,445.280	36,510.240	37,604.320	38,733.760	39,894.400	41,092.480					41,914.080
Courier / Driver	2015	Hourly	17.484	18.008	18.549	19.105	19.678	20.268				20.674	
		Monthly	2,935.855	3,023.843	3,114.686	3,208.048	3,304.264	3,403.335					3,471.509
		Annual	35,230.260	36,286.120	37,376.235	38,496.575	39,651.170	40,840.020					41,658.110
Administrative Clerk 2	1950	Hourly	17.525	18.051	18.594	19.150	19.725	20.316				20.723	
		Monthly	2,847.813	2,933.288	3,021.525	3,111.875	3,205.313	3,301.350					3,367.488
		Annual	34,173.750	35,199.450	36,258.300	37,342.500	38,463.750	39,616.200					40,409.850
Health Info Clerk 2	1950	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723	
		Monthly	2,847.813	2,933.288	3,021.363	3,111.875	3,205.313	3,301.513					3,367.488
		Annual	34,173.750	35,199.450	36,256.350	37,342.500	38,463.750	39,618.150					40,409.850
Receptionist / Clerk	2015	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723	
		Monthly	2,942.740	3,031.064	3,122.075	3,215.604	3,312.156	3,411.563					3,479.737
		Annual	35,312.875	36,372.765	37,464.895	38,587.250	39,745.875	40,938.755					41,756.845
Receptionist / Typist	2015	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723	
		Monthly	2,942.740	3,031.064	3,122.075	3,215.604	3,312.156	3,411.563					3,479.737
		Annual	35,312.875	36,372.765	37,464.895	38,587.250	39,745.875	40,938.755					41,756.845
Support Services Clerk	2015	Hourly	17.525	18.051	18.593	19.150	19.725	20.317				20.723	
		Monthly	2,942.740	3,031.064	3,122.075	3,215.604	3,312.156	3,411.563					3,479.737
		Annual	35,312.875	36,372.765	37,464.895	38,587.250	39,745.875	40,938.755					41,756.845
Aboriginal Liaison Worker	2015	Hourly	17.878	17.984	18.254	18.553	18.854					19.230	
		Monthly	2,968.095	3,016.455	3,065.151	3,115.358	3,165.901						3,229.038
		Annual	35,617.140	36,197.460	36,781.810	37,384.295	37,990.810						38,748.450
Lead Hand - Housekeeping / Laundry	2015	Hourly	17.777	18.311	18.860	19.426	20.009	20.608				21.021	
		Monthly	2,985.055	3,074.722	3,166.908	3,261.949	3,359.845	3,460.427					3,529.776
		Annual	35,820.655	36,896.665	38,002.900	39,143.390	40,318.135	41,525.120					42,357.315
Security & Physical Plant Workers	2015	Hourly	17.822	18.357	18.907	19.474	20.060	20.661				21.074	
		Monthly	2,992.611	3,082.446	3,174.800	3,270.009	3,368.408	3,469.326					3,538.676
		Annual	35,911.330	36,989.355	38,097.605	39,240.110	40,420.900	41,631.915					42,464.110
Clerk 3	1950	Hourly	18.192	18.737	19.299	19.877	20.475	21.088				21.511	
		Monthly	2,956.200	3,044.763	3,136.088	3,230.013	3,327.188	3,426.800					3,495.538
		Annual	35,474.400	36,537.150	37,633.050	38,760.150	39,926.250	41,121.600					41,946.450
Health Information Clerk	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Purchasing Clerk 3	1950	Hourly	18.192	18.737	19.299	19.878	20.475	21.089				21.511	
		Monthly	2,956.200	3,044.763	3,136.088	3,230.175	3,327.188	3,426.963					3,495.538
		Annual	35,474.400	36,537.150	37,633.050	38,762.100	39,926.250	41,123.550					41,946.450

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Receptionist / Medical Records Clerk	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089					21.511
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Unit Assistant (Trained) ****	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Unit Assistant / Porter ****	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
C.S.R. Aide / Materials Management	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
CSR Aide (Cert)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Material Mgmt Aide	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Materials Management Warehouse Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Unit Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Ward Clerk - Betel Home	2080	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.887
		Monthly	3,205.453	3,301.653	3,400.627	3,502.547	3,607.760	3,716.093					3,790.280
		Annual	38,465.440	39,619.840	40,807.520	42,030.560	43,293.120	44,593.120					45,483.360
Ward Clerk	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439					21.888
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,672.002
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,064.020
Maintenance I - Betel Home (Gimli)	2080	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,250.693	3,348.107	3,448.640	3,551.947	3,658.720	3,768.267					3,843.667
		Annual	39,008.320	40,177.280	41,383.680	42,623.360	43,904.640	45,219.200					46,124.000
Maintenance II - Betel Home (Selkirk)	2080	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,250.693	3,348.107	3,448.640	3,551.947	3,658.720	3,768.267					3,843.667
		Annual	39,008.320	40,177.280	41,383.680	42,623.360	43,904.640	45,219.200					46,124.000
Maintenance Worker	2015	Hourly	18.754	19.316	19.896	20.492	21.108	21.740					22.175
		Monthly	3,149.109	3,243.478	3,340.870	3,440.948	3,544.385	3,650.508					3,723.552
		Annual	37,789.310	38,921.740	40,090.440	41,291.380	42,532.620	43,806.100					44,682.625
Plant Manager	2015	Hourly	18.754	19.315	19.896	20.492	21.108	21.740					22.176
		Monthly	3,149.109	3,243.310	3,340.870	3,440.948	3,544.385	3,650.508					3,723.720
		Annual	37,789.310	38,919.725	40,090.440	41,291.380	42,532.620	43,806.100					44,684.640
Medical Transcriptionist	1950	Hourly	18.814	19.378	19.959	20.559	21.175	21.810					22.247
		Monthly	3,057.275	3,148.925	3,243.338	3,340.838	3,440.938	3,544.125					3,615.138
		Annual	36,687.300	37,787.100	38,920.050	40,090.050	41,291.250	42,529.500					43,381.650

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328
		Monthly	3,170.603	3,265.811	3,363.707	3,464.793	3,568.565	3,675.696				3,749.243
		Annual	38,047.230	39,189.735	40,364.480	41,577.510	42,822.780	44,108.350				44,990.920
Receptionist/Admitting Clerk	2015	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328
		Monthly	3,170.603	3,265.811	3,363.707	3,464.793	3,568.565	3,675.696				3,749.243
		Annual	38,047.230	39,189.735	40,364.480	41,577.510	42,822.780	44,108.350				44,990.920
Ward Clerk - PIO - Betel Home	2080	Hourly	18.882	19.449	20.032	20.634	21.252	21.890				22.328
		Monthly	3,272.880	3,371.160	3,472.213	3,576.560	3,683.680	3,794.267				3,870.187
		Annual	39,274.560	40,453.920	41,666.560	42,918.720	44,204.160	45,531.200				46,442.240
Administrative Clerk 4	1950	Hourly	18.883	19.449	20.032	20.633	21.252	21.889				22.328
		Monthly	3,068.488	3,160.463	3,255.200	3,352.863	3,453.450	3,556.983				3,628.300
		Annual	36,821.850	37,925.550	39,062.400	40,234.350	41,441.400	42,683.550				43,539.600
Allied Health Admin Assistant	2015	Hourly	18.883	19.449	20.032	20.633	21.252	21.889				22.328
		Monthly	3,170.770	3,265.811	3,363.707	3,464.625	3,568.565	3,675.528				3,749.243
		Annual	38,049.245	39,189.735	40,364.480	41,575.495	42,822.780	44,106.335				44,990.920
Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	19.141	20.111	21.081	22.053	22.972					23.430
		Monthly	3,110.413	3,268.038	3,425.663	3,583.613	3,732.950					3,807.375
		Annual	37,324.950	39,216.450	41,107.950	43,003.350	44,795.400					45,688.500
Cook 1	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
Cook - Adult Day Program	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
Slatings Clerk	2015	Hourly	19.334	19.913	20.510	21.126	21.760	22.413				22.861
		Monthly	3,246.501	3,343.725	3,443.971	3,547.408	3,653.867	3,763.516				3,838.743
		Annual	38,958.010	40,124.695	41,327.650	42,568.890	43,846.400	45,162.195				46,064.915
Primary Health Clerical Team Leader	2015	Hourly	19.559	20.105	20.688	21.246	21.843	22.457				22.907
		Monthly	3,284.282	3,375.965	3,470.502	3,567.558	3,667.804	3,770.905				3,846.467
		Annual	39,411.385	40,511.575	41,646.020	42,810.690	44,013.645	45,250.855				46,157.605
Staffing Clerk	1950	Hourly	19.703	20.295	20.903	21.531	22.177	22.842				23.299
		Monthly	3,201.738	3,297.938	3,396.738	3,498.788	3,603.763	3,711.825				3,786.088
		Annual	38,420.850	39,575.250	40,760.850	41,985.450	43,245.150	44,541.900				45,433.050
Accounting Clerk - Betel Home	2080	Hourly	20.010	20.610	21.229	21.866	22.521	23.197				23.661
		Monthly	3,468.400	3,572.400	3,679.693	3,790.107	3,903.640	4,020.813				4,101.240
		Annual	41,620.800	42,868.800	44,156.320	45,481.280	46,843.680	48,249.760				49,214.880
Accounting Clerk	2015	Hourly	20.010	20.610	21.229	21.866	22.521	23.197				23.661
		Monthly	3,360.013	3,460.763	3,564.703	3,671.666	3,781.651	3,895.163				3,973.076
		Annual	40,320.150	41,529.150	42,776.435	44,059.990	45,379.815	46,741.955				47,676.915
Accounting Clerk 2 - EMS	2015	Hourly	20.010	20.610	21.229	21.866	22.521	23.197				23.661
		Monthly	3,360.013	3,460.763	3,564.703	3,671.666	3,781.651	3,895.163				3,973.076
		Annual	40,320.150	41,529.150	42,776.435	44,059.990	45,379.815	46,741.955				47,676.915
Health Information Technician	2015	Hourly	20.116	20.720	21.341	21.981	22.642	23.321				23.787
		Monthly	3,377.812	3,479.233	3,583.510	3,690.976	3,801.969	3,915.985				3,994.234
		Annual	40,533.740	41,750.800	43,002.115	44,291.715	45,623.630	46,991.815				47,930.805



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Carpenter	2015	Hourly	31.192									31.816
		Monthly	5,237.657									5,342.437
		Annual	62,851.880									64,109.240
Electrician	2015	Hourly	35.078									35.780
		Monthly	5,890.181									6,008.058
		Annual	70,682.170									72,096.700
Plumber	2015	Hourly	35.078									35.780
		Monthly	5,890.181									6,008.058
		Annual	70,682.170									72,096.700
Home Support Worker *	2080	Hourly	12.939	13.216	13.433	13.758	13.987					
		Monthly	2,242.760	2,290.773	2,328.387	2,384.720	2,424.413					
		Annual	26,913.120	27,489.280	27,940.640	28,616.640	29,092.960					
Supportive Housing Worker **	2080	Hourly	12.312	12.575	12.782	13.091	13.309					
		Monthly	2,134.080	2,179.667	2,215.547	2,269.107	2,306.893					
		Annual	25,608.960	26,156.000	26,586.560	27,229.280	27,682.720					
Clerk 1 **	1885	Hourly	15.118	15.535	15.951	16.413						
		Monthly	2,374.786	2,440.290	2,505.636	2,578.209						
		Annual	28,497.430	29,283.475	30,067.635	30,938.505						
Supportive Housing Companion - Comm **	2080	Hourly	15.964	16.284	16.609	16.941	17.280					
		Monthly	2,767.093	2,822.560	2,878.893	2,936.440	2,995.200					
		Annual	33,205.120	33,870.720	34,546.720	35,237.280	35,942.400					
Clerk Typist 1 **	1885	Hourly	16.247	16.664	17.045	17.549	18.031					
		Monthly	2,552.133	2,617.637	2,677.485	2,756.655	2,832.370					
		Annual	30,625.595	31,411.640	32,129.825	33,079.865	33,988.435					
Administrative Secretary 1 **	1885	Hourly	16.773	17.146	17.637	18.115	18.606					
		Monthly	2,634.759	2,693.351	2,770.479	2,845.565	2,922.693					
		Annual	31,617.105	32,320.210	33,245.745	34,146.775	35,072.310					
Clerk Typist 2 **	1885	Hourly	17.906	18.335	18.804	19.334	19.830	20.410				
		Monthly	2,812.734	2,880.123	2,953.795	3,037.049	3,114.963	3,206.071				
		Annual	33,752.810	34,561.475	35,445.540	36,444.590	37,379.550	38,472.850				
Clerk 2 **	1885	Hourly	17.907	18.336	18.799	19.335	19.830	20.408				
		Monthly	2,812.891	2,880.280	2,953.010	3,037.206	3,114.963	3,205.757				
		Annual	33,754.695	34,563.360	35,436.115	36,446.475	37,379.550	38,469.080				
Administrative Secretary 2 **	1885	Hourly	18.980	19.412	19.902	20.408	20.992	21.526				
		Monthly	2,981.442	3,049.302	3,126.273	3,205.757	3,297.493	3,381.376				
		Annual	35,777.300	36,591.620	37,515.270	38,469.080	39,569.920	40,576.510				
Community Wellness & Housing Support Worker **	1885	Hourly	20.097	20.720	21.433	22.168	22.915	23.850				
		Monthly	3,156.904	3,254.767	3,366.767	3,482.223	3,599.565	3,715.021				
		Annual	37,882.845	39,057.200	40,401.205	41,786.680	43,194.775	44,580.250				45,473.740
Administrative Secretary 3 **	1885	Hourly	21.676	22.260	22.872	23.482	24.124	24.794				
		Monthly	3,404.938	3,496.675	3,592.810	3,688.631	3,789.478	3,894.724				
		Annual	40,859.260	41,960.100	43,113.720	44,263.570	45,473.740	46,736.690				
Clerk 3 **	1885	Hourly	21.736	22.304	22.899	23.527	24.188	24.927				
		Monthly	3,414.363	3,503.587	3,597.051	3,695.700	3,796.390	3,915.616				
		Annual	40,972.360	42,043.040	43,164.615	44,348.395	45,556.680	46,987.395				

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Accounting Clerk **	1885	Hourly	22.423	23.019	23.646	24.257	24.956	25.659					
		Monthly	3,522.280	3,615.901	3,714.393	3,810.370	3,920.172	4,030.601					
		Annual	42,267.355	43,390.815	44,572.710	45,724.445	47,042.060	48,367.215					
Community Health Assessment Program Asst **	1885	Hourly	24.427	25.305	26.150	27.101	28.035	29.061				29.642	
		Monthly	3,837.075	3,974.994	4,107.729	4,257.115	4,403.831	4,564.999				4,656.264	
		Annual	46,044.895	47,699.925	49,292.750	51,085.385	52,845.975	54,779.985				55,875.170	
Home Care Resource Coordinator **	1885	Hourly	24.777	25.631	26.552	27.434	28.451	29.425	30.483	31.418			32.046
		Monthly	3,892.054	4,026.203	4,170.877	4,309.424	4,469.178	4,622.177	4,788.371	4,935.244			5,033.893
		Annual	46,704.645	48,314.435	50,050.520	51,713.090	53,630.135	55,466.125	57,460.455	59,222.930			60,406.710
Mental Health Resource Coordinator **	1885	Hourly	24.777	25.631	26.552	27.434	28.451	29.425	30.483	31.418			32.046
		Monthly	3,892.054	4,026.203	4,170.877	4,309.424	4,469.178	4,622.177	4,788.371	4,935.244			5,033.893
		Annual	46,704.645	48,314.435	50,050.520	51,713.090	53,630.135	55,466.125	57,460.455	59,222.930			60,406.710
Palliative Care Volunteer Coordinator & Community Liaison *	1885	Hourly	24.777	25.631	26.552	27.434	28.451	29.425	30.483	31.418			32.046
		Monthly	3,892.054	4,026.203	4,170.877	4,309.424	4,469.178	4,622.177	4,788.371	4,935.244			5,033.893
		Annual	46,704.645	48,314.435	50,050.520	51,713.090	53,630.135	55,466.125	57,460.455	59,222.930			60,406.710
Resource Coord Specialist **	1885	Hourly	27.113	28.042	29.037	30.157	31.255	32.420	33.699				34.373
		Monthly	4,259.000	4,404.931	4,561.229	4,737.162	4,909.640	5,092.642	5,293.551				5,399.425
		Annual	51,108.005	52,859.170	54,734.745	56,845.945	58,915.675	61,111.700	63,522.615				64,793.105
Palliative Care Coordinator **	1885	Hourly	32.498	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
		Monthly	5,104.580	5,277.215	5,473.883	5,668.509	5,879.472	6,098.603	6,336.113	6,581.320	6,837.366	7,038.276	7,179.023
		Annual	61,254.960	63,326.575	65,686.595	68,022.110	70,553.665	73,183.240	76,033.360	78,975.845	82,048.395	84,459.310	86,148.270
Handivan Driver ***	2015	Hourly	17.253	17.770	18.303	18.854	19.419	20.002					20.402
		Monthly	2,897.066	2,983.879	3,073.379	3,165.901	3,260.774	3,358.669					3,425.836
		Annual	34,764.795	35,806.550	36,880.545	37,990.810	39,129.285	40,304.030					41,110.030
Automatic Scrubber Operator - PIO (Selkirk & District Gener	2015	Hourly	17.340	17.821	17.904	18.207	18.480						18.850
		Monthly	2,911.675	2,958.860	3,006.380	3,057.259	3,103.100						3,165.229
		Annual	34,940.100	35,506.315	36,076.560	36,687.105	37,237.200						37,982.750
DSM - Receptionist / Typist - Diagnostics ***	2015	Hourly	18.192	18.737	19.299	19.878	20.475	21.089					21.511
		Monthly	3,054.740	3,146.255	3,240.624	3,337.848	3,438.094	3,541.195					3,612.055
		Annual	36,656.880	37,755.055	38,887.485	40,054.170	41,257.125	42,494.335					43,344.665
Receptionist - PIO ***	2015	Hourly	18.429	18.678	18.983	19.301	19.559						19.950
		Monthly	3,094.536	3,136.348	3,187.562	3,240.960	3,284.282						3,349.938
		Annual	37,134.435	37,636.170	38,250.745	38,891.515	39,411.385						40,199.250
EMS Admin Assistant ***	2015	Hourly	18.883	19.449	20.032	20.633	21.252	21.889					22.328
		Monthly	3,170.770	3,265.811	3,363.707	3,464.625	3,568.565	3,675.528					3,749.243
		Annual	38,049.245	39,189.735	40,364.480	41,575.495	42,822.780	44,106.335					44,990.920
Payroll Clerk - Clerk IV ***	1950	Hourly	18.883	19.449	20.032	20.633	21.252	21.889					22.328
		Monthly	3,068.488	3,160.463	3,255.200	3,352.863	3,453.450	3,556.963					3,628.300
		Annual	36,821.850	37,925.550	39,062.400	40,234.550	41,441.400	42,683.550					43,539.600
Clerk - Admitting - Clerk II - PIO (Selkirk & District General H	1950	Hourly	19.026	19.413	19.810	20.214	20.642						21.055
		Monthly	3,091.725	3,154.613	3,219.125	3,284.775	3,354.325						3,421.438
		Annual	37,100.700	37,855.350	38,629.500	39,417.300	40,251.900						41,057.250
Clerk - Records - Clerk II - PIO (Selkirk & District General Ho	1950	Hourly	19.026	19.413	19.810	20.214	20.642						21.055
		Monthly	3,091.725	3,154.613	3,219.125	3,284.775	3,354.325						3,421.438
		Annual	37,100.700	37,855.350	38,629.500	39,417.300	40,251.900						41,057.250

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Support Service Aide ***	2015	Hourly	18,493	19,048	19,619	20,207	20,814	21,439					21,887
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965					3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585					44,062.005
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	18,873	19,145	19,421	19,734	20,020						20,420
		Monthly	3,169.091	3,214.765	3,261.110	3,313.668	3,361.692						3,428.858
		Annual	38,029.095	38,577.175	39,133.315	39,764.010	40,340.300						41,146.300
Scheduling Clk PIO ***	1950	Hourly	19,541										
		Monthly	3,175.413										
		Annual	38,104.950										
Cook 2 ***	2015	Hourly	19,333	19,914	20,510	21,126	21,780	22,413					22,880
		Monthly	3,246.333	3,343.893	3,443.971	3,547.408	3,653.867	3,763.516					3,838.575
		Annual	38,955.995	40,126.710	41,327.650	42,568.890	43,846.400	45,162.195					46,062.900
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	20,280	20,694	21,119	21,549	21,989						22,429
		Monthly	3,295.500	3,362.775	3,431.838	3,501.713	3,573.213						3,644.713
		Annual	39,546.000	40,353.300	41,182.050	42,020.550	42,878.550						43,736.550
DSM - Admin Secretary II - PIO ***	2015	Hourly	20,363	20,834	21,366	21,898	22,528	23,108					23,570
		Monthly	3,419.287	3,498.376	3,587.708	3,677.039	3,782.827	3,880.218					3,957.796
		Annual	41,031.445	41,980.510	43,052.490	44,124.470	45,393.920	46,562.620					47,493.550
Maintenance Tradesperson - PIO ***	2015	Hourly	23,151	23,990	24,858	25,728	26,998	28,242					28,807
		Monthly	3,887.439	4,028.321	4,174.073	4,320.160	4,533.414	4,742.303					4,837.175
		Annual	46,649.265	48,339.850	50,088.870	51,841.920	54,400.970	56,907.630					58,046.105
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly	32,397										
		Monthly	5,439.996										
		Annual	65,279.955										

\* Former MGEU Community Support Agreement. 0% General Increase in 2017/18

\*\* Former MGEU Community Support Agreement. 0% General Increase in 2017/18

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Dietary Aide Student	2015	Hourly	13.276											
		Monthly	2,229.262											
		Annual	26,751.140											
Dietary Aide	2015	Hourly	15.906	16.383	16.875	17.382	17.902	18.440					18.808	
		Monthly	2,670.883	2,750.979	2,833.594	2,918.728	3,006.044	3,096.383						3,158.177
		Annual	32,050.590	33,011.745	34,003.125	35,024.730	36,072.530	37,156.600						37,898.120
Housekeeping Aide - Betel Home	2080	Hourly	15.906	16.384	16.875	17.382	17.903	18.441					18.808	
		Monthly	2,757.040	2,839.893	2,925.000	3,012.880	3,103.187	3,196.440						3,260.053
		Annual	33,084.480	34,078.720	35,100.000	36,154.560	37,238.240	38,357.280						39,120.640
Housekeeping Aide	2015	Hourly	15.906	16.383	16.875	17.382	17.902	18.440					18.808	
		Monthly	2,670.883	2,750.979	2,833.594	2,918.728	3,006.044	3,096.383						3,158.177
		Annual	32,050.590	33,011.745	34,003.125	35,024.730	36,072.530	37,156.600						37,898.120
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	15.906	16.384	16.875	17.382	17.903	18.441					18.808	
		Monthly	2,757.040	2,839.893	2,925.000	3,012.880	3,103.187	3,196.440						3,260.053
		Annual	33,084.480	34,078.720	35,100.000	36,154.560	37,238.240	38,357.280						39,120.640
Laundry Aide - Betel Home	2080	Hourly	15.906	16.384	16.875	17.382	17.903	18.441					18.808	
		Monthly	2,757.040	2,839.893	2,925.000	3,012.880	3,103.187	3,196.440						3,260.053
		Annual	33,084.480	34,078.720	35,100.000	36,154.560	37,238.240	38,357.280						39,120.640
Laundry Aide	2015	Hourly	15.906	16.383	16.875	17.382	17.902	18.440					18.808	
		Monthly	2,670.883	2,750.979	2,833.594	2,918.728	3,006.044	3,096.383						3,158.177
		Annual	32,050.590	33,011.745	34,003.125	35,024.730	36,072.530	37,156.600						37,898.120
Assistant Cook (Uncertified)	2015	Hourly	16.963	17.472	17.998	18.536	19.093	19.666					20.059	
		Monthly	2,848.370	2,933.840	3,021.828	3,112.503	3,206.033	3,302.249						3,368.240
		Annual	34,180.445	35,206.080	36,261.940	37,350.040	38,472.395	39,626.990						40,418.885
Administrative Clerk 1	1950	Hourly	17.083	17.595	18.124	18.667	19.227	19.803					20.200	
		Monthly	2,775.988	2,859.188	2,945.150	3,033.388	3,124.388	3,217.988						3,282.500
		Annual	33,311.850	34,310.250	35,341.800	36,400.650	37,492.650	38,615.850						39,390.000
C.S.R. Aide ( Non Cert)	2015	Hourly	17.083	17.595	18.124	18.667	19.227	19.803					20.200	
		Monthly	2,868.520	2,954.494	3,043.322	3,134.500	3,228.534	3,325.254						3,391.917
		Annual	34,422.245	35,453.925	36,519.860	37,614.005	38,742.405	39,903.045						40,703.000
Clerk Typist I - Medical Records	1950	Hourly	17.083	17.595	18.124	18.667	19.227	19.803					20.200	
		Monthly	2,775.988	2,859.188	2,945.150	3,033.388	3,124.388	3,217.988						3,282.500
		Annual	33,311.850	34,310.250	35,341.800	36,400.650	37,492.650	38,615.850						39,390.000
General Office Clerk	1950	Hourly	17.083	17.595	18.124	18.667	19.227	19.803					20.200	
		Monthly	2,775.988	2,859.188	2,945.150	3,033.388	3,124.388	3,217.988						3,282.500
		Annual	33,311.850	34,310.250	35,341.800	36,400.650	37,492.650	38,615.850						39,390.000
Office Clerk - Clerk I	1950	Hourly	17.083	17.595	18.124	18.667	19.227	19.803					20.200	
		Monthly	2,775.988	2,859.188	2,945.150	3,033.388	3,124.388	3,217.988						3,282.500
		Annual	33,311.850	34,310.250	35,341.800	36,400.650	37,492.650	38,615.850						39,390.000
Receptionist	2015	Hourly	17.083	17.596	18.124	18.667	19.226	19.803					20.199	
		Monthly	2,868.520	2,954.662	3,043.322	3,134.500	3,228.366	3,325.254						3,391.749
		Annual	34,422.245	35,455.940	36,519.860	37,614.005	38,740.390	39,903.045						40,700.985



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Maintenance II - Betel Home (Gimli)	2080	Hourly	17.254	17.772	18.305	18.855	19.420	20.003				20.403
		Monthly	2,990.693	3,080.480	3,172.867	3,268.200	3,366.133	3,467.187				3,536.520
		Annual	35,888.320	36,965.760	38,074.400	39,218.400	40,393.600	41,606.240				42,438.240
Maintenance II	2015	Hourly	17.254	17.772	18.305	18.854	19.420	20.002				20.403
		Monthly	2,897.234	2,984.215	3,073.715	3,165.901	3,260.942	3,358.669				3,426.004
		Annual	34,766.810	35,810.580	36,884.575	37,990.810	39,131.300	40,304.030				41,112.045
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	17.254	17.772	18.305	18.855	19.420	20.003				20.403
		Monthly	2,990.693	3,080.480	3,172.867	3,268.200	3,366.133	3,467.187				3,536.520
		Annual	35,888.320	36,965.760	38,074.400	39,218.400	40,393.600	41,606.240				42,438.240
Courier / Driver	2015	Hourly	17.703	18.233	18.781	19.344	19.924	20.521				20.932
		Monthly	2,972.629	3,061.625	3,153.643	3,248.180	3,345.572	3,445.818				3,514.832
		Annual	35,671.545	36,739.495	37,843.715	38,978.160	40,146.860	41,349.815				42,177.980
Administrative Clerk 2	1950	Hourly	17.744	18.277	18.828	19.389	19.972	20.570				20.982
		Monthly	2,883.400	2,970.013	3,059.225	3,150.713	3,245.450	3,342.625				3,409.575
		Annual	34,600.800	35,640.150	36,710.700	37,808.550	38,945.400	40,111.500				40,914.900
Health Info Clerk 2	1950	Hourly	17.744	18.277	18.825	19.389	19.972	20.571				20.982
		Monthly	2,883.400	2,970.013	3,059.063	3,150.713	3,245.450	3,342.788				3,409.575
		Annual	34,600.800	35,640.150	36,708.750	37,808.550	38,945.400	40,113.450				40,914.900
Receptionist / Clerk	2015	Hourly	17.744	18.277	18.825	19.389	19.972	20.571				20.982
		Monthly	2,979.513	3,069.013	3,161.031	3,255.736	3,353.632	3,454.214				3,523.228
		Annual	35,754.160	36,828.155	37,932.375	39,068.835	40,243.580	41,450.565				42,278.730
Receptionist / Typist	2015	Hourly	17.744	18.277	18.825	19.389	19.972	20.571				20.982
		Monthly	2,979.513	3,069.013	3,161.031	3,255.736	3,353.632	3,454.214				3,523.228
		Annual	35,754.160	36,828.155	37,932.375	39,068.835	40,243.580	41,450.565				42,278.730
Support Services Clerk	2015	Hourly	17.744	18.277	18.825	19.389	19.972	20.571				20.982
		Monthly	2,979.513	3,069.013	3,161.031	3,255.736	3,353.632	3,454.214				3,523.228
		Annual	35,754.160	36,828.155	37,932.375	39,068.835	40,243.580	41,450.565				42,278.730
Aboriginal Liaison Worker	2015	Hourly	17.897	18.189	18.482	18.785	19.090					19.470
		Monthly	3,005.205	3,054.236	3,103.436	3,154.315	3,205.529					3,269.338
		Annual	36,062.455	36,650.835	37,241.230	37,851.775	38,466.350					39,232.050
Lead Hand - Housekeeping / Laundry	2015	Hourly	17.999	18.540	19.096	19.669	20.259	20.866				21.284
		Monthly	3,022.332	3,113.175	3,206.537	3,302.753	3,401.824	3,503.749				3,573.938
		Annual	36,267.985	37,358.100	38,478.440	39,633.035	40,821.885	42,044.990				42,887.260
Security & Physical Plant Workers	2015	Hourly	18.045	18.588	19.143	19.717	20.311	20.919				21.337
		Monthly	3,030.056	3,120.899	3,214.429	3,310.813	3,410.555	3,512.649				3,582.838
		Annual	36,360.675	37,450.790	38,573.145	39,729.755	40,926.665	42,151.785				42,994.055
Clerk 3	1950	Hourly	18.419	18.971	19.540	20.125	20.731	21.352				21.780
		Monthly	2,993.088	3,082.788	3,175.250	3,270.313	3,368.788	3,469.700				3,539.250
		Annual	35,917.050	36,993.450	38,103.000	39,243.750	40,425.450	41,636.400				42,471.000
Health Information Clerk	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Purchasing Clerk 3	1950	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780
		Monthly	2,993.088	3,082.788	3,175.250	3,270.475	3,368.788	3,469.863				3,539.250
		Annual	35,917.050	36,993.450	38,103.000	39,245.700	40,425.450	41,638.350				42,471.000

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Receptionist / Medical Records Clerk	2015	Hourly	18,419	18,971	19,540	20,126	20,731	21,353				21,780
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700
Unit Assistant (Trained) ****	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Unit Assistant / Porter ****	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
C.S.R. Aide / Materials Management	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
CSR Aide (Cert)	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Material Mgmt Aide	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Materials Management Warehouse Clerk	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,612.100
Unit Clerk	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Ward Clerk - Betel Home	2080	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,140
		Monthly	3,245.493	3,342.907	3,443.093	3,546.400	3,652.827	3,762.547				3,837.600
		Annual	38,945.920	40,114.880	41,317.120	42,556.800	43,833.920	45,150.560				46,051.200
Ward Clerk	2015	Hourly	18,724	19,286	19,864	20,460	21,074	21,707				22,141
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967				3,717.843
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605				44,614.115
Maintenance I - Betel Home (Gimli)	2080	Hourly	18,988	19,557	20,145	20,748	21,372	22,012				22,452
		Monthly	3,291.253	3,389.880	3,491.800	3,596.320	3,704.480	3,815.413				3,891.680
		Annual	39,495.040	40,678.560	41,901.600	43,155.840	44,453.760	45,784.960				46,700.160
Maintenance II - Betel Home (Selkirk)	2080	Hourly	18,988	19,557	20,145	20,748	21,372	22,012				22,452
		Monthly	3,291.253	3,389.880	3,491.800	3,596.320	3,704.480	3,815.413				3,891.680
		Annual	39,495.040	40,678.560	41,901.600	43,155.840	44,453.760	45,784.960				46,700.160
Maintenance Worker	2015	Hourly	18,988	19,557	20,145	20,748	21,372	22,012				22,452
		Monthly	3,188.402	3,283.946	3,382.681	3,483.935	3,588.715	3,696.182				3,770.065
		Annual	38,260.820	39,407.355	40,592.175	41,807.220	43,064.580	44,354.180				45,240.780
Plant Manager	2015	Hourly	18,988	19,556	20,145	20,748	21,372	22,012				22,453
		Monthly	3,188.402	3,283.778	3,382.681	3,483.935	3,588.715	3,696.182				3,770.233
		Annual	38,260.820	39,405.340	40,592.175	41,807.220	43,064.580	44,354.180				45,242.795
Medical Transcriptionist	1950	Hourly	19,049	19,620	20,208	20,816	21,440	22,083				22,525
		Monthly	3,095.463	3,188.250	3,283.800	3,382.600	3,484.000	3,588.488				3,660.313
		Annual	37,145.550	38,259.000	39,405.600	40,591.200	41,808.000	43,061.850				43,923.750

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	19.118	19.692	20.282	20.892	21.518	22.164					22.607
		Monthly	3,210.231	3,306.615	3,405.686	3,508.115	3,613.231	3,721.705					3,796.092
		Annual	38,522.770	39,679.380	40,868.230	42,097.380	43,358.770	44,660.460					45,553.105
Receptionist/Admitting Clerk	2015	Hourly	19.118	19.692	20.282	20.892	21.518	22.164					22.607
		Monthly	3,210.231	3,306.615	3,405.686	3,508.115	3,613.231	3,721.705					3,796.092
		Annual	38,522.770	39,679.380	40,868.230	42,097.380	43,358.770	44,660.460					45,553.105
Ward Clerk - PIO - Betel Home	2080	Hourly	19.118	19.692	20.282	20.892	21.518	22.164					22.607
		Monthly	3,313.787	3,413.280	3,515.547	3,621.280	3,729.787	3,841.760					3,918.547
		Annual	39,765.440	40,959.360	42,186.560	43,455.360	44,757.440	46,101.120					47,022.560
Administrative Clerk 4	1950	Hourly	19.119	19.692	20.282	20.891	21.518	22.163					22.607
		Monthly	3,106.838	3,199.950	3,295.825	3,394.788	3,496.675	3,601.488					3,673.638
		Annual	37,282.050	38,399.400	39,549.900	40,737.450	41,960.100	43,217.850					44,083.650
Allied Health Admin Assistant	2015	Hourly	19.119	19.692	20.282	20.891	21.518	22.163					22.607
		Monthly	3,210.399	3,306.615	3,405.686	3,507.947	3,613.231	3,721.537					3,796.092
		Annual	38,524.785	39,679.380	40,868.230	42,095.365	43,358.770	44,658.445					45,553.105
Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	19.380	20.362	21.345	22.329	23.259						23.723
		Monthly	3,149.250	3,308.825	3,468.563	3,628.463	3,779.588						3,854.988
		Annual	37,791.000	39,705.900	41,622.750	43,541.550	45,355.050						46,259.850
Cook 1	2015	Hourly	19.578	20.162	20.766	21.390	22.032	22.693					23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533					3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395					46,641.205
Cook - Adult Day Program	2015	Hourly	19.578	20.162	20.766	21.390	22.032	22.693					23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533					3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395					46,641.205
Slatting Clerk	2015	Hourly	19.578	20.162	20.766	21.390	22.032	22.693					23.147
		Monthly	3,287.137	3,385.536	3,486.958	3,591.738	3,699.540	3,810.533					3,886.767
		Annual	39,445.640	40,626.430	41,843.490	43,100.850	44,394.480	45,726.395					46,641.205
Primary Health Clerical Team Leader	2015	Hourly	19.803	20.356	20.926	21.512	22.116	22.738					23.193
		Monthly	3,325.254	3,418.112	3,513.824	3,612.223	3,713.645	3,818.089					3,894.491
		Annual	39,903.045	41,017.340	42,165.890	43,346.680	44,563.740	45,817.070					46,733.895
Staffing Clerk	1950	Hourly	19.949	20.549	21.164	21.800	22.454	23.128					23.590
		Monthly	3,241.713	3,339.213	3,439.150	3,542.500	3,648.775	3,758.300					3,833.375
		Annual	38,900.550	40,070.550	41,269.800	42,510.000	43,785.300	45,099.600					46,000.500
Accounting Clerk - Betel Home	2080	Hourly	20.260	20.868	21.494	22.139	22.803	23.487					23.957
		Monthly	3,511.733	3,617.120	3,725.627	3,837.427	3,952.520	4,071.080					4,152.547
		Annual	42,140.800	43,405.440	44,707.520	46,049.120	47,430.240	48,852.960					49,830.560
Accounting Clerk	2015	Hourly	20.260	20.868	21.494	22.139	22.803	23.487					23.957
		Monthly	3,401.992	3,504.085	3,609.201	3,717.507	3,829.004	3,943.859					4,022.780
		Annual	40,823.900	42,049.020	43,310.410	44,610.085	45,948.045	47,326.305					48,273.355
Accounting Clerk 2 - EMS	2015	Hourly	20.260	20.868	21.494	22.139	22.803	23.487					23.957
		Monthly	3,401.992	3,504.085	3,609.201	3,717.507	3,829.004	3,943.859					4,022.780
		Annual	40,823.900	42,049.020	43,310.410	44,610.085	45,948.045	47,326.305					48,273.355
Health Information Technician	2015	Hourly	20.367	20.979	21.608	22.256	22.925	23.613					24.084
		Monthly	3,419.959	3,522.724	3,628.343	3,737.153	3,849.490	3,965.016					4,044.105
		Annual	41,039.505	42,272.685	43,540.120	44,845.840	46,193.875	47,580.195					48,529.260



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Carpenter	2015	Hourly	31.582									32.214	
		Monthly	5,303.144										5,409.268
		Annual	63,637.730										64,911.210
Electrician	2015	Hourly	35.516									36.227	
		Monthly	5,963.728										6,083.117
		Annual	71,564.740										72,997.405
Plumber	2015	Hourly	35.516									36.227	
		Monthly	5,963.728										6,083.117
		Annual	71,564.740										72,997.405
Home Support Worker *	2080	Hourly	13.068	13.348	13.567	13.896	14.127						
		Monthly	2,265.120	2,313.653	2,351.613	2,408.640	2,448.680						
		Annual	27,181.440	27,763.840	28,219.360	28,903.680	29,384.160						
Supportive Housing Worker **	2080	Hourly	12.374	12.838	12.848	13.156	13.376						
		Monthly	2,144.827	2,190.587	2,226.640	2,280.373	2,318.507						
		Annual	25,737.920	26,287.040	26,719.680	27,364.480	27,822.080						
Clerk 1 **	1885	Hourly	15.194	15.813	16.031	16.495							
		Monthly	2,386.724	2,452.542	2,518.203	2,591.090							
		Annual	28,640.690	29,430.505	30,218.435	31,093.075							
Supportive Housing Companion - Comm **	2080	Hourly	16.044	16.365	16.692	17.026	17.366						
		Monthly	2,780.960	2,836.600	2,893.280	2,951.173	3,010.107						
		Annual	33,371.520	34,039.200	34,719.360	35,414.080	36,121.280						
Clerk Typist 1 **	1885	Hourly	16.328	16.747	17.130	17.637	18.121						
		Monthly	2,564.857	2,630.675	2,690.838	2,770.479	2,846.507						
		Annual	30,778.280	31,568.095	32,290.050	33,245.745	34,158.085						
Administrative Secretary 1 **	1885	Hourly	16.857	17.232	17.725	18.206	18.699						
		Monthly	2,647.954	2,706.860	2,784.302	2,859.859	2,937.301						
		Annual	31,775.445	32,482.320	33,411.625	34,318.310	35,247.615						
Clerk Typist 2 **	1885	Hourly	17.996	18.427	18.898	19.431	19.929	20.512					
		Monthly	2,826.872	2,894.575	2,968.561	3,052.286	3,130.514	3,222.093					
		Annual	33,922.460	34,734.895	35,622.730	36,627.435	37,566.165	38,665.120					
Clerk 2 **	1885	Hourly	17.997	18.428	18.893	19.432	19.929	20.510					
		Monthly	2,827.029	2,894.732	2,967.775	3,052.443	3,130.514	3,221.779					
		Annual	33,924.345	34,736.780	35,613.305	36,629.320	37,566.165	38,661.350					
Administrative Secretary 2 **	1885	Hourly	19.075	19.509	20.002	20.510	21.097	21.634					
		Monthly	2,996.365	3,064.539	3,141.981	3,221.779	3,313.987	3,398.341					
		Annual	35,956.375	36,774.465	37,703.770	38,661.350	39,767.845	40,780.090					
Community Wellness & Housing Support Worker **	1885	Hourly	20.197	20.824	21.540	22.279	23.030	24.245					
		Monthly	3,172.612	3,271.103	3,383.575	3,499.660	3,617.629	3,733.557					
		Annual	38,071.345	39,253.240	40,602.900	41,995.915	43,411.550	44,802.680					
Administrative Secretary 3 **	1885	Hourly	21.784	22.371	22.988	23.599	24.245	24.918					
		Monthly	3,421.903	3,514.111	3,610.718	3,707.010	3,808.485	3,914.203					
		Annual	41,062.840	42,169.335	43,328.610	44,484.115	45,701.825	46,970.430					
Clerk 3 **	1885	Hourly	21.845	22.416	23.013	23.645	24.289	25.052					
		Monthly	3,431.485	3,521.180	3,614.959	3,714.235	3,815.397	3,935.252					
		Annual	41,177.825	42,254.160	43,379.505	44,570.825	45,784.765	47,223.020					

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Accounting Clerk **	1885	Hourly	22.535	23.134	23.764	24.378	25.081	25.787					
		Monthly	3,539.873	3,633.966	3,732.928	3,829.378	3,939.807	4,050.708					
		Annual	42,478.475	43,607.590	44,795.140	45,952.530	47,277.685	48,608.495					
Community Health Assessment Program Asst **	1885	Hourly	24.549	25.432	26.281	27.237	28.175	29.206				29.790	
		Monthly	3,856.239	3,994.943	4,128.307	4,278.479	4,425.823	4,587.776					4,679.513
		Annual	46,274.865	47,939.320	49,539.685	51,341.745	53,109.875	55,053.310					56,154.150
Home Care Resource Coordinator **	1885	Hourly	24.901	25.759	26.685	27.571	28.593	29.572	30.635	31.575		32.206	
		Monthly	3,911.532	4,046.310	4,191.769	4,330.945	4,491.484	4,645.268	4,812.248	4,959.906		5,059.026	
		Annual	46,938.385	48,555.715	50,301.225	51,971.335	53,897.805	55,743.220	57,746.975	59,518.875		60,708.310	
Mental Health Resource Coordinator **	1885	Hourly	24.901	25.759	26.685	27.571	28.593	29.572	30.635	31.575		32.206	
		Monthly	3,911.532	4,046.310	4,191.769	4,330.945	4,491.484	4,645.268	4,812.248	4,959.906		5,059.026	
		Annual	46,938.385	48,555.715	50,301.225	51,971.335	53,897.805	55,743.220	57,746.975	59,518.875		60,708.310	
Palliative Care Volunteer Coordinator & Community Liaison *	1885	Hourly	24.901	25.759	26.685	27.571	28.593	29.572	30.635	31.575		32.206	
		Monthly	3,911.532	4,046.310	4,191.769	4,330.945	4,491.484	4,645.268	4,812.248	4,959.906		5,059.026	
		Annual	46,938.385	48,555.715	50,301.225	51,971.335	53,897.805	55,743.220	57,746.975	59,518.875		60,708.310	
Resource Coord Specialist **	1885	Hourly	27.249	28.182	29.182	30.308	31.411	32.582	33.867			34.545	
		Monthly	4,280.364	4,426.923	4,584.006	4,760.882	4,934.145	5,118.089	5,319.941			5,426.444	
		Annual	51,364.365	53,123.070	55,008.070	57,130.580	59,209.735	61,417.070	63,839.295			65,117.325	
Palliative Care Coordinator **	1885	Hourly	32.658	33.763	35.021	36.266	37.616	39.018	40.538	42.106	43.745	45.030	45.931
		Monthly	5,130.028	5,303.605	5,501.215	5,696.784	5,908.847	6,129.078	6,367.844	6,614.151	6,871.610	7,073.463	7,214.995
		Annual	61,560.330	63,643.255	66,014.585	68,361.410	70,906.160	73,548.930	76,414.130	79,369.810	82,459.325	84,881.550	86,579.935
Handivan Driver ***	2015	Hourly	17.469	17.992	18.532	19.090	19.662	20.252				20.657	
		Monthly	2,933.336	3,021.157	3,111.832	3,205.529	3,301.578	3,400.648				3,468.655	
		Annual	35,200.035	36,253.880	37,341.980	38,466.350	39,618.930	40,807.780				41,623.855	
Automatic Scrubber Operator - PIO (Selkirk & District Gener	2015	Hourly	17.557	17.841	18.128	18.435	18.711					18.086	
		Monthly	2,948.113	2,995.801	3,043.993	3,095.544	3,141.889					3,204.858	
		Annual	35,377.355	35,949.615	36,527.920	37,146.525	37,702.665					38,458.290	
DSM - Receptionist / Typist - Diagnostics ***	2015	Hourly	18.419	18.971	19.540	20.126	20.731	21.353				21.780	
		Monthly	3,092.857	3,185.547	3,281.092	3,379.491	3,481.080	3,585.525				3,657.225	
		Annual	37,114.285	38,226.565	39,373.100	40,553.890	41,772.965	43,026.295				43,886.700	
Receptionist - PIO ***	2015	Hourly	18.659	18.911	19.220	19.542	19.803					20.199	
		Monthly	3,133.157	3,175.472	3,227.358	3,281.428	3,325.254					3,391.749	
		Annual	37,597.885	38,105.665	38,728.300	39,377.130	39,903.045					40,700.985	
EMS Admin Assistant ***	2015	Hourly	19.119	19.692	20.282	20.891	21.518	22.163				22.607	
		Monthly	3,210.399	3,306.615	3,405.686	3,507.947	3,613.231	3,721.537				3,796.092	
		Annual	38,524.785	39,679.380	40,868.230	42,095.365	43,358.770	44,658.445				45,553.105	
Payroll Clerk - Clerk IV ***	1950	Hourly	19.119	19.692	20.282	20.891	21.518	22.163				22.607	
		Monthly	3,106.838	3,199.950	3,295.825	3,394.788	3,496.675	3,601.488				3,673.638	
		Annual	37,282.050	38,399.400	39,549.900	40,737.450	41,960.100	43,217.850				44,083.650	
Clerk - Admitting - Clerk II - PIO (Selkirk & District General H	1950	Hourly	19.264	19.656	20.058	20.467	20.900					21.318	
		Monthly	3,130.400	3,194.100	3,259.425	3,325.888	3,396.250					3,464.175	
		Annual	37,564.800	38,329.200	39,113.100	39,910.650	40,755.000					41,570.100	
Clerk - Records - Clerk II - PIO (Selkirk & District General Ho	1950	Hourly	19.264	19.656	20.058	20.467	20.900					21.318	
		Monthly	3,130.400	3,194.100	3,259.425	3,325.888	3,396.250					3,464.175	
		Annual	37,564.800	38,329.200	39,113.100	39,910.650	40,755.000					41,570.100	

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Support Service Aide ***	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707					22.140	
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967						3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605						44,612.100
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	19.109	19.384	19.664	19.981	20.270						20.675	
		Monthly	3,208.720	3,254.897	3,301.913	3,355.143	3,403.671							3,471.677
		Annual	38,504.635	39,058.760	39,622.960	40,261.715	40,844.050							41,660.125
Scheduling Clk PIO ***	1950	Hourly	19.785											
		Monthly	3,215.063											
		Annual	38,580.750											
Cook 2 ***	2015	Hourly	19.575	20.163	20.766	21.390	22.032	22.693					23.146	
		Monthly	3,286.969	3,385.704	3,486.958	3,591.738	3,699.540	3,810.533						3,886.599
		Annual	39,443.625	40,628.445	41,843.490	43,100.850	44,394.480	45,726.395						46,639.190
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	20.534	20.953	21.383	21.818	22.264						22.709	
		Monthly	3,336.775	3,404.863	3,474.738	3,545.425	3,617.900							3,690.213
		Annual	40,041.300	40,858.350	41,696.850	42,545.100	43,414.800							44,282.550
DSM - Admin Secretary II - PIO ***	2015	Hourly	20.818	21.094	21.633	22.172	22.810	23.397					23.865	
		Monthly	3,462.106	3,542.034	3,632.541	3,723.048	3,830.179	3,928.746						4,007.331
		Annual	41,545.270	42,504.410	43,590.495	44,676.580	45,962.150	47,144.955						48,087.975
Maintenance Tradesperson - PIO ***	2015	Hourly	23.440	24.290	25.169	26.050	27.335	28.595					29.167	
		Monthly	3,935.967	4,078.696	4,226.295	4,374.229	4,590.002	4,801.577						4,897.625
		Annual	47,231.600	48,944.350	50,715.535	52,490.750	55,080.025	57,618.925						58,771.505
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly	32.802											
		Monthly	5,508.003											
		Annual	66,096.030											

\* Former MGEU Community Support Agreement. 1.0% General Increase in 2018/19

\*\* Former MGEU Community Support Agreement. 0.5% General Increase in 2018/19

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Dietary Aide Student	2015	Hourly	13.462											
		Monthly	2,260.494											
		Annual	27,125.930											
Dietary Aide	2015	Hourly	16.129	16.612	17.111	17.625	18.153	18.698					19.071	
		Monthly	2,708.328	2,789.432	2,873.222	2,959.531	3,048.191	3,139.706						3,202.339
		Annual	32,499.935	33,473.180	34,478.665	35,514.375	36,578.295	37,676.470						38,428.065
Housekeeping Aide - Betel Home	2080	Hourly	16.129	16.613	17.111	17.625	18.154	18.699					19.071	
		Monthly	2,795.693	2,879.587	2,965.907	3,055.000	3,146.693	3,241.160						3,305.640
		Annual	33,548.320	34,555.040	35,590.880	36,660.000	37,760.320	38,893.920						39,667.680
Housekeeping Aide	2015	Hourly	16.129	16.612	17.111	17.625	18.153	18.698					19.071	
		Monthly	2,708.328	2,789.432	2,873.222	2,959.531	3,048.191	3,139.706						3,202.339
		Annual	32,499.935	33,473.180	34,478.665	35,514.375	36,578.295	37,676.470						38,428.065
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	16.129	16.613	17.111	17.625	18.154	18.699					19.071	
		Monthly	2,795.693	2,879.587	2,965.907	3,055.000	3,146.693	3,241.160						3,305.640
		Annual	33,548.320	34,555.040	35,590.880	36,660.000	37,760.320	38,893.920						39,667.680
Laundry Aide - Betel Home	2080	Hourly	16.129	16.613	17.111	17.625	18.154	18.699					19.071	
		Monthly	2,795.693	2,879.587	2,965.907	3,055.000	3,146.693	3,241.160						3,305.640
		Annual	33,548.320	34,555.040	35,590.880	36,660.000	37,760.320	38,893.920						39,667.680
Laundry Aide	2015	Hourly	16.129	16.612	17.111	17.625	18.153	18.698					19.071	
		Monthly	2,708.328	2,789.432	2,873.222	2,959.531	3,048.191	3,139.706						3,202.339
		Annual	32,499.935	33,473.180	34,478.665	35,514.375	36,578.295	37,676.470						38,428.065
Assistant Cook (Uncertified)	2015	Hourly	17.200	17.717	18.248	18.796	19.360	19.941					20.340	
		Monthly	2,888.167	2,974.980	3,064.143	3,156.162	3,250.867	3,348.426						3,415.425
		Annual	34,658.000	35,699.755	36,769.720	37,873.940	39,010.400	40,181.115						40,985.100
Administrative Clerk 1	1950	Hourly	17.322	17.841	18.378	18.928	19.496	20.080					20.483	
		Monthly	2,814.825	2,899.163	2,986.425	3,075.800	3,168.100	3,263.000						3,328.488
		Annual	33,777.900	34,789.950	35,837.100	36,909.600	38,017.200	39,156.000						39,941.850
C.S.R. Aide ( Non Cert)	2015	Hourly	17.322	17.841	18.378	18.928	19.496	20.080					20.483	
		Monthly	2,908.653	2,995.801	3,085.973	3,178.327	3,273.703	3,371.767						3,439.437
		Annual	34,903.830	35,949.615	37,031.670	38,139.920	39,284.440	40,461.200						41,273.245
Clerk Typist I - Medical Records	1950	Hourly	17.322	17.841	18.378	18.928	19.496	20.080					20.483	
		Monthly	2,814.825	2,899.163	2,986.425	3,075.800	3,168.100	3,263.000						3,328.488
		Annual	33,777.900	34,789.950	35,837.100	36,909.600	38,017.200	39,156.000						39,941.850
General Office Clerk	1950	Hourly	17.322	17.841	18.378	18.928	19.496	20.080					20.483	
		Monthly	2,814.825	2,899.163	2,986.425	3,075.800	3,168.100	3,263.000						3,328.488
		Annual	33,777.900	34,789.950	35,837.100	36,909.600	38,017.200	39,156.000						39,941.850
Office Clerk - Clerk I	1950	Hourly	17.322	17.841	18.378	18.928	19.496	20.080					20.483	
		Monthly	2,814.825	2,899.163	2,986.425	3,075.800	3,168.100	3,263.000						3,328.488
		Annual	33,777.900	34,789.950	35,837.100	36,909.600	38,017.200	39,156.000						39,941.850
Receptionist	2015	Hourly	17.322	17.842	18.378	18.928	19.495	20.080					20.482	
		Monthly	2,908.653	2,995.969	3,085.973	3,178.327	3,273.535	3,371.767						3,439.269
		Annual	34,903.830	35,951.630	37,031.670	38,139.920	39,282.425	40,461.200						41,271.230



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Maintenance II - Betel Home (Gimli)	2080	Hourly	17.496	18.021	18.561	19.119	19.692	20.283					20.689
		Monthly	3,032.640	3,123.640	3,217.240	3,313.960	3,413.280	3,515.720					3,586.093
		Annual	36,391.680	37,483.680	38,606.880	39,767.520	40,959.360	42,188.640					43,033.120
Maintenance II	2015	Hourly	17.496	18.021	18.561	19.118	19.692	20.282					20.689
		Monthly	2,937.870	3,026.026	3,116.701	3,210.231	3,306.615	3,405.686					3,474.028
		Annual	35,254.440	36,312.315	37,400.415	38,522.770	39,679.380	40,868.230					41,688.335
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	17.496	18.021	18.561	19.119	19.692	20.283					20.689
		Monthly	3,032.640	3,123.640	3,217.240	3,313.960	3,413.280	3,515.720					3,586.093
		Annual	36,391.680	37,483.680	38,606.880	39,767.520	40,959.360	42,188.640					43,033.120
Courier / Driver	2015	Hourly	17.951	18.488	19.044	19.615	20.203	20.808					21.225
		Monthly	3,014.272	3,104.443	3,197.805	3,293.685	3,392.420	3,494.010					3,564.031
		Annual	36,171.265	37,253.320	38,373.660	39,524.225	40,709.045	41,928.120					42,768.375
Administrative Clerk 2	1950	Hourly	17.992	18.533	19.090	19.660	20.252	20.858					21.276
		Monthly	2,923.700	3,011.613	3,102.125	3,194.750	3,290.950	3,389.425					3,457.350
		Annual	35,084.400	36,139.350	37,225.500	38,337.000	39,491.400	40,673.100					41,488.200
Health Info Clerk 2	1950	Hourly	17.992	18.533	19.089	19.660	20.252	20.859					21.276
		Monthly	2,923.700	3,011.613	3,101.963	3,194.750	3,290.950	3,389.588					3,457.350
		Annual	35,084.400	36,139.350	37,223.550	38,337.000	39,491.400	40,675.050					41,488.200
Receptionist / Clerk	2015	Hourly	17.992	18.533	19.089	19.660	20.252	20.859					21.276
		Monthly	3,021.157	3,112.000	3,205.361	3,301.242	3,400.648	3,502.574					3,572.595
		Annual	36,253.880	37,343.995	38,464.335	39,614.900	40,807.780	42,030.885					42,871.140
Receptionist / Typist	2015	Hourly	17.992	18.533	19.089	19.660	20.252	20.859					21.276
		Monthly	3,021.157	3,112.000	3,205.361	3,301.242	3,400.648	3,502.574					3,572.595
		Annual	36,253.880	37,343.995	38,464.335	39,614.900	40,807.780	42,030.885					42,871.140
Support Services Clerk	2015	Hourly	17.992	18.533	19.089	19.660	20.252	20.859					21.276
		Monthly	3,021.157	3,112.000	3,205.361	3,301.242	3,400.648	3,502.574					3,572.595
		Annual	36,253.880	37,343.995	38,464.335	39,614.900	40,807.780	42,030.885					42,871.140
Aboriginal Liaison Worker	2015	Hourly	18.148	18.444	18.741	19.048	19.357						19.743
		Monthly	3,047.352	3,097.055	3,146.926	3,198.477	3,250.363						3,315.179
		Annual	36,568.220	37,164.660	37,763.115	38,381.720	39,004.355						39,782.145
Lead Hand - Housekeeping / Laundry	2015	Hourly	18.251	18.800	19.363	19.944	20.543	21.158					21.582
		Monthly	3,064.647	3,156.833	3,251.370	3,348.930	3,449.512	3,552.781					3,623.978
		Annual	36,775.765	37,882.000	39,016.445	40,187.160	41,394.145	42,633.370					43,487.730
Security & Physical Plant Workers	2015	Hourly	18.298	18.846	19.411	19.993	20.595	21.212					21.636
		Monthly	3,072.539	3,164.558	3,259.430	3,357.158	3,458.244	3,561.848					3,633.045
		Annual	36,870.470	37,974.690	39,113.165	40,285.895	41,498.925	42,742.180					43,596.540
Clerk 3	1950	Hourly	18.677	19.237	19.814	20.407	21.021	21.651					22.085
		Monthly	3,035.013	3,126.013	3,219.775	3,316.138	3,415.913	3,518.288					3,588.813
		Annual	36,420.150	37,512.150	38,637.300	39,793.650	40,990.950	42,219.450					43,065.750
Health Information Clerk	2015	Hourly	18.677	19.237	19.814	20.408	21.021	21.652					22.085
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732					3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780					44,501.275
Purchasing Clerk 3	1950	Hourly	18.677	19.237	19.814	20.408	21.021	21.652					22.085
		Monthly	3,035.013	3,126.013	3,219.775	3,316.300	3,415.913	3,518.450					3,588.813
		Annual	36,420.150	37,512.150	38,637.300	39,795.600	40,990.950	42,221.400					43,065.750

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Receptionist / Medical Records Clerk	2015	Hourly	18,677	19,237	19,814	20,408	21,021	21,652				22,085
		Monthly	3,136.180	3,230.213	3,327.101	3,426.843	3,529.776	3,635.732				3,708.440
		Annual	37,634.155	38,762.555	39,925.210	41,122.120	42,357.315	43,628.780				44,501.275
Unit Assistant (Trained) ****	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
Unit Assistant / Porter ****	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
C.S.R. Aide / Materials Management	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
CSR Aide (Cert)	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Material Mgmt Aide	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
Materials Management Warehouse Clerk	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,236.750
Unit Clerk	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
Ward Clerk - Betel Home	2080	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,450
		Monthly	3,290.907	3,389.707	3,491.280	3,595.973	3,703.960	3,815.240				3,891.333
		Annual	39,490.880	40,676.480	41,895.360	43,151.680	44,447.520	45,782.880				46,696.000
Ward Clerk	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011				22,451
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014				3,769.897
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165				45,238.765
Maintenance I - Betel Home (Gimli)	2080	Hourly	19,254	19,831	20,427	21,038	21,671	22,320				22,766
		Monthly	3,337.360	3,437.373	3,540.680	3,646.587	3,756.307	3,868.800				3,946.107
		Annual	40,048.320	41,248.480	42,488.160	43,759.040	45,075.680	46,425.600				47,353.280
Maintenance II - Betel Home (Selkirk)	2080	Hourly	19,254	19,831	20,427	21,038	21,671	22,320				22,766
		Monthly	3,337.360	3,437.373	3,540.680	3,646.587	3,756.307	3,868.800				3,946.107
		Annual	40,048.320	41,248.480	42,488.160	43,759.040	45,075.680	46,425.600				47,353.280
Maintenance Worker	2015	Hourly	19,254	19,831	20,427	21,038	21,671	22,320				22,766
		Monthly	3,233.068	3,329.955	3,430.034	3,532.631	3,638.922	3,747.900				3,822.791
		Annual	38,796.810	39,959.465	41,160.405	42,391.570	43,667.065	44,974.800				45,873.490
Plant Manager	2015	Hourly	19,254	19,830	20,427	21,038	21,671	22,320				22,767
		Monthly	3,233.068	3,329.788	3,430.034	3,532.631	3,638.922	3,747.900				3,822.959
		Annual	38,796.810	39,957.450	41,160.405	42,391.570	43,667.065	44,974.800				45,875.505
Medical Transcriptionist	1950	Hourly	19,316	19,895	20,491	21,107	21,740	22,392				22,840
		Monthly	3,138.850	3,232.938	3,329.788	3,429.888	3,532.750	3,638.700				3,711.500
		Annual	37,666.200	38,795.250	39,957.450	41,158.650	42,393.000	43,664.400				44,538.000

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Admitting Clerk	2015	Hourly	19.386	19.988	20.586	21.184	21.819	22.474					22.923
		Monthly	3,255.233	3,352.960	3,453.374	3,557.147	3,663.774	3,773.759					3,849.154
		Annual	39,062.790	40,235.520	41,440.490	42,685.760	43,965.285	45,285.110					46,189.845
Receptionist/Admitting Clerk	2015	Hourly	19.386	19.988	20.586	21.184	21.819	22.474					22.923
		Monthly	3,255.233	3,352.960	3,453.374	3,557.147	3,663.774	3,773.759					3,849.154
		Annual	39,062.790	40,235.520	41,440.490	42,685.760	43,965.285	45,285.110					46,189.845
Ward Clerk - PIO - Betel Home	2080	Hourly	19.386	19.988	20.586	21.184	21.819	22.474					22.923
		Monthly	3,360.240	3,461.120	3,564.773	3,671.893	3,781.960	3,895.493					3,973.320
		Annual	40,322.880	41,533.440	42,777.280	44,062.720	45,383.520	46,745.920					47,679.840
Administrative Clerk 4	1950	Hourly	19.387	19.988	20.586	21.183	21.819	22.473					22.923
		Monthly	3,150.388	3,244.800	3,341.975	3,442.238	3,545.588	3,651.863					3,724.988
		Annual	37,804.650	38,937.600	40,103.700	41,306.850	42,547.050	43,822.350					44,699.850
Allied Health Admin Assistant	2015	Hourly	19.387	19.988	20.586	21.183	21.819	22.473					22.923
		Monthly	3,255.400	3,352.960	3,453.374	3,556.979	3,663.774	3,773.591					3,849.154
		Annual	39,064.805	40,235.520	41,440.490	42,683.745	43,965.285	45,283.095					46,189.845
Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	19.651	20.647	21.644	22.642	23.585						24.055
		Monthly	3,193.288	3,355.138	3,517.150	3,679.325	3,832.563						3,908.938
		Annual	38,319.450	40,261.650	42,205.800	44,151.900	45,990.750						46,907.250
Cook 1	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011					23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930					3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165					47,294.065
Cook - Adult Day Program	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011					23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930					3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165					47,294.065
Slaing Clerk	2015	Hourly	19.850	20.444	21.057	21.689	22.340	23.011					23.471
		Monthly	3,333.146	3,432.888	3,535.821	3,641.945	3,751.258	3,863.930					3,941.172
		Annual	39,997.750	41,194.660	42,429.855	43,703.335	45,015.100	46,367.165					47,294.065
Primary Health Clerical Team Leader	2015	Hourly	20.080	20.641	21.219	21.813	22.426	23.056					23.518
		Monthly	3,371.767	3,465.968	3,563.024	3,662.766	3,765.699	3,871.487					3,949.064
		Annual	40,461.200	41,591.615	42,756.285	43,953.195	45,188.390	46,457.840					47,388.770
Staffing Clerk	1950	Hourly	20.228	20.837	21.460	22.105	22.768	23.452					23.920
		Monthly	3,287.050	3,386.013	3,487.250	3,592.063	3,699.800	3,810.950					3,887.000
		Annual	39,444.600	40,632.150	41,847.000	43,104.750	44,397.600	45,731.400					46,644.000
Accounting Clerk - Betel Home	2080	Hourly	20.544	21.160	21.795	22.449	23.122	23.816					24.292
		Monthly	3,560.960	3,667.733	3,777.800	3,891.160	4,007.813	4,128.107					4,210.613
		Annual	42,731.520	44,012.800	45,333.600	46,693.920	48,093.760	49,537.280					50,527.360
Accounting Clerk	2015	Hourly	20.544	21.160	21.795	22.449	23.122	23.816					24.292
		Monthly	3,449.680	3,553.117	3,659.744	3,769.561	3,882.569	3,999.103					4,079.032
		Annual	41,396.160	42,637.400	43,916.925	45,234.735	46,590.830	47,989.240					48,948.380
Accounting Clerk 2 - EMS	2015	Hourly	20.544	21.160	21.795	22.449	23.122	23.816					24.292
		Monthly	3,449.680	3,553.117	3,659.744	3,769.561	3,882.569	3,999.103					4,079.032
		Annual	41,396.160	42,637.400	43,916.925	45,234.735	46,590.830	47,989.240					48,948.380
Health Information Technician	2015	Hourly	20.652	21.273	21.911	22.568	23.246	23.944					24.421
		Monthly	3,467.815	3,572.091	3,679.222	3,789.543	3,903.391	4,020.597					4,100.693
		Annual	41,613.780	42,865.095	44,150.665	45,474.520	46,840.690	48,247.160					49,208.315



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Carpenter	2015	Hourly	32.024									32.665	
		Monthly	5,377.363										5,484.998
		Annual	64,528.360										65,819.975
Electrician	2015	Hourly	36.013									36.734	
		Monthly	6,047.183										6,168.251
		Annual	72,566.195										74,019.010
Plumber	2015	Hourly	36.013									36.734	
		Monthly	6,047.183										6,168.251
		Annual	72,566.195										74,019.010
Home Support Worker	2080	Hourly	13.251	13.535	13.757	14.091	14.325						
		Monthly	2,296.840	2,346.067	2,384.547	2,442.440	2,483.000						
		Annual	27,562.080	28,152.800	28,614.560	29,309.280	29,796.000						
Supportive Housing Worker	2080	Hourly	12.547	12.815	13.026	13.340	13.583						
		Monthly	2,174.813	2,221.267	2,257.840	2,312.267	2,350.920						
		Annual	26,097.760	26,655.200	27,094.080	27,747.200	28,211.040						
Clerk 1	1885	Hourly	15.407	15.832	16.255	16.726							
		Monthly	2,420.183	2,486.943	2,553.390	2,627.376							
		Annual	29,042.195	29,843.320	30,640.675	31,528.510							
Supportive Housing Companion - Comm	2080	Hourly	16.289	16.594	16.928	17.264	17.609						
		Monthly	2,819.960	2,876.293	2,933.840	2,992.427	3,052.227						
		Annual	33,839.520	34,515.520	35,206.080	35,909.120	36,626.720						
Clerk Typist 1	1885	Hourly	16.557	16.981	17.370	17.884	18.375						
		Monthly	2,600.829	2,667.432	2,728.538	2,809.278	2,886.406						
		Annual	31,209.945	32,009.185	32,742.450	33,711.340	34,636.875						
Administrative Secretary 1	1885	Hourly	17.093	17.473	17.973	18.461	18.961						
		Monthly	2,685.025	2,744.717	2,823.259	2,899.915	2,978.457						
		Annual	32,220.305	32,936.605	33,879.105	34,798.985	35,741.485						
Clerk Typist 2	1885	Hourly	18.248	18.685	19.183	19.703	20.208	20.799					
		Monthly	2,866.457	2,935.102	3,010.188	3,095.013	3,174.340	3,267.176					
		Annual	34,397.480	35,221.225	36,122.255	37,140.155	38,092.080	39,206.115					
Clerk 2	1885	Hourly	18.249	18.686	19.158	19.704	20.208	20.797					
		Monthly	2,866.614	2,935.259	3,009.403	3,095.170	3,174.340	3,266.862					
		Annual	34,399.365	35,223.110	36,112.830	37,142.040	38,092.080	39,202.345					
Administrative Secretary 2	1885	Hourly	19.342	19.782	20.282	20.797	21.392	21.937					
		Monthly	3,038.306	3,107.423	3,185.964	3,266.862	3,360.327	3,445.937					
		Annual	36,459.670	37,289.070	38,231.570	39,202.345	40,323.920	41,351.245					
Community Wellness & Housing Support Worker	1885	Hourly	20.480	21.116	21.842	22.591	23.352	24.101					
		Monthly	3,217.067	3,316.972	3,431.014	3,548.670	3,668.210	3,785.865					
		Annual	38,604.800	39,803.660	41,172.170	42,584.035	44,018.520	45,430.385				46,340.840	
Administrative Secretary 3	1885	Hourly	22.089	22.684	23.308	23.929	24.584	25.267					
		Monthly	3,469.814	3,563.278	3,661.298	3,758.847	3,861.737	3,969.025					
		Annual	41,637.765	42,759.340	43,935.580	45,106.165	46,340.840	47,628.295					
Clerk 3	1885	Hourly	22.151	22.730	23.335	23.976	24.629	25.403					
		Monthly	3,479.553	3,570.504	3,665.540	3,766.230	3,868.805	3,990.388					
		Annual	41,754.635	42,846.050	43,986.475	45,194.760	46,425.665	47,884.655					



Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Support Service Aide ***	2015	Hourly	18,986	19,556	20,142	20,746	21,369	22,011					22,450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014					3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165					45,236.750
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	19,377	19,655	19,939	20,261	20,554						20,964
		Monthly	3,253.721	3,300.402	3,348.090	3,402.160	3,451.359						3,520.205
		Annual	39,044.655	39,604.825	40,177.085	40,825.915	41,416.310						42,242.460
Scheduling Clk PIO ***	1950	Hourly	20,062										
		Monthly	3,260.075										
		Annual	39,120.900										
Cook 2 ***	2015	Hourly	19,849	20,445	21,057	21,689	22,340	23,011					23,470
		Monthly	3,332.978	3,433.056	3,535.821	3,641.945	3,751.258	3,863.930					3,941.004
		Annual	39,995.735	41,196.675	42,429.855	43,703.335	45,015.100	46,367.165					47,292.050
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	20,821	21,246	21,682	22,123	22,576						23,027
		Monthly	3,383.413	3,452.475	3,523.325	3,594.988	3,668.600						3,741.888
		Annual	40,600.950	41,429.700	42,279.900	43,139.850	44,023.200						44,902.650
DSM - Admin Secretary II - PIO ***	2015	Hourly	20,907	21,389	21,936	22,482	23,129	23,725					24,199
		Monthly	3,510.634	3,591.570	3,683.420	3,775.103	3,883.745	3,983.823					4,063.415
		Annual	42,127.605	43,098.835	44,201.040	45,301.230	46,604.935	47,805.875					48,760.985
Maintenance Tradesperson - PIO ***	2015	Hourly	23,768	24,630	25,521	26,415	27,718	28,995					29,575
		Monthly	3,991.043	4,135.788	4,285.401	4,435.519	4,654.314	4,868.744					4,966.135
		Annual	47,892.520	49,629.450	51,424.815	53,226.225	55,851.770	58,424.925					59,593.625
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly	33,261										
		Monthly	5,585.076										
		Annual	67,020.915										

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Dietary Aide Student	2015	Hourly	13.529									
		Monthly	2,271.745									
		Annual	27,260.935									
Dietary Aide	2015	Hourly	16.210	16.695	17.197	17.713	18.244	18.791				19.166
		Monthly	2,721.929	2,803.369	2,887.663	2,974.308	3,063.472	3,155.322				3,218.291
		Annual	32,663.150	33,640.425	34,651.955	35,691.695	36,761.660	37,863.865				38,619.490
Housekeeping Aide - Betel Home	2080	Hourly	16.210	16.696	17.197	17.713	18.245	18.792				19.166
		Monthly	2,809.733	2,893.973	2,980.813	3,070.253	3,162.467	3,257.280				3,322.107
		Annual	33,716.800	34,727.680	35,769.760	36,843.040	37,949.600	39,087.360				39,865.280
Housekeeping Aide	2015	Hourly	16.210	16.695	17.197	17.713	18.244	18.791				19.166
		Monthly	2,721.929	2,803.369	2,887.663	2,974.308	3,063.472	3,155.322				3,218.291
		Annual	32,663.150	33,640.425	34,651.955	35,691.695	36,761.660	37,863.865				38,619.490
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	16.210	16.696	17.197	17.713	18.245	18.792				19.166
		Monthly	2,809.733	2,893.973	2,980.813	3,070.253	3,162.467	3,257.280				3,322.107
		Annual	33,716.800	34,727.680	35,769.760	36,843.040	37,949.600	39,087.360				39,865.280
Laundry Aide - Betel Home	2080	Hourly	16.210	16.696	17.197	17.713	18.245	18.792				19.166
		Monthly	2,809.733	2,893.973	2,980.813	3,070.253	3,162.467	3,257.280				3,322.107
		Annual	33,716.800	34,727.680	35,769.760	36,843.040	37,949.600	39,087.360				39,865.280
Laundry Aide	2015	Hourly	16.210	16.695	17.197	17.713	18.244	18.791				19.166
		Monthly	2,721.929	2,803.369	2,887.663	2,974.308	3,063.472	3,155.322				3,218.291
		Annual	32,663.150	33,640.425	34,651.955	35,691.695	36,761.660	37,863.865				38,619.490
Assistant Cook (Uncertified)	2015	Hourly	17.286	17.806	18.339	18.890	19.457	20.041				20.442
		Monthly	2,902.608	2,989.924	3,079.424	3,171.946	3,267.155	3,365.218				3,432.553
		Annual	34,831.290	35,879.090	36,953.085	38,063.350	39,205.855	40,382.615				41,190.630
Administrative Clerk 1	1950	Hourly	17.409	17.930	18.470	19.023	19.593	20.180				20.585
		Monthly	2,828.963	2,913.625	3,001.375	3,091.238	3,183.863	3,279.250				3,345.063
		Annual	33,947.550	34,963.500	36,016.500	37,094.850	38,206.350	39,351.000				40,140.750
C.S.R. Aide ( Non Cert)	2015	Hourly	17.409	17.930	18.470	19.023	19.593	20.180				20.585
		Monthly	2,923.261	3,010.746	3,101.421	3,194.279	3,289.991	3,388.558				3,456.565
		Annual	35,079.135	36,128.950	37,217.050	38,331.345	39,479.895	40,662.700				41,478.775
Clerk Typist I - Medical Records	1950	Hourly	17.409	17.930	18.470	19.023	19.593	20.180				20.585
		Monthly	2,828.963	2,913.625	3,001.375	3,091.238	3,183.863	3,279.250				3,345.063
		Annual	33,947.550	34,963.500	36,016.500	37,094.850	38,206.350	39,351.000				40,140.750
General Office Clerk	1950	Hourly	17.409	17.930	18.470	19.023	19.593	20.180				20.585
		Monthly	2,828.963	2,913.625	3,001.375	3,091.238	3,183.863	3,279.250				3,345.063
		Annual	33,947.550	34,963.500	36,016.500	37,094.850	38,206.350	39,351.000				40,140.750
Office Clerk - Clerk I	1950	Hourly	17.409	17.930	18.470	19.023	19.593	20.180				20.585
		Monthly	2,828.963	2,913.625	3,001.375	3,091.238	3,183.863	3,279.250				3,345.063
		Annual	33,947.550	34,963.500	36,016.500	37,094.850	38,206.350	39,351.000				40,140.750
Receptionist	2015	Hourly	17.409	17.931	18.470	19.023	19.592	20.180				20.584
		Monthly	2,923.261	3,010.914	3,101.421	3,194.279	3,289.823	3,388.558				3,456.397
		Annual	35,079.135	36,130.965	37,217.050	38,331.345	39,477.880	40,662.700				41,476.760



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Maintenance II - Betel Home (Gimli)	2080	Hourly	17.583	18.111	18.654	19.215	19.790	20.384				20.792
		Monthly	3,047.720	3,139.240	3,233.360	3,330.600	3,430.267	3,533.227				3,603.947
		Annual	36,572.640	37,670.880	38,800.320	39,967.200	41,163.200	42,398.720				43,247.360
Maintenance II	2015	Hourly	17.583	18.111	18.654	19.214	19.790	20.383				20.792
		Monthly	2,952.479	3,041.139	3,132.318	3,226.351	3,323.071	3,422.645				3,491.323
		Annual	35,429.745	36,493.665	37,587.810	38,716.210	39,876.850	41,071.745				41,895.880
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	17.583	18.111	18.654	19.215	19.790	20.384				20.792
		Monthly	3,047.720	3,139.240	3,233.360	3,330.600	3,430.267	3,533.227				3,603.947
		Annual	36,572.640	37,670.880	38,800.320	39,967.200	41,163.200	42,398.720				43,247.360
Courier / Driver	2015	Hourly	18.041	18.580	19.139	19.713	20.304	20.912				21.331
		Monthly	3,029.385	3,119.892	3,213.757	3,310.141	3,409.380	3,511.473				3,581.830
		Annual	36,352.615	37,438.700	38,565.085	39,721.695	40,912.560	42,137.680				42,981.965
Administrative Clerk 2	1950	Hourly	18.082	18.626	19.185	19.758	20.353	20.962				21.382
		Monthly	2,938.325	3,026.725	3,117.563	3,210.675	3,307.363	3,406.325				3,474.575
		Annual	35,259.900	36,320.700	37,410.750	38,528.100	39,688.350	40,875.900				41,694.900
Health Info Clerk 2	1950	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382
		Monthly	2,938.325	3,026.725	3,117.400	3,210.675	3,307.363	3,406.488				3,474.575
		Annual	35,259.900	36,320.700	37,408.800	38,528.100	39,688.350	40,877.850				41,694.900
Receptionist / Clerk	2015	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382
		Monthly	3,036.269	3,127.616	3,221.313	3,317.698	3,417.608	3,520.037				3,590.394
		Annual	36,435.230	37,531.390	38,655.760	39,812.370	41,011.295	42,240.445				43,084.730
Receptionist / Typist	2015	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382
		Monthly	3,036.269	3,127.616	3,221.313	3,317.698	3,417.608	3,520.037				3,590.394
		Annual	36,435.230	37,531.390	38,655.760	39,812.370	41,011.295	42,240.445				43,084.730
Support Services Clerk	2015	Hourly	18.082	18.626	19.184	19.758	20.353	20.963				21.382
		Monthly	3,036.269	3,127.616	3,221.313	3,317.698	3,417.608	3,520.037				3,590.394
		Annual	36,435.230	37,531.390	38,655.760	39,812.370	41,011.295	42,240.445				43,084.730
Akoriginal Liaison Worker	2015	Hourly	18.239	18.536	18.835	19.143	19.454					19.842
		Monthly	3,062.632	3,112.503	3,162.710	3,214.429	3,266.651					3,331.803
		Annual	36,751.585	37,350.040	37,952.525	38,573.145	39,199.810					39,981.630
Lead Hand - Housekeeping / Laundry	2015	Hourly	18.342	18.894	19.460	20.044	20.646	21.264				21.890
		Monthly	3,079.928	3,172.618	3,267.658	3,365.722	3,466.808	3,570.580				3,642.113
		Annual	36,959.130	38,071.410	39,211.900	40,388.660	41,601.690	42,846.960				43,705.350
Security & Physical Plant Workers	2015	Hourly	18.389	18.640	19.508	20.093	20.698	21.318				21.744
		Monthly	3,087.820	3,180.342	3,275.718	3,373.950	3,475.539	3,579.648				3,651.180
		Annual	37,053.835	38,164.100	39,308.620	40,487.395	41,706.470	42,955.770				43,814.160
Clerk 3	1950	Hourly	18.770	19.333	19.913	20.509	21.126	21.759				22.195
		Monthly	3,050.125	3,141.613	3,235.863	3,332.713	3,432.975	3,535.838				3,606.688
		Annual	36,601.500	37,699.350	38,830.350	39,992.550	41,195.700	42,430.050				43,280.250
Health Information Clerk	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Purchasing Clerk 3	1950	Hourly	18.770	19.333	19.913	20.510	21.126	21.780				22.195
		Monthly	3,050.125	3,141.613	3,235.863	3,332.875	3,432.975	3,536.000				3,606.688
		Annual	36,601.500	37,699.350	38,830.350	39,994.500	41,195.700	42,432.000				43,280.250

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Receptionist / Medical Records Clerk	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760				22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867				3,726.910
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400				44,722.925
Unit Assistant (Trained) ****	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Unit Assistant / Porter ****	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
C.S.R. Aide / Materials Management	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
CSR Aide (Cert)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.582
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Material Mgmt Aide	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Materials Management Warehouse Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.582
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,462.430
Unit Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Ward Clerk - Betel Home	2080	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.582
		Monthly	3,307.373	3,406.693	3,508.787	3,614.000	3,722.507	3,834.307				3,910.747
		Annual	39,688.480	40,880.320	42,105.440	43,368.000	44,670.080	46,011.680				46,928.960
Ward Clerk	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121				22.583
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485				3,788.704
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815				45,464.445
Maintenance I - Betel Home (Gimli)	2080	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,354.000	3,454.533	3,558.360	3,664.787	3,775.027	3,888.213				3,965.867
		Annual	40,248.000	41,454.400	42,700.320	43,977.440	45,300.320	46,658.560				47,590.400
Maintenance II - Betel Home (Selkirk)	2080	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,354.000	3,454.533	3,558.360	3,664.787	3,775.027	3,888.213				3,965.867
		Annual	40,248.000	41,454.400	42,700.320	43,977.440	45,300.320	46,658.560				47,590.400
Maintenance Worker	2015	Hourly	19.350	19.930	20.529	21.143	21.779	22.432				22.880
		Monthly	3,249.188	3,346.579	3,447.161	3,550.262	3,657.057	3,766.707				3,841.933
		Annual	38,990.250	40,158.950	41,365.935	42,603.145	43,884.685	45,200.480				46,103.200
Plant Manager	2015	Hourly	19.350	19.929	20.529	21.143	21.779	22.432				22.881
		Monthly	3,249.188	3,346.411	3,447.161	3,550.262	3,657.057	3,766.707				3,842.101
		Annual	38,990.250	40,156.935	41,365.935	42,603.145	43,884.685	45,200.480				46,105.215
Medical Transcriptionist	1950	Hourly	19.413	19.984	20.593	21.213	21.849	22.504				22.954
		Monthly	3,154.613	3,249.025	3,346.363	3,447.113	3,550.463	3,656.900				3,730.025
		Annual	37,855.350	38,988.300	40,156.350	41,365.350	42,605.550	43,882.800				44,760.300

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,271.520	3,369.752	3,470.670	3,574.946	3,682.077	3,792.566					3,868.464
		Annual	39,258.245	40,437.020	41,648.035	42,899.350	44,184.920	45,510.790					46,421.570
Receptionist/Admitting Clerk	2015	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,271.520	3,369.752	3,470.670	3,574.946	3,682.077	3,792.566					3,868.464
		Annual	39,258.245	40,437.020	41,648.035	42,899.350	44,184.920	45,510.790					46,421.570
Ward Clerk - PIO - Betel Home	2080	Hourly	19.483	20.068	20.669	21.290	21.928	22.586					23.038
		Monthly	3,377.053	3,478.453	3,582.627	3,690.267	3,800.853	3,914.907					3,993.253
		Annual	40,524.640	41,741.440	42,991.520	44,283.200	45,610.240	46,978.880					47,919.040
Administrative Clerk 4	1950	Hourly	19.484	20.068	20.669	21.289	21.928	22.585					23.038
		Monthly	3,166.150	3,261.050	3,358.713	3,459.463	3,563.300	3,670.063					3,743.675
		Annual	37,993.800	39,132.600	40,304.550	41,513.550	42,759.600	44,040.750					44,924.100
Allied Health Admin Assistant	2015	Hourly	19.484	20.068	20.669	21.289	21.928	22.585					23.038
		Monthly	3,271.688	3,369.752	3,470.670	3,574.778	3,682.077	3,792.398					3,868.464
		Annual	39,260.260	40,437.020	41,648.035	42,897.335	44,184.920	45,508.775					46,421.570
Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	19.749	20.750	21.752	22.755	23.703						24.175
		Monthly	3,209.213	3,371.875	3,534.700	3,697.688	3,851.738						3,928.438
		Annual	38,510.550	40,462.500	42,416.400	44,372.250	46,220.850						47,141.250
Cook 1	2015	Hourly	19.949	20.548	21.162	21.797	22.452	23.128					23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241					3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890					47,529.820
Cook - Adult Day Program	2015	Hourly	19.949	20.548	21.162	21.797	22.452	23.128					23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241					3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890					47,529.820
Slaing Clerk	2015	Hourly	19.949	20.548	21.162	21.797	22.452	23.128					23.588
		Monthly	3,349.770	3,450.016	3,553.453	3,660.080	3,770.065	3,883.241					3,960.818
		Annual	40,197.235	41,400.190	42,641.430	43,920.955	45,240.780	46,598.890					47,529.820
Primary Health Clerical Team Leader	2015	Hourly	20.180	20.744	21.325	21.922	22.538	23.171					23.636
		Monthly	3,388.558	3,483.263	3,580.823	3,681.069	3,784.506	3,890.797					3,968.878
		Annual	40,662.700	41,799.160	42,969.875	44,172.830	45,414.070	46,689.565					47,626.540
Staffing Clerk	1950	Hourly	20.329	20.941	21.567	22.216	22.882	23.569					24.040
		Monthly	3,303.463	3,402.913	3,504.638	3,610.100	3,718.325	3,829.963					3,906.500
		Annual	39,641.550	40,834.950	42,055.650	43,321.200	44,619.900	45,959.550					46,878.000
Accounting Clerk - Betel Home	2080	Hourly	20.847	21.268	21.904	22.561	23.238	23.935					24.413
		Monthly	3,578.813	3,686.107	3,796.693	3,910.573	4,027.920	4,148.733					4,231.587
		Annual	42,945.760	44,233.280	45,560.320	46,926.880	48,335.040	49,784.800					50,779.040
Accounting Clerk	2015	Hourly	20.847	21.268	21.904	22.561	23.238	23.935					24.413
		Monthly	3,466.975	3,570.916	3,678.047	3,788.368	3,902.048	4,019.085					4,099.350
		Annual	41,603.705	42,850.990	44,136.560	45,460.415	46,824.570	48,229.025					49,192.195
Accounting Clerk 2 - EMS	2015	Hourly	20.847	21.268	21.904	22.561	23.238	23.935					24.413
		Monthly	3,466.975	3,570.916	3,678.047	3,788.368	3,902.048	4,019.085					4,099.350
		Annual	41,603.705	42,850.990	44,136.560	45,460.415	46,824.570	48,229.025					49,192.195
Health Information Technician	2015	Hourly	20.755	21.379	22.021	22.681	23.362	24.064					24.543
		Monthly	3,485.110	3,589.890	3,697.693	3,808.518	3,922.869	4,040.747					4,121.179
		Annual	41,821.325	43,078.685	44,372.315	45,702.215	47,074.430	48,488.960					49,454.145



Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Carpenter	2015	Hourly	32.184										32,828
		Monthly	5,404.230										5,512.368
		Annual	64,850.760										66,148.420
Electrician	2015	Hourly	36.193										36,918
		Monthly	6,077.408										6,199.148
		Annual	72,928.895										74,389.770
Plumber	2015	Hourly	36.193										36,918
		Monthly	6,077.408										6,199.148
		Annual	72,928.895										74,389.770
Home Support Worker	2080	Hourly	13.317	13.603	13.826	14.161	14.397						
		Monthly	2,308.280	2,357.853	2,396.507	2,454.573	2,495.480						
		Annual	27,699.360	28,294.240	28,758.080	29,454.880	29,945.760						
Supportive Housing Worker	2080	Hourly	12.610	12.879	13.091	13.407	13.631						
		Monthly	2,185.733	2,232.360	2,269.107	2,323.880	2,362.707						
		Annual	26,228.800	26,788.320	27,229.280	27,886.560	28,352.480						
Clerk 1	1885	Hourly	15.484	15.911	16.338	16.810							
		Monthly	2,432.278	2,499.353	2,566.113	2,640.571							
		Annual	29,187.340	29,992.235	30,793.360	31,686.850							
Supportive Housing Companion - Comm	2080	Hourly	16.350	16.677	17.011	17.350	17.697						
		Monthly	2,834.000	2,890.680	2,948.573	3,007.333	3,067.480						
		Annual	34,008.000	34,688.160	35,382.880	36,088.000	36,809.760						
Clerk Typist 1	1885	Hourly	16.640	17.066	17.457	17.973	18.467						
		Monthly	2,613.867	2,680.784	2,742.204	2,823.259	2,900.858						
		Annual	31,366.400	32,169.410	32,906.445	33,879.105	34,810.295						
Administrative Secretary 1	1885	Hourly	17.178	17.560	18.063	18.553	19.056						
		Monthly	2,698.378	2,758.383	2,837.396	2,914.367	2,993.380						
		Annual	32,380.530	33,100.600	34,048.755	34,972.405	35,920.560						
Clerk Typist 2	1885	Hourly	18.339	18.778	19.259	19.802	20.309	20.903					
		Monthly	2,880.751	2,949.711	3,025.268	3,110.564	3,190.205	3,283.513					
		Annual	34,569.015	35,396.530	36,303.215	37,326.770	38,282.465	39,402.155					
Clerk 2	1885	Hourly	18.340	18.779	19.254	19.803	20.309	20.901					
		Monthly	2,880.908	2,949.868	3,024.483	3,110.721	3,190.205	3,283.199					
		Annual	34,570.900	35,398.415	36,293.790	37,328.655	38,282.465	39,398.385					
Administrative Secretary 2	1885	Hourly	19.439	19.881	20.383	20.901	21.499	22.047					
		Monthly	3,053.543	3,122.974	3,201.830	3,283.199	3,377.135	3,463.216					
		Annual	36,642.515	37,475.685	38,421.955	39,398.385	40,525.615	41,558.595					
Community Wellness & Housing Support Worker	1885	Hourly	20.582	21.222	21.951	22.704	23.469	24.222					24.707
		Monthly	3,233.089	3,333.623	3,448.136	3,566.420	3,686.589	3,804.873					3,881.058
		Annual	38,797.070	40,003.470	41,377.635	42,797.040	44,239.065	45,658.470					46,572.695
Administrative Secretary 3	1885	Hourly	22.199	22.797	23.425	24.049	24.707	25.393					
		Monthly	3,487.093	3,581.029	3,679.677	3,777.697	3,881.058	3,988.817					
		Annual	41,845.115	42,972.345	44,156.125	45,332.365	46,572.695	47,865.805					
Clerk 3	1885	Hourly	22.262	22.844	23.452	24.096	24.752	25.530					
		Monthly	3,496.989	3,588.412	3,683.918	3,785.080	3,888.127	4,010.338					
		Annual	41,963.870	43,060.940	44,207.020	45,420.960	46,657.520	48,124.050					

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Accounting Clerk	1885	Hourly	22.964	23.575	24.217	24.843	25.559	26.279						
		Monthly	3,607.262	3,703.240	3,804.087	3,902.421	4,014.893	4,127.993						
		Annual	43,287.140	44,438.875	45,649.045	46,829.055	48,178.715	49,535.915						
Community Health Assessment Program Asst	1885	Hourly	25.017	25.917	26.782	27.756	28.712	29.763					30.358	
		Monthly	3,929.754	4,071.129	4,207.006	4,360.005	4,510.177	4,675.271					4,768.736	
		Annual	47,157.045	48,853.545	50,484.070	52,320.060	54,122.120	56,103.255					57,224.830	
Home Care Resource Coordinator	1885	Hourly	25.376	26.251	27.194	28.097	29.138	30.136	31.219	32.177				32.820
		Monthly	3,986.147	4,123.595	4,271.724	4,413.570	4,577.094	4,733.863	4,903.985	5,054.470			5,155.475	
		Annual	47,833.760	49,483.135	51,260.690	52,962.845	54,925.130	56,806.360	58,847.815	60,653.645			61,865.700	
Mental Health Resource Coordinator	1885	Hourly	25.376	26.251	27.194	28.097	29.138	30.136	31.219	32.177				32.820
		Monthly	3,986.147	4,123.595	4,271.724	4,413.570	4,577.094	4,733.863	4,903.985	5,054.470			5,155.475	
		Annual	47,833.760	49,483.135	51,260.690	52,962.845	54,925.130	56,806.360	58,847.815	60,653.645			61,865.700	
Palliative Care Volunteer Coordinator & Community Liaison	1885	Hourly	25.376	26.251	27.194	28.097	29.138	30.136	31.219	32.177				32.820
		Monthly	3,986.147	4,123.595	4,271.724	4,413.570	4,577.094	4,733.863	4,903.985	5,054.470			5,155.475	
		Annual	47,833.760	49,483.135	51,260.690	52,962.845	54,925.130	56,806.360	58,847.815	60,653.645			61,865.700	
Resource Coord Specialist	1885	Hourly	27.768	28.720	29.739	30.886	32.010	33.203	34.513					35.204
		Monthly	4,361.890	4,511.433	4,671.501	4,851.676	5,028.238	5,215.638	5,421.417				5,529.962	
		Annual	52,342.680	54,137.200	56,058.015	58,220.110	60,338.850	62,587.655	65,057.005				66,359.540	
Palliative Care Coordinator	1885	Hourly	33.281	34.407	35.689	36.958	38.334	39.762	41.312	42.908	44.579	45.888		46.807
		Monthly	5,227.890	5,404.766	5,606.147	5,805.486	6,021.633	6,245.948	6,489.427	6,740.132	7,002.618	7,208.240	7,352.600	
		Annual	62,734.685	64,857.195	67,273.765	69,665.830	72,259.590	74,951.370	77,873.120	80,881.580	84,031.415	86,498.880	88,231.195	
Handivan Driver ***	2015	Hourly	17.803	18.335	18.885	19.454	20.037	20.639						21.051
		Monthly	2,989.420	3,078.752	3,171.106	3,266.651	3,364.546	3,465.632					3,534.814	
		Annual	35,873.045	36,945.025	38,053.275	39,199.810	40,374.555	41,587.585					42,417.765	
Automatic Scrubber Operator - PIO (Selkirk & District Gener	2015	Hourly	17.892	18.181	18.474	18.786	19.068							19.450
		Monthly	3,004.365	3,052.893	3,102.093	3,154.483	3,201.835						3,265.979	
		Annual	36,052.380	36,634.715	37,225.110	37,853.790	38,422.020						39,191.750	
DSM - Receptionist / Typist - Diagnostics ***	2015	Hourly	18.770	19.333	19.913	20.510	21.126	21.760						22.195
		Monthly	3,151.796	3,246.333	3,343.725	3,443.971	3,547.408	3,653.867					3,726.910	
		Annual	37,821.550	38,955.995	40,124.695	41,327.650	42,568.890	43,846.400					44,722.925	
Receptionist - PIO ***	2015	Hourly	19.015	19.272	19.588	19.915	20.180							20.584
		Monthly	3,192.935	3,236.090	3,288.816	3,344.060	3,388.558						3,456.397	
		Annual	38,315.225	38,833.080	39,465.790	40,128.725	40,662.700						41,476.760	
EMS Admin Assistant ***	2015	Hourly	19.484	20.068	20.669	21.289	21.928	22.585						23.038
		Monthly	3,271.688	3,369.752	3,470.670	3,574.778	3,682.077	3,792.398					3,868.464	
		Annual	39,260.260	40,437.020	41,648.035	42,897.335	44,184.920	45,508.775					46,421.570	
Payroll Clerk - Clerk IV ***	1950	Hourly	19.484	20.068	20.669	21.289	21.928	22.585						23.038
		Monthly	3,166.150	3,261.050	3,358.713	3,459.463	3,563.300	3,670.063					3,743.675	
		Annual	37,993.800	39,132.600	40,304.550	41,513.550	42,759.600	44,040.750					44,924.100	
Clerk - Admitting - Clerk II - PIO (Selkirk & District General H	1950	Hourly	19.832	20.031	20.441	20.858	21.299							21.724
		Monthly	3,190.200	3,255.038	3,321.663	3,389.425	3,461.088						3,530.150	
		Annual	38,282.400	39,060.450	39,859.950	40,673.100	41,533.050						42,361.800	
Clerk - Records - Clerk II - PIO (Selkirk & District General Hc	1950	Hourly	19.832	20.031	20.441	20.858	21.299							21.724
		Monthly	3,190.200	3,255.038	3,321.663	3,389.425	3,461.088						3,530.150	
		Annual	38,282.400	39,060.450	39,859.950	40,673.100	41,533.050						42,361.800	

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Support Service Aide ***	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121					22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485					3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815					45,462.430
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	19.474	19.753	20.039	20.362	20.657						21.069
		Monthly	3,270.009	3,316.858	3,364.882	3,419.119	3,468.655						3,537.836
		Annual	39,240.110	39,802.295	40,378.585	41,029.430	41,623.855						42,454.035
Scheduling Clk PIO ***	1950	Hourly	20.162										
		Monthly	3,276.325										
		Annual	39,315.900										
Cook 2 ***	2015	Hourly	19.948	20.547	21.162	21.797	22.452	23.126					23.587
		Monthly	3,349.602	3,450.184	3,553.453	3,660.080	3,770.065	3,883.241					3,960.650
		Annual	40,195.220	41,402.205	42,641.430	43,920.955	45,240.780	46,598.890					47,527.805
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	20.925	21.352	21.790	22.234	22.689						23.142
		Monthly	3,400.313	3,469.700	3,540.875	3,613.025	3,686.963						3,760.575
		Annual	40,803.750	41,636.400	42,490.500	43,356.300	44,243.550						45,126.900
DSM - Admin Secretary II - PIO ***	2015	Hourly	21.012	21.496	22.046	22.594	23.245	23.844					24.320
		Monthly	3,528.265	3,609.537	3,701.891	3,793.909	3,903.223	4,003.805					4,083.733
		Annual	42,339.180	43,314.440	44,422.690	45,526.910	46,838.675	48,045.660					49,004.800
Maintenance Tradesperson - PIO ***	2015	Hourly	23.887	24.753	25.649	26.547	27.857	29.140					29.723
		Monthly	4,011.025	4,156.441	4,306.895	4,457.684	4,677.655	4,893.092					4,990.987
		Annual	48,132.305	49,877.295	51,682.735	53,492.205	56,131.855	58,717.100					59,891.845
Carpenter (Red-Circled) (Main Trades Corp) ***	2015	Hourly	33.427										
		Monthly	5,612.950										
		Annual	67,355.405										

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Dietary Aide Student	2015	Hourly	13.891											
		Monthly	2,298.947											
		Annual	27,587.365											
Dietary Aide	2015	Hourly	16.405	16.895	17.403	17.926	18.463	19.016					19.396	
		Monthly	2,754.673	2,836.952	2,922.254	3,010.074	3,100.245	3,193.103					3,256.912	
		Annual	33,056.075	34,043.425	35,067.045	36,120.890	37,202.945	38,317.240					39,082.940	
Housekeeping Aide - Betel Home	2080	Hourly	16.405	16.896	17.403	17.926	18.464	19.018					19.396	
		Monthly	2,843.533	2,928.640	3,016.520	3,107.173	3,200.427	3,296.453					3,361.973	
		Annual	34,122.400	35,143.680	36,198.240	37,286.080	38,405.120	39,557.440					40,343.680	
Housekeeping Aide	2015	Hourly	16.405	16.895	17.403	17.926	18.463	19.016					19.396	
		Monthly	2,754.673	2,836.952	2,922.254	3,010.074	3,100.245	3,193.103					3,256.912	
		Annual	33,056.075	34,043.425	35,067.045	36,120.890	37,202.945	38,317.240					39,082.940	
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	16.405	16.896	17.403	17.926	18.464	19.018					19.396	
		Monthly	2,843.533	2,928.640	3,016.520	3,107.173	3,200.427	3,296.453					3,361.973	
		Annual	34,122.400	35,143.680	36,198.240	37,286.080	38,405.120	39,557.440					40,343.680	
Laundry Aide - Betel Home	2080	Hourly	16.405	16.896	17.403	17.926	18.464	19.018					19.396	
		Monthly	2,843.533	2,928.640	3,016.520	3,107.173	3,200.427	3,296.453					3,361.973	
		Annual	34,122.400	35,143.680	36,198.240	37,286.080	38,405.120	39,557.440					40,343.680	
Laundry Aide	2015	Hourly	16.405	16.895	17.403	17.926	18.463	19.016					19.396	
		Monthly	2,754.673	2,836.952	2,922.254	3,010.074	3,100.245	3,193.103					3,256.912	
		Annual	33,056.075	34,043.425	35,067.045	36,120.890	37,202.945	38,317.240					39,082.940	
Assistant Cook (Uncertified)	2015	Hourly	17.493	18.020	18.559	19.117	19.690	20.281					20.887	
		Monthly	2,937.366	3,025.858	3,116.365	3,210.063	3,306.279	3,405.518					3,473.692	
		Annual	35,248.395	36,310.300	37,396.385	38,520.755	39,675.350	40,866.215					41,684.305	
Administrative Clerk 1	1950	Hourly	17.818	18.145	18.692	19.251	19.828	20.422					20.832	
		Monthly	2,862.925	2,948.563	3,037.450	3,128.288	3,222.050	3,318.575					3,385.200	
		Annual	34,355.100	35,382.750	36,449.400	37,539.450	38,664.600	39,822.900					40,622.400	
C.S.R. Aide ( Non Cert)	2015	Hourly	17.818	18.145	18.692	19.251	19.828	20.422					20.832	
		Monthly	2,958.356	3,046.848	3,138.698	3,232.564	3,329.452	3,429.194					3,498.040	
		Annual	35,500.270	36,562.175	37,664.380	38,790.765	39,953.420	41,150.330					41,976.480	
Clerk Typist I - Medical Records	1950	Hourly	17.818	18.145	18.692	19.251	19.828	20.422					20.832	
		Monthly	2,862.925	2,948.563	3,037.450	3,128.288	3,222.050	3,318.575					3,385.200	
		Annual	34,355.100	35,382.750	36,449.400	37,539.450	38,664.600	39,822.900					40,622.400	
General Office Clerk	1950	Hourly	17.818	18.145	18.692	19.251	19.828	20.422					20.832	
		Monthly	2,862.925	2,948.563	3,037.450	3,128.288	3,222.050	3,318.575					3,385.200	
		Annual	34,355.100	35,382.750	36,449.400	37,539.450	38,664.600	39,822.900					40,622.400	
Office Clerk - Clerk I	1950	Hourly	17.818	18.145	18.692	19.251	19.828	20.422					20.832	
		Monthly	2,862.925	2,948.563	3,037.450	3,128.288	3,222.050	3,318.575					3,385.200	
		Annual	34,355.100	35,382.750	36,449.400	37,539.450	38,664.600	39,822.900					40,622.400	
Receptionist	2015	Hourly	17.818	18.146	18.692	19.251	19.827	20.422					20.831	
		Monthly	2,958.356	3,047.016	3,138.698	3,232.564	3,329.284	3,429.194					3,497.872	
		Annual	35,500.270	36,564.190	37,664.380	38,790.765	39,951.405	41,150.330					41,974.465	



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Maintenance II - Betel Home (Gimli)	2080	Hourly	17.794	18.328	18.878	19.446	20.027	20.629				21.042
		Monthly	3,084.293	3,176.853	3,272.187	3,370.640	3,471.347	3,575.693				3,647.280
		Annual	37,011.520	38,122.240	39,266.240	40,447.680	41,656.160	42,908.320				43,767.360
Maintenance II	2015	Hourly	17.794	18.328	18.878	19.445	20.027	20.628				21.042
		Monthly	2,987.909	3,077.577	3,169.931	3,265.140	3,362.867	3,463.785				3,533.303
		Annual	35,854.910	36,930.920	38,039.170	39,181.675	40,354.405	41,565.420				42,399.630
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	17.794	18.328	18.878	19.446	20.027	20.629				21.042
		Monthly	3,084.293	3,176.853	3,272.187	3,370.640	3,471.347	3,575.693				3,647.280
		Annual	37,011.520	38,122.240	39,266.240	40,447.680	41,656.160	42,908.320				43,767.360
Courier / Driver	2015	Hourly	18.257	18.803	19.369	19.950	20.548	21.163				21.587
		Monthly	3,065.655	3,157.337	3,252.378	3,349.938	3,450.352	3,553.620				3,624.817
		Annual	36,787.855	37,888.045	39,028.535	40,199.250	41,404.220	42,643.445				43,497.805
Administrative Clerk 2	1950	Hourly	18.299	18.850	19.415	19.995	20.597	21.214				21.839
		Monthly	2,973.588	3,063.125	3,154.938	3,249.188	3,347.013	3,447.275				3,516.338
		Annual	35,683.050	36,757.500	37,859.250	38,990.250	40,164.150	41,367.300				42,196.050
Health Info Clerk 2	1950	Hourly	18.299	18.850	19.414	19.995	20.597	21.215				21.839
		Monthly	2,973.588	3,063.125	3,154.775	3,249.188	3,347.013	3,447.438				3,516.338
		Annual	35,683.050	36,757.500	37,857.300	38,990.250	40,164.150	41,369.250				42,196.050
Receptionist / Clerk	2015	Hourly	18.299	18.850	19.414	19.995	20.597	21.215				21.839
		Monthly	3,072.707	3,165.229	3,259.934	3,357.494	3,458.580	3,562.352				3,633.549
		Annual	36,872.485	37,982.750	39,119.210	40,289.925	41,502.955	42,748.225				43,602.585
Receptionist / Typist	2015	Hourly	18.299	18.850	19.414	19.995	20.597	21.215				21.839
		Monthly	3,072.707	3,165.229	3,259.934	3,357.494	3,458.580	3,562.352				3,633.549
		Annual	36,872.485	37,982.750	39,119.210	40,289.925	41,502.955	42,748.225				43,602.585
Support Services Clerk	2015	Hourly	18.299	18.850	19.414	19.995	20.597	21.215				21.839
		Monthly	3,072.707	3,165.229	3,259.934	3,357.494	3,458.580	3,562.352				3,633.549
		Annual	36,872.485	37,982.750	39,119.210	40,289.925	41,502.955	42,748.225				43,602.585
Aboriginal Liaison Worker	2015	Hourly	18.458	18.758	19.061	19.373	19.687					20.080
		Monthly	3,099.406	3,149.781	3,200.660	3,253.050	3,305.775					3,371.767
		Annual	37,192.870	37,797.370	38,407.915	39,036.595	39,669.305					40,461.200
Lead Hand - Housekeeping / Laundry	2015	Hourly	18.562	19.121	19.694	20.285	20.894	21.519				21.950
		Monthly	3,116.869	3,210.735	3,306.951	3,406.190	3,508.451	3,613.399				3,685.771
		Annual	37,402.430	38,528.815	39,683.410	40,874.275	42,101.410	43,360.785				44,229.250
Security & Physical Plant Workers	2015	Hourly	18.610	19.167	19.742	20.334	20.946	21.574				22.005
		Monthly	3,124.929	3,218.459	3,315.011	3,414.418	3,517.183	3,622.634				3,695.006
		Annual	37,499.150	38,621.505	39,780.130	40,973.010	42,206.190	43,471.610				44,340.075
Clerk 3	1950	Hourly	18.995	19.565	20.152	20.755	21.380	22.020				22.461
		Monthly	3,086.688	3,179.313	3,274.700	3,372.688	3,474.250	3,578.250				3,649.913
		Annual	37,040.250	38,151.750	39,296.400	40,472.250	41,691.000	42,939.000				43,798.950
Health Information Clerk	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693				3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315				45,258.915
Purchasing Clerk 3	1950	Hourly	18.995	19.565	20.152	20.756	21.380	22.021				22.461
		Monthly	3,086.688	3,179.313	3,274.700	3,372.850	3,474.250	3,578.413				3,649.913
		Annual	37,040.250	38,151.750	39,296.400	40,474.200	41,691.000	42,940.950				43,798.950

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Receptionist / Medical Records Clerk	2015	Hourly	18.995	19.565	20.152	20.756	21.380	22.021					22.461	
		Monthly	3,189.577	3,285.290	3,383.857	3,485.278	3,590.058	3,697.693						3,771.576
		Annual	38,274.925	39,423.475	40,606.280	41,823.340	43,080.700	44,372.315						45,258.915
Unit Assistant (Trained) ****	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
Unit Assistant / Porter ****	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
C.S.R. Aide / Materials Management	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
CSR Aide (Cert)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,008.495
Material Mgmt Aide	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
Materials Management Warehouse Clerk	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,008.495
Unit Clerk	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
Ward Clerk - Betel Home	2080	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.833
		Monthly	3,347.067	3,447.600	3,550.907	3,657.333	3,767.227	3,880.240						3,957.720
		Annual	40,164.800	41,371.200	42,610.880	43,888.000	45,206.720	46,562.880						47,492.640
Ward Clerk	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386						22.834
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983						3,834.209
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790						46,010.510
Maintenance I - Betel Home (Gimli)	2080	Hourly	19.582	20.169	20.775	21.397	22.040	22.701						23.155
		Monthly	3,394.213	3,495.960	3,601.000	3,708.813	3,820.267	3,934.840						4,013.533
		Annual	40,730.560	41,951.520	43,212.000	44,505.760	45,843.200	47,218.080						48,162.400
Maintenance II - Betel Home (Selkirk)	2080	Hourly	19.582	20.169	20.775	21.397	22.040	22.701						23.155
		Monthly	3,394.213	3,495.960	3,601.000	3,708.813	3,820.267	3,934.840						4,013.533
		Annual	40,730.560	41,951.520	43,212.000	44,505.760	45,843.200	47,218.080						48,162.400
Maintenance Worker	2015	Hourly	19.582	20.169	20.775	21.397	22.040	22.701						23.155
		Monthly	3,288.144	3,386.711	3,488.469	3,592.913	3,700.883	3,811.876						3,888.110
		Annual	39,457.730	40,640.535	41,861.625	43,114.955	44,410.600	45,742.515						46,659.340
Plant Manager	2015	Hourly	19.582	20.168	20.775	21.397	22.040	22.701						23.156
		Monthly	3,288.144	3,386.543	3,488.469	3,592.913	3,700.883	3,811.876						3,888.278
		Annual	39,457.730	40,638.520	41,861.625	43,114.955	44,410.600	45,742.515						46,659.340
Medical Transcriptionist	1950	Hourly	19.646	20.234	20.840	21.468	22.111	22.774						23.229
		Monthly	3,192.475	3,288.025	3,386.500	3,488.550	3,593.038	3,700.775						3,774.713
		Annual	38,309.700	39,456.300	40,638.000	41,862.600	43,116.450	44,409.300						45,296.550

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314
		Monthly	3,310.813	3,410.220	3,512.313	3,617.765	3,726.239	3,838.071				3,914.809
		Annual	39,729.755	40,922.635	42,147.755	43,413.175	44,714.865	46,056.855				46,977.710
Receptionist/Admitting Clerk	2015	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314
		Monthly	3,310.813	3,410.220	3,512.313	3,617.765	3,726.239	3,838.071				3,914.809
		Annual	39,729.755	40,922.635	42,147.755	43,413.175	44,714.865	46,056.855				46,977.710
Ward Clerk - PIO - Betel Home	2080	Hourly	19.717	20.309	20.917	21.545	22.191	22.857				23.314
		Monthly	3,417.613	3,520.227	3,625.613	3,734.467	3,846.440	3,961.880				4,041.093
		Annual	41,011.360	42,242.720	43,507.360	44,813.600	46,157.280	47,542.560				48,493.120
Administrative Clerk 4	1950	Hourly	19.718	20.309	20.917	21.544	22.191	22.856				23.314
		Monthly	3,204.175	3,300.213	3,399.013	3,500.900	3,606.038	3,714.100				3,788.525
		Annual	38,450.100	39,602.550	40,788.150	42,010.800	43,272.450	44,569.200				45,462.300
Allied Health Admin Assistant	2015	Hourly	19.718	20.309	20.917	21.544	22.191	22.856				23.314
		Monthly	3,310.981	3,410.220	3,512.313	3,617.597	3,726.239	3,837.903				3,914.809
		Annual	39,731.770	40,922.635	42,147.755	43,411.160	44,714.865	46,054.840				46,977.710
Admin Clerk IV - PIO (Lunlar Personal Care Home)	1950	Hourly	19.986	20.999	22.013	23.028	23.987					24.485
		Monthly	3,247.725	3,412.338	3,577.113	3,742.050	3,897.888					3,975.563
		Annual	38,972.700	40,948.050	42,925.350	44,904.600	46,774.650					47,706.750
Cook 1	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
Cook - Adult Day Program	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
Slaing Clerk	2015	Hourly	20.188	20.793	21.416	22.059	22.721	23.404				23.871
		Monthly	3,389.902	3,491.491	3,596.103	3,704.074	3,815.235	3,929.922				4,008.339
		Annual	40,678.820	41,897.895	43,153.240	44,448.885	45,782.815	47,159.060				48,100.065
Primary Health Clerical Team Leader	2015	Hourly	20.422	20.993	21.581	22.185	22.808	23.449				23.920
		Monthly	3,429.194	3,525.075	3,623.810	3,725.231	3,829.843	3,937.478				4,016.567
		Annual	41,150.330	42,300.895	43,485.715	44,702.775	45,958.120	47,249.735				48,198.800
Staffing Clerk	1950	Hourly	20.573	21.192	21.826	22.483	23.157	23.852				24.328
		Monthly	3,343.113	3,443.700	3,546.725	3,653.488	3,763.013	3,875.950				3,953.300
		Annual	40,117.350	41,324.400	42,560.700	43,841.850	45,156.150	46,511.400				47,439.600
Accounting Clerk - Betel Home	2080	Hourly	20.895	21.521	22.167	22.832	23.517	24.222				24.706
		Monthly	3,621.800	3,730.307	3,842.280	3,957.547	4,076.280	4,198.480				4,282.373
		Annual	43,461.600	44,763.680	46,107.360	47,490.560	48,915.360	50,381.760				51,388.480
Accounting Clerk	2015	Hourly	20.895	21.521	22.167	22.832	23.517	24.222				24.706
		Monthly	3,508.619	3,613.735	3,722.209	3,833.873	3,948.896	4,067.278				4,148.549
		Annual	42,103.425	43,364.815	44,666.505	46,006.480	47,386.755	48,807.330				49,782.590
Accounting Clerk 2 - EMS	2015	Hourly	20.895	21.521	22.167	22.832	23.517	24.222				24.706
		Monthly	3,508.619	3,613.735	3,722.209	3,833.873	3,948.896	4,067.278				4,148.549
		Annual	42,103.425	43,364.815	44,666.505	46,006.480	47,386.755	48,807.330				49,782.590
Health Information Technician	2015	Hourly	21.004	21.636	22.285	22.953	23.642	24.353				24.838
		Monthly	3,526.922	3,633.045	3,742.023	3,854.191	3,969.886	4,089.275				4,170.714
		Annual	42,323.060	43,596.540	44,904.275	46,250.295	47,638.630	49,071.295				50,048.570



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Carpenter	2015	Hourly	32.570									33.222	
		Monthly	5,469.046										5,578.528
		Annual	65,628.550										66,942.330
Electrician	2015	Hourly	36.627									37.361	
		Monthly	6,150.284										6,273.535
		Annual	73,803.405										75,282.415
Plumber	2015	Hourly	36.627									37.361	
		Monthly	6,150.284										6,273.535
		Annual	73,803.405										75,282.415
Home Support Worker	2080	Hourly	13.477	13.766	13.992	14.331	14.570						
		Monthly	2,336.013	2,386.107	2,425.280	2,484.040	2,525.467						
		Annual	28,032.160	28,633.280	29,103.360	29,808.480	30,305.600						
Supportive Housing Worker	2080	Hourly	12.761	13.034	13.248	13.568	13.795						
		Monthly	2,211.907	2,259.227	2,296.320	2,351.787	2,391.133						
		Annual	26,542.880	27,110.720	27,555.840	28,221.440	28,693.600						
Clerk 1	1885	Hourly	15.670	16.102	16.532	17.012							
		Monthly	2,461.496	2,529.356	2,596.902	2,672.302							
		Annual	29,537.950	30,352.270	31,162.820	32,067.620							
Supportive Housing Companion - Comm	2080	Hourly	16.546	16.877	17.215	17.558	17.909						
		Monthly	2,867.973	2,925.347	2,983.933	3,043.387	3,104.227						
		Annual	34,415.680	35,104.160	35,807.200	36,520.640	37,250.720						
Clerk Typist 1	1885	Hourly	16.840	17.271	17.666	18.189	18.689						
		Monthly	2,645.283	2,712.986	2,775.034	2,857.189	2,935.730						
		Annual	31,743.400	32,555.835	33,300.410	34,286.265	35,228.765						
Administrative Secretary 1	1885	Hourly	17.384	17.771	18.280	18.776	19.285						
		Monthly	2,730.737	2,791.528	2,871.483	2,949.397	3,029.352						
		Annual	32,768.840	33,498.335	34,457.800	35,392.760	36,352.225						
Clerk Typist 2	1885	Hourly	18.559	19.003	19.490	20.040	20.553	21.154					
		Monthly	2,915.310	2,985.055	3,061.554	3,147.950	3,228.534	3,322.941					
		Annual	34,983.715	35,820.655	36,738.650	37,775.400	38,742.405	39,875.290					
Clerk 2	1885	Hourly	18.560	19.004	19.485	20.041	20.553	21.152					
		Monthly	2,915.467	2,985.212	3,060.769	3,148.107	3,228.534	3,322.627					
		Annual	34,985.600	35,822.540	36,729.225	37,777.285	38,742.405	39,871.520					
Administrative Secretary 2	1885	Hourly	19.672	20.120	20.628	21.152	21.757	22.312					
		Monthly	3,090.143	3,160.517	3,240.315	3,322.627	3,417.662	3,504.843					
		Annual	37,081.720	37,926.200	38,883.780	39,871.520	41,011.945	42,058.120					
Community Wellness & Housing Support Worker	1885	Hourly	20.829	21.477	22.214	22.976	23.751	24.513					
		Monthly	3,271.889	3,373.679	3,489.449	3,609.147	3,730.886	3,850.584					
		Annual	39,262.665	40,484.145	41,873.390	43,309.760	44,770.635	46,207.005				47,130.655	
Administrative Secretary 3	1885	Hourly	22.465	23.071	23.706	24.338	25.003	25.698					
		Monthly	3,528.877	3,624.070	3,723.818	3,823.094	3,927.555	4,036.728					
		Annual	42,346.525	43,488.835	44,685.810	45,877.130	47,130.655	48,440.730					
Clerk 3	1885	Hourly	22.529	23.118	23.733	24.385	25.049	25.836					
		Monthly	3,538.930	3,631.453	3,728.059	3,830.477	3,934.780	4,058.405					
		Annual	42,467.165	43,577.430	44,736.705	45,965.725	47,217.365	48,700.860					



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Support Service Aide ***	2015	Hourly	19.310	19.890	20.488	21.100	21.734	22.388				22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983				3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790				46,008.495
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	19.708	19.990	20.279	20.606	20.905					21.322
		Monthly	3,309.302	3,356.654	3,405.182	3,460.091	3,510.298					3,580.319
		Annual	39,711.620	40,279.850	40,862.185	41,521.090	42,123.575					42,963.830
Scheduling Clk PIO ***	1950	Hourly	20.404									
		Monthly	3,315.650									
		Annual	39,787.800									
Cook 2 ***	2015	Hourly	20.187	20.794	21.416	22.059	22.721	23.404				23.870
		Monthly	3,389.734	3,491.659	3,596.103	3,704.074	3,815.235	3,929.922				4,008.171
		Annual	40,676.805	41,899.910	43,153.240	44,448.885	45,782.815	47,159.060				48,098.050
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	21.176	21.608	22.051	22.501	22.961					23.420
		Monthly	3,441.100	3,511.300	3,583.288	3,656.413	3,731.163					3,805.750
		Annual	41,293.200	42,135.600	42,999.450	43,876.950	44,773.950					45,669.000
DSM - Admin Secretary II - PIO ***	2015	Hourly	21.264	21.754	22.311	22.865	23.524	24.130				24.612
		Monthly	3,570.580	3,652.859	3,746.389	3,839.415	3,950.072	4,051.829				4,132.765
		Annual	42,846.960	43,834.310	44,956.665	46,072.975	47,400.860	48,621.950				49,593.180
Maintenance Tradesperson - PIO ***	2015	Hourly	24.174	25.050	25.957	26.866	28.191	29.490				30.080
		Monthly	4,059.218	4,206.313	4,358.613	4,511.249	4,733.739	4,951.863				5,050.933
		Annual	48,710.610	50,475.750	52,303.355	54,134.990	56,804.865	59,422.350				60,611.200
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly	33.828									
		Monthly	5,680.285									
		Annual	68,163.420									

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Dietary Aide Student	2015	Hourly	13.965											
		Monthly	2,344.956											
		Annual	28,139.475											
Dietary Aide	2015	Hourly	16.733	17.233	17.751	18.285	18.832	19.396					19.784	
		Monthly	2,809.750	2,893.708	2,980.689	3,070.356	3,162.207	3,256.912						3,322.063
		Annual	33,716.995	34,724.495	35,768.265	36,844.275	37,946.480	39,082.940						39,864.760
Housekeeping Aide - Betel Home	2080	Hourly	16.733	17.234	17.751	18.285	18.833	19.398					19.784	
		Monthly	2,900.387	2,987.227	3,076.840	3,169.400	3,264.387	3,362.320						3,429.227
		Annual	34,804.640	35,846.720	36,922.080	38,032.800	39,172.640	40,347.840						41,150.720
Housekeeping Aide	2015	Hourly	16.733	17.233	17.751	18.285	18.832	19.396					19.784	
		Monthly	2,809.750	2,893.708	2,980.689	3,070.356	3,162.207	3,256.912						3,322.063
		Annual	33,716.995	34,724.495	35,768.265	36,844.275	37,946.480	39,082.940						39,864.760
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	16.733	17.234	17.751	18.285	18.833	19.398					19.784	
		Monthly	2,900.387	2,987.227	3,076.840	3,169.400	3,264.387	3,362.320						3,429.227
		Annual	34,804.640	35,846.720	36,922.080	38,032.800	39,172.640	40,347.840						41,150.720
Laundry Aide - Betel Home	2080	Hourly	16.733	17.234	17.751	18.285	18.833	19.398					19.784	
		Monthly	2,900.387	2,987.227	3,076.840	3,169.400	3,264.387	3,362.320						3,429.227
		Annual	34,804.640	35,846.720	36,922.080	38,032.800	39,172.640	40,347.840						41,150.720
Laundry Aide	2015	Hourly	16.733	17.233	17.751	18.285	18.832	19.396					19.784	
		Monthly	2,809.750	2,893.708	2,980.689	3,070.356	3,162.207	3,256.912						3,322.063
		Annual	33,716.995	34,724.495	35,768.265	36,844.275	37,946.480	39,082.940						39,864.760
Assistant Cook (Uncertified)	2015	Hourly	17.843	18.380	18.930	19.499	20.084	20.687					21.101	
		Monthly	2,996.137	3,086.308	3,178.663	3,274.207	3,372.438	3,473.692						3,543.210
		Annual	35,953.645	37,035.700	38,143.950	39,290.485	40,469.260	41,684.305						42,518.515
Administrative Clerk 1	1950	Hourly	17.970	18.508	19.066	19.636	20.225	20.830					21.249	
		Monthly	2,920.125	3,007.550	3,098.225	3,190.850	3,286.563	3,384.875						3,452.963
		Annual	35,041.500	36,090.600	37,178.700	38,290.200	39,438.750	40,618.500						41,435.550
C.S.R. Aide ( Non Cert)	2015	Hourly	17.970	18.508	19.066	19.636	20.225	20.830					21.249	
		Monthly	3,017.463	3,107.802	3,201.499	3,297.212	3,396.115	3,497.704						3,568.061
		Annual	36,209.550	37,293.620	38,417.990	39,566.540	40,753.375	41,972.450						42,816.735
Clerk Typist I - Medical Records	1950	Hourly	17.970	18.508	19.066	19.636	20.225	20.830					21.249	
		Monthly	2,920.125	3,007.550	3,098.225	3,190.850	3,286.563	3,384.875						3,452.963
		Annual	35,041.500	36,090.600	37,178.700	38,290.200	39,438.750	40,618.500						41,435.550
General Office Clerk	1950	Hourly	17.970	18.508	19.066	19.636	20.225	20.830					21.249	
		Monthly	2,920.125	3,007.550	3,098.225	3,190.850	3,286.563	3,384.875						3,452.963
		Annual	35,041.500	36,090.600	37,178.700	38,290.200	39,438.750	40,618.500						41,435.550
Office Clerk - Clerk I	1950	Hourly	17.970	18.508	19.066	19.636	20.225	20.830					21.249	
		Monthly	2,920.125	3,007.550	3,098.225	3,190.850	3,286.563	3,384.875						3,452.963
		Annual	35,041.500	36,090.600	37,178.700	38,290.200	39,438.750	40,618.500						41,435.550
Receptionist	2015	Hourly	17.970	18.509	19.066	19.636	20.224	20.830					21.248	
		Monthly	3,017.463	3,107.970	3,201.499	3,297.212	3,395.947	3,497.704						3,567.893
		Annual	36,209.550	37,295.635	38,417.990	39,566.540	40,751.360	41,972.450						42,814.720



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Maintenance II - Betel Home (Gimli)	2080	Hourly	18.150	18.695	19.256	19.835	20.428	21.042					21.483
		Monthly	3,146.000	3,240.467	3,337.707	3,438.067	3,540.853	3,647.280					3,720.253
		Annual	37,752.000	38,885.600	40,052.480	41,256.800	42,490.240	43,767.360					44,643.040
Maintenance II	2015	Hourly	18.150	18.695	19.256	19.834	20.428	21.041					21.483
		Monthly	3,047.688	3,139.202	3,233.403	3,330.459	3,430.202	3,533.135					3,603.995
		Annual	36,572.250	37,670.425	38,800.840	39,965.510	41,162.420	42,397.615					43,247.945
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	18.150	18.695	19.256	19.835	20.428	21.042					21.483
		Monthly	3,146.000	3,240.467	3,337.707	3,438.067	3,540.853	3,647.280					3,720.253
		Annual	37,752.000	38,885.600	40,052.480	41,256.800	42,490.240	43,767.360					44,643.040
Courier / Driver	2015	Hourly	18.622	19.179	19.756	20.349	20.959	21.586					22.019
		Monthly	3,126.944	3,220.474	3,317.362	3,416.936	3,519.365	3,624.649					3,697.357
		Annual	37,523.330	38,645.685	39,808.340	41,003.235	42,232.385	43,495.790					44,368.285
Administrative Clerk 2	1950	Hourly	18.665	19.227	19.803	20.395	21.009	21.638					22.072
		Monthly	3,033.063	3,124.388	3,217.988	3,314.188	3,413.963	3,516.175					3,586.700
		Annual	36,396.750	37,492.650	38,615.850	39,770.250	40,967.550	42,194.100					43,040.400
Health Info Clerk 2	1950	Hourly	18.665	19.227	19.802	20.395	21.009	21.639					22.072
		Monthly	3,033.063	3,124.388	3,217.825	3,314.188	3,413.963	3,516.338					3,586.700
		Annual	36,396.750	37,492.650	38,613.900	39,770.250	40,967.550	42,196.050					43,040.400
Receptionist / Clerk	2015	Hourly	18.665	19.227	19.802	20.395	21.009	21.639					22.072
		Monthly	3,134.165	3,228.534	3,325.086	3,424.660	3,527.761	3,633.549					3,706.257
		Annual	37,609.975	38,742.405	39,901.030	41,095.925	42,333.135	43,602.585					44,475.080
Receptionist / Typist	2015	Hourly	18.665	19.227	19.802	20.395	21.009	21.639					22.072
		Monthly	3,134.165	3,228.534	3,325.086	3,424.660	3,527.761	3,633.549					3,706.257
		Annual	37,609.975	38,742.405	39,901.030	41,095.925	42,333.135	43,602.585					44,475.080
Support Services Clerk	2015	Hourly	18.665	19.227	19.802	20.395	21.009	21.639					22.072
		Monthly	3,134.165	3,228.534	3,325.086	3,424.660	3,527.761	3,633.549					3,706.257
		Annual	37,609.975	38,742.405	39,901.030	41,095.925	42,333.135	43,602.585					44,475.080
Aboriginal Liaison Worker	2015	Hourly	18.827	19.133	19.442	19.760	20.081						20.482
		Monthly	3,161.367	3,212.750	3,264.636	3,318.033	3,371.935						3,439.269
		Annual	37,936.405	38,552.995	39,175.630	39,816.400	40,463.215						41,271.230
Lead Hand - Housekeeping / Laundry	2015	Hourly	18.933	19.503	20.088	20.691	21.312	21.949					22.389
		Monthly	3,179.166	3,274.879	3,373.110	3,474.364	3,578.640	3,685.603					3,759.486
		Annual	38,149.995	39,298.545	40,477.320	41,692.365	42,943.680	44,227.235					45,113.835
Security & Physical Plant Workers	2015	Hourly	18.982	19.550	20.137	20.741	21.365	22.005					22.445
		Monthly	3,187.394	3,282.771	3,381.338	3,482.760	3,587.540	3,695.006					3,768.890
		Annual	38,248.730	39,393.250	40,576.055	41,793.115	43,050.475	44,340.075					45,226.675
Clerk 3	1950	Hourly	19.375	19.956	20.555	21.170	21.808	22.460					22.910
		Monthly	3,148.438	3,242.850	3,340.188	3,440.125	3,543.800	3,649.750					3,722.875
		Annual	37,781.250	38,914.200	40,082.250	41,281.500	42,525.600	43,797.000					44,674.500
Health Information Clerk	2015	Hourly	19.375	19.956	20.555	21.171	21.808	22.481					22.910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576					3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915					46,163.650
Purchasing Clerk 3	1950	Hourly	19.375	19.956	20.555	21.171	21.808	22.481					22.910
		Monthly	3,148.438	3,242.850	3,340.188	3,440.288	3,543.800	3,649.913					3,722.875
		Annual	37,781.250	38,914.200	40,082.250	41,283.450	42,525.600	43,798.950					44,674.500

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Receptionist / Medical Records Clerk	2015	Hourly	19.375	19.956	20.555	21.171	21.808	22.481					22.910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576					3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915					46,162.650
Unit Assistant (Trained) ****	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
Unit Assistant / Porter ****	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
C.S.R. Aide / Materials Management	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
CSR Aide (Cert)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,929.350
Material Mgmt Aide	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
Materials Management Warehouse Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,929.350
Unit Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
Ward Clerk - Betel Home	2080	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.290
		Monthly	3,413.973	3,516.587	3,621.973	3,730.480	3,842.627	3,957.893					4,036.933
		Annual	40,967.680	42,199.040	43,463.680	44,765.760	46,111.520	47,494.720					48,443.200
Ward Clerk	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834					23.291
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.947
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,931.365
Maintenance I - Betel Home (Gimli)	2080	Hourly	19.974	20.572	21.191	21.825	22.481	23.155					23.618
		Monthly	3,462.160	3,565.813	3,673.107	3,783.000	3,896.707	4,013.533					4,093.787
		Annual	41,545.920	42,789.760	44,077.280	45,396.000	46,760.480	48,162.400					49,125.440
Maintenance II - Betel Home (Selkirk)	2080	Hourly	19.974	20.572	21.191	21.825	22.481	23.155					23.618
		Monthly	3,462.160	3,565.813	3,673.107	3,783.000	3,896.707	4,013.533					4,093.787
		Annual	41,545.920	42,789.760	44,077.280	45,396.000	46,760.480	48,162.400					49,125.440
Maintenance Worker	2015	Hourly	19.974	20.572	21.191	21.825	22.481	23.155					23.618
		Monthly	3,353.968	3,454.382	3,558.322	3,664.781	3,774.935	3,888.110					3,965.856
		Annual	40,247.610	41,452.580	42,699.865	43,977.375	45,299.215	46,657.325					47,590.270
Plant Manager	2015	Hourly	19.974	20.571	21.191	21.825	22.481	23.155					23.619
		Monthly	3,353.968	3,454.214	3,558.322	3,664.781	3,774.935	3,888.110					3,966.024
		Annual	40,247.610	41,450.565	42,699.865	43,977.375	45,299.215	46,657.325					47,592.285
Medical Transcriptionist	1950	Hourly	20.039	20.639	21.257	21.897	22.553	23.229					23.694
		Monthly	3,256.338	3,353.838	3,454.263	3,558.263	3,664.863	3,774.713					3,850.275
		Annual	39,076.050	40,246.050	41,451.150	42,699.150	43,978.350	45,296.550					46,203.300

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	20.111	20.715	21.335	21.976	22.635	23.314				23.780
		Monthly	3,376.972	3,478.394	3,582.502	3,690.137	3,800.794	3,914.809				3,993.058
		Annual	40,523.665	41,740.725	42,990.025	44,281.640	45,609.525	46,977.710				47,916.700
Receptionist/Admitting Clerk	2015	Hourly	20.111	20.715	21.335	21.976	22.635	23.314				23.780
		Monthly	3,376.972	3,478.394	3,582.502	3,690.137	3,800.794	3,914.809				3,993.058
		Annual	40,523.665	41,740.725	42,990.025	44,281.640	45,609.525	46,977.710				47,916.700
Ward Clerk - PIO - Betel Home	2080	Hourly	20.111	20.715	21.335	21.976	22.635	23.314				23.780
		Monthly	3,485.907	3,590.600	3,698.067	3,809.173	3,923.400	4,041.093				4,121.867
		Annual	41,830.880	43,087.200	44,376.800	45,710.080	47,080.800	48,493.120				49,462.400
Administrative Clerk 4	1950	Hourly	20.112	20.715	21.335	21.975	22.635	23.313				23.780
		Monthly	3,268.200	3,366.188	3,466.938	3,570.938	3,678.188	3,788.363				3,864.250
		Annual	39,218.400	40,394.250	41,603.250	42,851.250	44,138.250	45,460.350				46,371.000
Allied Health Admin Assistant	2015	Hourly	20.112	20.715	21.335	21.975	22.635	23.313				23.780
		Monthly	3,377.140	3,478.394	3,582.502	3,689.969	3,800.794	3,914.641				3,993.058
		Annual	40,525.680	41,740.725	42,990.025	44,279.625	45,609.525	46,975.695				47,916.700
Admin Clerk IV - PIO (Lundar Personal Care Home)	1950	Hourly	20.386	21.419	22.453	23.489	24.467					24.954
		Monthly	3,312.725	3,480.588	3,648.613	3,816.963	3,975.888					4,055.025
		Annual	39,752.700	41,767.050	43,783.350	45,803.550	47,710.650					48,660.300
Cook 1	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
Cook - Adult Day Program	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
Slaing Clerk	2015	Hourly	20.592	21.209	21.844	22.500	23.175	23.872				24.348
		Monthly	3,457.740	3,561.345	3,667.972	3,778.125	3,891.469	4,008.507				4,088.435
		Annual	41,492.880	42,736.135	44,015.660	45,337.500	46,697.625	48,102.080				49,061.220
Primary Health Clerical Team Leader	2015	Hourly	20.830	21.413	22.013	22.629	23.264	23.918				24.398
		Monthly	3,497.704	3,595.600	3,696.350	3,799.786	3,906.413	4,016.231				4,096.831
		Annual	41,972.450	43,147.195	44,356.195	45,597.435	46,876.960	48,194.770				49,161.970
Staffing Clerk	1950	Hourly	20.984	21.616	22.263	22.933	23.620	24.329				24.815
		Monthly	3,409.900	3,512.600	3,617.738	3,726.613	3,838.250	3,953.463				4,032.438
		Annual	40,918.800	42,151.200	43,412.850	44,719.350	46,059.000	47,441.550				48,389.250
Accounting Clerk - Betel Home	2080	Hourly	21.313	21.951	22.610	23.289	23.987	24.706				25.200
		Monthly	3,694.253	3,804.840	3,919.067	4,036.760	4,157.747	4,282.373				4,368.000
		Annual	44,331.040	45,658.080	47,028.800	48,441.120	49,892.960	51,388.480				52,416.000
Accounting Clerk	2015	Hourly	21.313	21.951	22.610	23.289	23.987	24.706				25.200
		Monthly	3,578.808	3,685.939	3,796.596	3,910.611	4,027.817	4,148.549				4,231.500
		Annual	42,945.695	44,231.265	45,559.150	46,927.335	48,333.805	49,782.590				50,778.000
Accounting Clerk 2 - EMS	2015	Hourly	21.313	21.951	22.610	23.289	23.987	24.706				25.200
		Monthly	3,578.808	3,685.939	3,796.596	3,910.611	4,027.817	4,148.549				4,231.500
		Annual	42,945.695	44,231.265	45,559.150	46,927.335	48,333.805	49,782.590				50,778.000
Health Information Technician	2015	Hourly	21.424	22.089	22.731	23.412	24.115	24.840				25.335
		Monthly	3,597.447	3,705.753	3,816.914	3,931.265	4,049.310	4,171.050				4,254.169
		Annual	43,169.360	44,469.035	45,802.965	47,175.180	48,591.725	50,052.600				51,050.025



Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Carpenter	2015	Hourly	33,221										33,886	
		Monthly	5,578.360											5,690.024
		Annual	66,940.315											68,280.290
Electrician	2015	Hourly	37,360										38,108	
		Monthly	6,273.367										6,398.968	
		Annual	75,280.400										76,787.620	
Plumber	2015	Hourly	37,360										38,108	
		Monthly	6,273.367										6,398.968	
		Annual	75,280.400										76,787.620	
Home Support Worker	2080	Hourly	13,747	14,041	14,272	14,618	14,861							
		Monthly	2,382.813	2,433.773	2,473.813	2,533.787	2,575.907							
		Annual	28,593.760	29,205.280	29,685.760	30,405.440	30,910.880							
Supportive Housing Worker	2080	Hourly	13,016	13,295	13,513	13,839	14,071							
		Monthly	2,256.107	2,304.467	2,342.253	2,398.760	2,438.973							
		Annual	27,073.280	27,653.600	28,107.040	28,785.120	29,267.680							
Clerk 1	1885	Hourly	15,983	16,424	16,863	17,352								
		Monthly	2,510.663	2,579.937	2,648.896	2,725.710								
		Annual	30,127.955	30,959.240	31,786.755	32,708.520								
Supportive Housing Companion - Comm	2080	Hourly	16,877	17,215	17,559	17,909	18,267							
		Monthly	2,925.347	2,983.933	3,043.560	3,104.227	3,166.280							
		Annual	35,104.160	35,807.200	36,522.720	37,250.720	37,995.360							
Clerk Typist 1	1885	Hourly	17,177	17,616	18,019	18,553	19,063							
		Monthly	2,698.220	2,767.180	2,830.485	2,914.367	2,994.480							
		Annual	32,378.645	33,206.160	33,965.815	34,972.405	35,933.755							
Administrative Secretary 1	1885	Hourly	17,732	18,126	18,646	19,152	19,671							
		Monthly	2,785.402	2,847.293	2,928.976	3,008.460	3,089.986							
		Annual	33,424.820	34,167.510	35,147.710	36,101.520	37,079.835							
Clerk Typist 2	1885	Hourly	18,930	19,383	19,880	20,441	20,964	21,577						
		Monthly	2,973.588	3,044.746	3,122.817	3,210.940	3,293.095	3,389.387						
		Annual	35,683.050	36,536.955	37,473.800	38,531.285	39,517.140	40,672.645						
Clerk 2	1885	Hourly	18,931	19,384	19,875	20,442	20,964	21,575						
		Monthly	2,973.745	3,044.903	3,122.031	3,211.098	3,293.095	3,389.073						
		Annual	35,684.935	36,538.840	37,464.375	38,533.170	39,517.140	40,668.875						
Administrative Secretary 2	1885	Hourly	20,065	20,522	21,041	21,575	22,192	22,758						
		Monthly	3,151.877	3,223.664	3,305.190	3,389.073	3,485.993	3,574.903						
		Annual	37,822.525	38,683.970	39,662.285	40,668.875	41,831.920	42,898.830						
Community Wellness & Housing Support Worker	1885	Hourly	21,246	21,907	22,658	23,436	24,226	25,003						
		Monthly	3,337.393	3,441.225	3,559.194	3,681.405	3,805.501	3,927.555						
		Annual	40,048.710	41,294.695	42,710.330	44,176.860	45,666.010	47,130.655					48,073.155	
Administrative Secretary 3	1885	Hourly	22,914	23,532	24,180	24,825	25,503	26,212						
		Monthly	3,599.408	3,696.485	3,798.275	3,899.594	4,006.096	4,117.468						
		Annual	43,192.890	44,357.820	45,579.300	46,795.125	48,073.155	49,409.620						
Clerk 3	1885	Hourly	22,980	23,580	24,208	24,873	25,550	26,353						
		Monthly	3,609.775	3,704.025	3,802.673	3,907.134	4,013.479	4,139.617						
		Annual	43,317.300	44,448.300	45,632.080	46,885.605	48,161.750	49,675.405						

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Accounting Clerk	1885	Hourly	23.705	24.335	24.998	25.644	26.383	27.126					
		Monthly	3,723.660	3,822.623	3,926.769	4,028.245	4,144.330	4,261.043					
		Annual	44,683.925	45,871.475	47,121.230	48,338.940	49,731.955	51,132.510					
Community Health Assessment Program Asst	1885	Hourly	25.823	26.753	27.645	28.651	29.638	30.722					31.336
		Monthly	4,056.363	4,202.450	4,342.569	4,500.595	4,655.636	4,825.914					4,922.363
		Annual	48,676.355	50,429.405	52,110.825	54,007.135	55,867.630	57,910.970					59,068.360
Home Care Resource Coordinator	1885	Hourly	26.195	27.097	28.070	29.003	30.078	31.108	32.226	33.214			33.878
		Monthly	4,114.798	4,256.487	4,409.329	4,555.888	4,724.753	4,886.548	5,062.168	5,217.366			5,321.669
		Annual	49,377.575	51,077.845	52,911.950	54,670.655	56,697.030	58,638.580	60,746.010	62,608.390			63,860.030
Mental Health Resource Coordinator	1885	Hourly	26.195	27.097	28.070	29.003	30.078	31.108	32.226	33.214			33.878
		Monthly	4,114.798	4,256.487	4,409.329	4,555.888	4,724.753	4,886.548	5,062.168	5,217.366			5,321.669
		Annual	49,377.575	51,077.845	52,911.950	54,670.655	56,697.030	58,638.580	60,746.010	62,608.390			63,860.030
Palliative Care Volunteer Coordinator & Community Liaison	1885	Hourly	26.195	27.097	28.070	29.003	30.078	31.108	32.226	33.214			33.878
		Monthly	4,114.798	4,256.487	4,409.329	4,555.888	4,724.753	4,886.548	5,062.168	5,217.366			5,321.669
		Annual	49,377.575	51,077.845	52,911.950	54,670.655	56,697.030	58,638.580	60,746.010	62,608.390			63,860.030
Resource Coord Specialist	1885	Hourly	28.663	29.646	30.698	31.882	33.042	34.273	35.626				36.339
		Monthly	4,502.480	4,656.893	4,822.144	5,008.131	5,190.348	5,383.717	5,596.251				5,708.251
		Annual	54,029.755	55,882.710	57,865.730	60,097.570	62,284.170	64,604.605	67,155.010				68,499.015
Palliative Care Coordinator	1885	Hourly	34.354	35.516	36.839	38.149	39.570	41.044	42.644	44.291	46.016	47.388	48.316
		Monthly	5,396.441	5,578.972	5,786.793	5,992.572	6,215.788	6,447.328	6,698.662	6,957.378	7,228.347	7,440.723	7,589.638
		Annual	64,757.290	66,947.660	69,441.515	71,910.865	74,589.450	77,367.940	80,383.940	83,488.535	86,740.160	89,288.680	91,075.660
Handivan Driver ***	2015	Hourly	18.377	18.926	19.494	20.081	20.683	21.305					21.730
		Monthly	3,085.805	3,177.991	3,273.368	3,371.935	3,473.020	3,577.465					3,648.829
		Annual	37,029.655	38,135.890	39,280.410	40,463.215	41,676.245	42,929.575					43,785.950
Automatic Scrubber Operator - PIO (Selkirk & District Gener	2015	Hourly	18.469	18.767	19.070	19.391	19.683						20.077
		Monthly	3,101.253	3,151.292	3,202.171	3,256.072	3,305.104						3,371.263
		Annual	37,215.035	37,815.505	38,426.050	39,072.865	39,661.245						40,455.155
DSM - Receptionist / Typist - Diagnostics ***	2015	Hourly	19.375	19.956	20.555	21.171	21.808	22.461					22.910
		Monthly	3,253.385	3,350.945	3,451.527	3,554.964	3,661.927	3,771.576					3,846.971
		Annual	39,040.625	40,211.340	41,418.325	42,659.565	43,943.120	45,258.915					46,163.650
Receptionist - PIO ***	2015	Hourly	19.828	19.893	20.217	20.557	20.830						21.248
		Monthly	3,295.868	3,340.366	3,394.771	3,451.863	3,497.704						3,567.893
		Annual	39,550.420	40,084.395	40,737.255	41,422.355	41,972.450						42,814.720
EMS Admin Assistant ***	2015	Hourly	20.112	20.715	21.335	21.975	22.635	23.313					23.780
		Monthly	3,377.140	3,478.394	3,582.502	3,689.969	3,800.794	3,914.641					3,993.058
		Annual	40,525.680	41,740.725	42,990.025	44,279.625	45,609.525	46,975.695					47,916.700
Payroll Clerk - Clerk IV ***	1950	Hourly	20.112	20.715	21.335	21.975	22.635	23.313					23.780
		Monthly	3,268.200	3,366.188	3,466.938	3,570.938	3,678.188	3,788.363					3,864.250
		Annual	39,218.400	40,394.250	41,603.250	42,851.250	44,138.250	45,460.350					46,371.000
Clerk - Admitting - Clerk II - PIO (Selkirk & District General H	1950	Hourly	20.265	20.676	21.100	21.530	21.986						22.425
		Monthly	3,293.063	3,359.850	3,428.750	3,498.625	3,572.725						3,644.063
		Annual	39,516.750	40,318.200	41,145.000	41,983.500	42,872.700						43,728.750
Clerk - Records - Clerk II - PIO (Selkirk & District General Hc	1950	Hourly	20.265	20.676	21.100	21.530	21.986						22.425
		Monthly	3,293.063	3,359.850	3,428.750	3,498.625	3,572.725						3,644.063
		Annual	39,516.750	40,318.200	41,145.000	41,983.500	42,872.700						43,728.750

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Support Service Aide ***	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834				23.290	
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209					3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510					46,929.350
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly	20.102	20.390	20.685	21.018	21.323					21.748	
		Monthly	3,375.461	3,423.821	3,473.356	3,529.273	3,580.487						3,651.852
		Annual	40,505.530	41,085.850	41,680.275	42,351.270	42,965.845						43,822.220
Scheduling Clk PIO ***	1950	Hourly	20.812										
		Monthly	3,381.950										
		Annual	40,583.400										
Cook 2 ***	2015	Hourly	20.591	21.210	21.844	22.500	23.175	23.872				24.347	
		Monthly	3,457.572	3,561.513	3,667.972	3,778.125	3,891.469	4,008.507					4,088.267
		Annual	41,490.865	42,738.150	44,015.660	45,337.500	46,697.625	48,102.080					49,059.205
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly	21.600	22.040	22.492	22.951	23.420					23.888	
		Monthly	3,510.000	3,581.500	3,654.950	3,729.538	3,805.750						3,881.800
		Annual	42,120.000	42,978.000	43,859.400	44,754.450	45,669.000						46,581.600
DSM - Admin Secretary II - PIO ***	2015	Hourly	21.689	22.189	22.757	23.322	23.994	24.613				25.104	
		Monthly	3,641.945	3,725.903	3,821.280	3,916.153	4,028.993	4,132.933					4,215.380
		Annual	43,703.335	44,710.835	45,855.355	46,993.830	48,347.910	49,595.195					50,584.560
Maintenance Tradesperson - PIO ***	2015	Hourly	24.657	25.551	26.476	27.403	28.755	30.080				30.682	
		Monthly	4,140.321	4,290.439	4,445.762	4,601.420	4,828.444	5,050.933					5,152.019
		Annual	49,683.855	51,485.265	53,349.140	55,217.045	57,941.325	60,611.200					61,824.230
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly	34.505										
		Monthly	5,793.965										
		Annual	69,527.575										

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.





A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase  
 Hourly salary is calculated as (monthly salary x 12) ÷ annu

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Dietary Aide Student	2015	Hourly	14.244									
		Monthly	2,391.805									
		Annual	28,701.660									
Dietary Aide	2015	Hourly	17.068	17.578	18.106	18.651	19.209	19.784				20.180
		Monthly	2,866.002	2,951.639	3,040.299	3,131.814	3,225.511	3,322.063				3,388.558
		Annual	34,392.020	35,419.670	36,483.590	37,581.765	38,706.135	39,864.760				40,662.700
Housekeeping Aide - Betel Home	2080	Hourly	17.068	17.579	18.106	18.651	19.210	19.786				20.180
		Monthly	2,958.453	3,047.027	3,138.373	3,232.840	3,329.733	3,429.573				3,497.867
		Annual	35,501.440	36,564.320	37,660.480	38,794.080	39,956.800	41,154.880				41,974.400
Housekeeping Aide	2015	Hourly	17.068	17.578	18.106	18.651	19.209	19.784				20.180
		Monthly	2,866.002	2,951.639	3,040.299	3,131.814	3,225.511	3,322.063				3,388.558
		Annual	34,392.020	35,419.670	36,483.590	37,581.765	38,706.135	39,864.760				40,662.700
Laundry / Housekeeping Aide - Betel Home	2080	Hourly	17.068	17.579	18.106	18.651	19.210	19.786				20.180
		Monthly	2,958.453	3,047.027	3,138.373	3,232.840	3,329.733	3,429.573				3,497.867
		Annual	35,501.440	36,564.320	37,660.480	38,794.080	39,956.800	41,154.880				41,974.400
Laundry Aide - Betel Home	2080	Hourly	17.068	17.579	18.106	18.651	19.210	19.786				20.180
		Monthly	2,958.453	3,047.027	3,138.373	3,232.840	3,329.733	3,429.573				3,497.867
		Annual	35,501.440	36,564.320	37,660.480	38,794.080	39,956.800	41,154.880				41,974.400
Laundry Aide	2015	Hourly	17.068	17.578	18.106	18.651	19.209	19.784				20.180
		Monthly	2,866.002	2,951.639	3,040.299	3,131.814	3,225.511	3,322.063				3,388.558
		Annual	34,392.020	35,419.670	36,483.590	37,581.765	38,706.135	39,864.760				40,662.700
Assistant Cook (Uncertified)	2015	Hourly	18.200	18.748	19.309	19.889	20.486	21.101				21.523
		Monthly	3,056.083	3,148.102	3,242.303	3,339.695	3,439.941	3,543.210				3,614.070
		Annual	36,673.000	37,777.220	38,907.635	40,076.335	41,279.290	42,518.515				43,368.845
Administrative Clerk 1	1950	Hourly	18.329	18.878	19.447	20.029	20.630	21.247				21.674
		Monthly	2,978.463	3,067.675	3,160.138	3,254.713	3,352.375	3,452.638				3,522.025
		Annual	35,741.550	36,812.100	37,921.650	39,056.550	40,228.500	41,431.650				42,264.300
C.S.R. Aide ( Non Cert)	2015	Hourly	18.329	18.878	19.447	20.029	20.630	21.247				21.674
		Monthly	3,077.745	3,169.931	3,265.475	3,363.203	3,464.121	3,567.725				3,639.426
		Annual	36,932.935	38,039.170	39,185.705	40,358.435	41,569.450	42,812.705				43,673.110
Clerk Typist I - Medical Records	1950	Hourly	18.329	18.878	19.447	20.029	20.630	21.247				21.674
		Monthly	2,978.463	3,067.675	3,160.138	3,254.713	3,352.375	3,452.638				3,522.025
		Annual	35,741.550	36,812.100	37,921.650	39,056.550	40,228.500	41,431.650				42,264.300
General Office Clerk	1950	Hourly	18.329	18.878	19.447	20.029	20.630	21.247				21.674
		Monthly	2,978.463	3,067.675	3,160.138	3,254.713	3,352.375	3,452.638				3,522.025
		Annual	35,741.550	36,812.100	37,921.650	39,056.550	40,228.500	41,431.650				42,264.300
Office Clerk - Clerk I	1950	Hourly	18.329	18.878	19.447	20.029	20.630	21.247				21.674
		Monthly	2,978.463	3,067.675	3,160.138	3,254.713	3,352.375	3,452.638				3,522.025
		Annual	35,741.550	36,812.100	37,921.650	39,056.550	40,228.500	41,431.650				42,264.300
Receptionist	2015	Hourly	18.329	18.879	19.447	20.029	20.628	21.247				21.673
		Monthly	3,077.745	3,170.099	3,265.475	3,363.203	3,463.785	3,567.725				3,639.258
		Annual	36,932.935	38,041.185	39,185.705	40,358.435	41,565.420	42,812.705				43,671.095

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Maintenance II - Betel Home (Gimli)	2080	Hourly	18.513	19.089	19.641	20.232	20.837	21.483				21.892
		Monthly	3,208.920	3,305.293	3,404.440	3,506.880	3,611.747	3,720.253				3,794.613
		Annual	38,507.040	39,663.520	40,853.280	42,082.560	43,340.960	44,643.040				45,535.360
Maintenance II	2015	Hourly	18.513	19.089	19.641	20.231	20.837	21.482				21.892
		Monthly	3,108.641	3,202.003	3,298.051	3,397.122	3,498.880	3,603.828				3,676.032
		Annual	37,303.695	38,424.035	39,576.615	40,765.465	41,986.555	43,245.930				44,112.380
Maintenance Person - Betel Home (Selkirk)	2080	Hourly	18.513	19.089	19.641	20.232	20.837	21.483				21.892
		Monthly	3,208.920	3,305.293	3,404.440	3,506.880	3,611.747	3,720.253				3,794.613
		Annual	38,507.040	39,663.520	40,853.280	42,082.560	43,340.960	44,643.040				45,535.360
Courier / Driver	2015	Hourly	18.994	19.583	20.151	20.756	21.378	22.018				22.459
		Monthly	3,189.409	3,284.954	3,383.689	3,485.278	3,589.723	3,697.189				3,771.240
		Annual	38,272.910	39,419.445	40,604.265	41,823.340	43,076.670	44,366.270				45,254.885
Administrative Clerk 2	1950	Hourly	19.038	19.612	20.199	20.803	21.429	22.071				22.513
		Monthly	3,093.675	3,186.950	3,282.338	3,380.488	3,482.213	3,586.538				3,658.363
		Annual	37,124.100	38,243.400	39,388.050	40,565.850	41,786.550	43,038.450				43,900.350
Health Info Clerk 2	1950	Hourly	19.038	19.612	20.198	20.803	21.429	22.072				22.513
		Monthly	3,093.675	3,186.950	3,282.175	3,380.488	3,482.213	3,586.700				3,658.363
		Annual	37,124.100	38,243.400	39,386.100	40,565.850	41,786.550	43,040.400				43,900.350
Receptionist / Clerk	2015	Hourly	19.038	19.612	20.198	20.803	21.429	22.072				22.513
		Monthly	3,196.798	3,293.182	3,391.581	3,493.170	3,598.286	3,706.257				3,780.308
		Annual	38,361.570	39,518.180	40,698.970	41,918.045	43,179.435	44,475.080				45,363.695
Receptionist / Typist	2015	Hourly	19.038	19.612	20.198	20.803	21.429	22.072				22.513
		Monthly	3,196.798	3,293.182	3,391.581	3,493.170	3,598.286	3,706.257				3,780.308
		Annual	38,361.570	39,518.180	40,698.970	41,918.045	43,179.435	44,475.080				45,363.695
Support Services Clerk	2015	Hourly	19.038	19.612	20.198	20.803	21.429	22.072				22.513
		Monthly	3,196.798	3,293.182	3,391.581	3,493.170	3,598.286	3,706.257				3,780.308
		Annual	38,361.570	39,518.180	40,698.970	41,918.045	43,179.435	44,475.080				45,363.695
Aboriginal Liaison Worker	2015	Hourly	19.204	19.516	19.831	20.155	20.483					20.892
		Monthly	3,224.672	3,277.062	3,329.955	3,384.360	3,439.437					3,508.115
		Annual	38,696.060	39,324.740	39,959.465	40,612.325	41,273.245					42,097.380
Lead Hand - Housekeeping / Laundry	2015	Hourly	19.312	19.893	20.490	21.105	21.738	22.388				22.837
		Monthly	3,242.807	3,340.366	3,440.613	3,543.881	3,650.173	3,759.318				3,834.713
		Annual	38,913.680	40,084.395	41,287.350	42,526.575	43,802.070	45,111.820				46,016.555
Security & Physical Plant Workers	2015	Hourly	19.382	19.941	20.540	21.156	21.792	22.445				22.894
		Monthly	3,251.203	3,348.426	3,449.008	3,552.445	3,659.240	3,768.890				3,844.284
		Annual	39,014.430	40,181.115	41,388.100	42,629.340	43,910.880	45,226.675				46,131.410
Clerk 3	1950	Hourly	19.783	20.355	20.966	21.593	22.244	22.909				23.388
		Monthly	3,211.488	3,307.688	3,406.975	3,508.863	3,614.650	3,722.713				3,797.300
		Annual	38,537.850	39,692.250	40,883.700	42,106.350	43,375.800	44,672.550				45,567.600
Health Information Clerk	2015	Hourly	19.783	20.355	20.966	21.594	22.244	22.910				23.368
		Monthly	3,318.537	3,417.944	3,520.541	3,625.993	3,735.138	3,846.971				3,923.877
		Annual	39,822.445	41,015.325	42,246.490	43,511.910	44,821.660	46,163.650				47,086.520
Purchasing Clerk 3	1950	Hourly	19.783	20.355	20.966	21.594	22.244	22.910				23.388
		Monthly	3,211.488	3,307.688	3,406.975	3,509.025	3,614.650	3,722.875				3,797.300
		Annual	38,537.850	39,692.250	40,883.700	42,108.300	43,375.800	44,674.500				45,567.600

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Receptionist / Medical Records Clerk	2015	Hourly	19.763	20.355	20.966	21.594	22.244	22.910					23.368
		Monthly	3,318.537	3,417.944	3,520.541	3,625.993	3,735.138	3,846.971					3,923.877
		Annual	39,822.445	41,015.325	42,246.490	43,511.910	44,821.660	46,163.650					47,086.520
Unit Assistant (Trained) ****	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
Unit Assistant / Porter ****	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
C.S.R. Aide / Materials Management	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
CSR Aide (Cert)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,868.340
Material Mgmt Aide	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
Materials Management Warehouse Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,868.340
Unit Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
Ward Clerk - Betel Home	2080	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.756
		Monthly	3,482.267	3,586.960	3,694.427	3,805.013	3,919.413	4,037.107					4,117.707
		Annual	41,787.200	43,043.520	44,333.120	45,660.160	47,032.960	48,445.280					49,412.480
Ward Clerk	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291					23.757
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947					3,989.196
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365					47,870.355
Maintenance I - Betel Home (Gimli)	2080	Hourly	20.373	20.983	21.615	22.262	22.931	23.618					24.090
		Monthly	3,531.320	3,637.053	3,746.600	3,858.747	3,974.707	4,093.787					4,175.600
		Annual	42,375.840	43,644.640	44,959.200	46,304.960	47,696.480	49,125.440					50,107.200
Maintenance II - Betel Home (Selkirk)	2080	Hourly	20.373	20.983	21.615	22.262	22.931	23.618					24.090
		Monthly	3,531.320	3,637.053	3,746.600	3,858.747	3,974.707	4,093.787					4,175.600
		Annual	42,375.840	43,644.640	44,959.200	46,304.960	47,696.480	49,125.440					50,107.200
Maintenance Worker	2015	Hourly	20.373	20.983	21.615	22.262	22.931	23.618					24.090
		Monthly	3,420.966	3,523.395	3,629.519	3,738.161	3,850.497	3,965.856					4,045.113
		Annual	41,051.595	42,280.745	43,554.225	44,857.930	46,205.965	47,590.270					48,541.350
Plant Manager	2015	Hourly	20.373	20.982	21.615	22.262	22.931	23.618					24.091
		Monthly	3,420.966	3,523.228	3,629.519	3,738.161	3,850.497	3,965.856					4,045.280
		Annual	41,051.595	42,278.730	43,554.225	44,857.930	46,205.965	47,590.270					48,543.365
Medical Transcriptionist	1950	Hourly	20.440	21.052	21.682	22.335	23.004	23.694					24.168
		Monthly	3,321.500	3,420.950	3,523.325	3,629.438	3,738.150	3,850.275					3,927.300
		Annual	39,858.000	41,051.400	42,279.900	43,553.250	44,857.800	46,203.300					47,127.600

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Admitting Clerk	2015	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.258
		Monthly	3,444.475	3,547.911	3,654.203	3,764.020	3,876.860	3,993.058				4,072.987
		Annual	41,333.695	42,574.935	43,850.430	45,168.240	46,522.320	47,916.700				48,875.840
Receptionist/Admitting Clerk	2015	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.258
		Monthly	3,444.475	3,547.911	3,654.203	3,764.020	3,876.860	3,993.058				4,072.987
		Annual	41,333.695	42,574.935	43,850.430	45,168.240	46,522.320	47,916.700				48,875.840
Ward Clerk - PIO - Betel Home	2080	Hourly	20.513	21.129	21.762	22.416	23.088	23.780				24.258
		Monthly	3,555.587	3,662.360	3,772.080	3,885.440	4,001.920	4,121.867				4,204.373
		Annual	42,667.040	43,948.320	45,264.960	46,625.280	48,023.040	49,462.400				50,452.480
Administrative Clerk 4	1950	Hourly	20.514	21.129	21.762	22.415	23.088	23.779				24.258
		Monthly	3,333.525	3,433.463	3,536.325	3,642.438	3,751.800	3,864.088				3,941.600
		Annual	40,002.300	41,201.550	42,435.900	43,709.250	45,021.600	46,369.050				47,299.200
Allied Health Admin Assistant	2015	Hourly	20.514	21.129	21.762	22.415	23.088	23.779				24.258
		Monthly	3,444.643	3,547.911	3,654.203	3,763.852	3,876.860	3,992.890				4,072.987
		Annual	41,335.710	42,574.935	43,850.430	45,166.225	46,522.320	47,914.685				48,875.840
Admin Clerk IV - PIO (Lunard Personal Care Home)	1950	Hourly	20.794	21.847	22.902	23.959	24.956					25.453
		Monthly	3,379.025	3,550.138	3,721.575	3,893.338	4,055.350					4,136.113
		Annual	40,548.300	42,601.650	44,658.900	46,720.050	48,664.200					49,633.350
Cook 1	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Cook - Adult Day Program	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Slatng Clerk	2015	Hourly	21.004	21.633	22.281	22.950	23.639	24.349				24.835
		Monthly	3,526.922	3,632.541	3,741.351	3,853.688	3,969.382	4,088.603				4,170.210
		Annual	42,323.060	43,590.495	44,896.215	46,244.250	47,632.585	49,063.235				50,042.525
Primary Health Clerical Team Leader	2015	Hourly	21.247	21.841	22.453	23.082	23.729	24.396				24.886
		Monthly	3,567.725	3,667.468	3,770.233	3,875.853	3,984.495	4,096.495				4,178.774
		Annual	42,812.705	44,009.615	45,242.795	46,510.230	47,813.935	49,157.940				50,145.290
Staffing Clerk	1950	Hourly	21.404	22.048	22.708	23.392	24.092	24.816				25.311
		Monthly	3,478.150	3,582.800	3,690.050	3,801.200	3,914.950	4,032.600				4,113.038
		Annual	41,737.800	42,993.600	44,280.600	45,614.400	46,979.400	48,391.200				49,356.450
Accounting Clerk - Betel Home	2080	Hourly	21.739	22.390	23.062	23.755	24.467	25.200				25.704
		Monthly	3,768.093	3,880.933	3,997.413	4,117.533	4,240.947	4,368.000				4,455.360
		Annual	45,217.120	46,571.200	47,968.960	49,410.400	50,891.360	52,416.000				53,464.320
Accounting Clerk	2015	Hourly	21.739	22.390	23.062	23.755	24.467	25.200				25.704
		Monthly	3,650.340	3,759.654	3,872.494	3,988.860	4,108.417	4,231.500				4,316.130
		Annual	43,804.085	45,115.850	46,469.930	47,866.325	49,301.005	50,778.000				51,793.560
Accounting Clerk 2 - EMS	2015	Hourly	21.739	22.390	23.062	23.755	24.467	25.200				25.704
		Monthly	3,650.340	3,759.654	3,872.494	3,988.860	4,108.417	4,231.500				4,316.130
		Annual	43,804.085	45,115.850	46,469.930	47,866.325	49,301.005	50,778.000				51,793.560
Health Information Technician	2015	Hourly	21.852	22.510	23.188	23.880	24.597	25.337				25.842
		Monthly	3,669.315	3,779.804	3,893.316	4,009.850	4,130.246	4,254.505				4,339.303
		Annual	44,031.780	45,357.650	46,719.790	48,118.200	49,562.955	51,054.055				52,071.630



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year	
Carpenter	2015	Hourly	33.885									34.564	
		Monthly	5,689.856									5,803.872	
		Annual	68,278.275									69,646.460	
Electrician	2015	Hourly	38.107									38.870	
		Monthly	6,398.800									6,526.921	
		Annual	76,785.605									78,323.050	
Plumber	2015	Hourly	38.107									38.870	
		Monthly	6,398.800									6,526.921	
		Annual	76,785.605									78,323.050	
Home Support Worker <i>Addition of 20 yr Step</i>	2080	Hourly	14.150	14.322	14.557	14.910	15.158					15.481	
		Monthly	2,430.480	2,482.480	2,523.213	2,584.400	2,627.387					2,679.907	
		Annual	29,165.760	29,789.760	30,278.560	31,012.800	31,528.640					32,158.880	
Supportive Housing Worker <sup>5</sup> <i>Addition of 20 yr Step</i> <i>Adjusted for October 1, 2022 MB Min. Wage Standard</i>	2080	Hourly	14.150	14.150	14.150	14.150	14.352					14.639	
		Monthly	2,452.667	2,350.573	2,389.053	2,446.773	2,487.680					2,537.427	
		Annual	29,432.000	28,206.880	28,668.640	29,361.280	29,852.160					30,449.120	
Clerk 1 <i>Addition of 20 yr Step</i>	1885	Hourly	16.303	16.752	17.200	17.699							18.053
		Monthly	2,560.930	2,631.460	2,701.833	2,780.218							2,835.825
		Annual	30,731.155	31,577.520	32,422.000	33,362.615							34,029.905
Supportive Housing Companion - Comm <i>Addition of 20 yr Step</i>	2080	Hourly	17.215	17.559	17.910	18.267	18.632						19.005
		Monthly	2,983.933	3,043.560	3,104.400	3,166.280	3,229.547						3,294.200
		Annual	35,807.200	36,522.720	37,252.800	37,995.360	38,754.560						39,530.400
Clerk Typist 1 <i>Addition of 20 yr Step</i>	1885	Hourly	17.521	17.988	18.379	18.924	19.444						19.833
		Monthly	2,752.257	2,822.473	2,887.035	2,972.645	3,054.328						3,115.434
		Annual	33,027.085	33,869.680	34,644.415	35,671.740	36,651.940						37,385.205
Administrative Secretary 1 <i>Addition of 20 yr Step</i>	1885	Hourly	18.087	18.489	19.019	19.535	20.064						20.485
		Monthly	2,841.166	2,904.314	2,987.568	3,068.623	3,151.720						3,214.710
		Annual	34,093.995	34,851.765	35,850.815	36,823.475	37,820.640						38,576.525
Clerk Typist 2 <i>Addition of 20 yr Step</i>	1885	Hourly	19.309	19.771	20.278	20.850	21.383	22.009					22.449
		Monthly	3,033.122	3,105.695	3,185.336	3,275.188	3,358.913	3,457.247					3,526.364
		Annual	36,397.465	37,268.335	38,224.030	39,302.250	40,306.955	41,486.965					42,316.365
Clerk 2 <i>Addition of 20 yr Step</i>	1885	Hourly	19.310	19.772	20.273	20.851	21.383	22.007					22.447
		Monthly	3,033.279	3,105.852	3,184.550	3,275.345	3,358.913	3,456.933					3,526.050
		Annual	36,399.350	37,270.220	38,214.605	39,304.135	40,306.955	41,483.195					42,312.595
Administrative Secretary 2 <i>Addition of 20 yr Step</i>	1885	Hourly	20.466	20.932	21.462	22.007	22.636	23.213					23.677
		Monthly	3,214.868	3,288.068	3,371.323	3,456.933	3,555.738	3,646.375					3,719.262
		Annual	38,578.410	39,456.820	40,455.870	41,483.195	42,668.860	43,756.505					44,631.145
Community Wellness & Housing Support Worker	1885	Hourly	21.671	22.345	23.111	23.905	24.711	25.503					26.013
		Monthly	3,404.153	3,510.027	3,630.353	3,755.077	3,881.686	4,006.096					4,086.209
		Annual	40,849.835	42,120.325	43,564.235	45,060.925	46,580.235	48,073.155					49,034.505
Administrative Secretary 3 <i>Addition of 20 yr Step</i>	1885	Hourly	23.372	24.003	24.664	25.322	26.013	26.736					27.271
		Monthly	3,671.352	3,770.471	3,874.303	3,977.664	4,086.209	4,199.780					4,283.820
		Annual	44,056.220	45,245.655	46,491.640	47,731.970	49,034.505	50,397.360					51,405.835
Clerk 3 <i>Addition of 20 yr Step</i>	1885	Hourly	23.440	24.052	24.692	25.370	26.081	26.880					27.418
		Monthly	3,682.033	3,778.168	3,878.702	3,985.204	4,093.749	4,222.400					4,306.911
		Annual	44,184.400	45,338.020	46,544.420	47,822.450	49,124.985	50,668.800					51,682.930



Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	20 Year
Support Service Aide ***	2015	Hourly Monthly Annual										
												Discontinued
Handivan Lead Driver - PIO (Stonewall & District Health Cen	2015	Hourly Monthly Annual										
												Discontinued
Scheduling Clk PIO ***	1950	Hourly Monthly Annual										
												Discontinued
Cook 2	2015	Hourly Monthly Annual										
												Discontinued
Purchasing Assistant - PIO (Selkirk & District General Hospit	1950	Hourly Monthly Annual										
												Discontinued
DSM - Admin Secretary II - PIO ***	2015	Hourly Monthly Annual										
												Discontinued
Maintenance Tradesperson - PIO ***	2015	Hourly Monthly Annual										
												Discontinued
Carpenter (Red-Circled) (Main Trades Carp) ***	2015	Hourly Monthly Annual										
												Discontinued

\*\*\* Discontinued Classifications in F2023/24

\*\*\*\* Not Slotted, Sector Pending Review.

<sup>5</sup> Any Classification that Falls under the October 1, 2023 Minimum Wage will be Changed in Accordance with the Legislation.