

# **Collective Agreement**

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**between**

**Ontario Public Service Employees Union  
and its Local 577**

**AND**

**Humber River Regional Hospital  
Full Time/Part Time**

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Expiry Date: March 31, 2002



## ARTICLE HRR 2 - DEFINITIONS

- HRR 2.01 The Hospital recognizes the Union as the sole bargaining agent for all Laboratory Technologist/Technicians, Diagnostic imaging Technologists/Technicians, Respiratory Therapists/Care Practitioners, Sleep Lab Technologists/Technicians and any other Technicians 1 to 5 (i.e. E.E.G., E.C.G.) as identified by Phase III of the Wage Standardization Programme employed by Humber River Regional Hospital, save and except persons above the rank of Charge, students in training, and employees covered by subsisting collective agreements.
- HRR 2.02 The Union further agrees that there will be no solicitation for membership, collection of dues or other union activities on the premises of the Hospital during active working hours except as specifically permitted by this Agreement or in writing by the Hospital.
- HRR 2.03 The Hospital agrees that there shall be no individual agreements with any of its employees where such an agreement in any way infringes upon any rights granted to employees herein.
- HRR 2.04 The Union recognizes that the management of the Hospital and the direction of the working force are fixed exclusively in the Hospital and shall remain solely with the Hospital except as specifically limited by the express provisions of this Agreement. Without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Hospital to:
- (a) Maintain order, discipline and efficiency.
  - (b) Hire, discharge, direct, classify, transfer, promote, demote, assign employees to shifts, lay-off and suspend or otherwise discipline employees for cause provided that a claim of discriminatory classification, promotion, demotion, or transfer or a claim that an employee has been unjustly discharged or disciplined may be the subject of a grievance and dealt with in accordance with the Grievance Procedure.
  - (c) Establish and enforce rules and regulations to be observed by employees, provided that they are not unreasonable nor are inconsistent with the provisions of this Agreement.
  - (d) Generally to manage and operate the Hospital in all respects in accordance with its obligations and without restricting the generality of the foregoing, to determine the kinds and locations of machines, equipment to be used, the allocation and number of

employees required from time to time, the standards of performance for all employees and all other matters concerning the Hospital's operations, not otherwise specifically dealt with elsewhere in this Agreement.

HRR 2.05 It is agreed that these rights shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

HRR 2.06 Seniority is defined as the length of continuous service in the bargaining unit since the employee's date of hire and shall operate on a bargaining unit-wide basis.

HRR 2.07 Part-time employees are regularly scheduled for not more than twenty-four (24) hours per week and no less than one tour of duty in every six (6) week rotation as identified in Article 16.08 subject to employee availability.

#### ARTICLE HRR 6 - REPRESENTATION & COMMITTEES

##### HRR 6.01 (a) Union Stewards

The Hospital agrees to recognize nine (9) plus seven at large for a total of 16 stewards. Union Stewards to be elected or appointed from amongst employees in the bargaining unit for the purpose of handling grievances and union representation as necessary as provided under this collective agreement from the following departments and or sites:

(1) Church Site

4 E.C.G./E.E.G/Nuclear Medicine  
Respiratory  
Radiology  
Laboratory/Phlebotomy

(2) Finch Site

4 E.C.G./E.E.G/Nuclear Medicine  
Respiratory  
Radiology  
Laboratory/Phlebotomy

(3) KEELE SITE

1 Steward

It is understood that no more than two (2) stewards may be absent for union business at any one time from any one area within the same

department per site.

HRR 6.02 Grievance Committee

The Hospital will recognize a grievance committee comprising of three (3) members to be elected or appointed from the bargaining unit. One member shall be chairman. The purpose of the committee is to deal with grievances as set out in this Collective Agreement.

HRR 6.03 (a) Labour-Management Committee

The Labour Management Committee will be comprised of 4 full time bargaining unity members and 1 part time bargaining unit member of which the Union will advise as to the participants. The participant list will include alternates.

(b) Should the Hospital identify that a disruption of service is occurring due to the number of Stewards absent from any one department, the Union agrees to meet with the Hospital in an effort to resolve the issue.

HRR 6.04 (a) Negotiating Committee

The Hospital agrees to recognize a negotiating committee comprised of three (3) members to be elected or appointed from the bargaining unit. Where the Hospital participates in central bargaining, the purpose of the negotiating committee shall be to negotiate local issues as defined in this Collective Agreement. Where the Hospital does not participate in central bargaining, the purpose of the negotiating committee shall be to negotiate a renewal of this Collective Agreement. The Hospital agrees that the members of the negotiating committee shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending negotiating meetings with the Hospital up to, and including, conciliation.

ARTICLE HRR 14 – LEAVE OF ABSENCE

HRR 14.02 (a) It is understood that only one (1) employee from any one area may be absent at any one time.

The Union agrees to provide the hospital with six (6) weeks notice for local union business leave. Such notice, however, will not be less than ~~two~~ (2) weeks, wherever possible.

(b) The hospital agrees to grant two (2) days leave of absence with pay per month to the Local President or his/her designee to conduct

Local Union Business.

HRR 14.06 The Hospital agrees to provide flex scheduling for all days as required to any employee who is obligated by their college to do testing that relates to their registration.

HRR 16 – HOURS OF WORK AND OVERTIME

HRR 16.01 (a) Applicable to full-time and part-time employees

The length of time over which the hours of work per week are to be averaged shall be two (2) pay periods.

HRR 16.04 Overtime Accumulation

Where an employee has worked and accumulated approved overtime hours (other than overtime hours related to paid holidays) up to a maximum of one (1) day's accumulation, then such employee shall have the option of electing payment at the applicable overtime rate or time off equivalent to the applicable overtime rate (i.e. where applicable rate is one and one-half times, then time off shall be at one and one-half times). Where an employee chooses the latter option, such time off must be taken within ninety (90) days of the occurrence of the overtime or at a time mutually agreeable to the Hospital and the employee, or payment in accordance with the former option shall be made.

HRR 16.05 Failure to provide twenty-two (22) hours between the commencement of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight time hourly rate for only those hours which reduce the twenty-two (22) hour period.

Where the twenty-two (22) hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

HRR 16.06 Applicable to Full-Time Employees

The parties agree to discuss the possible implementation of a four day work week at the request of either party.

HRR 16.07 Applicable to Full-Time Employees Only

Effective June 7, 1995, the Employer shall ensure that employees are scheduled no more than twenty-six (26) weekends per year. The Hospital will provide alternating weekends off.

NOTE: The parties recognize that anyone working on a midnight shift commencing on Sunday evening (11:15) is not to be considered to be working a weekend. The note is added as an explanation and does not form part of the language change to the collective agreement.

HRR 16.08 APPLICABLE TO FULL-TIME AND PART-TIME

Work schedules, including starting time of individual daily shifts, will be posted a minimum of six (6) weeks in advance. Once posted, changes to the schedules must be made with the agreement of the individuals affected. This includes any changes to „Start Time” or “Site”, notwithstanding the provisions of Article 17.09 regarding notice of change of shift.

Further the Hospital agrees that schedules (which would include bench schedules) that are initially prepared by bargaining unit members will be approved and signed by the respective manager prior to being posted.

HRR 16.09 There will be 2 (two) consecutive days off scheduled during each work week, however, schedules may be agreed upon to provide for more than 5 consecutive days of work but no more than 7, unless otherwise mutually agreed.

Further, it is agreed that there will be 4 days off in every 14 days, with at least two days scheduled consecutively.

The remaining *two* days may be split, however only with mutual consent.

HRR 16.10 The Hospital agrees to meet and discuss with the Local Union any intended shift pattern change.

For example: A shift pattern change could include adding an evening, a weekend, or instituting a rotational shift.

The Hospital agrees that it will not be unreasonable in designating shift pattern changes.

The parties agree that it is management’s right to schedule.

HRR 16.11 APPLICABLE TO PART-TIME

Additional part-time hours will be offered in a fair and equitable manner and reflective of seniority.

The parties recognize that unforeseen circumstances may arise where the Hospital may be unable to offer the extra shift to the most senior employee. (e.g. last minute sick call)

ARTICLE HRR 17.06 - TRANSPORTATION ALLOWANCE

- HRR 17.06 (a) When an employee is required to travel to the Hospital, or to return to his home, as a result of being called back to work outside of his regularly scheduled hours, the Hospital will pay transportation costs either by taxi or by his own vehicle at the rate of twenty-eight cents (\$0.28) per kilometre to a maximum of sixteen dollars (\$16.00) per trip, or such greater amount that the Hospital may in its discretion determine for each trip. The employee will provide to the Hospital satisfactory proof of payment of such taxi fare. It is understood between the parties that "TRIP" will not mean a return trip, but defines only one way. i.e. A trip is from home to work (The Hospital), and a second trip is from work (The Hospital) to home.
- (b) When an employee is required to travel to an alternate site, other than their home base, the employer shall pay all transportation costs incurred as identified in the rates set out in 17.06 (a).

ARTICLE HRR 18 - PAID HOLIDAYS

- HRR 18.01 (a) The following paid holidays will be recognized in each calendar year:
- |                |                  |
|----------------|------------------|
| New Year's Day | Civic Holiday    |
| Labour Day     | Thanksgiving Day |
| Good Friday    | Christmas Day    |
| Victoria Day   | Boxing Day       |
| Dominion Day   |                  |
- HRR 18.01 (b) An employee will be granted the following:
- three additional floating holidays in each calendar year.
- These additional float days shall be arranged by mutual agreement.
- (c) Where the parties agree, or where scheduling is difficult, either party may request to pay (or be paid) out the day in lieu.
- HRR 18.02 Lieu days will be scheduled by mutual consent.
- HRR 18.03 In order to qualify for the appropriate payment for the above named holidays, an employee must have completed twenty (20) working days with the employer and must work the regular scheduled working shift

immediately prior to or following the holiday, unless he/she is absent due to vacation, illness (as covered by a doctor's certificate if required by the Hospital), originating in the current or previous pay period in which the holiday occurs.

HRR 18.04 If one of the above-named holidays occurs on an employee's regular day off or during his/her vacation period, the employee will receive an additional day off with pay in lieu thereof.

HRR 18.05 Employees wishing to observe a religious holiday or holidays apart from those referred to in 18.01 may apply to have such holiday deducted from the employee's vacation or lieu day entitlements provided that the application is made no less than thirty (30) days before such holiday.

HRR 18.06 An employee who is absent on any of the above-named holidays after being required to work forfeits all pay for that day except due to verified illness or other approved leave.

#### ARTICLE HRR 19 -VACATIONS

HRR 19.04 The vacation year will be from June 1<sup>st</sup> of any year to May 31<sup>st</sup> of the following year.

The Hospital agrees to meet with the Bargaining Unit members in each department to discuss and set out an amiable process for allowing vacation requests. The employer retains the right to create a policy where employees cannot agree.

These discussions could include the definition of prime time, the maximum allowable weeks during prime time, site to site requirements, the process to obtain additional weeks during this period, and any other identifiable concerns or exceptions to this process.

The Hospital further agrees to initiate this process within 30 days of the ratification of this agreement, and further, that the departments will meet and review this process on an annual basis prior to the 15<sup>th</sup> of February of each year.

Employees may carry over 10 vacation credits (75 hours) into the next vacation year with the written approval of the Department Head and such approval will not be unreasonably withheld.

HRR 19.05 In the event of a conflict of requested vacation, seniority shall prevail until March 15<sup>th</sup>. After March 15<sup>th</sup>, vacation requests conflicts shall be resolved on a "first come first serve" basis. It is understood that all vacation requests are subject to the approval of the Department Head. Such requests shall not be unreasonably denied.



- HRR 19.06 Vacation preference will be granted on the basis of seniority within a particular group or department. For the purpose of the above full-time and part-time seniority lists will be integrated.
- HRR 19.07 The Employer agrees to post the annual vacation planner by February 15<sup>th</sup> of each year. The employer further agrees to leave the vacation planner posted for the entire year until it is replaced by the planner for the next year.
- HRR 19.08 The Hospital will allow full-time employees to utilize vacation and or overtime credits up to 24 hours prior to their scheduled shift if the employee has found a part-time staff who is available and willing to cover their scheduled shift(s), and overtime payment is not required. All schedule changes must be approved by the department manager. The Manager/designate must still approve the switch. Approval shall not be unreasonably denied.

#### ARTICLE HRR 26.04 PRE-PAID LEAVE

HRR 26.04(c) The total number of employees that may be accepted into the Pre-Paid Leave Plan in any one plan year as defined in Article 16.08 (l) and from any one department shall be one (1) employee for every ten (10) employees or part thereof, or one (1) employee in any department with less than ten (10) employees.

Where there are more applications than spaces allotted, seniority shall govern subject to 26.04 (b) above.

1. Laboratory
2. Diagnostic Imaging
3. Respiratory
4. ECG
5. Nuclear Medicine
6. Phlebotomy
7. EEG

#### ARTICLE HRR 28 - MISCELLANEOUS

##### HRR 28.01 Pagers

Employees currently on standby will be provided with a pager and a rotating system will be used for standby assignment. Standby will not be used to replace any current shift rotation.

#### ARTICLE HRR 28.02 - BULLETIN BOARDS

HRR 28.02 The Hospital agrees to make available to the Union for the posting of Union notices a bulletin board in a suitable place to inform employees in the bargaining unit of the activities of the Union. It is agreed that no union notice will be posted on the bulletin board without prior approval of the Director of Personnel of the Hospital, which approval will not be unreasonably withheld.

#### ARTICLE HRR 28.03 - COLLECTIVE AGREEMENT PRINTING

HRR 28.03 The parties agree that they will share equally the cost of printing the Collective Agreement.

#### ARTICLE HRR 28.04 - UNIFORMS

HRR 28.04 The Hospital agrees to provide 5 lab coats to all employees in all departments. These coats upon request, may be safety lab coats if deemed necessary by the manager. Alternatively the Hospital agrees to provide 3 scrub suits to employees upon their request, if deemed necessary by the manager, and additionally they shall be provided with 3 lab coats.

If one employee feels the need for replacement, the employee should make a request to the Department Head and upon mutual agreement, the replacement will be ordered upon request.

The employer will continue to launder and replace the Lab Coats/Scrub Suits.

Any terminating employee is responsible for returning any Laboratory Coats/Suits to their Department Head prior to receiving their final cheque.

The Hospital agrees that it will not be unreasonable in its application of this provision.

#### ARTICLE HRR 28.05 - UIC REBATE

HRR 28.05 The Hospital shall have prior consultation with the union on the manner in which the employer disposes of E.I. rebates.

#### ARTICLE HRR 28.06 - JOB DESCRIPTIONS

HRR 28.06 Job descriptions are available upon request to either the individual and/or the Union.

ARTICLE HRR 28.07 - Medical and Dental Appointments

HRR 28.07 Employees may request time off during normal working hours for dental and medical appointments. Such request will not be unreasonably withheld and employees may be required to make up such time at the discretion of the supervisor. Employees will make every effort to schedule appointments outside of regular working hours.

HRR 28.08 Where there is an error in payroll either as an overpayment or deduction error that would cause monies to be owed to the Hospital, the Hospital will notify the affected employee(s) in writing within two weeks of the error being detected. The Hospital will make arrangements for the affected employee(s) to make payments that are mutually agreeable to the employee and the employer.  
Where the error has monies owing to the employees in an amount equivalent to a minimum of 7.5 hours pay, the Hospital shall make amends via a separate cheque within 5 days of the error being detected.

LETTER OF UNDERSTANDING # 1  
BETWEEN  
HUMBER RIVER REGIONAL HOSPITAL  
AND  
OPSEU LOCAL 577

Notwithstanding Article 16.07 the parties agree that the Employer has and will continue to make every reasonable effort to schedule full-time employees to work one in every three weekends.

Further, the Hospital agrees to work towards a further reduction of required regular weekend work and in keeping with the language as identified above the Hospital agrees to post and fill vacancies as expeditiously as possible.

DATED THIS 3RD DAY OF Oct, 2000.

FOR THE UNION

Janice McNamee  
Mad  
Wilson  
Orschiallo  
and the Employer  
Steve Paul

FOR THE EMPLOYER

Cathy Brown  
Angela Guenther  
Diane Longo  
\_\_\_\_\_  
\_\_\_\_\_

LETTER OF UNDERSTANDING # 2

BETWEEN

HUNBER RIVER REGIONAL HOSPITAL

AND

OPSEU LOCAL 577

The parties agree that should Hospital Policy on transportation Allowance (currently \$0.28/km) increase during the term of the Collective Agreement, the Hospital will pay OPSEU members the new Kilometric rate.

DATED THIS 3rd DAY OF Oct, 2000.

FOR THE UNION

FOR THE EMPLOYER

Lynnie Stewart  
J. Howard  
J. Wilson  
A. Schaeffer

Henry Paul

in  
3  
\_\_\_\_\_  
\_\_\_\_\_

LETTER OF UNDERSTANDING# 3  
BETWEEN  
HUMBER RIVER REGIONAL HOSPITAL  
AND  
OPSEU LOCAL 577

RE: PHONE CONSULTS

The Parties hereby agree that where an employee is contacted by phone for consultation outside their regular hours of work regarding a patient care/equipment issue:

1. The employee will keep a written log containing the following information
  - time of call
  - duration of call
  - purpose of call
  - name of caller
2. The employee will submit the completed log book to their manager for review on a weekly basis.
3. The employee will be given compensating time off for all time in excess of 15 minutes, upon approval of the manager for all phone consultations between the hours of 11 pm and 6am.
4. All phone consultations made between the hours of 11 pm and 6 am are entitled to a minimum of one half hour pay – notwithstanding the right to claim Call Back if required to return.
5. All compensating time is subject to Article 16.04.

6. Prior to calling staff at home, employees should first consult with staff working at other sites and if the problem remains unresolved consult hospital Manager on Call or Shift Coordinator, as appropriate.

7. Employees placing the call will keep a log of the time of contact, nature of the problem and person(s) contacted.

DATED THIS 3RD DAY OF Oct, 2000.

FOR THE UNION FOR THE EMPLOYER

Jennie Maruffi  
J. Wilson  
J. Wilson  
A. Schiavullo

Cathie Brown  
Dina Roney  
Angela Guenther

Henry Paul

Letter of Understanding# 4

Re: OPSEU Joint Trusteed Benefit Fund

1. Pursuant to Article 20.02, the Employer agrees to open the tendering process of the employee benefit plan and insurance coverage to the OPSEU Joint Benefit Fund (OJTBF), upon expiration of the current provider contract.
2. As part of the tendering process, representatives of the Fund and the Fund Insurer will do a presentation on the Fund to appropriate representatives of the Hospital.
3. The Employer agrees to disclose the results of the tendering process to the Union.

Signed this 3RD day of OCT., 2000.

FOR THE UNION

Jennie Skerup  
J. Morrison  
J. Wilson  
M. Scianello  
Henry Paul

FOR THE EMPLOYER

Cathie Brown  
Angela Quattara  
Dina Longo



The parties agree that the provisions attached hereto represent the local portions of the combined full-time and part-time collective agreement between Humber River Regional Hospital (the Employer) and OPSEU Local 577 (the Union).

Signed in Toronto this 3rd day of Oct, 2000.

For the Union

Jimmie Stewart  
John W. Wilson  
Bob Schmitt  
John Longo  
Steve Paul  
John Longo  
Leah Hill

For the Employer

Cathie Brown  
Angela Quentieri  
Dina Longo  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

NEW WAGE GRIDS from SETTLEMENT REACHED FEBRUARY 26, 2000

**REGISTERED TECHNOLOGISTS & ABOVE**

WAGE SETTLEMENT: 2%, 2%, 2.5% + .5%

**Registered Technologists**

	Current	1-AD <sup>A</sup> -99	1-Apr-00	1-Apr-01
START	\$18.14	\$18.50	\$18.87	\$19.44
1	\$19.04	\$19.42	\$19.81	\$20.41
2	\$19.79	\$20.19	\$20.59	\$21.21
3	\$20.61	\$21.02	\$21.44	\$22.09
4	\$21.43	\$21.86	\$22.30	\$22.97
5	\$22.25	\$22.70	\$23.15	\$23.85
6	\$23.07	\$23.53	\$24.00	\$24.73
7	\$23.90	\$24.38	\$24.87	\$25.61
8	\$24.71	\$25.20	\$25.71	\$26.48
9	\$25.54	\$26.05	\$26.57	\$27.37

**Occupational Therapist/Physiotherapists**

	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	18.69	\$19.06	\$19.45	\$20.03
1	20.08	\$20.48	\$20.89	\$21.52
2	21.47	\$21.90	\$22.34	\$23.01
3	22.86	\$23.32	\$23.78	\$24.50
4	24.25	\$24.74	\$25.23	\$25.99
5	25.64	\$26.15	\$26.68	\$27.48
6	27.03	\$27.57	\$28.12	\$28.97

**Senior Technologists**

	Jan-98	Jan-98	Apr-99	Apr-00	Apr-01
	Base(RT)	+ 8% (current)	+ 2%	+ 2%	+ 2.5 EL .5
START	\$18.14	***	***	***	***
1	\$19.04	***	***	***	***
2	\$19.79	\$20.98	\$21.40	\$21.82	\$22.48
3	\$20.61	\$21.85	\$22.28	\$22.73	\$23.41
4	\$21.43	\$22.72	\$23.17	\$23.63	\$24.35
5	\$22.25	\$23.59	\$24.06	\$24.54	\$25.28
6	\$23.07	\$24.45	\$24.94	\$25.44	\$26.21
7	\$23.90	\$25.33	\$25.84	\$26.36	\$27.15
8	\$24.71	\$26.19	\$26.72	\$27.25	\$28.07
9	\$25.54	\$27.07	\$27.61	\$28.17	\$29.01

**Dietitians/BSW**

	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	19.13	\$19.51	\$19.90	\$20.50
1	20.25	\$20.66	\$21.07	\$21.70
2	21.35	\$21.78	\$22.21	\$22.88
3	22.47	\$22.92	\$23.38	\$24.08
4	23.58	\$24.05	\$24.53	\$25.27
5	24.69	\$25.18	\$25.69	\$26.46
6	25.8	\$26.32	\$26.84	\$27.65

**Charge Technologists**

	Jan-98	Jan-98	Apr-99	Apr-00	Apr-01
	Base(RT)	+ 12% (current)	+ 2%	+ 2%	+ 2.5 EL .5
START	\$18.14	***	***	***	***
1	\$19.04	***	***	***	***
2	\$19.79	\$22.16	\$22.61	\$23.06	\$23.75
3	\$20.61	\$23.08	\$23.54	\$24.02	\$24.74
4	\$21.43	\$24.00	\$24.48	\$24.97	\$25.72
5	\$22.25	\$24.92	\$25.42	\$25.93	\$26.71
6	\$23.07	\$25.84	\$26.36	\$26.88	\$27.69
7	\$23.90	\$26.77	\$27.30	\$27.85	\$28.69
8	\$24.71	\$27.68	\$28.23	\$28.79	\$29.66
9	\$25.54	\$28.60	\$29.18	\$29.76	\$30.66

**Perfusionist**

	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	21.01	\$21.43	\$21.86	\$22.52
1	22.23	\$22.67	\$23.13	\$23.82
2	23.45	\$23.92	\$24.40	\$25.13
3	24.67	\$25.16	\$25.67	\$26.44
4	25.89	\$26.41	\$26.94	\$27.75
5	27.11	\$27.65	\$28.21	\$29.05
6	28.34	\$28.91	\$29.48	\$30.37

		1-Apr-99	1-Apr-00	1-Apr-01
START	\$30.05	\$30.65	\$31.26	\$32.21
1	\$31.80	\$32.44	\$33.08	\$34.08
2	\$33.54	\$34.21	\$34.90	\$35.95
3	\$35.29	\$36.00	\$36.72	\$37.82
4	\$37.04	\$37.78	\$38.54	\$39.70
5	\$38.78	\$39.56	\$40.35	\$41.56
6	\$40.53	\$41.34	\$42.17	\$43.44

		1-Apr-99	1-Apr-00	1-Apr-01
START	\$23.61	\$24.08	\$24.56	\$25.30
1	\$24.92	\$25.42	\$25.93	\$26.71
2	\$26.29	\$26.82	\$27.35	\$28.18
3	\$27.68	\$28.23	\$28.80	\$29.67
4	\$29.06	\$29.64	\$30.23	\$31.14
5	\$30.45	\$31.06	\$31.68	\$32.63
6	\$31.83	\$32.47	\$33.12	\$34.11

Biomedical Technologist					
		Current	1-Apr-99	1-Apr-00	1-Apr-01
START		18.75	\$19.13	\$19.51	\$20.10
1		19.84	\$20.24	\$20.64	\$21.26
2		20.93	\$21.35	\$21.78	\$22.43
3		22.02	\$22.46	\$22.91	\$23.60
4		23.11	\$23.57	\$24.04	\$24.77
5		24.19	\$24.67	\$25.17	\$25.93
6		25.28	\$25.79	\$26.30	\$27.09

Audiologists, Psychometrists, MSW, Speech Pathologists					
		Current	1-Apr-99	1-Apr-00	1-Apr-01
START		21.82	\$22.26	\$22.70	\$23.39
1		\$23.09	\$23.55	\$24.02	\$24.75
2		\$24.36	\$24.85	\$25.34	\$26.11
3		\$25.62	\$26.13	\$26.66	\$27.46
4		\$26.89	\$27.43	\$27.98	\$28.82
5		\$28.16	\$28.72	\$29.30	\$30.18
6		\$29.42	\$30.01	\$30.61	\$31.53

**BELOW REGISTERED TECHNOLOGISTS:**

WAGE SETTLEMENT: 2%, 2%, 2% for Tech 4 & Tech 5;  
2%, 2%, 2.5% for Tech 1, Tech 2, and Tech 3

Technician 1*				
	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	\$14.24	\$14.52	\$14.82	\$15.19
1	\$14.78	\$15.08	\$15.38	\$15.76
2	\$15.31	\$15.62	\$15.93	\$16.33
3	\$15.86	\$16.18	\$16.50	\$16.91
4	\$16.40	\$16.73	\$17.06	\$17.49

Technician 4*				
	Current	1-Apr-99	1-Apr-00	2% in 2001 1-Apr-01
START	\$18.87	\$19.25	\$19.63	\$20.02
1	\$19.58	\$19.97	\$20.37	\$20.78
2	\$20.30	\$20.71	\$21.12	\$21.54
3	\$21.02	\$21.44	\$21.87	\$22.31
4	\$21.73	\$22.16	\$22.61	\$23.06

Technician 2*				
	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	\$15.80	\$16.12	\$16.44	\$16.85
1	\$16.40	\$16.73	\$17.06	\$17.49
2	\$17.00	\$17.34	\$17.69	\$18.13
3	\$17.60	\$17.95	\$18.31	\$18.77
4	\$18.19	\$18.55	\$18.92	\$19.40

Technician 5*				
	Current	1-Apr-99	1-Apr-00	2% In 2001 1-Apr-01
START	\$19.98	\$20.38	\$20.79	\$21.20
1	\$20.73	\$21.14	\$21.57	\$22.00
2	\$21.49	\$21.92	\$22.36	\$22.81
3	\$22.25	\$22.70	\$23.15	\$23.61
4	\$23.01	\$23.47	\$23.94	\$24.42

Technician 3
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	Current	1-Apr-99	1-Apr-00	1-Apr-01
START	\$16.88	\$17.22	\$17.56	\$18.00
1	\$17.53	\$17.88	\$18.24	\$18.69
2	\$18.16	\$18.52	\$18.89	\$19.37
3	\$18.81	\$19.19	\$19.57	\$20.06
4	\$19.45	\$19.84	\$20.24	\$20.74

**\*NOTE:**

**TECHNICIAN 1 = Lab Aide/Clerk, Audio-Visual Assistant, Darkroom Technician AND NO LONGER OT/PT AIDES**

**TECHNICIAN 2 = Phlebotomist, Medical Records Technician, Orthotic/Prosthetic Technician, Media Maker, OR Technician, OT/PT AIDES AND NO LONGER PHARMACY TECHNICIANS/ASSISTANTS.**

**TECHNICIAN 3 = Non-Certified EEG/EMG/ENG/ECHO/Technician, ECG Technician, Lab Assistant, Morgue Attendant/Technician AND PHARMACY TECHNICIANS/ASSISTANTS**

**TECHNICIAN 4 = Non-Registered Technologist, Audio-Visual Technician, Dental Technician/Assistant,**

**Technician (Cardio-Pulmonary, Audiology, Ophthalmic, Orthopaedic, Doppler Flow, Retinal Photographer)**

**TECHNICIAN 5 = Autopsy Master, Certified EEG/EMG/ENG/ECHO, Kinesiologist, Physical Fitness/Health Maintenance Worker**