

**LOCAL ISSUES APPENDIX "B"**

BETWEEN:

MACKENZIE HEALTH (Paramedical)  
(hereinafter referred to as "the Hospital")

And:

ONTARIO PUBLIC SERVICE EMPLOYEES UNION AND ITS LOCAL 388  
(hereinafter referred to as "the Union")

**EXPIRY DATE – MARCH 31, 2025**

## **ARTICLE A - SCOPE AND RECOGNITION**

- A.01 The Hospital recognizes the Union as the sole bargaining agent for all diagnostic imaging, laboratory, Orthopaedic Technician and Orthopaedic Technologist employees of Mackenzie Health in the Regional Municipality of York, save and except Registered Senior Technologists, Technical Specialists and those above the rank of Registered Senior Technologists, Technical Specialists, office and clerical staff, students in training, students employed during the school vacation periods, and employees covered by subsisting collective agreements.
- A.02 Except where specifically excluded, casual employees are covered by all articles applying to part-time employees under the collective agreement.

## **ARTICLE B - MANAGEMENT RIGHTS**

- B.01 The Union recognizes that the management of the Hospital, and the direction of its working forces are fixed exclusively with the Hospital, and shall remain solely with the Hospital, and the Hospital shall retain all rights of management, except those subject to the terms and conditions of this agreement. The rights of management will include, among others, the right to:
- (a) maintain order, discipline and efficiency;
  - (b) hire, assign, discharge, direct, classify, transfer, promote, demote, lay-off, recall, and suspend, and otherwise discipline employees, provided that if an employee claims they have been discriminated against they may file a grievance in accordance with the grievance procedure;
  - (c) establish, alter and enforce rules and regulations to be observed by the employees provided no other Union rights set forth in this agreement are infringed upon;
  - (d) all other rights and responsibilities of management not specifically modified elsewhere in this agreement.
- B.02 It is expressly understood and agreed that breach of any of the Employer's rules or regulations or any of the provisions of this agreement shall be deemed to be sufficient cause for discipline or dismissal of an employee, provided that nothing herein shall prevent an employee going through the grievance procedure to determine whether or not breach actually took place.
- B.03 The Employer will not exercise its rights in a manner inconsistent with the provisions of this agreement.

## **ARTICLE C – REPRESENTATION AND UNION LEAVES**

### **C.01 Union Stewards**

The Hospital agrees to recognize a maximum of nine (9) union stewards (four (4) shall be from DI and four (4) shall be from the Lab and one (1) shall be from either Orthopaedic Technician or Orthopaedic Technologist classification) to be elected or appointed from amongst employees in the bargaining unit for the purpose of handling grievances as provided under this Collective Agreement.

### **C.02 Local President**

The Local President, or designate, shall be entitled to one-hundred and ninety-five (195) hours off per calendar year (requests of more than four (4) days in any one month may be denied by the Employer and such denial shall not be the subject of any grievance). These days will be scheduled at least two (2) weeks in advance to conduct union business. The Local President, or designate, will suffer no loss of pay, benefits, service or seniority during such leave, the scheduling of such will be by mutual agreement between the affected employee and their supervisor.

### **C.03 Grievance Committee**

The Hospital will recognize a grievance committee comprising of three (3) members to be elected or appointed from the bargaining unit.

### **C.04 Negotiating Committee**

The Hospital agrees to recognize a negotiating committee comprised of four (4) members to be elected or appointed from the bargaining unit.

C.05 The Hospital will recognize one (1) representative of the Union to attend meetings of the Fiscal Advisory Committee. The employee will suffer no loss of earnings for attending such meetings.

### **C.06 Local Union Business Leave**

In requesting Local Union Business Leave of absence for an employee or employees, the Union must give at least two (2) weeks' notice in writing to the Hospital, unless not reasonably possible to give such notice. The number of employees (including Union Executive) absent due to Union leave will not be permitted to exceed six (6) from the Hospital at any one time and no more than one (1) from a work area. Work areas for these purposes shall be defined as Mammography, Computed Tomography, X-Ray, Interventional Radiography,

Echocardiography, Magnetic Resonance Imaging, Ultrasound and Nuclear Medicine, Core Lab, Pathology, ECG, Phlebotomy, Orthopaedic Technician and Orthopaedic Technologist. The cumulative total leave of absence shall not exceed sixty-six (66) days per year. The granting of such leaves will be subject to the operational needs of the Employer.

- C.07 The Union will provide a list of officers, committee members and representatives to the Employer. In addition the Union will advise the Hospital of any changes to this listing as they occur.

## **ARTICLE D - AVERAGING OF HOURS AND OVERTIME**

### **SCHEDULING REGULATIONS**

- D.01 The length of time over which the hours of work per week are to be averaged shall be up to six (6) weeks for that employee unless the parties agree otherwise.

D.02 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 thirty (30) hours' 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 sixty (60) days of the occurrence of the overtime at a time mutually agreeable to the Hospital and the employee, or payment in accordance with the former option shall be made.

D.03 Definition of Shifts

A Day shift is one in which the majority of hours fall between 0700 – 1500h

An Evening shift is one in which the majority of hours fall between 1500 – 2300h

A Night shift is one in which the majority of hours fall between 2300 – 0700h

- D.04 The Hospital will provide a fair distribution of shifts to employees taking into account the following limitations:

- 1) Subject to operational requirements;
- 2) No resulting overtime;
- 3) Special arrangements required by law for accommodations;
- 4) Employees who work permanent shifts.

- D.05 It is clearly understood by the Union that the final decision on the hours per day to be worked, and the work and shift schedules, rests solely with the Employer.
- D.06 The Employer will post shift schedules not less than four (4) weeks prior to the end of the previous schedule, and each schedule shall cover no less than a six (6) week period.
- D.07 All employees shall rotate on shift as required by the Employer. Permanent shifts may be permitted by the Employer where operationally feasible.
- D.08 The Hospital agrees that prior to implementing a major change in the scheduling system, including any permanent changes to the master schedule, it shall discuss it with the union and the employees concerned.
- D.09 There shall be no split shifts.

#### Time Off

##### D.10 Applicable to Full-Time Employees Only

The Hospital will endeavour to provide at least three (3) weekends off in six (6). If an employee is required to work a third consecutive weekend, the employee will be paid at the overtime rate for all hours worked on that weekend, save and except where;

- a) such weekend has been worked by an employee to satisfy specific days off requested by such employee; or,
- b) such employee has requested weekend work; or,
- c) such weekend is worked as the result of an exchange of shifts with another employee.

##### Applicable to Part-Time Employees Only

##### D.11 Diagnostic Imaging/Orthopaedic Technician/Orthopaedic Technologist

For purposes of scheduling, the Hospital will provide at least three (3) weekends off in six (6) unless otherwise agreed.

#### Laboratory

For purposes of scheduling, the Hospital will provide at least two (2) weekends off in six (6) unless otherwise agreed.

D.12 Statutory Holiday Lieu Time - Applicable to Full-Time Employees Only

Whenever an employee becomes eligible for a day off in lieu of any of the holidays listed in Article 18, such day in lieu of the holiday shall be arranged within a period of sixty (60) days following the date the holiday was observed. The wishes of the employee will be considered by the Hospital in scheduling such lieu day off. Otherwise, in the event such lieu day cannot be scheduled within the sixty (60) day period, the employee will be paid a day's pay at the straight time rate.

D.13 Paid Holidays (as per Article 18)

Paid holidays for purposes of this agreement are as follows:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

In addition, there shall be two (2) float days per year for all Full Time employees.

**SHIFT SCHEDULES AND CHANGES TO SCHEDULES**

D.14 Failure to provide twenty (20) 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 (20) hour period.

D.15 Employees shall not be scheduled to work more than seven (7) Day or Evening shifts or five (5) Night shifts in a row without their consent.

D.16 There shall be at least forty-eight (48) hours off between scheduled shifts when changing from night shift to day shift unless with the consent of the employee.

For the purpose of this clause only, the Diagnostic Imaging 1800-0200 shift shall be deemed a night shift when scheduling time off between shifts.

D.17 The Hospital agrees to recognize an indication of availability in the manner prescribed by the Hospital to work additional shifts.

D.18 Additional shifts will be offered to available regular part-time who have previously indicated their availability for such work (and are qualified to perform such work) in order of seniority and secondarily, available casual staff, except under urgent circumstances as follows:

- a) Part time employees who are available for the shift at the home site
- b) Casual employees who are available for the shift at the home site
- c) Part time employees who are available for the shift at alternate sites
- d) Casual employees who are available for the shift at alternate sites

D.19 Full shift overtime will be offered as follows:

- a) Full time employees who are available for the shift at the home site
- b) Part time employees who are available for the shift at the home site
- c) Casual employees who are available for the shift at the home site
- d) Full time employees who are available for the shift at alternate sites
- e) Part time employees who are available for the shift at alternate sites
- f) Casual employees who are available for the shift at alternate sites

If more than one employee, the employee with the highest seniority will be contacted first.

Note: The Parties agree that the Senior Registered Technologist DI classification will be included with the Registered Technologist DI classification for the purpose of overtime shift distribution process.

D.20 Employees may, with permission of their supervisor, exchange working hours with another employee, these exchanges will not be unreasonably denied. The Employer shall not, as a result of such an agreement, be required to pay overtime rates or any other additional compensation which would not otherwise be payable.

D.21 Christmas/New Years' Scheduling

Scheduling guidelines contained in this agreement shall be waived between December 15<sup>th</sup> and January 15<sup>th</sup> in order to accomplish the following:

All employees will receive either Christmas or New Year's off work. Time off at Christmas shall include December 24, December 25 and December 26 and time off at New Year's shall include December 31 and January 1 unless otherwise mutually agreed.

An employee must indicate their preference for either Christmas or New Year's time off, to their Manager, in writing, no later than October 1<sup>st</sup>. When a scheduling conflict arises amongst employees requesting the same time off, priority will be given to the employee who's requested time off was not granted the previous year. Where a conflict still exists, the deciding factor shall be seniority.

Where the Hospital is able to grant time off for both Christmas and New Year's, it will be offered on a rotating basis in order of seniority for the duration of this collective agreement. An employee will be notified of their time six (6) weeks in advance of the holidays.

## **SHIFT REPORTING/CANCELLATION**

### **D.22 Illness/Injury Reporting**

All employees are required to report an illness/injury that prevents them from attending work at least two (2) hours prior to the commencement of a day shift and at least four (4) hours prior to the commencement of an evening or night shift. Provided a full-time employee meets the criteria for sick pay, the Hospital agrees that there shall be no disentanglement to sick pay if the reporting time is not adhered to by a full-time employee.

### **D.23 Applicable to Part-Time Employees**

Employees who report for a scheduled shift shall be guaranteed at least four (4) hours of work, or if no work is available, shall be paid at least four (4) hours' pay.

### **D.24 Applicable to Full-Time Employees Only**

The Hospital will endeavor, where staffing levels permit without overtime being required, to schedule two (2) consecutive days off work, unless the majority of the employees in the work area have agreed to accept split days off.

D.25 If an employee is scheduled to work a weekend where a Paid Holiday falls a Monday or Friday, the Hospital shall schedule the employee to work on the Paid Holiday as well.



If scheduled a weekday (Tuesday, Wednesday or Thursday) on which a Paid Holiday falls, the Hospital shall schedule the employee normally scheduled to work that shift, by seniority, where such employee is required by the Hospital. Unless the employee has requested it off and approved by the Employee's Manager in accordance with Article D. Except for Christmas/New Years' scheduling which shall be done in accordance with Article D.21.

D.26 Casual employees must be available for work as required and assigned by the Hospital as follows:

- 1) Be available for four (4) shifts in every six (6) week period as required and assigned by the Hospital
- 2) Be available for one (1) weekend in every six (6) week period as required and assigned by the Hospital
- 3) Be available for work as required and assigned by the Hospital over Christmas (Dec 24, 25, 26) or New Year's (Dec 31 and Jan 1).

Casual employees shall be assigned to work in accordance with operating requirements and their availability. Failure to be available as set out above, and as required and scheduled, may result in the employee not being offered further shifts and being removed from the schedule and Casual roster. If an employee is to be removed from the Casual roster, the employee is required to meet with their immediate Supervisor and to provide a reasonable and satisfactory explanation for not meeting their availability.

## **ARTICLE E – VACATION SCHEDULING**

E.01 Where operationally feasible, the Hospital agrees to provide the weekend off before and the weekend after one or more weeks' vacation.

E.02 (a) Employees will indicate their preferred two (2) week vacation for the period of April 1<sup>st</sup> to September 30<sup>th</sup> by the 1<sup>st</sup> day of February of each year and such vacation shall be allocated by seniority. After this date, vacation for this period will be allocated on a first come basis.

(b) The vacation schedule for the above period will be posted by March 1<sup>st</sup>.

(c) Employees will indicate their preferred two (2) week vacation for the period October 1<sup>st</sup> to March 31<sup>st</sup> by August 1<sup>st</sup> of the previous year, and such vacation shall be allocated by seniority. After this date, vacation for this period will be allocated on a first come basis.

- (d) The vacation schedule for the period October 1<sup>st</sup> to March 31<sup>st</sup> will be posted by September 1<sup>st</sup> with the exception of the period of December 15<sup>th</sup> to January 15<sup>th</sup>, which will be processed as holiday service schedules are determined.
- (e) Where changes in scheduled vacations are permitted by the Employer, a senior employee will not be permitted to displace a junior employee whose vacation has been previously approved.
- (f) Vacation requests submitted after the time frames listed above shall be approved/denied by the Hospital within a maximum of three (3) weeks from the date of request.
- (g) Employees may carry-over up to their yearly entitlement plus one (1) week of unused vacation from year to year. The supervisor will review an employee's annual vacation entitlement and may schedule vacation days that have not been approved for carry-over, or have not been scheduled to be taken off.

#### E.03 Applicable to Part-Time Employees

Vacation pay for part-time employees shall be paid on each pay cheque.

### **ARTICLE F – SENIORITY, LAYOFF AND RECALL**

F.01 In accordance with Article 10.02 of the Central language, the seniority list shall be posted not later than January 31<sup>st</sup> and July 31<sup>st</sup> of each year and the Union shall be provided with the list(s) at the same time of posting. An employee who challenges the accuracy of the list may bring their dispute to the attention of the parties within thirty (30) days of posting. The Hospital and the Union shall endeavour to resolve the dispute with the employee and make any necessary correction(s). Once any corrections have been made and an amended list posted, the seniority list will be deemed correct.

In the event that no employee challenges are made to the posted seniority list, the list is deemed correct after thirty (30) days from the date of posting.

#### F.02 Seniority Accumulation

In the application of seniority, no employee's seniority date may pre-date their start date.

A part-time employee cannot accrue more than sixteen hundred and fifty (1650) hours of seniority and service in a twelve (12) month period.

## **ARTICLE G - TRANSPORTATION ALLOWANCE**

G.01 When an employee is required to travel to the Hospital, or to return to their home, as a result of a call-back requiring the employee to work outside of their regularly scheduled hours, the Hospital will pay transportation costs either by taxi or by their own vehicle at the rate of forty (.40) cents per kilometer (to a maximum of \$35.00 per round 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.

G.02 The employee who uses their own vehicle to perform duties assigned by the Hospital will receive mileage between the sites from the Employer at the rate of forty cents (\$0.40) per kilometre or at the corporation rate, whichever is higher.

## **ARTICLE H – TRAVEL ON HOSPITAL BUSINESS**

H.01 The following shall apply:

1. After commencing their shift and where the employee is requested by the Employer to go to another site to perform the duties of their classification:
  - (a) The Employer will provide the means of transportation and travel time between the sites; or,
  - (b) The employee who uses their own vehicle will receive travel time and mileage between the sites from the Employer at the rate of forty cents (\$0.40) per kilometre or at the corporate rate, whichever is higher.

## **ARTICLE I – MOBILITY OF EMPLOYEES BETWEEN SITES**

I.01 Employees working multiple sites may be scheduled at least two (2) shifts in a six (6) week period at the second site.

## **ARTICLE J – ATTENDANCE AWARENESS**

J.01 Days of absence arising out of a medically-established serious chronic condition, an ongoing course of treatment, a catastrophic event, absence for which WSIB benefits are payable, medically necessary surgical interventions, or days where the employee is asymptomatic and is under a doctor's care from the commencement of symptoms for a confirmed communicable disease (and has provided medical substantiation of such symptoms) but is required to be absent under the Hospital or public health authority protocol, will not be counted for the

purposes of being placed on, or progressing through, the steps of an attendance management program. Leaves covered under the Employment Standards Act, 2000 and leaves under Article *Leaves of Absence* will not be counted for the purposes of being placed on, or progressing through, the steps of an attendance management program.

## **ARTICLE K - GENERAL**

### K.01 Wages

An employee's straight time rate will be shown in the attached wage grid Schedule "A".

### K.02 Bulletin Board

The Employer shall provide one (1) bulletin board upon which the Union shall have the right, subject to the prior approval of the Director of Human Resources, or their appointee, to post notices of meetings and such other notices as may be of interest to the employees.

### K.03 Uniforms

#### Diagnostic Imaging, Orthopaedic Technicians, Orthopaedic Technologists

Two (2) OR scrubs will be supplied, where required by the Hospital and will be replaced as needed. It is understood that the OR scrubs remain property of the Hospital and will be laundered by the Hospital.

#### Laboratory

Three (3) lab coats will be supplied by the Hospital, where required, to be worn over clothing, and will be replaced as needed. It is understood that lab coats remain property of the hospital and will be laundered by the Hospital

### K.04 Share of Printing – Local

The parties agree they will share equally the cost of printing the collective agreement which will be printed by Union Labour.

K.05 The Hospital agrees that an employee may be accompanied by a representative of the Union in any discussion with Hospital representatives regarding the Pension Plan should the employee request such representation.

K.06 It shall be the duty of each employee to notify the Hospital promptly of any change in personal contact information in the manner prescribed by the Hospital.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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**LETTER OF UNDERSTANDING #1 - BENEFITS**

For the duration of the current collective agreement, the parties agree as follows:

Regular part-time employees currently enrolled in benefit plans shall be eligible to continue participation on a voluntary basis subject to payment of the full premiums established for participation in such plans.

Without acknowledgement that the Liberty Health EHC Plan referenced in article 20.01 (b) includes the benefits currently provided to full-time employees, the Hospital agrees to continue to provide the following benefits for the duration of the current collective agreement: private duty nursing care to a maximum of \$25,000 per insured person per annum, smoking cessation (3 months' supply per calendar year), breast prostheses (\$150/24 months), surgical bras (two per calendar year), back supports (\$100 lifetime maximum), wigs (\$400 lifetime maximum) and eyeglasses or contact lenses following cataract surgery (\$200 lifetime maximum), Chiropracist/Podiatrist (\$350 combined maximum per calendar year), Osteopath (\$350 maximum per calendar year), Christian Science (\$350 maximum per calendar year), Naturopath (\$350 maximum per calendar year) in addition to any benefit which may have been inadvertently omitted that is included in the current schedule of benefits. It is understood that the Health Spending Account will be discontinued. Upon renewal of the collective agreement, the parties will determine the extent to which any of the benefits listed above are included in the EHC Plan referenced in article 20.01 (b).

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

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FOR THE EMPLOYER:

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**LETTER OF UNDERSTANDING #2 RE: ECG**

For the duration of the current collective agreement, the parties agree as follows:

The job description and the scope of practice of employees classified as ECG Technicians will be subject to review.

For the duration of the current collective agreement effective upon ratification, ECG Technicians will be paid above the wage rates established for such classification in Schedule "A" and instead will be paid at the wage rates for the Technician 4 category of the OPSEU Central Wage Rates subject to meeting the following requirement:

Current membership in good standing and certification by the Ontario Society of Cardiology Technologists including participation in, and submission of, the equivalent of at least 30 continuing education credits in a three-year period

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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**LETTER OF UNDERSTANDING #3 - RE: Labour Management  
Committee**

The parties agree that further to Article 6.03(a) Labour Management Committee a standing agenda item devoted strictly to scheduling issues will be added to the agenda for each Labour Management Committee meeting. The time allotted for this item will be forty-five (45) minutes.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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**LETTER OF UNDERSTANDING #4 - RE: VACATION PLANNERS**

The parties agree that the Employer will provide a read-only vacation planner spreadsheet to all Employees in classifications that share a vacation quota which will indicate the department's vacation quota and employee vacation requests, 3 weeks in advance of the schedule being posted. Employees will then have 1 week to update their vacation schedule prior to final posting as per the Collective Agreement. The following will be provided between the period of ratification and the implementation of Kronos Workforce Dimensions, which will be implemented approximately Summer 2023.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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**LETTER OF UNDERSTANDING #5 - RE: MULTI-SITE SCHEDULING**

A committee shall be established within three (3) months of ratification of the collective agreement to discuss and make recommendations for multi-site scheduling. This committee shall be comprised of at least three (3) union representatives (of which one (1) must be a Part-time employee) and three (3) employer representatives.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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**SUPERIOR CONDITIONS APPENDIX**

Between:

**MACKENZIE HEALTH (PARAMEDICAL)**  
(hereinafter referred to as "the Hospital")

And:

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION AND ITS LOCAL 388**  
(hereinafter referred to as "the Union")

EXPIRY DATE – MARCH 31, 2025

Notwithstanding Article 20.01 (b) of the central agreement, an annual maximum of \$500 per person will apply with respect to Physiotherapy coverage.

The Hospital agrees to maintain group coverage for emergency medical travel insurance so long as such benefit is provided to non-union employees at the Hospital.

The Hospital agrees that group life insurance required under Article 20.01 (b) will include AD&D coverage and that voluntary life insurance (HOOVLIP) will continue to be offered to employees in the bargaining unit.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

FOR THE UNION:

FOR THE EMPLOYER:

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## Schedule "A" Wages

April 1, 2021 – 4.75%

April 1, 2022 – 3.5 %

April 1, 2023 – 3.0 %

Job Title	Date	Union Group	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
Echocardiography/ MRI/NUC/ Ultrasound Technologist	1-Apr-21	OPSEU	\$32.99	\$34.27	\$35.70	\$37.12	\$38.54	\$39.96	\$41.38	\$42.79	\$45.56
	1-Apr-22	OPSEU	\$34.56	\$35.90	\$37.40	\$38.88	\$40.37	\$41.86	\$43.35	\$44.82	\$47.72
	1-Apr-23	OPSEU	\$35.77	\$37.15	\$38.70	\$40.24	\$41.78	\$43.32	\$44.86	\$46.39	\$49.39
	1-Sept-23	OPSEU	\$35.77	\$37.15	\$38.70	\$40.24	\$41.78	\$43.32	\$44.86	\$46.39	\$50.26
	1-Apr-24	OPSEU	\$36.84	\$38.27	\$39.87	\$41.45	\$43.04	\$44.62	\$46.21	\$47.78	\$51.77
Registered Technologist/ Cytotechnologist/ Medical Lab Technologist	1-Apr-21	OPSEU	\$32.99	\$34.27	\$35.70	\$37.12	\$38.54	\$39.96	\$41.38	\$42.79	\$44.22
	1-Apr-22	OPSEU	\$34.56	\$35.90	\$37.40	\$38.88	\$40.37	\$41.86	\$43.35	\$44.82	\$46.32
	1-Apr-23	OPSEU	\$35.77	\$37.15	\$38.70	\$40.24	\$41.78	\$43.32	\$44.86	\$46.39	\$47.94
	1-Sept-23	OPSEU	\$35.77	\$37.15	\$38.70	\$40.24	\$41.78	\$43.32	\$44.86	\$46.39	\$48.78
	1-Apr-24	OPSEU	\$36.84	\$38.27	\$39.87	\$41.45	\$43.04	\$44.62	\$46.21	\$47.78	\$50.24
MLT/Pathology Assistant	1-Apr-21	OPSEU	\$37.83	\$39.33	\$40.87	\$42.34	\$43.89	\$45.35	\$46.89		
	1-Apr-22	OPSEU	\$39.63	\$41.20	\$42.81	\$44.35	\$45.97	\$47.50	\$49.12		
	1-Apr-23	OPSEU	\$41.01	\$42.64	\$44.31	\$45.90	\$47.58	\$49.17	\$50.84		
	1-Sept-23	OPSEU	\$41.01	\$42.64	\$44.31	\$45.90	\$47.58	\$49.17	\$51.73		
	1-Apr-24	OPSEU	\$42.24	\$43.92	\$45.64	\$47.28	\$49.01	\$50.64	\$53.28		
Pathology Assistant	1-Apr-21	OPSEU	\$39.99	\$41.57	\$43.17	\$44.76	\$46.37	\$47.92	\$49.55		
	1-Apr-22	OPSEU	\$41.89	\$43.54	\$45.22	\$46.89	\$48.57	\$50.20	\$51.90		
	1-Apr-23	OPSEU	\$43.36	\$45.07	\$46.80	\$48.53	\$50.27	\$51.95	\$53.72		
	1-Sept-23	OPSEU	\$43.36	\$45.07	\$46.80	\$48.53	\$50.27	\$51.95	\$54.66		
	1-Apr-24	OPSEU	\$44.66	\$46.42	\$48.21	\$49.98	\$51.78	\$53.51	\$56.30		

Job Title	Date	Union Group	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
ECG Technician/ Orthopaedic Technician (Tech 4)	1-Apr-21	OPSEU	\$31.83	\$33.03	\$34.23	\$35.48	\$36.65				
	1-Apr-22	OPSEU	\$32.95	\$34.18	\$35.43	\$36.72	\$37.93				
	1-Apr-23	OPSEU	\$32.95	\$34.18	\$35.43	\$36.72	\$37.93				
	1-Sept-23	OPSEU	\$33.94	\$35.21	\$36.49	\$37.82	\$39.07				
	1-Apr-24	OPSEU	\$31.83	\$33.03	\$34.23	\$35.48	\$36.65				
Laboratory Assistant/ ECG Technician (Tech 3)	1-Apr-21	OPSEU	\$27.30	\$28.37	\$29.39	\$30.43	\$31.48				
	1-Apr-22	OPSEU	\$28.60	\$29.72	\$30.79	\$31.88	\$32.98				
	1-Apr-23	OPSEU	\$31.65	\$32.81	\$33.91	\$35.04	\$36.18				
	1-Sept-23	OPSEU	\$31.65	\$32.81	\$33.91	\$35.04	\$36.18				
	1-Apr-24	OPSEU	\$32.59	\$33.79	\$34.93	\$36.09	\$37.26				
Orthopaedic Technologist (Tech 5)	1-Apr-21	OPSEU	\$32.18	\$33.41	\$34.63	\$35.84	\$37.05				
	1-Apr-22	OPSEU	\$33.71	\$35.00	\$36.27	\$37.54	\$38.81				
	1-Apr-23	OPSEU	\$34.89	\$36.22	\$37.54	\$38.86	\$40.17				
	1-Sept-23	OPSEU	\$34.89	\$36.22	\$37.54	\$38.86	\$40.17				
	1-Apr-24	OPSEU	\$35.93	\$37.31	\$38.67	\$40.02	\$41.37				