

WAGE SCHEDULES – SCHEDULE B – RATE LEVELS**2010 – 2012 Collective Agreement****General Wage Schedule**

This Schedule applies to all classifications, except those expressly identified in the Market Adjustment or Special Adjustment Wage Schedules.

Grid	April 1, 2010		April 1, 2011	
	Monthly	Hourly	Monthly	Hourly
1	2393	14.73	2393	14.73
2	2448	15.06	2448	15.06
3	2505	15.42	2505	15.42
4	2558	15.74	2558	15.74
5	2613	16.08	2613	16.08
6	2671	16.44	2671	16.44
7	2726	16.78	2726	16.78
8	2781	17.11	2781	17.11
9	2837	17.46	2837	17.46
10	2894	17.81	2894	17.81
11	2951	18.16	2951	18.16
12	3005	18.49	3005	18.49
13	3059	18.82	3059	18.82
14	3117	19.18	3117	19.18
15	3172	19.52	3172	19.52
16	3228	19.86	3228	19.86
17	3286	20.22	3286	20.22
18	3340	20.55	3340	20.55
19	3397	20.90	3397	20.90
20	3454	21.26	3454	21.26
21	3509	21.59	3509	21.59
22	3566	21.94	3566	21.94
23	3620	22.28	3620	22.28
24	3677	22.63	3677	22.63
25	3731	22.96	3731	22.96
26	3789	23.32	3789	23.32
27	3843	23.65	3843	23.65
28	3900	24.00	3900	24.00

Grid	April 1, 2010		April 1, 2011	
	Monthly	Hourly	Monthly	Hourly
29	3955	24.34	3955	24.34
30	4011	24.68	4011	24.68
31	4067	25.03	4067	25.03
32	4123	25.37	4123	25.37
33	4181	25.73	4181	25.73
34	4235	26.06	4235	26.06
35	4292	26.41	4292	26.41
36	4347	26.75	4347	26.75
37	4405	27.11	4405	27.11
38	4458	27.43	4458	27.43
39	4513	27.77	4513	27.77
40	4570	28.12	4570	28.12
41	4628	28.48	4628	28.48
42	4682	28.81	4682	28.81
43	4738	29.16	4738	29.16
44	4795	29.51	4795	29.51
45	4852	29.86	4852	29.86
46	4909	30.21	4909	30.21
47	4962	30.54	4962	30.54
48	5018	30.88	5018	30.88
49	5073	31.22	5073	31.22
50	5131	31.58	5131	31.58
51	5185	31.91	5185	31.91
52	5241	32.25	5241	32.25
53	5296	32.59	5296	32.59
54	5353	32.94	5353	32.94
55	5408	33.28	5408	33.28

WAGE SCHEDULES – SCHEDULE B – RATE LEVELS

2010 – 2012 Collective Agreement

- Market Adjustment Schedule -

<i>This schedule ONLY applies to jobs matched to the Programmer/Systems Analyst, Computer Technical Support, Trades, Power Engineers and Maintenance Supervisor II, III and IV Benchmarks.</i>					
Benchmark Classification	Grid Code	April 1, 2010 Monthly	April 1, 2010 Hourly	April 1, 2011 Monthly	April 1, 2011 Hourly
Carpenter	MA27	4623	28.45	4623	28.45
Electrician	MA31	4846	29.82	4846	29.82
Fitter	MA29	4733	29.13	4733	29.13
Fitter/Gas Fitter B (Cross Connection)	MA29	4733	29.13	4733	29.13
Head Carpenter	MA30	4790	29.48	4790	29.48
Head Electrician	MA35	5072	31.21	5072	31.21
Head Fitter	MA33	4961	30.53	4961	30.53
Head Machinist	MA33	4961	30.53	4961	30.53
Head Millwright (Industrial Mechanic)	MA33	4961	30.53	4961	30.53
Head Painter	MA27	4623	28.45	4623	28.45
Head Plumber	MA33	4961	30.53	4961	30.53
Head Refrigeration/Air Conditioning Mechanic	MA35	5072	31.21	5072	31.21
Head Welder	MA33	4961	30.53	4961	30.53
Laundry Mechanic	MA25	4511	27.76	4511	27.76
Machinist	MA29	4733	29.13	4733	29.13
Millwright (Industrial Mechanic)	MA29	4733	29.13	4733	29.13
Painter	MA23	4400	27.08	4400	27.08
Plumber	MA29	4733	29.13	4733	29.13
Plumber/Gas Fitter B (Cross Connection)	MA29	4733	29.13	4733	29.13
Refrigeration/Air Conditioning Mechanic	MA31	4846	29.82	4846	29.82
Welder	MA29	4733	29.13	4733	29.13
Chief Power Engineer 2	MB42	5475	33.69	5475	33.69
Chief Power Engineer 3	MA37	5185	31.91	5185	31.91
Chief Power Engineer 4	MA27	4623	28.45	4623	28.45
Power Engineer 2	MB35	5072	31.21	5072	31.21
Power Engineer 3	MA29	4733	29.13	4733	29.13
Power Engineer 4	MA21	4289	26.39	4289	26.39
Power Engineer 5	MA17	4066	25.02	4066	25.02
Supervising Power Engineer 2	MB37	5194	31.96	5194	31.96
Supervising Power Engineer 3	MA31	4846	29.82	4846	29.82
Supervising Power Engineer 4	MA23	4400	27.08	4400	27.08
Supervising Power Engineer 5	MA20	4233	26.05	4233	26.05
Maintenance Supervisor II *	MA32	4903	30.17	4903	30.17
Maintenance Supervisor III *	MA37	5185	31.91	5185	31.91
Maintenance Supervisor IV *	MA42	5462	33.61	5462	33.61
Computer Technical Support I	MB23	4682	28.81	4682	28.81
Computer Technical Support II	MB32	5217	32.10	5217	32.10
Programmer/Systems Analyst I	MB21	4493	27.65	4493	27.65
Programmer/Systems Analyst II	MB25	4970	30.58	4970	30.58
Programmer/Systems Analyst III	MB34	5584	34.36	5584	34.36
Programmer/Systems Analyst IV	MB43	6104	37.56	6104	37.56

*RATES ONLY APPLY TO Maintenance Supervisor II, III and IV that hold:

- 1) Trades Qualifications, and 2) supervise Trades and/or Power Engineers.

WAGE SCHEDULES • SCHEDULE B – RATE LEVELS

2010 – 2012 Collective Agreement

- Special Adjustment Schedules -

WAGE SCHEDULE A

This Schedule ONLY applies to the following Benchmark Classifications: Licensed Practical Nurse, Operating Room – Licensed Practical Nurse, Orthopaedic Technologists, Nursing Assistant III (Supervisor).

Effective April 1, 2010							
Benchmark Classification	Wage Grid	Start ¹		1 Year		2 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 ²	3891	23.94	4011	24.68	4131	25.42
Licensed Practical Nurse	SA26	3902	24.01	4023	24.76	4144	25.50
Nursing Assistant III (Supervisor)	SA29	4071	25.05	4197	25.83	4323	26.60
Operating Room – Licensed Practical Nurse	SA29	4071	25.05	4197	25.83	4323	26.60

Wage Schedules • Schedule B – Rate Levels

2010 – 2012 Collective Agreement

- Special Adjustment Schedules -

WAGE SCHEDULE A

This Schedule ONLY applies to the following Benchmark Classifications: Licensed Practical Nurse, Operating Room – Licensed Practical Nurse, Orthopaedic Technologists, Nursing Assistant III (Supervisor).

Effective April 1, 2011							
Benchmark Classification	Wage Grid	Start ¹		1 Year		2 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 ²	3891	23.94	4011	24.68	4131	25.42
Licensed Practical Nurse	SA26	3902	24.01	4023	24.76	4144	25.50
Nursing Assistant III (Supervisor)	SA29	4071	25.05	4197	25.83	4323	26.60
Operating Room – Licensed Practical Nurse	SA29	4071	25.05	4197	25.83	4323	26.60

Effective April 1, 2011							
Benchmark Classification	Wage Grid	4 Year		6 Year		8 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 ²	4214	25.93	4255	26.18	4296	26.44
Licensed Practical Nurse	SA26	4227	26.01	4268	26.26	4310	26.52
Nursing Assistant III (Supervisor)	SA29	4409	27.13	4453	27.40	4496	27.67
Operating Room – Licensed Practical Nurse	SA29	4409	27.13	4453	27.40	4496	27.67

¹ Start Rate applies only to: 1) newly hired and newly licensed LPNs, or 2) to employees who do not already possess a related clinical licensure, registration or certification and who are newly engaged in in-house training to become Orthopaedic Technologists.

² Wage rates for the Orthopaedic Technologist benchmark were derived from Grid 30, per the Benchmark Review Settlement Agreement dated October 20, 2009.

WAGE SCHEDULES • SCHEDULE B – RATE LEVELS

2010 – 2012 Collective Agreement

- Special Adjustment Schedules -

WAGE SCHEDULE B

This schedule ONLY applies to Pharmacy Technicians

Benchmark Classification	Wage Grid	April 1, 2010		April 1, 2011	
		Monthly	Hourly	Monthly	Hourly
Pharmacy Technician I	SB18	3440	21.17	3440	21.17
Pharmacy Technician I(A)	SB20	3559	21.90	3559	21.90
Pharmacy Technician II	SB23	3729	22.95	3729	22.95
Pharmacy Technician II(A)	SB25	3844	23.66	3844	23.66

WAGE SCHEDULE C

This schedule ONLY applies to Computer Operators

Benchmark Classification	Wage Grid	April 1, 2010		April 1, 2011	
		Monthly	Hourly	Monthly	Hourly
Computer Operator II	SC13	3118	19.19	3118	19.19
Computer Operator III	SC18	3416	21.02	3416	21.02
Computer Operator IV	SC23	3904	24.02	3904	24.02

WAGE SCHEDULE D

This schedule ONLY applies to Accountant I, Accountant II, Accounting Supervisor, Buyer, Buyer Supervisor, Lab Assistant I, II, II(A), III and IV, Nursing Assistant I, II, III, IV (Sterile Supply), Nursing Unit Assistant

		April 1, 2010		April 1, 2011	
Special Adjustment		1.5%	1.5%	0.0%	0.0%
Benchmark Classification	Wage Grid	Monthly	Hourly	Monthly	Hourly
Accountant I	SD34	4299	26.46	4299	26.46
Accountant II	SD39	4581	28.19	4581	28.19
Accounting Supervisor	SD34	4299	26.46	4299	26.46
Buyer	SD27	4019	24.73	4019	24.73
Buyer Supervisor	SD34(A)	4429	27.26	4429	27.26
Lab Assistant I	SD15	3317	20.41	3317	20.41
Lab Assistant II	SD15	3317	20.41	3317	20.41
Lab Assistant II(A)	SD18	3492	21.49	3492	21.49
Lab Assistant III	SD15	3317	20.41	3317	20.41
Lab Assistant IV	SD21	3669	22.58	3669	22.58
Nursing Assistant I (Sterile Supply)	SD16	3276	20.16	3276	20.16
Nursing Assistant II (Sterile Supply)	SD19	3448	21.22	3448	21.22
Nursing Assistant III (Sterile Supply)	SD22	3619	22.27	3619	22.27
Nursing Assistant IV (Sterile Supply)	SD25	3787	23.30	3787	23.30
Nursing Unit Assistant	SD16(A)	3375	20.77	3375	20.77