



Arbitrator awards final wage rates for facilities Rehabilitation Assistants and Program Coordinators

Final wage rates for the facilities subsector Rehabilitation Assistant, Program Coordinator I (formerly Activity Worker III) and Program Coordinator II (formerly Activity Worker IV) benchmarks have been determined by classification arbitrator John Kinzie.

Language and wage rate changes were negotiated during the "Page 209" benchmark series review in 2008 and 2009 for affected members in the Facilities Bargaining Association.

These three benchmarks received an "interim" rate, retroactive to April 1, 2008, in the implementation agreement. The unions took the issue of the final wage rates before Kinzie in classification hearings held on April 12 and 22.

Kinzie awarded the following rates:

Rehabilitation Assistant	Grid 25 (\$22.96/hour)	The interim rate was Grid 22 (\$21.94). The rate before the review began was Grid 18.
Program Coordinator I	Grid 27 (\$23.65)	The interim rate was Grid 26. (\$23.32). The rate before the review began was Grid 25.
Program Coordinator II	Grid 30 (\$24.68)	The interim rate was Grid 30. Kinzie did not award a higher final rate. The rate before the review began was Grid 28.

These new wage rates will be effective July 23, 2010, the date the arbitrator published his award.

Kinzie was clear that his decision was based on classification principles: "... the current pay scale and its internal equities weighed against the significance of the change in duties and responsibilities reflected in the new or revised benchmark." He also applied the same principles where job qualifications were changed in a benchmark.

The unions expect that employers will implement these wage adjustments as soon as possible. Should there be problems in receiving these new rates, contact your local shop steward.

July 28, 2010

