

**MAHCP & Concordia General Hospital
Appendix 'A' - Effective: April 1, 2014**

General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	16.887	17.238							17.583	
			Monthly	2,835.61	2,894.55								2,952.48
			Annual	34,027.31	34,734.57								35,429.75
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	22.909	23.950	25.054	26.203	27.433	28.713	30.048		30.650	
			Monthly	3,846.80	4,021.60	4,206.98	4,399.92	4,606.46	4,821.39	5,045.56			5,146.65
			Annual	46,161.64	48,259.25	50,483.81	52,799.05	55,277.50	57,856.70	60,546.72			61,759.75
COMMUNITY HEALTH	Chaplain	2015	Hourly	22.699	23.478	24.345	25.227	26.118	27.092	28.073		28.634	
			Monthly	3,811.54	3,942.35	4,087.93	4,236.03	4,385.65	4,549.20	4,713.93			4,808.13
			Annual	45,738.49	47,308.17	49,055.18	50,832.41	52,627.77	54,590.38	56,567.10			57,697.51
COMMUNITY HEALTH	Chaplain Specialist	2015	Hourly	24.345	25.227	26.118	27.092	28.073	29.239	30.331		30.938	
			Monthly	4,087.93	4,236.03	4,385.65	4,549.20	4,713.93	4,909.72	5,093.08			5,195.01
			Annual	49,055.18	50,832.41	52,627.77	54,590.38	56,567.10	58,916.59	61,116.97			62,340.07
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944	35.644	
			Monthly	4,344.44	4,540.74	4,745.33	4,964.05	5,188.63	5,415.96	5,627.38	5,678.40		5,792.15
			Annual	52,133.25	54,488.85	56,943.90	59,568.60	62,263.50	64,991.55	67,528.50	68,140.80		69,505.80
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	19.889	20.184							20.588	
			Monthly	3,339.70	3,389.23								3,457.07
			Annual	40,076.34	40,670.76								41,484.82
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	23.665	25.084	26.589	28.186	29.878	31.669			32.302	
			Monthly	3,973.75	4,212.02	4,464.74	4,732.90	5,017.01	5,317.75				5,424.04
			Annual	47,684.98	50,544.26	53,576.84	56,794.79	60,204.17	63,813.04				65,088.53
PHYSIOTHERAPY	Staff Therapist - Physiotherapy	1950	Hourly	31.524	32.469	33.443	34.447	35.478	36.542			37.273	
			Monthly	5,122.65	5,276.21	5,434.49	5,597.64	5,765.18	5,938.08				6,056.86
			Annual	61,471.80	63,314.55	65,213.85	67,171.65	69,182.10	71,256.90				72,682.35
PHYSIOTHERAPY	Clinical Resource - Physiotherapy	1950	Hourly	34.581	35.615	36.686	37.789	38.921				39.700	
			Monthly	5,619.41	5,787.44	5,961.48	6,140.71	6,324.66					6,451.25
			Annual	67,432.95	69,449.25	71,537.70	73,688.55	75,895.95					77,415.00
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.334	28.595	29.905	31.309	32.768	34.291			34.977	
			Monthly	4,589.83	4,801.58	5,021.55	5,257.30	5,502.29	5,758.03				5,873.22
			Annual	55,078.01	57,618.93	60,258.58	63,087.64	66,027.52	69,096.37				70,478.66
RADIOLOGY	Senior Radiology Technologist	2015	Hourly	29.241	30.583	31.983	33.499	35.079	36.740			37.475	
			Monthly	4,910.05	5,135.40	5,370.48	5,625.04	5,890.35	6,169.26				6,292.68
			Annual	58,920.62	61,624.75	64,445.75	67,500.49	70,684.19	74,031.10				75,512.13

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536		40.327
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75		6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04		81,258.91
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	28.933	29.798	30.694	31.612	32.563	33.538	34.545		35.236
			Monthly	4,858.33	5,003.58	5,154.03	5,308.18	5,467.87	5,631.59	5,800.68		5,916.71
			Annual	58,300.00	60,042.97	61,848.41	63,698.18	65,614.45	67,579.07	69,608.18		71,000.54
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	31.329	32.269	33.235	34.234	35.261	36.318	37.406		38.154
			Monthly	5,260.66	5,418.50	5,580.71	5,748.46	5,920.91	6,098.40	6,281.09		6,406.69
			Annual	63,127.94	65,022.04	66,968.53	68,981.51	71,050.92	73,180.77	75,373.09		76,880.31
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	32.789	33.793	34.805	35.851	36.926	38.032	39.173		39.956
			Monthly	5,505.82	5,674.41	5,844.34	6,019.98	6,200.49	6,386.21	6,577.80		6,709.28
			Annual	66,069.84	68,092.90	70,132.08	72,239.77	74,405.89	76,634.48	78,933.60		80,511.34

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General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.140	17.496							17.847	
			Monthly	2,878.09	2,937.87								2,996.81
			Annual	34,537.10	35,254.44								
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.252	24.309	25.430	26.596	27.845	29.144	30.499		31.110	
			Monthly	3,904.40	4,081.89	4,270.12	4,465.91	4,675.64	4,893.76	5,121.29			5,223.89
			Annual	46,852.78	48,982.64	51,241.45	53,590.94	56,107.68	58,725.16	61,455.49			62,686.65
COMMUNITY HEALTH	Chaplain	2015	Hourly	23.040	23.830	24.710	25.605	26.510	27.499	28.494		29.064	
			Monthly	3,868.80	4,001.45	4,149.22	4,299.51	4,451.47	4,617.54	4,784.62			4,880.33
			Annual	46,425.60	48,017.45	49,790.65	51,594.08	53,417.65	55,410.49	57,415.41			58,563.96
COMMUNITY HEALTH	Chaplain Specialist	2015	Hourly	24.710	25.605	26.510	27.499	28.494	29.678	30.786		31.402	
			Monthly	4,149.22	4,299.51	4,451.47	4,617.54	4,784.62	4,983.43	5,169.48			5,272.92
			Annual	49,790.65	51,594.08	53,417.65	55,410.49	57,415.41	59,801.17	62,033.79			63,275.03
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469	36.178	
			Monthly	4,409.60	4,608.83	4,816.50	5,038.64	5,266.46	5,497.05	5,711.71	5,763.71	5,878.93	
			Annual	52,915.20	55,305.90	57,798.00	60,463.65	63,197.55	65,964.60	68,540.55	69,164.55	70,547.10	
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	20.187	20.487							20.897	
			Monthly	3,389.73	3,440.11								3,508.96
			Annual	40,676.81	41,281.31								42,107.46
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.020	25.460	26.988	28.608	30.326	32.144			32.787	
			Monthly	4,033.36	4,275.16	4,531.74	4,803.76	5,092.24	5,397.51			5,505.48	
			Annual	48,400.30	51,301.90	54,380.82	57,645.12	61,106.89	64,770.16			66,065.81	
PHYSIOTHERAPY	Staff Therapist - Physiotherapy	1950	Hourly	31.997	32.956	33.945	34.964	36.010	37.090			37.832	
			Monthly	5,199.51	5,355.35	5,516.06	5,681.65	5,851.63	6,027.13			6,147.70	
			Annual	62,394.15	64,264.20	66,192.75	68,179.80	70,219.50	72,325.50			73,772.40	
PHYSIOTHERAPY	Clinical Resource - Physiotherapy	1950	Hourly	35.100	36.150	37.236	38.356	39.505				40.295	
			Monthly	5,703.75	5,874.38	6,050.85	6,232.85	6,419.56				6,547.94	
			Annual	68,445.00	70,492.50	72,610.20	74,794.20	77,034.75				78,575.25	
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.744	29.023	30.354	31.778	33.260	34.805			35.502	
			Monthly	4,658.68	4,873.45	5,096.94	5,336.06	5,584.91	5,844.34			5,961.38	
			Annual	55,904.16	58,481.35	61,163.31	64,032.67	67,018.90	70,132.08			71,536.53	
RADIOLOGY	Senior Radiology Technologist	2015	Hourly	29.680	31.042	32.462	34.002	35.606	37.291			38.037	
			Monthly	4,983.77	5,212.47	5,450.91	5,709.50	5,978.84	6,261.78			6,387.05	
			Annual	59,805.20	62,549.63	65,410.93	68,514.03	71,746.09	75,141.37			76,644.56	

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129		40.932
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33		6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94		82,477.98
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	29.367	30.245	31.154	32.086	33.052	34.041	35.063		35.764
			Monthly	4,931.21	5,078.64	5,231.28	5,387.77	5,549.98	5,716.05	5,887.66		6,005.37
			Annual	59,174.51	60,943.68	62,775.31	64,653.29	66,599.78	68,592.62	70,651.95		72,064.46
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	31.799	32.753	33.734	34.747	35.790	36.862	37.967		38.726
			Monthly	5,339.58	5,499.78	5,664.50	5,834.60	6,009.74	6,189.74	6,375.29		6,502.74
			Annual	64,074.99	65,997.30	67,974.01	70,015.21	72,116.85	74,276.93	76,503.51		78,032.89
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	33.280	34.300	35.327	36.389	37.480	38.603	39.761		40.556
			Monthly	5,588.27	5,759.54	5,931.99	6,110.32	6,293.52	6,482.09	6,676.54		6,810.03
			Annual	67,059.20	69,114.50	71,183.91	73,323.84	75,522.20	77,785.05	80,118.42		81,720.34

**MAHCP & Concordia General Hospital
Appendix 'A' - Effective: April 1, 2016**

General Increase 2.0%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.483	17.846									18.204	
			Monthly	2,935.69	2,996.64										3,056.76
			Annual	35,228.25	35,959.69										
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.717	24.795	25.939	27.128	28.402	29.727	31.109				31.732	
			Monthly	3,982.48	4,163.49	4,355.59	4,555.24	4,769.17	4,991.66	5,223.72					5,328.33
			Annual	47,789.76	49,961.93	52,267.09	54,662.92	57,230.03	59,899.91	62,684.64					63,939.98
COMMUNITY HEALTH	Chaplain	2015	Hourly	23.501	24.307	25.204	26.117	27.040	28.049	29.064				29.645	
			Monthly	3,946.21	4,081.55	4,232.17	4,385.48	4,540.47	4,709.90	4,880.33					4,977.89
			Annual	47,354.52	48,978.61	50,786.06	52,625.76	54,485.60	56,518.74	58,563.96					59,734.68
COMMUNITY HEALTH	Chaplain Specialist	2015	Hourly	25.204	26.117	27.040	28.049	29.064	30.271	31.402				32.030	
			Monthly	4,232.17	4,385.48	4,540.47	4,709.90	4,880.33	5,083.01	5,272.92					5,378.37
			Annual	50,786.06	52,625.76	54,485.60	56,518.74	58,563.96	60,996.07	63,275.03					64,540.45
COMMUNITY HEALTH	Social Worker (BSW) *	1950	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096				40.234	
			Monthly	4,911.56	5,059.11	5,210.73	5,367.21	5,528.41	5,694.49	5,865.60	6,041.75	6,222.94	6,409.81		6,538.03
			Annual	58,938.75	60,709.35	62,528.70	64,406.55	66,340.95	68,333.85	70,387.20	72,501.00	74,675.25	76,917.75		78,456.30
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	20.591	20.897									21.315	
			Monthly	3,457.57	3,508.96										3,579.14
			Annual	41,490.87	42,107.46										42,949.73
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.500	25.969	27.528	29.180	30.932	32.787					33.443	
			Monthly	4,113.96	4,360.63	4,622.41	4,899.81	5,194.00	5,505.48						5,615.64
			Annual	49,367.50	52,327.54	55,468.92	58,797.70	62,327.98	66,065.81						67,387.65
PHYSIOTHERAPY	Staff Therapist - Physiotherapy	1950	Hourly	32.637	33.615	34.624	35.663	36.731	37.832					38.589	
			Monthly	5,303.51	5,462.44	5,626.40	5,795.24	5,968.79	6,147.70						6,270.71
			Annual	63,642.15	65,549.25	67,516.80	69,542.85	71,625.45	73,772.40						75,248.55
PHYSIOTHERAPY	Clinical Resource - Physiotherapy	1950	Hourly	35.802	36.873	37.981	39.123	40.295						41.101	
			Monthly	5,817.83	5,991.86	6,171.91	6,357.49	6,547.94							6,678.91
			Annual	69,813.90	71,902.35	74,062.95	76,289.85	78,575.25							80,146.95
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.299	29.604	30.961	32.414	33.925	35.501					36.212	
			Monthly	4,751.87	4,971.01	5,198.87	5,442.85	5,696.57	5,961.21						6,080.60
			Annual	57,022.49	59,652.06	62,386.42	65,314.21	68,358.88	71,534.52						72,967.18
RADIOLOGY	Senior Radiology Technologist	2015	Hourly	30.273	31.663	33.112	34.682	36.318	38.037					38.798	
			Monthly	5,083.34	5,316.75	5,560.06	5,823.69	6,098.40	6,387.05						6,514.83
			Annual	61,000.10	63,800.95	66,720.68	69,884.23	73,180.77	76,644.56						78,177.97
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932				41.751	
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17					7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98					84,128.27
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	29.954	30.850	31.777	32.728	33.713	34.722	35.764				36.480	
			Monthly	5,029.78	5,180.23	5,335.89	5,495.58	5,660.98	5,830.40	6,005.37					6,125.60
			Annual	60,357.31	62,162.75	64,030.66	65,946.92	67,931.70	69,964.83	72,064.46					73,507.20

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	32.435	33.408	34.408	35.442	36.506	37.600	38.726				39.501	
			Monthly	5,446.38	5,609.76	5,777.68	5,951.30	6,129.97	6,313.67	6,502.74					6,632.88
			Annual	65,356.53	67,317.12	69,332.12	71,415.63	73,559.59	75,764.00	78,032.89					79,594.52
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	33.946	34.986	36.034	37.116	38.229	39.375	40.556				41.367	
			Monthly	5,700.10	5,874.73	6,050.71	6,232.40	6,419.29	6,611.72	6,810.03					6,946.21
			Annual	68,401.19	70,496.79	72,608.51	74,788.74	77,031.44	79,340.63	81,720.34					83,354.51

Standardization Adjustment *

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General Increase 2.0%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.832	18.203									18.568	
			Monthly	2,994.29	3,056.59										3,117.88
			Annual	35,931.48	36,679.05										
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	24.192	25.291	26.457	27.671	28.970	30.321	31.731				32.367	
			Monthly	4,062.24	4,246.78	4,442.57	4,646.42	4,864.55	5,091.40	5,328.16					5,434.96
			Annual	48,746.88	50,961.37	53,310.86	55,757.07	58,374.55	61,096.82	63,937.97					65,219.51
COMMUNITY HEALTH	Chaplain	2015	Hourly	23.971	24.793	25.708	26.640	27.581	28.610	29.645				30.238	
			Monthly	4,025.13	4,163.16	4,316.80	4,473.30	4,631.31	4,804.10	4,977.89					5,077.46
			Annual	48,301.57	49,957.90	51,801.62	53,679.60	55,575.72	57,649.15	59,734.68					60,929.57
COMMUNITY HEALTH	Chaplain Specialist	2015	Hourly	25.708	26.640	27.581	28.610	29.645	30.877	32.030				32.671	
			Monthly	4,316.80	4,473.30	4,631.31	4,804.10	4,977.89	5,184.76	5,378.37					5,486.01
			Annual	51,801.62	53,679.60	55,575.72	57,649.15	59,734.68	62,217.16	64,540.45					65,832.07
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818				41.039	
			Monthly	5,009.88	5,160.35	5,314.89	5,474.63	5,638.91	5,808.40	5,982.93	6,162.65	6,347.41	6,538.03		6,668.84
			Annual	60,118.50	61,924.20	63,778.65	65,695.50	67,666.95	69,700.80	71,795.10	73,951.80	76,168.95	78,456.30		80,026.05
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	21.003	21.315									21.741	
			Monthly	3,526.75	3,579.14										3,650.68
			Annual	42,321.05	42,949.73										43,808.12
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.990	26.489	28.078	29.764	31.551	33.443					34.112	
			Monthly	4,196.24	4,447.95	4,714.76	4,997.87	5,297.94	5,615.64						5,727.97
			Annual	50,354.85	53,375.34	56,577.17	59,974.46	63,575.27	67,387.65						68,735.68
PHYSIOTHERAPY	Staff Therapist - Physiotherapy	1950	Hourly	33.289	34.287	35.316	36.376	37.465	38.589					39.360	
			Monthly	5,409.46	5,571.64	5,738.85	5,911.10	6,088.06	6,270.71						6,396.00
			Annual	64,913.55	66,859.65	68,866.20	70,933.20	73,056.75	75,248.55						76,752.00
PHYSIOTHERAPY	Clinical Resource - Physiotherapy	1950	Hourly	36.518	37.610	38.741	39.906	41.101						41.923	
			Monthly	5,934.18	6,111.63	6,295.41	6,484.73	6,678.91							6,812.49
			Annual	71,210.10	73,339.50	75,544.95	77,816.70	80,146.95							81,749.85
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.865	30.196	31.580	33.062	34.603	36.211					36.936	
			Monthly	4,846.92	5,070.41	5,302.81	5,551.66	5,810.42	6,080.43						6,202.17
			Annual	58,162.98	60,844.94	63,633.70	66,619.93	69,725.05	72,965.17						74,426.04
RADIOLOGY	Senior Radiology Technologist	2015	Hourly	30.879	32.296	33.774	35.375	37.044	38.798					39.574	
			Monthly	5,185.10	5,423.04	5,671.22	5,940.05	6,220.31	6,514.83						6,645.13
			Annual	62,221.19	65,076.44	68,054.61	71,280.63	74,643.66	78,177.97						79,741.61
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751				42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69					7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27					85,810.79
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	30.553	31.467	32.413	33.383	34.387	35.416	36.479				37.209	
			Monthly	5,130.36	5,283.83	5,442.68	5,605.56	5,774.15	5,946.94	6,125.43					6,248.01
			Annual	61,564.30	63,406.01	65,312.20	67,266.75	69,289.81	71,363.24	73,505.19					74,976.14

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	33.084	34.076	35.097	36.151	37.236	38.352	39.501				40.291	
			Monthly	5,555.36	5,721.93	5,893.37	6,070.36	6,252.55	6,439.94	6,632.88					6,765.53
			Annual	66,664.26	68,663.14	70,720.46	72,844.27	75,030.54	77,279.28	79,594.52					81,186.37
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	34.625	35.686	36.755	37.859	38.994	40.162	41.367				42.194	
			Monthly	5,814.12	5,992.27	6,171.78	6,357.16	6,547.74	6,743.87	6,946.21					7,085.08
			Annual	69,769.38	71,907.29	74,061.33	76,285.89	78,572.91	80,926.43	83,354.51					85,020.91