

MAHCP & Actionmarguerite (Saint-Boniface)
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 |
|----------------------|-------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| COMMUNITY HEALTH | Social Worker (BSW) | 2015 | Hourly | 26.735 | 27.943 | 29.202 | 30.548 | 31.930 | 33.329 | 34.630 | 34.944 | 35.644 |
| | | | Monthly | 4,489.25 | 4,692.10 | 4,903.50 | 5,129.52 | 5,361.58 | 5,596.50 | 5,814.95 | 5,867.68 | 5,985.22 |
| | | | Annual | 53,871.03 | 56,305.15 | 58,842.03 | 61,554.22 | 64,338.95 | 67,157.94 | 69,779.45 | 70,412.16 | 71,822.66 |
| DIETARY | Dietitian | 2015 | Hourly | 25.991 | 26.941 | 27.861 | 28.897 | 29.941 | 31.050 | 32.195 | | 32.839 |
| | | | Monthly | 4,364.32 | 4,523.84 | 4,678.33 | 4,852.29 | 5,027.59 | 5,213.81 | 5,406.08 | | 5,514.22 |
| | | | Annual | 52,371.87 | 54,286.12 | 56,139.92 | 58,227.46 | 60,331.12 | 62,565.75 | 64,872.93 | | 66,170.59 |
| DIETARY | Food Service Supervisor | 2015 | Hourly | 22.506 | 23.159 | 23.845 | 24.545 | 25.272 | 26.030 | | | 26.550 |
| | | | Monthly | 3,779.13 | 3,888.78 | 4,003.97 | 4,121.52 | 4,243.59 | 4,370.87 | | | 4,458.19 |
| | | | Annual | 45,349.59 | 46,665.39 | 48,047.68 | 49,458.18 | 50,923.08 | 52,450.45 | | | 53,498.25 |
| OCCUPATIONAL THERAPY | Staff Therapist - OT | 2015 | Hourly | 31.524 | 32.469 | 33.443 | 34.447 | 35.478 | 36.542 | | | 37.273 |
| | | | Monthly | 5,293.41 | 5,452.09 | 5,615.64 | 5,784.23 | 5,957.35 | 6,136.01 | | | 6,258.76 |
| | | | Annual | 63,520.86 | 65,425.04 | 67,387.65 | 69,410.71 | 71,488.17 | 73,632.13 | | | 75,105.10 |
| PHYSIOTHERAPY | Staff Therapist - PT | 2015 | Hourly | 31.524 | 32.469 | 33.443 | 34.447 | 35.478 | 36.542 | | | 37.273 |
| | | | Monthly | 5,293.41 | 5,452.09 | 5,615.64 | 5,784.23 | 5,957.35 | 6,136.01 | | | 6,258.76 |
| | | | Annual | 63,520.86 | 65,425.04 | 67,387.65 | 69,410.71 | 71,488.17 | 73,632.13 | | | 75,105.10 |

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|----------------------|-------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| COMMUNITY HEALTH | Social Worker (BSW) | 2015 | Hourly | 27.136 | 28.362 | 29.640 | 31.007 | 32.409 | 33.828 | 35.149 | 35.469 | 36.178 |
| | | | Monthly | 4,556.59 | 4,762.45 | 4,977.05 | 5,206.59 | 5,442.01 | 5,680.29 | 5,902.10 | 5,955.84 | 6,074.89 |
| | | | Annual | 54,679.04 | 57,149.43 | 59,724.60 | 62,479.11 | 65,304.14 | 68,163.42 | 70,825.24 | 71,470.04 | 72,898.67 |
| DIETARY | Dietitian | 2015 | Hourly | 26.381 | 27.345 | 28.279 | 29.331 | 30.391 | 31.516 | 32.678 | | 33.332 |
| | | | Monthly | 4,429.81 | 4,591.68 | 4,748.52 | 4,925.16 | 5,103.16 | 5,292.06 | 5,487.18 | | 5,597.00 |
| | | | Annual | 53,157.72 | 55,100.18 | 56,982.19 | 59,101.97 | 61,237.87 | 63,504.74 | 65,846.17 | | 67,163.98 |
| DIETARY | Food Service Supervisor | 2015 | Hourly | 22.843 | 23.507 | 24.203 | 24.913 | 25.652 | 26.420 | | | 26.949 |
| | | | Monthly | 3,835.72 | 3,947.22 | 4,064.09 | 4,183.31 | 4,307.40 | 4,436.36 | | | 4,525.19 |
| | | | Annual | 46,028.65 | 47,366.61 | 48,769.05 | 50,199.70 | 51,688.78 | 53,236.30 | | | 54,302.24 |
| OCCUPATIONAL THERAPY | Staff Therapist - OT | 2015 | Hourly | 31.997 | 32.956 | 33.945 | 34.964 | 36.010 | 37.090 | | | 37.832 |
| | | | Monthly | 5,372.83 | 5,533.86 | 5,699.93 | 5,871.04 | 6,046.68 | 6,228.03 | | | 6,352.62 |
| | | | Annual | 64,473.96 | 66,406.34 | 68,399.18 | 70,452.46 | 72,560.15 | 74,736.35 | | | 76,231.48 |
| PHYSIOTHERAPY | Staff Therapist - PT | 2015 | Hourly | 31.997 | 32.956 | 33.945 | 34.964 | 36.010 | 37.090 | | | 37.832 |
| | | | Monthly | 5,372.83 | 5,533.86 | 5,699.93 | 5,871.04 | 6,046.68 | 6,228.03 | | | 6,352.62 |
| | | | Annual | 64,473.96 | 66,406.34 | 68,399.18 | 70,452.46 | 72,560.15 | 74,736.35 | | | 76,231.48 |

MAHCP & Actionmarguerite (Saint-Boniface)
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 | |
|----------------------|-------------------------|--------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|
| COMMUNITY HEALTH | Social Worker (BSW) * | 2015 | Hourly | 30.225 | 31.133 | 32.066 | 33.029 | 34.021 | 35.043 | 36.096 | 37.180 | 38.295 | 39.445 | 40.234 | |
| | | | Monthly | 5,075.28 | 5,227.75 | 5,384.42 | 5,546.12 | 5,712.69 | 5,884.30 | 6,061.12 | 6,243.14 | 6,430.37 | 6,623.47 | 6,817.15 | 7,015.96 |
| | | | Annual | 60,903.38 | 62,733.00 | 64,612.99 | 66,553.44 | 68,552.32 | 70,611.65 | 72,733.44 | 74,917.70 | 77,164.43 | 79,481.68 | 81,871.51 | |
| DIETARY | Dietitian * | 2015 | Hourly | 27.669 | 28.680 | 29.659 | 30.762 | 31.874 | 33.054 | 34.273 | | | | 34.957 | |
| | | | Monthly | 4,646.09 | 4,815.85 | 4,980.24 | 5,165.45 | 5,352.18 | 5,550.32 | 5,755.01 | | | | 5,869.86 | |
| | | | Annual | 55,753.04 | 57,790.20 | 59,762.89 | 61,985.43 | 64,226.11 | 66,603.81 | 69,060.10 | | | | 70,438.36 | |
| DIETARY | Food Service Supervisor | 2015 | Hourly | 23.300 | 23.977 | 24.687 | 25.411 | 26.165 | 26.949 | | | | | 27.488 | |
| | | | Monthly | 3,912.46 | 4,026.14 | 4,145.36 | 4,266.93 | 4,393.54 | 4,525.19 | | | | | 4,615.69 | |
| | | | Annual | 46,949.50 | 48,313.66 | 49,744.31 | 51,203.17 | 52,722.48 | 54,302.24 | | | | | 55,388.32 | |
| OCCUPATIONAL THERAPY | Staff Therapist - OT ** | 2015 | Hourly | 33.208 | 34.203 | 35.230 | 36.287 | 37.374 | 38.494 | | | | | 39.264 | |
| | | | Monthly | 5,576.18 | 5,743.25 | 5,915.70 | 6,093.19 | 6,275.72 | 6,463.78 | | | | | 6,593.08 | |
| | | | Annual | 66,914.12 | 68,919.05 | 70,988.45 | 73,118.31 | 75,308.61 | 77,565.41 | | | | | 79,116.96 | |
| PHYSIOTHERAPY | Staff Therapist - PT ** | 2015 | Hourly | 33.208 | 34.203 | 35.230 | 36.287 | 37.374 | 38.494 | | | | | 39.264 | |
| | | | Monthly | 5,576.18 | 5,743.25 | 5,915.70 | 6,093.19 | 6,275.72 | 6,463.78 | | | | | 6,593.08 | |
| | | | Annual | 66,914.12 | 68,919.05 | 70,988.45 | 73,118.31 | 75,308.61 | 77,565.41 | | | | | 79,116.96 | |

***Standardization**

****Recruitment & Retention**

1.75% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.65% - Audiologist, MRI Technologist, Respiratory Therapist, SLP

MAHCP & Actionmarguerite (Saint-Boniface)
Appendix 'A' - Effective: April 1, 2017

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 | | Year 20 | |
|----------------------|-------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| COMMUNITY HEALTH | Social Worker (BSW) | 2015 | Hourly | 30.830 | 31.756 | 32.707 | 33.690 | 34.701 | 35.744 | 36.818 | 37.924 | 39.061 | 40.234 | 41.039 |
| | | | Monthly | 5,176.87 | 5,332.36 | 5,492.05 | 5,657.11 | 5,826.88 | 6,002.01 | 6,182.36 | 6,368.07 | 6,558.99 | 6,755.96 | 6,891.13 |
| | | | Annual | 62,122.45 | 63,988.34 | 65,904.61 | 67,885.35 | 69,922.52 | 72,024.16 | 74,188.27 | 76,416.86 | 78,707.92 | 81,071.51 | 82,693.59 |
| DIETARY | Dietitian | 2015 | Hourly | 28.223 | 29.254 | 30.252 | 31.377 | 32.511 | 33.715 | 34.958 | | | | 35.657 |
| | | | Monthly | 4,739.11 | 4,912.23 | 5,079.82 | 5,268.72 | 5,459.14 | 5,661.31 | 5,870.03 | | | | 5,987.41 |
| | | | Annual | 56,869.35 | 58,946.81 | 60,957.78 | 63,224.66 | 65,509.67 | 67,935.73 | 70,440.37 | | | | 71,848.86 |
| DIETARY | Food Service Supervisor | 2015 | Hourly | 23.766 | 24.456 | 25.181 | 25.919 | 26.688 | 27.487 | | | | | 28.037 |
| | | | Monthly | 3,990.71 | 4,106.57 | 4,228.31 | 4,352.23 | 4,481.36 | 4,615.53 | | | | | 4,707.88 |
| | | | Annual | 47,888.49 | 49,278.84 | 50,739.72 | 52,226.79 | 53,776.32 | 55,386.31 | | | | | 56,494.56 |
| OCCUPATIONAL THERAPY | Staff Therapist - OT ** | 2015 | Hourly | 34.448 | 35.480 | 36.546 | 37.642 | 38.769 | 39.931 | | | | | 40.730 |
| | | | Monthly | 5,784.39 | 5,957.68 | 6,136.68 | 6,320.72 | 6,509.96 | 6,705.08 | | | | | 6,839.25 |
| | | | Annual | 69,412.72 | 71,492.20 | 73,640.19 | 75,848.63 | 78,119.54 | 80,460.97 | | | | | 82,070.95 |
| PHYSIOTHERAPY | Staff Therapist - PT ** | 2015 | Hourly | 34.448 | 35.480 | 36.546 | 37.642 | 38.769 | 39.931 | | | | | 40.730 |
| | | | Monthly | 5,784.39 | 5,957.68 | 6,136.68 | 6,320.72 | 6,509.96 | 6,705.08 | | | | | 6,839.25 |
| | | | Annual | 69,412.72 | 71,492.20 | 73,640.19 | 75,848.63 | 78,119.54 | 80,460.97 | | | | | 82,070.95 |

***Standardization**

****Recruitment & Retention**

1.70% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.50% - Audiologist, MRI Technologist, Respiratory Therapist, SLP