

**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 | | | | | | | | |
| 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 |

**MAHCP & Concordia General Hospital
Appendix 'A' - Effective: April 1, 2015**

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 | 24.132 | 25.229 | 26.393 | 27.603 | 28.899 | 30.247 | 31.653 | | | | 32.286 | |
| | | | Monthly | 4,052.17 | 4,236.37 | 4,431.83 | 4,635.00 | 4,852.62 | 5,078.98 | 5,315.07 | | | | | 5,421.36 |
| | | | Annual | 48,625.98 | 50,836.44 | 53,181.90 | 55,620.05 | 58,231.49 | 60,947.71 | 63,780.80 | | | | | 65,056.29 |
| 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 | 37.180 | 38.295 | 39.445 | 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 | 33.208 | 34.203 | 35.230 | 36.287 | 37.374 | 38.494 | | | | | 39.264 | |
| | | | Monthly | 5,396.30 | 5,557.99 | 5,724.88 | 5,896.64 | 6,073.28 | 6,255.28 | | | | | 6,380.40 | |
| | | | Annual | 64,755.60 | 66,695.85 | 68,698.50 | 70,759.65 | 72,879.30 | 75,063.30 | | | | | 76,564.80 | |
| PHYSIOTHERAPY | Clinical Resource - Physiotherapy** | 1950 | Hourly | 36.429 | 37.518 | 38.646 | 39.808 | 41.000 | | | | | | 41.820 | |
| | | | Monthly | 5,919.71 | 6,096.68 | 6,279.98 | 6,468.80 | 6,662.50 | | | | | | 6,795.75 | |
| | | | Annual | 71,036.55 | 73,160.10 | 75,359.70 | 77,625.60 | 79,950.00 | | | | | | 81,549.00 | |
| 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 | |

| 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 | Staff Respiratory Therapist** | 2015 | Hourly | 30.748 | 31.668 | 32.619 | 33.595 | 34.606 | 35.642 | 36.712 | | | | 37.446 | |
| | | | Monthly | 5,163.10 | 5,317.59 | 5,477.27 | 5,641.16 | 5,810.92 | 5,984.89 | 6,164.56 | | | | | 6,287.81 |
| | | | Annual | 61,957.22 | 63,811.02 | 65,727.29 | 67,693.93 | 69,731.09 | 71,818.63 | 73,974.68 | | | | | 75,453.69 |
| RESPIRATORY | Anesthesia Respiratory Therapist** | 2015 | Hourly | 33.295 | 34.293 | 35.320 | 36.381 | 37.473 | 38.596 | 39.752 | | | | 40.547 | |
| | | | Monthly | 5,590.79 | 5,758.37 | 5,930.82 | 6,108.98 | 6,292.34 | 6,480.91 | 6,675.02 | | | | | 6,808.52 |
| | | | Annual | 67,089.43 | 69,100.40 | 71,169.80 | 73,307.72 | 75,508.10 | 77,770.94 | 80,100.28 | | | | | 81,702.21 |
| RESPIRATORY | Clinical Resource - Respiratory Therapy** | 2015 | Hourly | 34.846 | 35.913 | 36.989 | 38.100 | 39.242 | 40.418 | 41.631 | | | | 42.464 | |
| | | | Monthly | 5,851.22 | 6,030.39 | 6,211.07 | 6,397.63 | 6,589.39 | 6,786.86 | 6,990.54 | | | | | 7,130.41 |
| | | | Annual | 70,214.69 | 72,364.70 | 74,532.84 | 76,771.50 | 79,072.63 | 81,442.27 | 83,886.47 | | | | | 85,564.96 |

*Standardization

**Recruitment & Retention

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

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

**MAHCP & Concordia General Hospital
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 | 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 | 25.033 | 26.171 | 27.379 | 28.634 | 29.978 | 31.376 | 32.835 | | | | 33.492 | |
| | | | Monthly | 4,203.46 | 4,394.55 | 4,597.39 | 4,808.13 | 5,033.81 | 5,268.55 | 5,513.54 | | | | | 5,623.87 |
| | | | Annual | 50,441.50 | 52,734.57 | 55,168.69 | 57,697.51 | 60,405.67 | 63,222.64 | 66,162.53 | | | | | 67,486.38 |
| COMMUNITY HEALTH | Chaplain | 2015 | Hourly | 23.971 | 24.793 | 25.708 | 26.640 | 27.581 | 28.610 | 29.645 | 30.777 | 31.919 | 33.061 | 34.203 | 35.347 |
| | | | Monthly | 4,025.13 | 4,163.16 | 4,316.80 | 4,473.30 | 4,631.31 | 4,804.10 | 4,977.89 | 5,162.65 | 5,347.41 | 5,538.03 | 5,734.68 | 5,932.57 |
| | | | Annual | 48,301.57 | 49,957.90 | 51,801.62 | 53,679.60 | 55,575.72 | 57,649.15 | 59,734.68 | 61,845.54 | 64,000.56 | 66,211.16 | 68,478.16 | 70,759.65 |
| COMMUNITY HEALTH | Chaplain Specialist | 2015 | Hourly | 25.708 | 26.640 | 27.581 | 28.610 | 29.645 | 30.777 | 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 | 37.924 | 39.061 | 40.234 | 41.439 | 42.668 |
| | | | 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 | 6,734.68 | 6,932.57 |
| | | | 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 | 80,826.05 | |
| 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 | 34.448 | 35.480 | 36.546 | 37.642 | 38.769 | 39.931 | | | | | 40.730 | |
| | | | Monthly | 5,597.80 | 5,765.50 | 5,938.73 | 6,116.83 | 6,299.96 | 6,488.79 | | | | | 6,618.63 | |
| | | | Annual | 67,173.60 | 69,186.00 | 71,264.70 | 73,401.90 | 75,599.55 | 77,865.45 | | | | | 79,423.50 | |
| PHYSIOTHERAPY | Clinical Resource - Physiotherapy** | 1950 | Hourly | 37.790 | 38.919 | 40.089 | 41.294 | 42.531 | | | | | | 43.382 | |
| | | | Monthly | 6,140.88 | 6,324.34 | 6,514.46 | 6,710.28 | 6,911.29 | | | | | | 7,049.58 | |
| | | | Annual | 73,690.50 | 75,892.05 | 78,173.55 | 80,523.30 | 82,935.45 | | | | | | 84,594.90 | |
| 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 | 32.147 | 33.109 | 34.103 | 35.124 | 36.180 | 37.264 | 38.382 | | | | 39.150 | |
| | | | Monthly | 5,398.02 | 5,559.55 | 5,726.46 | 5,897.91 | 6,075.23 | 6,257.25 | 6,444.98 | | | | 6,573.94 | |
| | | | Annual | 64,776.21 | 66,714.64 | 68,717.55 | 70,774.86 | 72,902.70 | 75,086.96 | 77,339.73 | | | | 78,887.25 | |

| 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 | 34.810 | 35.853 | 36.927 | 38.037 | 39.178 | 40.352 | 41.561 | | | | 42.392 | |
| | | | Monthly | 5,845.18 | 6,020.32 | 6,200.66 | 6,387.05 | 6,578.64 | 6,775.77 | 6,978.79 | | | | | 7,118.32 |
| | | | Annual | 70,142.15 | 72,243.80 | 74,407.91 | 76,644.56 | 78,943.67 | 81,309.28 | 83,745.42 | | | | | 85,419.88 |
| RESPIRATORY | Clinical Resource - Respiratory Therapy** | 2015 | Hourly | 36.432 | 37.547 | 38.672 | 39.834 | 41.028 | 42.257 | 43.526 | | | | 44.397 | |
| | | | Monthly | 6,117.54 | 6,304.77 | 6,493.67 | 6,688.79 | 6,889.29 | 7,095.66 | 7,308.74 | | | | | 7,455.00 |
| | | | Annual | 73,410.48 | 75,657.21 | 77,924.08 | 80,265.51 | 82,671.42 | 85,147.86 | 87,704.89 | | | | | 89,459.96 |

***Standardization**

****Recruitment & Retention**

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

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