

**COMBINED
FULL-TIME
AND
PART-TIME
COLLECTIVE AGREEMENT**

BETWEEN:

GUELPH GENERAL HOSPITAL

(hereinafter referred to as “the Hospital”)

- and -

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION
LOCAL 231
(hereinafter referred to as “the Union”)**

EXPIRY: March 31, 2009

12396 (05)

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APPENDIX 1 – LOCAL PROVISIONS

ARTICLE A - SCOPE AND RECOGNITION

A-1 The Hospital recognizes the Union as the sole bargaining agent for Medical Laboratory Technologists, Medical Radiation Technologists, Respiratory Therapists, EEG Technicians, ECG Technicians, Polysomnographic Technicians, Medical Laboratory Assistants, Medical Laboratory/Autopsy Assistants, Morgue Attendants, Senior Technologists, and Charge Technologists, Infection Control Practitioners, Ultrasonographers, and Picture Archiving Communication System (PACS) Charge Technologists employed by Guelph General Hospital at Guelph, Ontario, save and except the Manager of Laboratory Services, the Manager of Diagnostic Imaging Services, the Manager of Cardio-Respiratory Services and persons covered by subsisting collective agreements between the Hospital and CUPE Local 57 and the Ontario Nurses' Association Local 25.

ARTICLE B - MANAGEMENT RIGHTS

B-1 The Union acknowledges that it is the exclusive function of the Hospital to manage and direct its operations and affairs in all respects except as specifically abridged, delegated, granted or modified by this Agreement.

Without limiting the generality of the foregoing, the Hospital's functions shall include:

- (a) the right to maintain order, discipline and efficiency and, in connection therewith to make, alter, and enforce from time to time rules and regulations, policies and practices to be observed by its employees, and the right to discipline or discharge employees for cause, subject to the grievance procedure herein provided;
- (b) the right to select, hire, discipline, discharge, transfer, assign to shifts, promote, demote, classify, lay-off, recall, suspend, and retire employees and select employees for positions excluded from the bargaining unit, provided that a claim by an employee who has acquired seniority standing that he or she has been discharged or disciplined without just cause, or has been discriminated against with respect to classification, may become the subject of a grievance and may be dealt with as hereinafter provided;
- (c) the right to determine the number and location of the Hospital establishments, the services to be rendered, the methods, work procedures, the kinds and locations of machines, tools, instruments, and equipment to be used; to schedule the work and services to be provided and performed, and the make, alter, and enforce regulations governing the use of materials, equipment, and services as may be deemed necessary in the interests of safety and wellbeing of the Hospital patients and the public;
- (d) the direction of the working forces, the right to plan, direct and control the operation of the Hospital, the right to introduce new and improved methods and facilities, equipment, the amount of supervision of personnel necessary, work schedules, establishment of standards of quality, the determination of the extent to which the Hospital will be operated, and the increase or decrease in employment arising there from;

- (e) the sole and exclusive jurisdiction over all operations, buildings, machinery, equipment and tools.

ARTICLE C - DEFINITIONS

- C-1 Full-time employee – is an employee in the bargaining unit who, subject to an alternative written agreement between the parties, is scheduled to work a normal or standard workweek as defined in Article 16.01 (a).
- C-2 Regular Part-time Employee – is a part-time employee in the bargaining unit who makes a commitment to the Hospital to be available to be scheduled for work and normally works less than full time hours.
- C-3 Casual Part-time Employee – is a part-time employee in the bargaining unit who is employed on a relief or replacement basis and who is available for call ins.
- C-4 Temporary Employee – Employees may be hired for a specific term not to exceed six (6) months to replace an employee who will be on approved leave of absence, absence due to WCB disability, sick leave, long term disability, or to perform special non-recurring task. This term may be extended a further six (6) months on mutual agreement of the union, employee, and the Hospital. The period of employment of such persons will not exceed the absentee's leave. The release or discharge of such persons shall not be the subject of a grievance or arbitration.

This clause would not preclude such employees from using the job posting provision under the collective agreement and any successful applicant who has completed the probation period will be credited with the appropriate seniority.

The Hospital will outline to employees selected to fill such temporary vacancies and the Union, the circumstances giving rise to the vacancy and the special conditions relating to such employment.

ARTICLE D - REPRESENTATION AND COMMITTEES

- D-1 Three (3) stewards, one of whom shall be the Chief Steward and one a representative of part time employees (one to represent Laboratory, one to represent Radiology, and one to represent Respiratory Therapy) will be recognized from among the employees.
- D-2 Grievance Committee - The Hospital will recognize a grievance committee comprising of three (3) members to be elected or appointed from the bargaining unit.
- D-3 Negotiating Committee - The Hospital agrees to recognize a negotiating committee comprised of four (4) members to be elected or appointed from the bargaining unit.

ARTICLE E - LOCAL UNION BUSINESS LEAVE

- E-1 As provided for in Article 14.02, no more than one full-time and one part-time employee will be absent from any one area.

For the purposes of Local Union business, the Local Union President shall be entitled to up to sixty (60) hours leave from April 1st of the current year to March 31st of the following year. For purposes of such leave, if the local Union President is not an employee of the Hospital, the local Union President will identify in writing to the Hospital a designate who is a hospital employee and Union steward.

An employee will suffer no loss of pay, benefits or seniority during such leave, the scheduling of which will be by mutual agreement between the employee and his/her supervisor.

ARTICLE F- HOURS OF WORK & OVERTIME

- F-1 The length of time over which the hours of work per week are to be averaged will be four (4) weeks.

- F-2 The Hospital will schedule hours of work in a fair and equitable manner.

*Note: F-3 through F6 is Applicable to Full-time employees, only:

- F-3 Such hours shall be worked in accordance with shift schedules as determined by the Hospital, which shall be posted at least forty-two (42) days in advance. Any changes to the posted schedule will be brought to the attention of the affected employees.

- F-4 Wherever possible, employees within a department shall not be scheduled to work consecutive long weekends.

- F-5 Compensating time in lieu of overtime may be accumulated up to a maximum of seventy-five (75) hours. However, on March 31st of each year, the Hospital will pay out all outstanding lieu time.

The Payroll Department will monitor lieu time banks, and excess hours will be paid out when the above cap is reached.

Prior to March 31st of each year, lieu time hours can be taken as time off or paid out at any time, as agreed by both employees and their managers.

The Hospital agrees to send out a message from the Payroll Department in December of each year encouraging employees to consider the income tax implications of cashing out banked lieu time.

- F-6 Failure to provide twenty (20) hours between the commencement of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight time hourly rate for only those hours which reduce the twenty (20) hour period.

Where the twenty (20) hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

* Note: F- 7 is Applicable to Regular Part-time Employees, only

F-7 Failure to provide sixteen (16) hours between the commencement of an employee's scheduled shift and the commencement of such employees next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight time hourly rate for only those hours which reduce the sixteen (16) hour period.

Where the sixteen (16) hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

F-8 It is understood that regular hours include those required to accommodate the change from Daylight Saving to Standard Time and vice versa and to which the provisions of Article 18.03 above shall not apply.

F-9 The provisions of this Article, with reference to hours of work shall not be construed as a guarantee of any specified hours of work either per day or per week.

F-10 Changes in Schedules - The Hospital agrees that prior to implementing a major change in the scheduling system it shall consult with the employees concerned and notify the Union.

F-11 The Hospital agrees to pay any employee 2 times their regular hourly rate for all hours actually worked beyond 16 in any 24-hour period.

F-12 (Part-time Scheduling)

a) In circumstances where no overtime or premium payment(s) may result, regular part-time and casual part-time employees will be scheduled on the posted schedule, referred to in Article F-3, in the following manner;

i) Within their respective discipline(s), on a fair and equitable basis, all regular part-time employees will be scheduled to available hours up to forty-five (45) hours per pay period.

ii) Following (i) above, if available hours remain, within their respective discipline(s), on a fair and equitable basis, all casual part-time employees will be scheduled to available hours up to seven and one half (7 ½) hours per pay period.

b) Any hours not assigned on the posted schedule in accordance with (a) above and/or any hours that become available following the posting of said schedule, will be offered on a fair and equitable basis to Regular Part-time employees.

It is understood that any hours will be deemed offered, whenever a call has been placed by the Department.

ARTICLE G - PAID HOLIDAYS

G-1 With reference to Article 18.02, it is recognized that employees required to work on recognized holidays will be entitled to request the lieu day(s) arising from such work to be observed on specific day(s). Such request will not be unreasonably withheld, it being understood that the accumulation and observation of lieu days will be subject to the operational requirements of the Hospital.

- G-2 An employee who is absent on a paid holiday for which he is scheduled to work shall forfeit holiday pay unless such absence is due to illness verified by a doctor's certificate.
- G-3 In the event of a paid holiday falling within an employee's vacation period, such employee shall be granted an additional day's vacation at a time which is mutually satisfactory to the Hospital and the employee.
- G-4 The November and February holidays are considered "Float Days" to be taken at a time mutually agreed by the employee and their supervisor.

ARTICLE H - VACATIONS

- H-1 In reference to Article 19, vacation earned during the period from April 1st of the current year to March 31st of the following year shall be taken during the vacation year as defined from April 1st of the current year to March 31st of the following year.
- H-2 If by December 15th either the Hospital or the Union wishes to change a department's vacation scheduling practice(s) for the upcoming vacation year, the Supervisor of the department will inform the Steward of the department, or vice-versa. By December 31st, the Supervisor and the Union Steward of the department will meet to discuss the change(s) and attempt to arrive at a mutual agreement as to the change(s). Failing mutual agreement, the change(s) may be referred to the Labour Management Committee for discussion. Notwithstanding the above, it is understood the Hospital has the right to schedule vacations and in doing so, establish vacation scheduling practice(s).
- H-3 It is understood and agreed that vacation weeks are not necessarily continuous, although at least two weeks of vacation will be scheduled together. During prime time, defined as mid-June to mid-September, the Christmas/New Year's Break (December 25th – January 1st inclusive) and the School March Break, employees can only take either two consecutive weeks or two non-consecutive weeks. The Hospital will respect the choice of vacation dates subject to the right of the employer to operate the Hospital in an efficient manner.

A blank vacation schedule will be circulated to employees by March 1st of each year. Vacation will be scheduled in such a manner as to provide for fair distribution of the number of employees who are absent due to vacations. Employees with the greater length of service with the Hospital have first choice of dates for the prime time periods of mid-June to mid-September or the Christmas/New Year's Break (December 25th – January 1st inclusive) or the School March Break, provided they indicated their preference before April 1st.

If there are still prime time vacation dates available after April 1st, the vacation request schedule will be re-circulated as prescribed above. The Hospital will post the final approved vacation schedule in each department on or before May 1st. After this date, all requests will be considered on a first come first served basis. Additional requests for time off during the prime time periods will only be considered under very special or extenuating circumstances.

- H-4 Casual employees will be paid their vacation pay, bi-weekly.
- H-5 Each department head will ensure that all vacation credits are utilized by the March 31st deadline each year or shall ensure that any carry-overs have been approved.

Approved carry-overs shall normally be observed by May 30th following and vacation pay shall relate to the period in which the entitlement was earned.

Except where an employee is terminating employment with the Hospital, no vacation pay shall be paid in lieu of observation of accumulated vacation credits.

ARTICLE I - GENERAL

- I-1 The parties agree that they will share equally in the cost of printing the collective agreement.
- I-2 The Hospital shall provide space on bulletin boards in each work area in which members of the bargaining unit are employed, for the use of the Union to post union notices to its members and other general information relevant to the bargaining unit. Such notices must have the approval of the Hospital's President & CEO, or his/her appointee, and be signed by the President of the Union's Local before posting. Approval will not be unreasonably withheld.
- I-3 The Hospital agrees to supply four (4) laboratory coats to each member of the bargaining unit employed in the Laboratory and to maintain adequate laundry service, without charge, subject to current accreditation and licensing standards.

The Hospital agrees to the exchange of one (1) laboratory coat per year, should it be necessary. Further, should unusual circumstances warrant it, additional exchange can be arranged with the approval of the Manager.

- I-4 Occupational classifications and wage rates are set out in Appendix 2 which is attached hereto and forms part of this Agreement. Employees shall be paid every second week. Anniversary increases shall be included in the employee's pay for the pay period which commences closest to his anniversary date.
- I-5 The Hospital will provide a \$2.00 travel allowance to any employee for every time that they are required to travel from Guelph General Hospital to St. Joseph's Health Centre, Guelph, Ontario.

The Hospital shall pay a kilometric rate of \$0.34 / km, for approved travel on Employer business (exclusive of call-back under Article 17.07), or the corporate rate, whichever is higher.

When an employee is called back to work under the provisions of 17.07, the Hospital will further provide for a minimum travel allowance from the employee's permanent place of residence to Guelph General Hospital of \$6.00 per trip, up to a maximum of \$25.00 per trip, based upon the kilometric rate as noted above.

- I-6 Effective April 1, 2003 and on that date for each subsequent fiscal year, the Hospital will provide \$50.00 per fiscal year to each full-time and part-time employee who is required by the Hospital to wear safety footwear (steel toe, non-slip) during the course of his/her duties. Employees in the job classifications of Morgue Attendant and Medical Laboratory/Autopsy Assistant, are require to wear protective footwear while working in the Morgue.
- 1-7 If requested by the Union, a department manager will meet with a Union representative(s) to discuss scheduling policies and practices within the department. It is understood that a

person other than the department manager responsible for the development of the posted schedule may also be invited to attend this meeting.

DATED at Guelph, Ontario this _____ day of _____, 2007

FOR THE EMPLOYER:

FOR THE UNION:

APPENDIX 2 - LETTER OF UNDERSTANDING RE: JOB SHARING

LETTER OF UNDERSTANDING

- between -

Guelph General Hospital
(herein referred to as "the Hospital")

- and -

Ontario Public Service Employees Union Local 231
(herein referred to as "the Union")

Introduction of Job Sharing Arrangements

- A) Job sharing is defined as an arrangement whereby two (2) employees share one (1) full-time position on a fifty (50) / fifty (50) or sixty (60) / forty (40) bi-weekly scheduled hours of work basis.
- B) Only a full-time position shall be considered for job sharing between two (2) employees within the same classification.
- C) The "parties" to a job sharing arrangement are the Union and the Hospital. The Hospital or the Union may initiate a written request to create a job sharing arrangement to the other party. An employee may initiate a written request to create a job sharing arrangement to the Union, copied the employee's Manager. On a case-by-case basis, a job sharing arrangement may be mutually agreed upon by the Hospital and the Union. It is understood that a mutual agreement to any given job sharing request would be strictly on a without prejudice or precedent basis to either parties right to disagree with a subsequent request.
- D) If there is mutual agreement between the Hospital and the Union to create a job sharing arrangement involving a full-time employee's position, the full-time employee will be assigned to such job sharing position and the remaining vacant job sharing position will be posted and filled in accordance with Article 13.
- E) With the exceptions noted in (K) below, an employee once assigned a job sharing position will be deemed a part-time employee and shall be covered by all the provisions

of the Collective Agreement applicable to part-time employees. A full-time employee transferring into a job sharing arrangement shall receive credit for her/his seniority on the basis of 1650 hours worked for each year of full-time seniority. The Hospital, Union and employee assigned to a job sharing arrangement, must sign the attached "Model Job Sharing Agreement".

Operation of Job Sharing Arrangements

- F) For scheduling purposes, the Hospital will treat a job sharing position as a full-time position. An employee assigned a job sharing position will be expected to determine with her/his partner, as per (A) above, the shifts to be worked within the work schedule. If one (1) of the job sharers is unable to attend work as scheduled for any reason including illness, vacation, paid or unpaid leave of absence, and at the Hospital's discretion it is necessary to replace such employee, the job sharer will, except in the case of illness or other similar unexpected circumstances, be expected to provide the replacement for her/his job sharer partner and there shall be no resulting overtime or premium payment(s) paid.

If there is any disagreement concerning the shift(s) to be worked between job sharers, the Hospital will determine the schedule.

Discontinuation of Job Sharing Arrangements

- G) With the exceptions noted in (J) below and without the mutual agreement of the Hospital and the Union, a job sharing arrangement will not exceed two (2) years in duration. Further to the above, either the Hospital or the Union, upon providing the other party with ninety (90) calendar days written notice may discontinue a job sharing arrangement. Following the written notice, either party may request a meeting to discuss the discontinuance of the job sharing arrangement.
- H) If a job sharing arrangement is discontinued in accordance with (G) above, the Hospital will revert the job share position to a full-time position and provided one (1) of the job sharers was the original full-time incumbent to the original full-time position, offer said job sharer the full-time position. Should neither job sharer be the original full-time incumbent to the position or if the original full-time incumbent declines the full-time position, the full-

time position will be posted and filled in accordance with Article 13. The remaining employee(s) shall be deemed part-time employees subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1).

- I) With the exceptions noted in (J) below, if an employee assigned a job sharing position successfully applies to a part-time or full-time position or leaves the employ of the Hospital in accordance with Article 10.09 and the parties mutually agree to continue such job sharing position, the remaining employee shall remain assigned to such job sharing position and the vacant job sharing position will be posted and filled in accordance with Article 13. If there is no successful applicant to such job sharing position, the Hospital will offer the remaining employee the full-time position provided she/he was the original full-time incumbent to the position. Should the remaining employee not be the original full-time incumbent to the position or if said employee declines the full-time position, the position will be posted and filled in accordance with Article 13. The remaining employee shall be deemed a part-time employee subject to a permanent or long-term layoff eligible for entitlements in accordance with Article 11.04 (1).
- J) Neither the Hospital or the Union may discontinue a job sharing arrangement of a below noted job sharer without the written agreement of the affected job sharer(s). In addition,
- Job Sharers:

B. Benham	and	J. Toms		C. Somogyi	and	D. Recoskie
H. Donald	and	J. Earls		C. Van Dam	and	A. Miller
M. Murphy	and	M. Hodge				
- i) If both the partners to a job sharing arrangement as noted above, agree to discontinue their job sharing arrangement, the Hospital will offer the full-time position to the job sharer who was the original full-time incumbent to the original full-time position. The remaining job sharer shall be deemed a part-time employee subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1). If the original full-time incumbent declines the offer of the full-time position, the full-time position will be posted in accordance with Article 13 and the original full-time incumbent shall be deemed a part-time employee subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1)

- ii) If either job sharer, noted above, successfully applies to a part-time or full-time position or leaves the employ of the Hospital in accordance with Article 10.09, the remaining job sharer shall be given the choice to:
- a) be assigned the full-time position provided the job sharer was the original full-time incumbent to the original full-time position, or
 - b) remain assigned to the job sharing position with the understanding that the vacant job sharing position will be posted and filled in accordance with Article 13.

It is understood that if there is no successful applicant to the position referred to in (b) above, the remaining job sharer shall be given the option to either:

- a) be assigned the full-time position provided she was the original full-time incumbent to the original full-time position, or
- b) be deemed a part-time employee subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1).

K) An employee noted below, as long as she remains a job sharer, will have an ongoing option to participate within the full-time benefit plans or opt not to participate in said benefit plans and be deemed a part-time employee.

- Job Sharers:
B. Behnam, H. Donald, M. Murphy

It is understood that if an employee noted above opts not to participate in the full-time benefit plans, she will not be eligible to again participate in the full-time benefit plans as a job sharer or part-time employee. It is further understood that if an employee noted above continues to participate in the full-time benefit plans, she shall pay the respective benefit premium based upon the following formula and will not be paid a percentage in lieu.

- Formula:

Full benefit premium cost (including PST) X 2 – Hospital portion of premium cost ÷ 2

- L) In the event a job sharing full-time line is eliminated by the Hospital, the job sharing arrangement shall be deemed to have been discontinued. The original full-time incumbent shall be deemed a full-time employee subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1). The remaining job sharer shall be deemed part-time subject to a permanent or long-term layoff and eligible for entitlements in accordance with Article 11.04 (1).

Renewed this 6th day of March, 2007, in the City of Guelph, Ontario

For the Hospital

For the Union

APPENDIX 3 - WAGE GRID—GUELPH GENERAL HOSPITAL

REGISTERED TECHNOLOGIST AND ABOVE

Registered Technologists
Medical Laboratory, Medical Radiation

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	24.70	25.44	26.20	27.60
1 yr.	25.66	26.43	27.22	28.11
2 yr.	26.73	27.53	28.36	29.28
3 yr.	27.80	28.63	29.49	30.45
4 yr.	28.86	29.73	30.62	31.61
5 yr.	29.93	30.83	31.75	32.78
6 yr.	30.99	31.92	32.88	33.95
7 yr.	32.04	33.00	33.99	35.10
8 yr.	33.12	34.11	35.14	36.28

Registered Technologists
Ultrasound, Respiratory Therapist

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	24.70	25.44	26.20	27.06
1 yr.	25.66	26.43	27.22	28.11
2 yr.	26.73	27.53	28.36	29.28
3 yr.	27.80	28.63	29.49	30.45
4 yr.	28.86	29.73	30.62	31.61
5 yr.	29.93	30.83	31.75	32.78
6 yr.	30.99	31.92	32.88	33.95
7 yr.	32.04	33.00	33.99	35.10
8 yr.	34.12	35.14	36.20	37.37

Senior Technologists
Clinical Instructor Medical Radiation

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	28.33	29.18	30.06	31.03
1 yr.	29.46	30.34	31.25	32.27
2 yr.	30.60	31.52	32.46	33.52
3 yr.	31.71	32.66	33.64	34.73
4 yr.	32.86	33.85	34.86	35.99
5 yr.	33.96	34.98	36.03	37.20
6 yr.	35.11	36.16	37.25	38.46

Senior Technologists
Clinical Instructor Ultrasound

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	28.33	29.18	30.06	31.03
1 yr.	29.46	30.34	31.25	32.27
2 yr.	30.60	31.52	32.46	33.52
3 yr.	31.71	32.66	33.64	34.73
4 yr.	32.86	33.85	34.86	35.99
5 yr.	33.96	34.98	36.03	37.20
6 yr.	36.16	37.24	38.36	39.61

Charge Technologists
Medical Laboratory, Medical Radiation, CT Scan, Mammography, PACS

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	29.94	30.84	31.76	32.80
1 yr.	31.13	32.06	33.03	34.10
2 yr.	32.33	33.30	34.30	35.41
3 yr.	33.51	34.52	35.55	36.71
4 yr.	34.72	35.76	36.83	38.03
5 yr.	35.89	36.97	38.08	39.31
6 yr.	37.11	38.22	39.37	40.65

Charge Technologists
Ultrasound, Respiratory Therapist, Infection Control Practitioner

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	29.94	30.84	31.76	32.80
1 yr.	31.13	32.06	33.03	34.10
2 yr.	32.33	33.30	34.30	35.41
3 yr.	33.51	34.52	35.55	36.71
4 yr.	34.72	35.76	36.83	38.03
5 yr.	35.89	36.97	38.08	39.31
6 yr.	38.22	39.37	40.55	41.87

BELOW REGISTERED TECHNOLOGIST

Technician 1

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	17.26	17.78	18.31	18.91
1 yr.	17.91	18.45	19.00	19.62
2 yr.	18.56	19.12	19.69	20.33
3 yr.	19.21	19.79	20.38	21.04
4 yr.	19.87	20.47	21.08	21.77

Technician 2

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	19.15	19.72	20.32	20.98
1 yr.	19.87	20.47	21.08	21.77
2 yr.	20.60	21.22	21.85	22.56
3 yr.	21.33	21.97	22.63	23.36
4 yr.	22.05	22.71	23.39	24.15

Technician 3

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	20.45	21.06	21.70	22.40
1 yr.	21.24	21.88	22.53	23.27
2 yr.	22.01	22.67	23.35	24.11
3 yr.	22.80	23.48	24.19	24.97
4 yr.	23.57	24.28	25.01	25.82

Technician 4

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	22.76	23.44	24.15	24.93
1 yr.	23.62	24.33	25.06	25.87
2 yr.	24.47	25.20	25.96	26.80
3 yr.	25.36	26.12	26.90	27.78
4 yr.	26.21	27.00	27.81	28.71

Technician 5

	Expired	1-Apr-06	1-Apr-07	1-Apr-08
Start	24.09	24.81	25.56	26.39
1 yr.	25.01	25.76	26.53	27.40
2 yr.	25.93	26.71	27.51	28.40
3 yr.	26.84	27.65	28.47	29.40
4 yr.	27.74	28.57	29.43	30.39

TECHNICIAN 1 = N/A

TECHNICIAN 2 = N/A

TECHNICIAN 3 = ECG Technician, Laboratory Assistant, Morgue Attendant, Laboratory/Autopsy Assistant, Vascular Technician

TECHNICIAN 4 = Non-Registered Technologist

TECHNICIAN 5 = EEG Technician, Polysomnographic Technician