

Offer to Settle all Outstanding Issues Presented to HSAS by SAHO

May 10, 2011

Errors and omissions excepted.

This package is subject to agreement on all items contained herein. Should agreement not be achieved on all outstanding articles, SAHO reserves the right to revert to its last official position on each article. Provisions tentatively agreed remain tentatively resolved and agreed unless there is mutual agreement between the parties to reopen a provision to allow for amendments. Any items not previously agreed to or contained within this package remain as current.

1. **Wages**

April 1, 2009 – 2%
April 1, 2010 – 1.5%
April 1, 2011 – 2%
April 1, 2012 – 2%

Term ending March 31st, 2013

General Wage Increase Hourly Rate Calculations

General wage increases are applied to the base rates of pay .Effective the date of signing of the Collective Agreement the base rates of pay will be calculated as follows;

- 1) April 1, 2009: 2% General Wage Increase applied to the April 1, 2008 base rates of pay.
- 2) April 1, 2010: 1.5% General Wage Increase applied to the newly calculated April 1, 2009 base rates of pay.
- 3) April 1, 2011: 2% General Wage Increase applied to the newly calculated April 1, 2010 base rates of pay.

For current market supplemented wage rates, increase the educational base rate of pay (attached to each market supplemented wage rate) by the relevant economic increase and then add the specific dollar amount to the market supplemented wage rates.

The 2011-12 base rate of pay/market supplement rate of pay and any agreed to market adjustments shall be the salary rates paid to employees from the date of signing of the collective agreement up to and including March 31, 2012.

In the event the collective agreement is not signed by March 31, 2012;

The 2011-12 base rate of pay will be increased by 2% creating the 2012-13 base rates of pay. For current market supplemented wage rates, increase the educational base rate of pay (attached to each market supplemented wage rate) by the relevant economic increase and then add the specific dollar amount to the market supplemented wage rates and;

- 4) the 2012-13 base rate of pay/market supplement rate of pay and any agreed to market adjustments shall be the salary rates paid to employees from the date of signing of the collective agreement up to and including March 31, 2013.

Retroactivity

All employees on staff with any Employer party to this agreement, as of date of signing of the Collective Agreement, shall be eligible for retroactive wage adjustments as described below under “Retroactive Payment “Calculations”.

Except as otherwise provided in this Collective Agreement, all Articles take effect on the date of signing of the Collective Agreement.

Retroactive Payment Calculations

- 1) For the period April 1, 2009 to March 31, 2010, the retroactive payment will be calculated for each employee by multiplying all paid hours in this period by the 2009-10 base hourly rates or market supplemented rates for those classifications with a market supplement determined through the Provincial Market Supplement Program, then subtracting the amount already paid for this period.
- 2) For the period April 1, 2010 to March 31, 2011, the retroactive payment will be calculated for each employee by multiplying all paid hours in this period by the 2010-11 base hourly rates or market supplemented rates for those classifications with a market supplement determined through the Provincial Market Supplement Program, then subtracting the amount already paid for this period.

For the period April 1, 2011 to the date of signing of the collective agreement, there will be no retroactivity paid.

Northern Allowance and Retention Payments

	April 1, 2011
La Loche	\$212.00
Ile a la Crosse, Pinehouse, Sandy Bay	\$212.00
Buffalo Narrows	\$212.00
Cumberland House	\$132.00
Beauval	\$132.00
Creighton, Green Lake	\$132.00
La Ronge	\$88.00

Northern Retention Payments

	April 1, 2011
La Loche	\$4200.00
Ile a la Crosse, Pinehouse, Sandy Bay	\$4000.00
Buffalo Narrows	\$3650.00
Cumberland House	\$3300.00
Beauval	\$2500.00
Creighton, Green Lake	\$2000.00
La Ronge	\$1900.00

Note: Remainder of Article 19.06 remains current

2. Market Adjustments

Effective the date of signing of the Collective Agreement, the following classifications will receive a market adjustment as outlined below:

1. Market adjusted wage rates shall be payable to all eligible Employees in the classifications as listed, subject to paragraphs two (2), three (3) and four (4) below.
2. It is understood that the market adjusted wage rate is separate from the Collective Agreement Wage Schedule and is not used in the calculation of the general wage percentage increases for the wage schedule rates. General wage percentage increases shall be calculated on the “base wage” only, and the market adjusted portion of the “total wage” shall be added to the newly revised “base wage”. Where a classification is in receipt of a Market Supplement in accordance with the Market Supplement Letter of Understanding, the Market Adjustment will be added after the Market Supplement.
3. The Hourly Market Adjustment Rate shall be added to the maximum (Step 5) hourly rate of the Collective Agreement. Step One and Step Two etc. hourly rates shall be calculated by maintaining the same percentage relationship between Step One and Step Two and between Step Two and Step Three etc. as exists in the collective agreement schedule. Where a classification is in receipt of a Market Supplement in accordance with the Market Supplement Letter of Understanding, the Market Adjustment will be added after the Market Supplement.
4. Market adjusted earnings shall be considered pensionable earnings, shall be subject to statutory deductions, shall be included in the calculation of Employee benefits where appropriate and shall be subject to union dues deductions as per the formula determined by the Union.

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Assessor Coordinator - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.448	\$ 30.625	\$ 31.851	\$ 33.125	\$ 36.008
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.023	\$ 31.223	\$ 32.473	\$ 33.772	\$ 36.711

Dietitian - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 28.932	\$ 30.089	\$ 31.293	\$ 32.544	\$ 35.376
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 29.507	\$ 30.687	\$ 31.915	\$ 33.191	\$ 36.079

EMT					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775

EMD					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775

EMT Coordinator					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.690	\$ 27.758	\$ 28.868	\$ 30.023	\$ 32.635
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752

April 1, 2012 - Market Adjusted Rate	\$	27.183	\$	28.271	\$	29.401	\$	30.578	\$	33.238
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EMTA										
Current - Base	\$	23.343	\$	24.276	\$	25.248	\$	26.258	\$	28.550
April 1, 2009 - Base	\$	23.810	\$	24.762	\$	25.753	\$	26.783	\$	29.121
April 1, 2010 - Base	\$	24.167	\$	25.133	\$	26.139	\$	27.185	\$	29.558
April 1, 2011 - Base	\$	24.650	\$	25.636	\$	26.662	\$	27.729	\$	30.149
Proposed Market Adjusted Rate (Date of Signing)	\$	26.690	\$	27.758	\$	28.868	\$	30.023	\$	32.635
April 1, 2012 - Base	\$	25.143	\$	26.149	\$	27.195	\$	28.284	\$	30.752
April 1, 2012 - Market Adjusted Rate	\$	27.183	\$	28.271	\$	29.401	\$	30.578	\$	33.238

EMTA Coordinator										
Current - Base	\$	25.210	\$	26.218	\$	27.267	\$	28.358	\$	30.833
April 1, 2009 - Base	\$	25.714	\$	26.742	\$	27.812	\$	28.925	\$	31.450
April 1, 2010 - Base	\$	26.100	\$	27.143	\$	28.229	\$	29.359	\$	31.922
April 1, 2011 - Base	\$	26.622	\$	27.686	\$	28.794	\$	29.946	\$	32.560
Proposed Market Adjusted Rate (Date of Signing)	\$	28.826	\$	29.979	\$	31.178	\$	32.424	\$	35.245
April 1, 2012 - Base	\$	27.154	\$	28.240	\$	29.370	\$	30.545	\$	33.211
April 1, 2012 - Market Adjusted Rate	\$	29.358	\$	30.533	\$	31.754	\$	33.023	\$	35.896

EMTP										
Current - Base	\$	25.210	\$	26.218	\$	27.267	\$	28.358	\$	30.833
Current - Market Supplement	\$	26.411	\$	27.466	\$	28.566	\$	29.708	\$	32.266
April 1, 2009 - Base	\$	25.714	\$	26.742	\$	27.812	\$	28.925	\$	31.450
April 1, 2009 - Market Supplement	\$	26.915	\$	27.990	\$	29.111	\$	30.275	\$	32.883
April 1, 2010 - Base	\$	26.100	\$	27.143	\$	28.229	\$	29.359	\$	31.922
April 1, 2010 - Market Supplement	\$	27.301	\$	28.391	\$	29.528	\$	30.709	\$	33.355
April 1, 2011 - Base	\$	26.622	\$	27.686	\$	28.794	\$	29.946	\$	32.560
April 1, 2011 - Market Supplement	\$	27.823	\$	28.934	\$	30.093	\$	31.296	\$	33.993
Proposed Market Adjusted Rate (Date of Signing)	\$	30.268	\$	31.479	\$	32.738	\$	34.047	\$	36.975
April 1, 2012 - Base	\$	27.154	\$	28.240	\$	29.370	\$	30.545	\$	33.211
April 1, 2012 - Market Adjusted Rate	\$	30.800	\$	32.033	\$	33.314	\$	34.646	\$	37.626

EMTP Coordinator										
Current - Base	\$	27.227	\$	28.315	\$	29.448	\$	30.627	\$	33.300
Current - Market Supplement	\$	28.524	\$	29.664	\$	30.851	\$	32.085	\$	34.847
April 1, 2009 - Base	\$	27.772	\$	28.881	\$	30.037	\$	31.240	\$	33.966
April 1, 2009 - Market Supplement	\$	29.069	\$	30.230	\$	31.440	\$	32.698	\$	35.513
April 1, 2010 - Base	\$	28.189	\$	29.314	\$	30.488	\$	31.709	\$	34.475
April 1, 2010 - Market Supplement	\$	29.486	\$	30.663	\$	31.891	\$	33.167	\$	36.022
April 1, 2011 - Base	\$	28.753	\$	29.900	\$	31.098	\$	32.343	\$	35.165
April 1, 2011 - Market Supplement	\$	30.050	\$	31.249	\$	32.501	\$	33.801	\$	36.712
Proposed Market Adjusted Rate (Date of Signing)	\$	31.798	\$	33.069	\$	34.392	\$	35.767	\$	38.844
April 1, 2012 - Base	\$	29.328	\$	30.498	\$	31.720	\$	32.990	\$	35.868
April 1, 2012 - Market Adjusted Rate	\$	32.373	\$	33.667	\$	35.014	\$	36.414	\$	39.547

Nutritionist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 28.932	\$ 30.089	\$ 31.293	\$ 32.544	\$ 35.376
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 29.507	\$ 30.687	\$ 31.915	\$ 33.191	\$ 36.079

Occupational Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.013	\$ 29.132	\$ 30.298	\$ 31.510	\$ 34.237
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 28.558	\$ 29.698	\$ 30.887	\$ 32.123	\$ 34.903
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 28.975	\$ 30.131	\$ 31.338	\$ 32.592	\$ 35.412
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 29.539	\$ 30.717	\$ 31.948	\$ 33.226	\$ 36.102
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.030	\$ 32.271	\$ 33.562	\$ 34.904	\$ 37.942
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.605	\$ 32.869	\$ 34.184	\$ 35.551	\$ 38.645

Occupational Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.254	\$ 31.464	\$ 32.722	\$ 34.031	\$ 36.977
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 30.842	\$ 32.076	\$ 33.358	\$ 34.693	\$ 37.696
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.292	\$ 32.544	\$ 33.845	\$ 35.199	\$ 38.246
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 31.901	\$ 33.177	\$ 34.504	\$ 35.884	\$ 38.991
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.598	\$ 33.902	\$ 35.259	\$ 36.669	\$ 39.860
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.219	\$ 34.548	\$ 35.931	\$ 37.368	\$ 40.620

Pharmacist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 39.457	\$ 40.497	\$ 41.565	\$ 42.665	\$ 45.481
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 40.002	\$ 41.063	\$ 42.154	\$ 43.278	\$ 46.147
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 40.419	\$ 41.496	\$ 42.605	\$ 43.747	\$ 46.656
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 40.983	\$ 42.082	\$ 43.215	\$ 44.381	\$ 47.346

Proposed Market Adjusted Rate (Date of Signing)	\$ 42.847	\$ 44.011	\$ 45.207	\$ 46.435	\$ 49.514
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 43.422	\$ 44.609	\$ 45.829	\$ 47.082	\$ 50.217

Pharmacist -Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 42.613	\$ 43.736	\$ 44.889	\$ 46.077	\$ 49.119
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 43.201	\$ 44.348	\$ 45.525	\$ 46.739	\$ 49.838
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 43.651	\$ 44.816	\$ 46.012	\$ 47.245	\$ 50.388
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement Rate	\$ 44.260	\$ 45.449	\$ 46.671	\$ 47.930	\$ 51.133
Proposed Market Adjusted Rate (Date of Signing)	\$ 45.006	\$ 46.229	\$ 47.486	\$ 48.776	\$ 52.010
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 45.627	\$ 46.875	\$ 48.158	\$ 49.475	\$ 52.770

Physical Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.621	\$ 29.766	\$ 30.957	\$ 32.195	\$ 35.093
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 29.166	\$ 30.332	\$ 31.546	\$ 32.808	\$ 35.759
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 29.583	\$ 30.765	\$ 31.997	\$ 33.277	\$ 36.268
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement Rate	\$ 30.147	\$ 31.351	\$ 32.607	\$ 33.911	\$ 36.958
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.121	\$ 32.365	\$ 33.660	\$ 35.006	\$ 38.156
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.696	\$ 32.963	\$ 34.282	\$ 35.653	\$ 38.859

Physical Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.912	\$ 32.148	\$ 33.434	\$ 34.771	\$ 37.900
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 31.500	\$ 32.760	\$ 34.070	\$ 35.433	\$ 38.619
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.950	\$ 33.228	\$ 34.557	\$ 35.939	\$ 39.169
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 32.559	\$ 33.861	\$ 35.216	\$ 36.624	\$ 39.914
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.694	\$ 34.001	\$ 35.362	\$ 36.776	\$ 40.084
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.315	\$ 34.647	\$ 36.034	\$ 37.475	\$ 40.844

Psychologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.009	\$ 38.489	\$ 40.028	\$ 41.630	\$ 45.251
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 37.680	\$ 39.187	\$ 40.753	\$ 42.384	\$ 46.071

Psychologist - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 38.878	\$ 40.434	\$ 42.051	\$ 43.733	\$ 47.538
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 39.602	\$ 41.187	\$ 42.835	\$ 44.548	\$ 48.424

Psychometrician - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.992	\$ 32.231	\$ 33.521	\$ 34.861	\$ 37.895
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.567	\$ 32.829	\$ 34.143	\$ 35.508	\$ 38.598

Psychometrician - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.558	\$ 33.860	\$ 35.215	\$ 36.623	\$ 39.810
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.179	\$ 34.506	\$ 35.887	\$ 37.322	\$ 40.570

Psychometrician - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.204	\$ 35.572	\$ 36.995	\$ 38.475	\$ 41.822
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.875	\$ 36.270	\$ 37.720	\$ 39.229	\$ 42.642

Recreation Therapist - Diploma										
Current Rate of Pay	\$	23.343	\$	24.276	\$	25.248	\$	26.258	\$	28.550
April 1, 2009 - Rate of Pay	\$	23.810	\$	24.762	\$	25.753	\$	26.783	\$	29.121
April 1, 2010 - Rate of Pay	\$	24.167	\$	25.133	\$	26.139	\$	27.185	\$	29.558
April 1, 2011 - Base Rate of Pay	\$	24.650	\$	25.636	\$	26.662	\$	27.729	\$	30.149
Proposed Market Adjusted Rate (Date of Signing)	\$	25.331	\$	26.345	\$	27.399	\$	28.495	\$	30.974
April 1, 2012 - Base Rate of Pay	\$	25.143	\$	26.149	\$	27.195	\$	28.284	\$	30.752
April 1, 2012 - Market Adjusted Rate	\$	25.824	\$	26.858	\$	27.932	\$	29.050	\$	31.577

Notes:

The assumption is made that the date of signing is prior to April 1, 2012.

3. Remaining proposals to amend HSAS Collective Agreement

11.06 Family Responsibility Leave

(a) An Employee may be granted leave of absence with pay to attend to a family member for whom she has a reasonable expectation for duty of care. Leave will be granted where the Employee has made reasonable efforts to use other available solutions and the situation requiring the Employee's attention is:

- Unforeseen, or
- ~~· Unpredictable, or~~
- ~~· Beyond the control of the Employee, or~~
- **Unpredictable and beyond the control of the Employee, or**
- Health related emergent or potentially life threatening to the family member

Employees may also request vacation, earned time or unpaid leave of absence as may be required for this purpose.

b) *Current Language*

c) *Current Language*

15.04 Overtime and Premium Rates

(A) Overtime Rates

(a) Overtime rates shall be paid at the rate of one and one half (1 1/2 x) times the regular rate of pay for the first three (3) consecutive hours and two times (2x) the regular rate of pay for all consecutive hours worked thereafter. An Employee who works overtime between the hours of 2400 and 0700 and such overtime is continuous with her regular shift, shall be paid at the rate of two times (2x) her regular rate for all hours so worked. An Employee who works on her scheduled day(s) off shall be paid at the rate of two times (2x) her regular rate for all hours so worked.

(b) Overtime rates shall be paid for:

- (i) any hours worked in addition to eight (8) hours in any day or one hundred and twelve (112) hours in any three (3) week period;
- (ii) any shift in excess of six (6) consecutive days;

(iii) any shift changed within the posted and confirmed schedule as per Article 15.03 (c).

Overtime rates shall not be paid under (b) (ii) above where the cause of the shift(s) in excess of six consecutive days were additional shifts paid at Overtime rates as specified in (a) above.

(c) Wherever possible, all overtime must be authorized by the Employer, and except in emergency situations, such overtime must be authorized in writing in advance. While overtime is continuous with an Employee's regular shift and the Employee elects to leave the workplace for a meal break, not to exceed two (2) hours, overtime pay shall be paid for all hours worked at the applicable rate of pay.

15.05 Time Off In Lieu Of Overtime

Where mutually agreed between the Employer and Employee, time off, calculated at the appropriate overtime rates in lieu of overtime pay may be banked to a maximum of one-hundred (100) hours. Time off in lieu shall be taken at a time mutually acceptable between the Employee and the Employer and must be recorded on time sheets and work records. Any unused portion of the time in lieu bank as of February month end payroll report will be paid out prior to March 31 of each year.

19.03 Reimbursement For Meal Expenses

Where an Employee is on authorized Employer business outside the community where their headquarters is based, to perform work duties. Employees shall be allowed expenses based on actual charges supported by receipts up to the following maximum amounts:

	In Province	Out of Province
Breakfast	\$8.00	\$11.00
Dinner	\$14.00	\$16.00
Supper	\$19.00	\$24.00

Note: The above rates include GST and meal gratuities.

Where a meal is provided to an employee while attending to business, no reimbursement will be provided for that meal.

**LOU Letter Of Understanding #16
RE: Extended Health and Enhanced Dental Plans**

Further to Article 30.05, there shall be guaranteed support of HSAS current benefit levels under the SAHO Extended Health and Enhanced Dental Plans to **March 31, 2013** which eliminates the requirements to negotiate specific contribution levels. Full accounting will be given for contributions, claims and expenses attributable to HSAS from July 1, 2004. Any surpluses generated after that date will be used to support the Extended Health and Enhanced Dental Plans for HSAS Employees only.

On the date the Participation Agreement between SAHO and HSAS is signed, this Letter of Understanding will become null and void.

4. Items Tentatively Agreed To

**Note* All items previously agreed to as contained in the SAHO offer to HSAS dated January 27, 2011 remain agreed to.*