

In the Matter of an Arbitration

BETWEEN:

ONTARIO MEDICAL ASSOCIATION

(the “OMA”)

- AND -

MINISTRY OF HEALTH

(the “MOH”)

(together, “the PARTIES”)

**BOOK OF DOCUMENTS OF THE
ONTARIO MEDICAL ASSOCIATION
VOLUME 4 of 8**

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2023-24 Third Quarter Finances

The Third Quarter Finances report contains information about Ontario's 2023-24 fiscal outlook, primarily as of December 31, 2023.

Highlights

- Ontario's real gross domestic product (GDP) was unchanged in the third quarter (July, August and September) of 2023, after increasing 0.4 per cent in the second quarter.
- Since the *2023 Ontario Economic Outlook and Fiscal Review* (also referred to as the Fall Economic Statement, or FES), estimated Ontario real and nominal GDP growth in 2023 has been revised upwards, while the private-sector average projection for real and nominal GDP growth in 2024 has been revised modestly downwards.
- As of the *2023-24 Third Quarter Finances*, the province's 2023-24 deficit is projected to be \$4.5 billion — an improvement of \$1.1 billion compared to the *2023 Ontario Economic Outlook and Fiscal Review*. The improvement to the deficit is primarily due to increased revenue and lower interest on debt expense. The *2023 Budget*, published in March 2023, projected a deficit of \$1.3 billion.
- Revenues in 2023-24 are projected to be \$202.7 billion, \$1.6 billion lower than forecast in the *2023 Budget* and \$0.9 billion higher than expected in the *2023 Ontario Economic Outlook and Fiscal Review*, mainly reflecting stronger-than-expected Broader Public Sector revenues, slightly higher taxation revenue and transfers from the Government of Canada.
- Overall program expense in 2023-24 is projected to be \$193.4 billion, \$2.8 billion higher than forecast in the *2023 Budget* and \$0.4 billion higher than forecast in the *2023 Ontario Economic Outlook and Fiscal Review*. New commitments announced since the release of the *2023 Ontario Economic Outlook and Fiscal*

Review are primarily funded through third-party revenues, lower-than-expected spending and existing contingencies within the fiscal plan.

Introduction

Ontario experienced strong employment growth and a low unemployment rate in 2023. However, Ontario's labour market and real GDP growth have eased recently as the Bank of Canada's high interest rates weigh on the economy. While there has been an easing of inflationary pressure, the future path of consumer price inflation and the persistence of high interest rates continue to be a key risk to the economic outlook. Despite these challenges, Ontario's economy is expected to see continued growth in 2024.

The *2023–24 Third Quarter Finances* outlook projects a deficit of \$4.5 billion, an improvement of \$1.1 billion compared to the *2023 Ontario Economic Outlook and Fiscal Review*.

The government's next economic and fiscal update, including the province's final projection for 2023–24, will be released by March 31, 2024 as part of the *2024 Budget*.

Section A: Ontario's 2023–24 Fiscal Outlook

Ontario's 2023–24 deficit is projected to be \$4.5 billion — an improvement of \$1.1 billion from the outlook published in the *2023 Ontario Economic Outlook and Fiscal Review*. Changes since the *2023 Ontario Economic Outlook and Fiscal Review* are primarily due to increased revenues and decreased interest on debt expense. The *2023 Budget*, published in March 2023, projected a deficit of \$1.3 billion.

Revenues in 2023–24 are projected to be \$1.6 billion lower than forecast in the *2023 Budget* and \$0.9 billion higher than expected in the *2023 Ontario Economic Outlook and Fiscal Review*. Increases in revenues since the *2023 Ontario Economic Outlook and Fiscal Review* mainly reflect stronger-than-expected Broader Public Sector revenues, slightly higher taxation revenue and transfers from the Government of Canada.

Overall program expense in 2023–24 is projected to be \$2.8 billion higher than the forecast in the *2023 Budget*, and \$0.4 billion higher than the *2023 Ontario Economic Outlook and Fiscal Review*. Increases in program expense since the *2023 Ontario Economic Outlook and Fiscal Review* are primarily due to expense commitments for the health sector and support for the City of Toronto. New commitments announced since the release of the *2023 Ontario Economic Outlook and Fiscal Review* are primarily funded through third-party revenues, lower-than-expected spending and existing contingencies within the fiscal plan.

Interest on debt expense in 2023–24 is projected to be \$12.9 billion, approximately \$1.2 billion lower than the \$14.1 billion forecast in the *2023 Budget* and \$0.6 billion lower than the \$13.4 billion projection in the *2023 Ontario Economic Outlook and Fiscal Review*, due to lower-than-projected borrowing costs and a reduced interest rate forecast.

At the time of the *2023–24 Third Quarter Finances*, the net debt-to-GDP ratio is projected to be 38.0 per cent in 2023–24, 0.2 percentage points higher than the 37.8 per cent forecast in the *2023 Budget* and 0.4 percentage points lower than the 38.4 per cent forecast in the *2023 Ontario Economic Outlook and Fiscal Review*.

The *2023 Budget* included a \$1.0 billion reserve in 2023–24 to protect the fiscal outlook against any unforeseen changes in the province’s revenue and expense forecasts. The \$1.0 billion reserve has been maintained as part of the current fiscal outlook. The reserve provides additional prudence in the government’s fiscal framework and is distinct from contingency funds that set aside dedicated funding to be allocated in response to emerging needs. If not needed, the reserve is eliminated at year-end as part of the final projection for 2023–24 published in the *2024 Budget*.

Table 1
2023–24 In-Year Fiscal Performance
(\$ Millions)

Item	2023 Budget	Current Outlook	In- Year Change
Revenue	204,367	202,744	(1,623)
Expense — Programs	190,622	193,388	2,767
Expense — Interest on Debt	14,058	12,889	(1,169)
Total Expense	204,680	206,277	1,598
Surplus/(Deficit) Before Reserve	(313)	(3,534)	(3,221)
Reserve	1,000	1,000	–
Surplus/(Deficit)	(1,313)	(4,534)	(3,221)

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Sources: Ontario Treasury Board Secretariat and Ontario Ministry of Finance.

Revenue

The outlook for revenue in 2023–24 is projected to be \$202.7 billion, a decrease of \$1.6 billion compared to the *2023 Budget* and \$0.9 billion higher than the *2023 Ontario Economic Outlook and Fiscal Review*.

The forecast for **Total Taxation Revenue** increased by a modest \$0.1 billion, compared to the *2023 Ontario Economic Outlook and Fiscal Review*, but there have been significant updates in key taxation revenue sources. Key changes in the taxation revenue outlook, compared to the *2023 Ontario Economic and Fiscal Review*, include:

- **Personal Income Tax** revenue projections increased by \$2.5 billion, mainly due to higher-than-expected revenues from the processing of 2022 and prior-year tax returns by the Canada Revenue Agency;
- **Sales Tax** revenue projections increased by \$2.0 billion, mostly due to the impact of revised federal official entitlements for Harmonized Sales Tax for prior years;
- **Ontario Health Premium** revenue projections increased by \$124 million, mainly due to higher-than-expected revenues from the processing of 2022 and prior-year tax returns by the Canada Revenue Agency;
- **Employer Health Tax** revenue projections increased by \$89 million, mainly due to updated information from tax receipts in 2023–24;
- **Land Transfer Tax** revenue projections decreased by \$119 million, reflecting weaker-than-expected activity in the housing market;
- **Gasoline and Fuel Taxes** revenue projections combined decreased by \$265 million, mainly due to updated information from tax receipts in 2023–24;
- **Corporations Tax** revenue projections decreased by \$4.2 billion, mainly due to lower-than-expected revenues from the processing of 2022 and prior-year tax returns by the Canada Revenue Agency; and
- Projections for revenue from **All Other Taxes** combined increased by \$28 million, mainly due to Beer, Wine and Spirits Taxes, the Education Property Tax and the Ontario Portion of the Federal Cannabis Excise Duty.

Government of Canada Transfers projections have increased by \$71 million, mainly due to higher Canada Health Transfer and Canada Social Transfer payments resulting from an increase in Ontario's share of the national population.

Net income from **Government Business Enterprises** projections increased by \$7 million, mainly due to higher net income from the LCBO, reflecting lower expenses, and higher iGaming revenue, reflecting growth in the market and the number of operators. This increase is partially offset by lower revenue from the Ontario Lottery and Gaming Corporation, mainly reflecting lower consumer spending.

Other Non-Tax Revenue projections combined increased by \$743 million, due to higher third-party revenues in colleges.

Table 2
Key Changes to 2023-24 Revenue Projections
(\$ Millions)

Item	2023-24
<i>2023 Budget Total Revenue Outlook</i>	204,367
Revenue Changes in the 2023-24 First Quarter Finances	0.2
Revenue Changes in the 2023 Ontario Economic Outlook and Fiscal Review	(2,566)
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Personal Income Tax	2,481
<i>2023-24 Third Quarter Finances Total Revenue Outlook</i>	202,744

Item	2023- 24
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Sales Tax	2 , 032
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Ontario Health Premium	124
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Employer Health Tax	89
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Land Transfer Tax	(119)
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Gasoline and Fuel Taxes	(265)
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Corporations Tax	(4 , 24 9)
Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — All Other Taxes	28
Total Taxation Revenue	121
2023-24 Third Quarter Finances Total Revenue Outlook	202 , 7 44

Item	2023- 24
Government of Canada Transfers	71
Government Business Enterprises	7
Other Non-Tax Revenue	743
Total Revenue Changes Since the 2023 Ontario Economic Outlook and Fiscal Review	942
Total Revenue Changes Since the 2023 Budget	(1,623)
2023-24 Third Quarter Finances Total Revenue Outlook	202,744

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Source: Ontario Ministry of Finance.

Additional developments could materially affect the 2023-24 revenue outlook as new information becomes available during and well after the end of the 2023-24 fiscal year. These include changes to the economic growth outlook, the results from 2023 tax return processing, revenue collections from Ontario-administered taxes and the earnings of government business enterprises. The government will monitor these developments and provide further details in future fiscal updates.

Expense

Total expense is projected to be \$206.3 billion, \$1.6 billion higher than the *2023 Budget* projection and \$0.1 billion lower than the projection at the time of the *2023 Ontario Economic Outlook and Fiscal Review*. Changes to expense since the release of the *2023 Ontario Economic Outlook and Fiscal Review* are largely driven by health sector spending, support for the City of Toronto, a consolidation adjustment in the college sector and lower interest on debt expense. Additional expenses are primarily offset through third-party revenues, lower-than-expected spending and existing contingencies within the fiscal plan.

Table 3
Key Changes to 2023–24 Total Expense Projections
(\$ Millions)

Item	2023– 24
<i>2023 Budget Total Expense Outlook</i>	204,680
Total Expense Changes in the 2023–24 First Quarter Finances	0.2
Total Expense Changes in the 2023 Ontario Economic Outlook and Fiscal Review	1,734
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Health Sector Supports	1,711
<i>2023–24 Third Quarter Finances Total Expense Outlook</i>	206,277

Item	2023– 24
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — New Deal for Toronto	704
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — College Sector	583
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Support for Emergency Firefighting	81
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Ontario Anti-Hate Security and Prevention Grant	21
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review — Broadband and Cellular Infrastructure Forecast Updates	(451)
All Other Changes	(100)
Total Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review	2,549
2023–24 Third Quarter Finances Total Expense Outlook	206,277

Item	2023–24
Net Drawdown of the Contingency Fund	(2 , 1 2 5)
Total Net Program Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review	4 2 4
Interest on Debt Change Since the 2023 Ontario Economic Outlook and Fiscal Review	(5 6 0)
Total Expense Changes Since the 2023 Ontario Economic Outlook and Fiscal Review	(1 3 6)
Total Expense Changes Since the 2023 Budget	1 , 5 9 8
2023–24 Third Quarter Finances Total Expense Outlook	2 0 6 , 2 7 7

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Sources: Ontario Treasury Board Secretariat and Ontario Ministry of Finance.

Program Expense Update

Total program expense in 2023–24 is projected to be \$193.4 billion, \$2.8 billion higher than forecast in the *2023 Budget* and \$0.4 billion higher than in the *2023 Ontario Economic Outlook and Fiscal Review*. New commitments since the release of the

2023 Ontario Economic Outlook and Fiscal Review are primarily offset by third-party revenues, lower-than-expected spending and the Contingency Fund, and include increased health sector spending, support for the City of Toronto and increases in the college sector.

Key changes to program expense projections since the release of the *2023 Ontario Economic Outlook and Fiscal Review* include:

- \$1.7 billion in health sector supports, primarily to address pressures related to compensation costs, cancer treatment services and other health initiatives;
- \$704 million as part of the New Deal for Toronto, including \$504 million in transit and transportation related funding and making available \$200 million in supports for shelters and homelessness;
- \$583 million increase in the college sector, offset by third-party revenues;
- \$81 million in additional funding to support wildland fire operations across Ontario, as forest fires in 2023 exceeded the 10-year average by over 275,000 hectares;
- \$21 million to expand the Ontario Anti-Hate Security and Prevention Grant, to address the rise of hate incidents against religious and minority groups by helping faith-based and cultural organizations implement measures to ensure community spaces remain safe and secure;
- \$451 million decrease in planned expenditures due to an updated construction schedule for the broadband program; and
- \$100 million net savings in all other programs.

Interest on Debt Expense Update

Interest on debt expense is projected to be \$12.9 billion, approximately \$1.2 billion lower than the \$14.1 billion forecast in the *2023 Budget* and \$0.6 billion lower than the \$13.4 billion projection in the *2023 Ontario Economic Outlook and Fiscal Review*. With lower-than-projected borrowing costs and a reduced interest rate forecast, Ontario's cost of borrowing has been reduced to 4.2 per cent, lower than the 4.6 per cent forecast in the *2023 Budget* and the *2023 Ontario Economic Outlook and Fiscal Review*.

Fiscal Prudence

The *Fiscal Sustainability, Transparency and Accountability Act, 2019* requires Ontario's fiscal plan to incorporate prudence in the form of a reserve to protect the fiscal outlook against unforeseen changes in the province's revenue and expense, including those resulting from Ontario's economic performance. The *2023 Budget* included a reserve of \$1.0 billion in 2023–24, which has been maintained as part of the current fiscal outlook. If not needed, the reserve is eliminated at year-end as part of the final projection for 2023–24 published in the *2024 Budget*. In addition, the Contingency Fund is maintained to help mitigate expense risks — for example, in cases where health and safety may be compromised, or unforeseen events which may otherwise adversely affect Ontario's fiscal performance. The remaining balance of the Contingency Fund is projected to be \$3.3 billion for 2023–24.

Section B: Ontario's Recent Economic Performance and Outlook

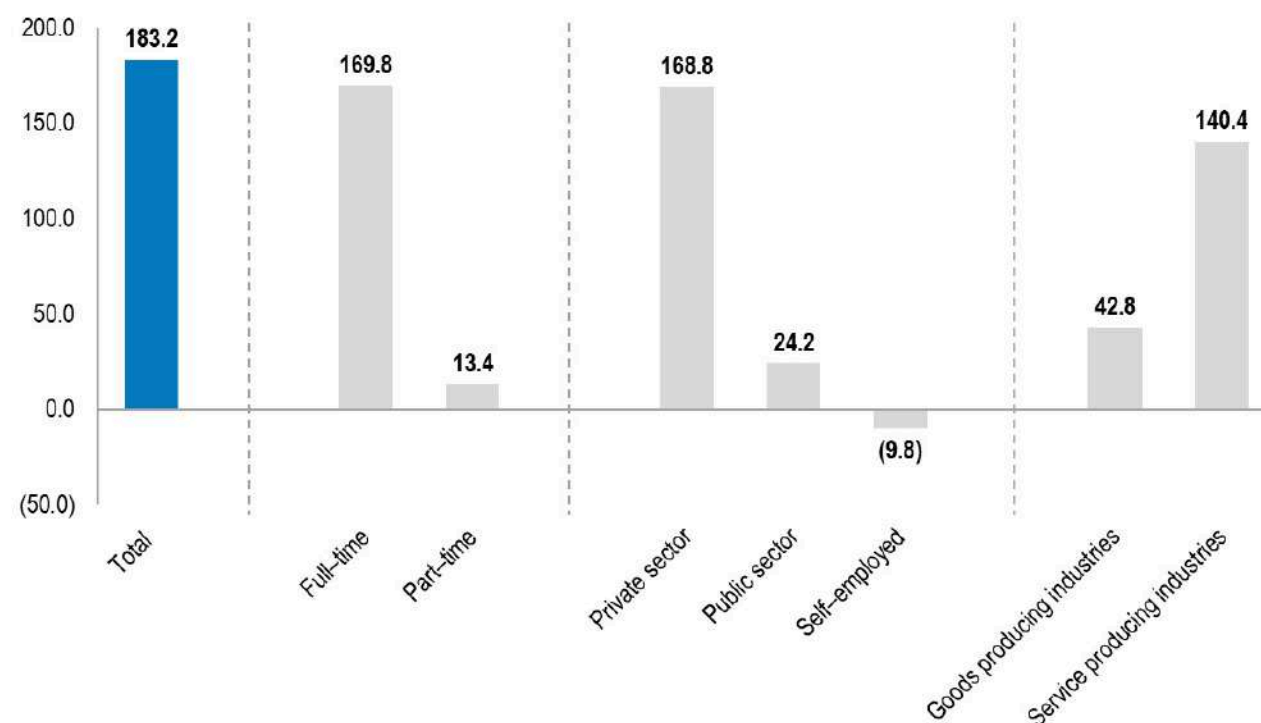
Recent Economic Performance

In the third calendar quarter of 2023, Ontario's real gross domestic product (GDP) was unchanged, following a 0.4 per cent increase in the second quarter of 2023. Real GDP growth has been slowing, in part due to the impact of higher interest rates.

Growth in Ontario's labour market remained strong in 2023, increasing by 183,200, following a gain of 338,300 in 2022. Most of the net employment gains in 2023 were in full-time positions (93 per cent of the net total) and in the private sector (92 per cent of the net total). Ontario's unemployment rate edged up to 5.7 per cent in 2023, from 5.6 per cent in 2022.

Chart 1 Ontario Employment Gains in 2023

Change in Employment
(Thousands)



Source: Statistics Canada.

Accessible description of Chart 1: Ontario Employment Gains in 2023

Economic Outlook

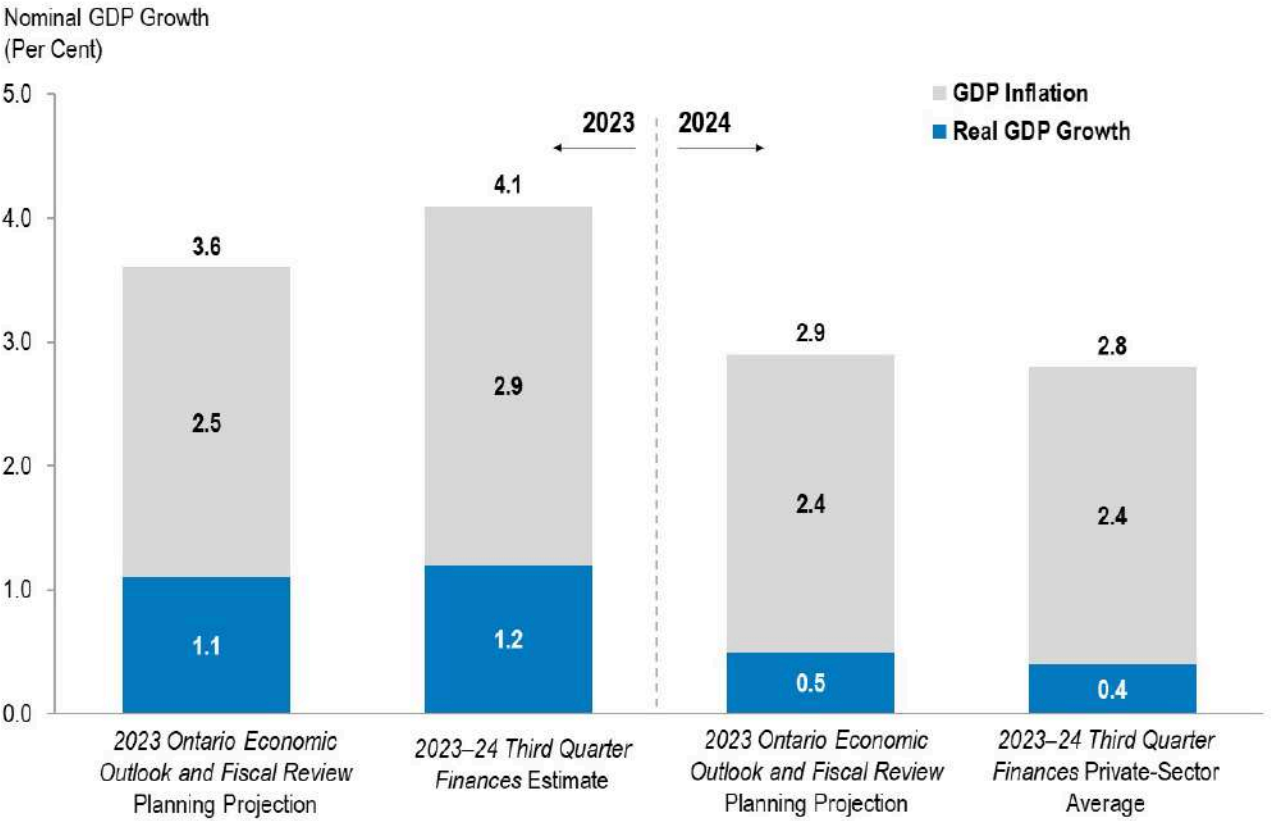
Global economic growth expectations have continued to moderate as persistently elevated price inflation has prompted tighter monetary policy, including significantly higher central bank policy interest rates over the past two years in many countries. The International Monetary Fund estimates that global real GDP rose by 3.1 per cent in 2023, and projects real GDP growth will remain at 3.1 per cent in 2024. The U.S. economy outperformed expectations in 2023 as labour markets and consumer demand were resilient in the face of higher interest rates, but growth is expected to moderate in 2024. According to the *Blue Chip Economic Indicators* January survey, forecasters anticipate U.S. real GDP growth to slow from 2.5 per cent in 2023 to 1.6 per cent in 2024.

The Ministry of Finance estimates that Ontario real GDP increased 1.2 per cent in 2023, slightly higher than the *2023 Ontario Economic Outlook and Fiscal Review* planning assumption of 1.1 per cent. Ontario nominal GDP is estimated to have increased 4.1 per cent in 2023, higher than the *2023 Ontario Economic Outlook and*

Fiscal Review planning assumption of 3.6 per cent, largely due to higher-than-expected GDP inflation.

Private-sector forecasters, on average, project Ontario's real GDP to rise by 0.4 per cent in 2024, which is slightly lower than the *2023 Ontario Economic Outlook and Fiscal Review* planning assumption of 0.5 per cent. Ontario's nominal GDP is projected to rise by 2.8 per cent in 2024, compared to the *2023 Ontario Economic Outlook and Fiscal Review* planning assumption of 2.9 per cent.

Chart 2
Comparison of Projections for Nominal GDP Growth



Source: Ontario Ministry of Finance, based on information available as of January 25, 2024.

Accessible description of Chart 2: Comparison of Projections for Nominal GDP Growth

The future path of price inflation continues to be a key risk to the economic outlook, both in Canada and globally. In many countries, the cumulative impact of higher interest rates has begun to moderate price inflation. If central banks determine that there is a significant risk that this inflation moderation will pause or reverse, they may maintain tighter monetary policy for longer. This represents a significant downside risk for global economies. Elevated interest rates also pose a risk to the housing market, as prices and activity continue to adjust to tighter monetary policy conditions.

Conflicts around the world could continue to disrupt the supply of key commodities, impact global trade and further elevate risks. Supply disruptions continue to pose a heightened risk to the global economy.

Section C: Details of Ontario's Finances

<div>Table 4</div> <div>Revenue</div> <div>(\$ Millions)</div>			
Item	2023-24 2023 Budget	2023-24 Current Outlook	2023-24 In-Year Change
Taxation Revenue — Personal Income Tax	55,982	51,875	(4,107)
Taxation Revenue — Sales Tax	35,350	39,762	4,412
Taxation Revenue — Corporations Tax	24,668	21,769	(2,899)
Total Revenue	204,367	202,744	(1,623)

Item	2023- 24 2023 Budget	2023- 24 Current Outlook	2023- 24 In- Year Change
Taxation Revenue — Education Property Tax	5,725	5,755	30
Taxation Revenue — Employer Health Tax	8,215	8,364	150
Taxation Revenue — Ontario Health Premium	4,896	4,918	22
Taxation Revenue — Gasoline Tax	2,222	1,664	(558)
Taxation Revenue — Land Transfer Tax	3,529	3,739	210
Taxation Revenue — Tobacco Tax	840	827	(13)
Taxation Revenue — Fuel Tax	635	499	(136)
Taxation Revenue — Beer, Wine and Spirits Taxes	617	599	(18)
Total Revenue	204,367	202,744	(1,623)

Item	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Taxation Revenue — Electricity Payments in Lieu of Taxes	538	545	7
Taxation Revenue — Ontario Portion of the Federal Cannabis Excise Duty	269	344	75
Taxation Revenue — Other Taxes	735	673	(62)
Taxation Revenue — Total	144,222	141,333	(2,889)
Government of Canada — Canada Health Transfer	19,218	19,277	59
Government of Canada — Canada Social Transfer	6,384	6,404	21
Government of Canada — Equalization	421	421	–
Total Revenue	204,367	202,744	(1,623)

Item	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Government of Canada — Infrastructure Programs	1,206	1,206	–
Government of Canada — Labour Market Programs	931	1,161	230
Government of Canada — Social Housing Agreement	218	218	–
Government of Canada — Other Federal Payments	5,996	5,998	1
Government of Canada — Direct Transfers to Broader Public-Sector Organizations	470	472	2
Government of Canada — Total	34,844	35,158	314
Income from Government Business Enterprises — Liquor Control Board	2,452	2,546	94
Total Revenue	204,367	202,744	(1,623)

Item	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
of Ontario			
Income from Government Business Enterprises — Ontario Power Generation Inc./Hydro One Ltd.	1,126	1,498	372
Income from Government Business Enterprises — Ontario Lottery and Gaming Corporation	2,574	2,351	(222)
Income from Government Business Enterprises — Ontario Cannabis Store	194	242	48
Income from Government Business Enterprises — iGaming Ontario ^[1]	–	162	162
Income from Government Business Enterprises — Total	6,345	6,800	454
Total Revenue	204,367	202,744	(1,623)

Item	2023- 24 2023 Budget	2023- 24 Current Outlook	2023- 24 In- Year Change
Other Non-Tax Revenue — Fees, Donations and Other Revenues from Hospitals, School Boards and Colleges	11,104	11,845	741
Other Non-Tax Revenue — Vehicle and Driver Registration Fees	1,131	1,114	(16)
Other Non-Tax Revenue — Miscellaneous Other Non-Tax Revenue	1,943	1,755	(188)
Other Non-Tax Revenue — Other Fees and Licences	1,518	1,524	6
Other Non-Tax Revenue — Sales and Rentals	1,847	1,800	(47)
Other Non-Tax Revenue — Reimbursements	1,048	1,054	6
Total Revenue	204,367	202,744	(1,623)

Item	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Other Non-Tax Revenue — Royalties	322	322	–
Other Non-Tax Revenue — Power Supply Contract Recoveries	43	39	(4)
Other Non-Tax Revenue — Net Reduction of Power Purchase Contracts	–	–	–
Other Non-Tax Revenue — Total	18,956	19,453	497
Total Revenue	204,367	202,744	(1,623)

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Source: Ontario Ministry of Finance.

Table 5

Total Expense [2]

(\$ Millions)

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Agriculture, Food and Rural Affairs (Base)	350.3	361.4	11.2
Agriculture, Food and Rural Affairs — Demand-Driven Risk Management and Time-Limited Programs	472.1	472.1	–
Agriculture, Food and Rural Affairs (Total)	822.4	833.6	11.2
Attorney General (Total)	1,919 .2	1,838 .7	(80.4)
Board of Internal Economy (Total)	304.8	304.8	–
Children, Community and Social Services (Total)	19,36 0.8	19,39 4.0	33.2
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Citizenship and Multiculturalism (Total)	64 . 1	88 . 3	24 . 1
Colleges and Universities (Base)	10 , 75 7 . 2	11 , 33 3 . 9	576 . 7
Colleges and Universities — Student Financial Assistance	1 , 357 . 7	1 , 357 . 7	–
Colleges and Universities (Total)	12 , 11 4 . 8	12 , 69 1 . 5	576 . 7
Economic Development, Job Creation and Trade (Base)	188 . 9	196 . 3	7 . 4
Economic Development, Job Creation and Trade — Tax Credits for Research and Development and Regional Investment ^[3]	299 . 2	299 . 2	–
Total Expense	204 , 6 80 . 0	206 , 2 77 . 5	1 , 597 . 5

Ministry Expense	2023- 24 2023 Budget	2023- 24 Current Outlook	2023- 24 In- Year Change
Economic Development, Job Creation and Trade — Ontario Made Manufacturing Investment Tax Credit	215 . 0	215 . 0	–
Economic Development, Job Creation and Trade — Time-Limited Investments	606 . 8	977 . 2	370 . 4
Economic Development, Job Creation and Trade (Total)	1 , 309 . 8	1 , 687 . 7	377 . 9
Education (Base)	34 , 71 2 . 1	34 , 71 4 . 1	2 . 0
Education — Teachers' Pension Plan	1 , 711 . 0	1 , 711 . 0	–
Education (Total)	36 , 42 3 . 1	36 , 42 5 . 1	2 . 0
Total Expense	204 , 6 80 . 0	206 , 2 77 . 5	1 , 597 . 5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Energy (Base)	281.8	284.8	3.0
Energy — Electricity Cost Relief Programs	6,516 .8	6,377 .6	(139. 3)
Energy (Total)	6,798 .6	6,662 .4	(136. 2)
Environment, Conservation and Parks (Total)	782.6	788.0	5.4
Executive Offices (Total)	60.8	66.2	5.4
Finance (Base)	1,006 .0	1,012 .8	6.8
Finance — Investment Management Corporation of Ontario ^[4]	298.8	298.8	–
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Finance — Ontario Municipal Partnership Fund	501.9	501.9	–
Finance — Temporary and Other Local Assistance	81.0	81.0	–
Finance — Power Supply Contract Costs	42.9	38.8	(4.1)
Finance (Total)	1,930 .6	1,933 .3	2.7
Francophone Affairs (Total)	7.7	7.9	0.2
Health (Total)	72,70 9.6	74,57 9.5	1,869 .9
Indigenous Affairs (Total)	133.2	136.0	2.8
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Infrastructure (Base)	601.8	688.4	86.7
Infrastructure — Federal-Provincial Infrastructure Programs	492.2	491.6	(0.7)
Infrastructure — Broadband	783.2	332.6	(450.6)
Infrastructure — Waterfront Toronto Revitalization (Port Lands Flood Protection)	–	25.0	25.0
Infrastructure — Municipal Infrastructure Program Investments	398.4	397.0	(1.4)
Infrastructure — Realty	1,194 .3	1,195 .2	1.0
Infrastructure (Total)	3,469 .8	3,129 .9	(339. 9)
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Labour, Immigration, Training and Skills Development (Base)	236 . 4	240 . 7	4 . 3
Labour, Immigration, Training and Skills Development — Training Tax Credits (Co-operative Education and Apprenticeship Training) ^[5]	93 . 5	93 . 5	–
Labour, Immigration, Training and Skills Development — Demand-Driven Employment and Training Programs	1 , 454 . 2	1 , 454 . 2	–
Labour, Immigration, Training and Skills Development (Total)	1 , 784 . 1	1 , 788 . 4	4 . 3
Long-Term Care (Total) ^[6]	8 , 299 . 7	8 , 306 . 4	6 . 8
Mines (Total)	172 . 3	184 . 8	12 . 5
Total Expense	204 , 6 80 . 0	206 , 2 77 . 5	1 , 597 . 5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Municipal Affairs and Housing (Base)	767.5	771.2	3.7
Municipal Affairs and Housing — Time-Limited Investments	480.0	746.1	266.2
Municipal Affairs and Housing — Social Housing Agreement – Payments to Service Managers	198.2	198.2	–
Municipal Affairs and Housing (Total)	1,445 .6	1,715 .5	269.8
Natural Resources and Forestry (Base)	688.3	700.0	11.7
Natural Resources and Forestry — Emergency Forest Firefighting	135.0	215.7	80.7
Natural Resources and Forestry (Total)	823.2	915.6	92.4
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Northern Development (Total)	725 . 3	725 . 6	0 . 3
Public and Business Service Delivery (Total)	1 , 130 . 6	1 , 144 . 9	14 . 3
Seniors and Accessibility (Base)	64 . 9	66 . 4	1 . 5
Seniors and Accessibility — Seniors Tax Credits (Home Safety and Care at Home)	120 . 0	120 . 0	–
Seniors and Accessibility (Total)	184 . 9	186 . 4	1 . 5
Solicitor General (Total)	3 , 431 . 1	3 , 613 . 4	182 . 3
Tourism, Culture and Sport (Base)	840 . 2	856 . 2	16 . 0
Total Expense	204 , 6 80 . 0	206 , 2 77 . 5	1 , 597 . 5

Ministry Expense	2023– 24 2023 Budget	2023– 24 Current Outlook	2023– 24 In- Year Change
Tourism, Culture and Sport — Ontario Cultural Media Tax Credits	906.1	906.1	–
Tourism, Culture and Sport (Total)	1,746 .3	1,762 .3	16.0
Transportation (Base)	6,179 .5	6,186 .3	6.8
Transportation — Federal-Provincial Infrastructure Programs	729.2	729.2	–
Transportation — Time-Limited Investments	–	504.4	504.4
Transportation (Total)	6,908 .7	7,419 .9	511.2
Treasury Board Secretariat (Base)	497.4	525.3	27.9
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Ministry Expense	2023– 24 2023 Budge t	2023– 24 Curre nt Outlo ok	2023– 24 In- Year Chan ge
Treasury Board Secretariat — Employee and Pensioner Benefits	1,260 .7	1,260 .7	–
Treasury Board Secretariat — Operating Contingency Fund	3,893 .7	3,215 .3	(678. 4)
Treasury Board Secretariat — Capital Contingency Fund	106.3	57.2	(49.2)
Treasury Board Secretariat (Total)	5,758 .1	5,058 .4	(699. 7)
Interest on Debt ^[7]	14,05 8.0	12,88 9.0	(1,16 9.0)
Total Expense	204,6 80.0	206,2 77.5	1,597 .5

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Sources: Ontario Treasury Board Secretariat and Ontario Ministry of Finance.

Table 6
Infrastructure Expenditures
(\$ Millions)

Sector	2023-24 2023 Budget Total Infras- tructure Expe- nditu- res	2023-24 Current Outlook Invest- ment in Capital Assets [8], [9]	2023-24 Current Outlook Trans- fers and Other Infras- tructure Expe- nditu- res [10]	2023-24 Current Outlook Total Infras- tructure Expe- nditu- res	2023-24 Change from 2023 Budget Total Infras- tructure Expe- nditu- res
Transportation — Transit	7,471	6,195	1,276	7,471	–
Transportation — Provincial Highways	3,193	3,098	293	3,391	198
Total [13]	20,635	15,718	4,706	20,424	(211)

Transportation — Other Transportation, Property and Planning	236	157	79	236	–
Health — Hospitals	3,349	3,348	1	3,349	–
Health — Other Health	581	77	491	568	(13)
Education	3,003	2,777	226	3,003	–
Postsecondary Education — Colleges and Other	705	678	66	744	39
Postsecondary Education — Universities	124	–	124	124	–
Social	369	32	361	394	24
Justice	801	824	27	851	49
Total ^[13]	20,635	15,718	4,706	20,424	(211)

Other Sectors ^[11]	3,667	1,140	2,067	3,207	(460)
Total Infrastructure Expenditures	23,499	18,326	5,011	23,336	(163)
Less: Other Partner Funding ^[12]	2,864	2,607	304	2,912	48
Total ^[13]	20,635	15,718	4,706	20,424	(211)

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023, as well as other currently available key updates to the fiscal plan.

Source: Ontario Treasury Board Secretariat.

Table 7 **Five-Year Review of Selected Financial and Economic Statistics** **(\$ Millions)**

Item	2019– 20	2020– 21	2021– 22	Actual 2022– 23	Current Outlook 2023– 24
Revenue	156,1 67	164,9 70	185,1 28	192,8 87	202,7 44
Expense — Programs	152,2 65	168,9 64	170,5 20	186,3 61	193,3 88
Expense — Interest on Debt ^[14]	12,49 7	12,29 6	12,58 3	12,38 9	12,88 9
Total Expense	164,7 62	181,2 60	183,1 03	198,7 50	206,2 77
Reserve	–	–	–	–	1,000
Surplus/(Defi cit)	(8,59 5)	(16,2 90)	2,025	(5,86 3)	(4,53 4)
Net Debt	352,3 82	372,5 01	382,8 42	400,4 84	415,0 91
Accumulated Deficit	224,8 14	238,2 31	238,1 60	246,8 04	251,3 38

Item	2019- 20	2020- 21	2021- 22	Actual 2022- 23	Current Outlook 2023- 24
Gross Domestic Product (GDP) at Market Prices	893,224	874,354	960,226	1,048,258	1,091,497
Primary Household Income	593,065	592,514	642,859	695,228	739,268
Population — July (000s) ^[15]	14,574	14,762	14,842	15,145	15,608
Net Debt Per Capita (dollars)	24,180	25,234	25,794	26,443	26,594
Household Income Per Capita (dollars)	40,695	40,138	43,312	45,905	47,364
Net Debt as a Per Cent of Revenue	225.6%	225.8%	206.8%	207.6%	204.7%

Item	2019-20	2020-21	2021-22	Actual 2022-23	Current Outlook 2023-24
Interest on Debt as a Per Cent of Revenue	8.0%	7.5%	6.8%	6.4%	6.4%
Net Debt as a Per Cent of GDP *****	39.5%	42.6%	39.9%	38.2%	38.0%
Accumulated Deficit as a Per Cent of GDP *****	25.2%	27.2%	24.8%	23.5%	23.0%

Notes: Numbers may not add due to rounding. Current outlook primarily reflects information available as of December 31, 2023 as well as other currently available key updates to the fiscal plan.

Sources: Statistics Canada, Ontario Treasury Board Secretariat and Ontario Ministry of Finance.

Section D: Ontario's 2023–24 Borrowing Program

Table 8
Ontario's 2023-24 Borrowing Program
(\$ Billions)

Item	2023-24 2023 Budget	2023-24 Current Outlook	2023-24 Change from 2023 Budget
Deficit/(Surplus)	1.3	4.5	3.2
Investment in Capital Assets	13.6	13.6	0.1
Non-Cash and Cash Timing Adjustments	(9.2)	(1.3)	7.9
Loans to Infrastructure Ontario	0.1	0.1	–
Other Net Loans/Investments	0.1	0.1	(0.0)
Debt Maturities/Redemptions	31.2	31.2	(0.0)
Total Funding Requirement	37.0	48.1	11.1
Total Long-Term Public Borrowing	27.5	33.6	6.1

Decrease/(Increase) in Short-Term Borrowing	–	–	–
Increase/(Decrease) in Cash and Cash Equivalents	5 . 0	–	(5 . 0)
Pre-Borrowing in 2022–23 for 2023–24	(14 . 5)	(14 . 5)	–
Total Long-Term Public Borrowing	27 . 5	33 . 6	6 . 1

Note: Numbers may not add due to rounding.

Source: Ontario Financing Authority.

Ontario's long-term public borrowing requirement for 2023–24 has decreased by \$1.1 billion compared to the forecast in the *2023 Ontario Economic Outlook and Fiscal Review*, mirroring a decrease in the projected deficit for 2023–24.

As of February 7, 2024, Ontario completed \$38.6 billion of long-term borrowing in 2023–24 and has begun pre-borrowing for the next fiscal year. Approximately \$32.8 billion, or 85 per cent, was completed in Canadian dollars, with the remaining \$5.9 billion, or 15 per cent, completed in U.S. dollars and Euros.

Green Bonds remain a core component of Ontario's borrowing program and are an important tool to help finance public transit initiatives, extreme weather-resilient infrastructure, as well as energy efficiency and conservation projects. Ontario remains the largest issuer of Canadian dollar Green Bonds, totalling \$16.5 billion issued since 2014–15, with \$14.5 billion outstanding.

Ontario has released a Sustainable Bond Framework, replacing its Green Bond Framework from 2014. The new Framework will allow for a broader range of potential bond offerings in the future.

Interest rates have been lower than projected in the *2023 Ontario Economic Outlook and Fiscal Review*, resulting in a decreased forecast in Ontario's cost of borrowing for 2023–24, from 4.6 per cent to 4.2 per cent. Ontario is estimated to pay interest on debt costs of \$12.9 billion, compared to the forecast of \$13.4 billion as of the *2023 Ontario Economic Outlook and Fiscal Review*. The province will continue to monitor interest rate movements and provide regular updates on interest on debt costs in future fiscal updates.

2023–24 Long-Term Borrowing

Table 9 2023–24 Long-Term Borrowing (\$ Billions)	
Item	Amount
Canadian dollar issues	32.8
Foreign currency issues	5.9
Total	38.6

Note: Numbers may not add due to rounding.

Source: Ontario Financing Authority.

Ministry of Finance: www.ontario.ca/finance (<https://www.ontario.ca/finance>)

For general inquiries regarding the *2023–24 Third Quarter Finances*, please call or email:

Toll-free English and French inquiries: 1-800-337-7222

Teletypewriter : TTY: 1-800-263-7776

Chart Descriptions: Alternative Text for Web Accessibility

Chart 1: Ontario Employment Gains in 2023

This bar chart illustrates Ontario's annual employment gains in 2023. Changes are as follows: Total employment was 183,200 higher; Full-time employment was 169,800 higher; Part-time employment was 13,400 higher; Private-sector employment was 168,800 higher; Public-sector employment was 24,200 higher; Self-employment was 9,800 lower; Goods producing industry employment was 42,800 higher; and Service producing industry employment was 140,400 higher.

Source: Statistics Canada.

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Chart 2: Comparison of Projections for Nominal GDP Growth

The stacked bar graph shows the *2023 Ontario Economic Outlook and Fiscal Review* planning projections and the *2023–24 Third Quarter Finances* estimates for Ontario real GDP growth, GDP inflation and nominal GDP growth for 2023, and the *2023 Ontario Economic Outlook and Fiscal Review* planning projections and *2023–24 Third Quarter Finances* private-sector averages for Ontario real GDP growth, GDP inflation and nominal GDP growth for 2024.

The *2023 Ontario Economic Outlook and Fiscal Review* planning projections for Ontario real GDP growth are 1.1 per cent for 2023 and 0.5 per cent for 2024. The *2023 Ontario Economic Outlook and Fiscal Review* planning projections for Ontario GDP inflation are 2.5 per cent for 2023 and 2.4 per cent for 2024. The *2023 Ontario Economic Outlook and Fiscal Review* planning projections for Ontario nominal GDP growth are 3.6 per cent for 2023 and 2.9 per cent for 2024.

The *2023–24 Third Quarter Finances* estimate for Ontario real GDP growth is 1.2 per cent for 2023, while the *2023–24 Third Quarter Finances* private-sector average for Ontario real GDP is 0.4 per cent for 2024. The *2023–24 Third Quarter Finances*

estimate for Ontario GDP inflation is 2.9 per cent in 2023, while the 2023–24 *Third Quarter Finances* private-sector average for Ontario GDP inflation is 2.4 per cent in 2024. The 2023–24 *Third Quarter Finances* estimate for Ontario nominal GDP growth is 4.1 per cent for 2023, while the 2023–24 *Third Quarter Finances* private-sector average for Ontario nominal GDP growth is 2.8 per cent for 2024.

Source: Ontario Ministry of Finance, based on information available as of January 25, 2024.

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Updated: February 12, 2024
Published: February 12, 2024

Footnotes

- [1] ^ In the 2023 *Budget*, iGaming Ontario was recognized as an Ontario government organization with revenue and expense consolidated under the Ministry of the Attorney General. Beginning with the *Public Accounts of Ontario 2022–2023*, iGaming Ontario was reclassified as a Government Business Enterprise.
- [2] ^ Numbers reflect current ministry structure.
- [3] ^ Includes the estimated cost of tax credit claims for the Ontario Innovation Tax Credit, the Ontario Business-Research Institute Tax Credit and the Regional Opportunities Investment Tax Credit (ROITC).
- [4] ^ Based on the requirements of Public Sector Accounting Standards, the province consolidates the financial results of the Investment Management Corporation of Ontario.
- [5] ^ The Co-operative Education Tax Credit remains in effect. The Apprenticeship Training Tax Credit was eliminated for eligible apprenticeship programs that commenced on or after November 15, 2017.
- [6] ^ The Ontario Ministry of Long-Term Care total includes expenses incurred by Ontario Health for funding for long-term care. These amounts will be

consolidated in the total expense of the Ontario Ministry of Health, including \$5.2 billion in 2023–24.

- [7] ^ Interest on debt is net of interest capitalized during construction of tangible capital assets of \$573 million in 2023–24.
- [8] ^ Includes \$573 million in interest capitalized during construction.
- [9] ^ Includes provincial investment in capital assets of \$13.6 billion.
- [10] ^ Includes transfers to municipalities, universities and non-consolidated agencies.
- [11] ^ Includes broadband infrastructure, government administration, natural resources and the culture and tourism industries.
- [12] ^ Other Partner Funding refers to third-party investments, primarily in hospitals, colleges and schools.
- [13] ^ Includes Federal/Municipal contributions to provincial infrastructure investments.
- [14] ^ Interest on debt is net of interest capitalized during construction of tangible capital assets of \$245 million in 2019–20, \$230 million in 2020–21, \$321 million in 2021–22, \$694 million in 2022–23 and \$573 million in 2023–24.
- [15] ^ Population figures are for July 1 of the fiscal year indicated (i.e., for 2023–24, the population on July 1, 2023 is shown).

TAB 86

Moderating Inflation and Steady Growth Open Path to Soft Landing

- *Global growth is projected at 3.1 percent in 2024 and 3.2 percent in 2025, with the 2024 forecast 0.2 percentage point higher than that in the October 2023 World Economic Outlook (WEO) on account of greater-than-expected resilience in the United States and several large emerging market and developing economies, as well as fiscal support in China. The forecast for 2024–25 is, however, below the historical (2000–19) average of 3.8 percent, with elevated central bank policy rates to fight inflation, a withdrawal of fiscal support amid high debt weighing on economic activity, and low underlying productivity growth. Inflation is falling faster than expected in most regions, in the midst of unwinding supply-side issues and restrictive monetary policy. Global headline inflation is expected to fall to 5.8 percent in 2024 and to 4.4 percent in 2025, with the 2025 forecast revised down.*
- *With disinflation and steady growth, the likelihood of a hard landing has receded, and risks to global growth are broadly balanced. On the upside, faster disinflation could lead to further easing of financial conditions. Looser fiscal policy than necessary and than assumed in the projections could imply temporarily higher growth, but at the risk of a more costly adjustment later on. Stronger structural reform momentum could bolster productivity with positive cross-border spillovers. On the downside, new commodity price spikes from geopolitical shocks—including continued attacks in the Red Sea—and supply disruptions or more persistent underlying inflation could prolong tight monetary conditions. Deepening property sector woes in China or, elsewhere, a disruptive turn to tax hikes and spending cuts could also cause growth disappointments.*
- *Polymakers' near-term challenge is to successfully manage the final descent of inflation to target, calibrating monetary policy in response to underlying inflation dynamics and—where wage and price pressures are clearly dissipating—adjusting to a less restrictive stance. At the same time, in many cases, with inflation declining and economies better able to absorb effects of fiscal tightening, a renewed focus on fiscal consolidation to rebuild budgetary capacity to deal with future shocks, raise revenue for new spending priorities, and curb the rise of public debt is needed. Targeted and carefully sequenced structural reforms would reinforce productivity growth and debt sustainability and accelerate convergence toward higher income levels. More efficient multilateral coordination is needed for, among other things, debt resolution, to avoid debt distress and create space for necessary investments, as well as to mitigate the effects of climate change.*

Forces Shaping the Outlook

The global economic recovery from the COVID-19 pandemic, Russia's invasion of Ukraine, and the cost-of-living crisis is proving surprisingly resilient. Inflation is falling faster than expected from its 2022 peak, with a smaller-than-expected toll on employment and activity, reflecting favorable supply-side developments and tightening by central banks, which has kept inflation expectations anchored. At the same time, high interest rates aimed at fighting inflation and a withdrawal of fiscal support amid high debt are expected to weigh on growth in 2024.

Growth resilient in major economies. Economic growth is estimated to have been stronger than expected in the second half of 2023 in the United States, and several major emerging market and developing economies. In several cases, government and private spending contributed to the upswing, with real disposable income gains supporting consumption amid still-tight—though easing—labor markets and households drawing down on their accumulated pandemic-era savings. A supply-side expansion also took hold, with a broad-based increase in labor force participation, resolution of pandemic-era supply chain problems, and declining delivery times. The rising momentum was not felt everywhere, with notably subdued growth in the euro area, reflecting weak consumer sentiment, the lingering effects of

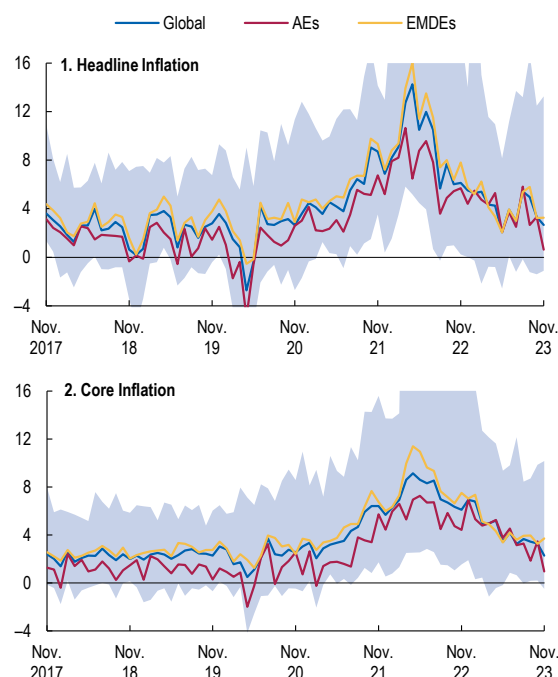
high energy prices, and weakness in interest-rate-sensitive manufacturing and business investment. Low-income economies continue to experience large output losses compared with their prepandemic (2017–19) paths amid elevated borrowing costs.

Inflation subsiding faster than expected. Amid favorable global supply developments, inflation has been falling faster than expected, with recent monthly readings near the prepandemic average for both headline and underlying (core) inflation (Figure 1). Global headline inflation in the fourth quarter of 2023 is estimated to have been about 0.3 percentage point lower than predicted in the October 2023 WEO on a quarter-over-quarter seasonally adjusted basis. Diminished inflation reflects the fading of relative price shocks—notably those to energy prices—and their associated pass-through to core inflation.¹ The decline also reflects an easing in labor market tightness, with a decline in job vacancies, a modest rise in unemployment, and greater labor supply, in some cases associated with a strong inflow of immigrants. Wage growth has generally remained contained, with wage-price spirals—in which prices and wages accelerate together—not taking hold. Near-term inflation expectations have fallen in major economies, with long-term expectations remaining anchored.

High borrowing costs cooling demand. To reduce inflation, major central banks raised policy interest rates to restrictive levels in 2023, resulting in high mortgage costs, challenges for firms refinancing their debt, tighter credit availability, and weaker business and residential investment. Commercial real estate has been especially under pressure, with higher borrowing costs compounding postpandemic structural changes. But with inflation easing, market expectations that future policy rates will decline have contributed to a reduction in longer-term interest rates and rising equity markets (Box 1). Still, long-term borrowing costs remain high in both advanced and emerging market and developing economies, partly because government debt has been rising. In addition, central banks' policy rate decisions are becoming increasingly asynchronous. In some countries with falling inflation—including Brazil and Chile, where central banks tightened policy earlier than in other countries—interest rates have been declining since the second half of 2023. In China, where inflation has been near zero, the central bank has eased monetary policy. The Bank of Japan has kept short-term interest rates near zero.

Fiscal policy amplifying economic divergences. Governments in advanced economies eased fiscal policy in 2023. The United States, where GDP had already exceeded its prepandemic path, eased policy more than did euro area and other economies in which the recovery was incomplete. In emerging market and developing economies, in which output has on average fallen even further below the prepandemic trend, on average the fiscal stance is estimated to have been neutral. The exceptions include Brazil and

Figure 1. Global Inflation: Rise and Fall
(Month-over-month annualized percent change, seasonally adjusted)



Sources: Haver Analytics; and IMF staff calculations.
Note: The figure plots the median of a sample of 57 economies that accounts for 78 percent of *World Economic Outlook* world GDP (in weighted purchasing-power-parity terms) in 2023. Vertical axes are cut off at –4 percent and 16 percent. The bands depict the 10th to 90th percentiles of inflation across economies. "Core inflation" is the percent change in the consumer price index for goods and services, excluding food and energy (or the closest available measure). AEs = advanced economies; EMDEs = emerging market and developing economies.

¹ The annual average oil price is estimated to have declined by about 16 percent in 2023. In October 2023, in the context of the conflict in Gaza and Israel, oil prices initially increased, followed by a retrenchment as concerns about a regional escalation of the conflict declined.

Russia, where fiscal policy eased in 2023. In low-income countries, liquidity squeezes and the elevated cost of interest payments—averaging 13 percent of general government revenues, about double the level 15 years ago—crowded out necessary investments, hampering the recovery of large output losses compared with prepandemic trends. In 2024, the fiscal policy stance is expected to tighten in several advanced and emerging market and developing economies to rebuild budgetary room for maneuver and curb the rising path of debt, and this shift is expected to slow growth in the near term.

The Forecast

Growth Outlook: Resilient but Slow

Global growth, estimated at 3.1 percent in 2023, is projected to remain at 3.1 percent in 2024 before rising modestly to 3.2 percent in 2025 (Table 1). Compared with that in the October 2023 WEO, the forecast for 2024 is about 0.2 percentage point higher, reflecting upgrades for China, the United States, and large emerging market and developing economies. Nevertheless, the projection for global growth in 2024 and 2025 is below the historical (2000–19) annual average of 3.8 percent, reflecting restrictive monetary policies and withdrawal of fiscal support, as well as low underlying productivity growth. Advanced economies are expected to see growth decline slightly in 2024 before rising in 2025, with a recovery in the euro area from low growth in 2023 and a moderation of growth in the United States. Emerging market and developing economies are expected to experience stable growth through 2024 and 2025, with regional differences.

World trade growth is projected at 3.3 percent in 2024 and 3.6 percent in 2025, below its historical average growth rate of 4.9 percent. Rising trade distortions and geoeconomic fragmentation are expected to continue to weigh on the level of global trade. Countries imposed about 3,200 new restrictions on trade in 2022 and about 3,000 in 2023, up from about 1,100 in 2019, according to Global Trade Alert data.

These forecasts are based on assumptions that fuel and nonfuel commodity prices will decline in 2024 and 2025 and that interest rates will decline in major economies. Annual average oil prices are projected to fall by about 2.3 percent in 2024, whereas nonfuel commodity prices are expected to fall by 0.9 percent. IMF staff projections are for policy rates to remain at current levels for the Federal Reserve, the European Central Bank, and the Bank of England until the second half of 2024, before gradually declining as inflation moves closer to targets. The Bank of Japan is projected to maintain an overall accommodative stance.

For *advanced economies*, growth is projected to decline slightly from 1.6 percent in 2023 to 1.5 percent in 2024 before rising to 1.8 percent in 2025. An upward revision of 0.1 percentage point for 2024 reflects stronger-than-expected US growth, partly offset by weaker-than-expected growth in the euro area.

- In the *United States*, growth is projected to fall from 2.5 percent in 2023 to 2.1 percent in 2024 and 1.7 percent in 2025, with the lagged effects of monetary policy tightening, gradual fiscal tightening, and a softening in labor markets slowing aggregate demand. For 2024, an upward revision of 0.6 percentage point since the October 2023 WEO largely reflects statistical carryover effects from the stronger-than-expected growth outcome for 2023.
- Growth in the *euro area* is projected to recover from its low rate of an estimated 0.5 percent in 2023, which reflected relatively high exposure to the war in Ukraine, to 0.9 percent in 2024 and 1.7 percent in 2025. Stronger household consumption as the effects of the shock to energy

prices subside and inflation falls, supporting real income growth, is expected to drive the recovery. Compared with the October 2023 WEO forecast, however, growth is revised downward by 0.3 percentage point for 2024, largely on account of carryover from the weaker-than-expected outcome for 2023.

- Among other advanced economies, growth in the *United Kingdom* is projected to rise modestly, from an estimated 0.5 percent in 2023 to 0.6 percent in 2024, as the lagged negative effects of high energy prices wane, then to 1.6 percent in 2025, as disinflation allows an easing in financial conditions and permits real incomes to recover. The markdown to growth in 2025 of 0.4 percentage point reflects reduced scope for growth to catch up in light of recent upward statistical revisions to the level of output through the pandemic period. Output in *Japan* is projected to remain above potential as growth decelerates from an estimated 1.9 percent in 2023 to 0.9 percent in 2024 and 0.8 percent in 2025, reflecting the fading of one-off factors that supported activity in 2023, including a depreciated yen, pent-up demand, and a recovery in business investment following earlier delays in implementing projects.

In *emerging market and developing economies*, growth is expected to remain at 4.1 percent in 2024 and to rise to 4.2 percent in 2025. An upward revision of 0.1 percentage point for 2024 since October 2023 reflects upgrades for several regions.

- Growth in *emerging and developing Asia* is expected to decline from an estimated 5.4 percent in 2023 to 5.2 percent in 2024 and 4.8 percent in 2025, with an upgrade of 0.4 percentage point for 2024 over the October 2023 projections, attributable to China's economy. Growth in *China* is projected at 4.6 percent in 2024 and 4.1 percent in 2025, with an upward revision of 0.4 percentage point for 2024 since the October 2023 WEO. The upgrade reflects carryover from stronger-than-expected growth in 2023 and increased government spending on capacity building against natural disasters. Growth in *India* is projected to remain strong at 6.5 percent in both 2024 and 2025, with an upgrade from October of 0.2 percentage point for both years, reflecting resilience in domestic demand.
- Growth in *emerging and developing Europe* is projected to pick up from an estimated 2.7 percent in 2023 to 2.8 percent in 2024, before declining to 2.5 percent in 2025. The forecast upgrade for 2024 of 0.6 percentage point over October 2023 projections is attributable to Russia's economy. Growth in *Russia* is projected at 2.6 percent in 2024 and 1.1 percent in 2025, with an upward revision of 1.5 percentage points over the October 2023 figure for 2024, reflecting carryover from stronger-than-expected growth in 2023 on account of high military spending and private consumption, supported by wage growth in a tight labor market.
- In *Latin America and the Caribbean*, growth is projected to decline from an estimated 2.5 percent in 2023 to 1.9 percent in 2024 before rising to 2.5 percent in 2025, with a downward revision for 2024 of 0.4 percentage point compared with the October 2023 WEO projection. The forecast revision for 2024 reflects negative growth in Argentina in the context of a significant policy adjustment to restore macroeconomic stability. Among other major economies in the region, there are upgrades of 0.2 percentage point for *Brazil* and 0.6 percentage point for *Mexico*, largely due to carryover effects from stronger-than-expected domestic demand and higher-than-expected growth in large trading-partner economies in 2023.

- Growth in the *Middle East and Central Asia* is projected to rise from an estimated 2.0 percent in 2023 to 2.9 percent in 2024 and 4.2 percent in 2025, with a downward revision of 0.5 percentage point for 2024 and an upward revision of 0.3 percentage point for 2025 from the October 2023 projections. The revisions are mainly attributable to *Saudi Arabia* and reflect temporarily lower oil production in 2024, including from unilateral cuts and cuts in line with an agreement through OPEC+ (the Organization of the Petroleum Exporting Countries, including Russia and other non-OPEC oil exporters), whereas non-oil growth is expected to remain robust.
- In *sub-Saharan Africa*, growth is projected to rise from an estimated 3.3 percent in 2023 to 3.8 percent in 2024 and 4.1 percent in 2025, as the negative effects of earlier weather shocks subside and supply issues gradually improve. The downward revision for 2024 of 0.2 percentage point from October 2023 mainly reflects a weaker projection for *South Africa* on account of increasing logistical constraints, including those in the transportation sector, on economic activity.

Inflation Outlook: Steady Decline to Target

Global headline inflation is expected to fall from an estimated 6.8 percent in 2023 (annual average) to 5.8 percent in 2024 and 4.4 percent in 2025. The global forecast is unrevised for 2024 compared with October 2023 projections and revised down by 0.2 percentage point for 2025. Advanced economies are expected to see faster disinflation, with inflation falling by 2.0 percentage points in 2024 to 2.6 percent, than are emerging market and developing economies, where inflation is projected to decline by just 0.3 percentage point to 8.1 percent. The forecast is revised down for both 2024 and 2025 for advanced economies, while it is revised up for 2024 for emerging market and developing economies, mainly on account of Argentina where the realignment of relative prices and elimination of legacy price controls, past currency depreciation, and the related pass-through into prices is expected to increase inflation in the near term. The drivers of declining inflation differ by country but generally reflect lower core inflation as a result of still-tight monetary policies, a related softening in labor markets, and pass-through effects from earlier and ongoing declines in relative energy prices.

Overall, about 80 percent of the world's economies are expected to see lower annual average headline and core inflation in 2024. Among economies with an inflation target, headline inflation is projected to be 0.6 percentage point above target for the median economy by the fourth quarter of 2024, down from an estimated gap of 1.7 percentage points at the end of 2023. Most of these economies are expected to reach their targets (or target range midpoints) by 2025. In several major economies, the downward revision to the projected path of inflation, combined with a modest upgrade to economic activity, implies a softer-than-expected landing.

WORLD ECONOMIC OUTLOOK UPDATE, JANUARY 2024

Table 1. Overview of the *World Economic Outlook* Projections

(Percent change, unless noted otherwise)

	Year over Year						Q4 over Q4 2/		
	Estimate		Projections		Difference from October 2023		Estimate	Projections	
	2022	2023	2024	2025	2024	2025		2024	2025
World Output	3.5	3.1	3.1	3.2	0.2	0.0	3.1	3.1	3.1
Advanced Economies	2.6	1.6	1.5	1.8	0.1	0.0	1.6	1.6	1.7
United States	1.9	2.5	2.1	1.7	0.6	-0.1	2.9	1.5	1.9
Euro Area	3.4	0.5	0.9	1.7	-0.3	-0.1	0.2	1.5	1.6
Germany	1.8	-0.3	0.5	1.6	-0.4	-0.4	-0.1	1.1	1.9
France	2.5	0.8	1.0	1.7	-0.3	-0.1	0.6	1.4	1.8
Italy	3.7	0.7	0.7	1.1	0.0	0.1	0.2	1.3	1.0
Spain	5.8	2.4	1.5	2.1	-0.2	0.0	1.5	1.8	2.1
Japan	1.0	1.9	0.9	0.8	-0.1	0.2	1.4	1.6	0.5
United Kingdom	4.3	0.5	0.6	1.6	0.0	-0.4	0.9	0.6	1.8
Canada	3.8	1.1	1.4	2.3	-0.2	-0.1	1.1	1.9	2.2
Other Advanced Economies 3/	2.7	1.7	2.1	2.5	-0.1	0.2	1.5	2.6	2.0
Emerging Market and Developing Economies	4.1	4.1	4.1	4.2	0.1	0.1	4.3	4.3	4.1
Emerging and Developing Asia	4.5	5.4	5.2	4.8	0.4	-0.1	5.2	5.5	4.7
China	3.0	5.2	4.6	4.1	0.4	0.0	5.4	4.4	4.0
India 4/	7.2	6.7	6.5	6.5	0.2	0.2	5.0	7.8	6.7
Emerging and Developing Europe	1.2	2.7	2.8	2.5	0.6	0.0	4.1	2.0	2.9
Russia	-1.2	3.0	2.6	1.1	1.5	0.1	4.4	1.4	1.0
Latin America and the Caribbean	4.2	2.5	1.9	2.5	-0.4	0.1	2.2	1.7	2.6
Brazil	3.0	3.1	1.7	1.9	0.2	0.0	2.3	2.6	1.4
Mexico	3.9	3.4	2.7	1.5	0.6	0.0	3.4	1.9	1.4
Middle East and Central Asia	5.5	2.0	2.9	4.2	-0.5	0.3	...	...	...
Saudi Arabia	8.7	-1.1	2.7	5.5	-1.3	1.3	-4.5	2.8	5.4
Sub-Saharan Africa	4.0	3.3	3.8	4.1	-0.2	0.0	...	...	...
Nigeria	3.3	2.8	3.0	3.1	-0.1	0.0	2.7	3.3	2.9
South Africa	1.9	0.6	1.0	1.3	-0.8	-0.3	1.0	1.2	1.3
Memorandum									
World Growth Based on Market Exchange Rates	3.0	2.7	2.6	2.7	0.2	0.0	2.7	2.5	2.6
European Union	3.6	0.6	1.2	1.9	-0.3	-0.2	0.7	1.4	2.3
ASEAN-5 5/	5.5	4.2	4.7	4.4	0.2	-0.1	4.1	5.2	3.5
Middle East and North Africa	5.6	2.0	2.9	4.2	-0.5	0.3	...	...	...
Emerging Market and Middle-Income Economies	4.0	4.2	4.0	4.0	0.1	0.0	4.3	4.3	4.1
Low-Income Developing Countries	5.2	4.0	5.0	5.6	-0.1	0.0	...	...	...
World Trade Volume (goods and services) 6/	5.2	0.4	3.3	3.6	-0.2	-0.1	...	...	...
Advanced Economies	6.1	0.3	2.6	3.2	-0.4	-0.1	...	...	...
Emerging Market and Developing Economies	3.7	0.6	4.5	4.4	0.2	0.0	...	...	...
Commodity Prices									
Oil 7/	39.2	-16.0	-2.3	-4.8	-1.6	0.1	-2.8	-6.1	-4.9
Nonfuel (average based on world commodity import	7.9	-6.1	-0.9	-0.4	1.8	-0.3	-2.0	1.5	0.2
World Consumer Prices 8/	8.7	6.8	5.8	4.4	0.0	-0.2	6.0	5.3	3.8
Advanced Economies 9/	7.3	4.6	2.6	2.0	-0.4	-0.2	3.1	2.3	2.0
Emerging Market and Developing Economies 8/	9.8	8.4	8.1	6.0	0.3	-0.2	8.4	7.7	5.2

Note: Real effective exchange rates are assumed to remain constant at the levels prevailing during October 30–November 27, 2023. Economies are listed on the basis of economic size. The aggregated quarterly data are seasonally adjusted. WEO = *World Economic Outlook*.

1/ Difference based on rounded figures for the current and October 2023 WEO forecasts. Countries for which forecasts have been updated relative to October 2023 WEO forecasts account for approximately 90 percent of world GDP measured at purchasing-power-parity weights.

2/ For World Output (Emerging Market and Developing Economies), the quarterly estimates and projections account for approximately 90 percent (80 percent) of annual world (emerging market and developing economies') output at purchasing-power-parity weights.

3/ Excludes the Group of Seven (Canada, France, Germany, Italy, Japan, United Kingdom, United States) and euro area countries.

4/ For India, data and projections are presented on a fiscal year (FY) basis, with FY 2022/23 (starting in April 2022) shown in the 2022 column. India's growth projections are 5.7 percent in 2024 and 6.8 percent in 2025 based on calendar year.

5/ Indonesia, Malaysia, Philippines, Singapore, Thailand.

6/ Simple average of growth rates for export and import volumes (goods and services).

7/ Simple average of prices of UK Brent, Dubai Fateh, and West Texas Intermediate crude oil. The average assumed price of oil in US dollars a barrel, based on futures markets (as of November 29, 2023), is \$79.10 in 2024 and \$75.31 in 2025.

8/ Excludes Venezuela.

9/ The assumed inflation rate for the euro area is 2.8% in 2024 and 2.1% in 2025, that for Japan is 2.7% in 2024 and 2.0% in 2025, and that for the United States is 2.2% in 2024 and 1.9% in 2025.

Risks to the Outlook

With the likelihood of a hard landing receding as adverse supply shocks unwind, risks to the global outlook are broadly balanced. There is scope for further upside surprises to global growth, although other potential factors pull the distribution of risks in the opposite direction.

Upside risks. Stronger global growth than expected could arise from several sources:

- *Faster disinflation:* In the near term, the risk that inflation will fall faster than expected could again become a reality, with stronger-than-expected pass-through from lower fuel prices, further downward shifts in the ratio of vacancies to unemployed persons, and a compression of profit margins to absorb past cost increases. Combined with a decline in inflation expectations, such developments could allow central banks to move forward with their policy-easing plans and could also contribute to improving business, consumer, and financial market sentiment, as well as raising growth.
- *Slower-than-assumed withdrawal of fiscal support:* Governments in major economies might withdraw fiscal policy support more slowly than necessary and than assumed during 2024–25, implying higher-than-projected global growth in the near term. However, such delays could in some cases exacerbate inflation and, with elevated public debt, result in higher borrowing costs and a more disruptive policy adjustment, with a negative impact on global growth later on.
- *Faster economic recovery in China:* Additional property sector–related reforms—including faster restructuring of insolvent property developers while protecting home buyers’ interests—or larger-than-expected fiscal support could boost consumer confidence, bolster private demand, and generate positive cross-border growth spillovers.
- *Artificial intelligence and supply-side reforms:* Over the medium term, artificial intelligence could boost workers’ productivity and incomes, although this would depend on countries’ harnessing the potential of artificial intelligence. Advanced economies may experience benefits from artificial intelligence sooner than emerging market and developing economies, largely because their employment structures are more focused on cognitive-intensive roles.² For emerging market and developing economies with constrained policy environments, faster progress on implementing supply-enhancing reforms could result in greater-than-expected domestic and foreign investment and productivity and faster convergence to higher income levels.

Downside risks. Several adverse risks to global growth remain plausible:

- *Commodity price spikes amid geopolitical and weather shocks:* The conflict in Gaza and Israel could escalate further into the wider region, which produces about 35 percent of the world’s oil exports and 14 percent of its gas exports. Continued attacks in the Red Sea—through which 11 percent of global trade flows—and the ongoing war in Ukraine risk generating fresh adverse supply shocks to the global recovery, with spikes in food, energy, and transportation costs. Container shipping costs have already sharply increased, and the situation in the Middle East remains volatile. Further geoeconomic fragmentation could also constrain the cross-border flow of commodities, causing additional price volatility. More extreme weather shocks, including floods and drought, could, together with the El Niño phenomenon, also cause food price spikes, exacerbate food insecurity,

² See Mauro Cazzaniga, Florence Jaumotte, Longji Li, Giovanni Melina, Augustus J. Panton, Carlo Pizzinelli, Emma Rockall, and Marina M. Tavares, “Gen-AI: Artificial Intelligence and the Future of Work” (IMF Staff Discussion Note 24/001, International Monetary Fund, Washington, DC, 2024).

and jeopardize the global disinflation process.

- *Persistence of core inflation, requiring a tighter monetary policy stance:* A slower-than-expected decline in core inflation in major economies due, for example, to persistent labor market tightness and renewed tensions in supply chains could trigger a rise in interest rate expectations and a fall in asset prices, as in early 2023. Such developments could increase financial stability risks, tighten global financial conditions, trigger flight-to-safety capital flows, and strengthen the US dollar, with adverse consequences for trade and growth.
- *Faltering of growth in China:* Absent a comprehensive restructuring policy package for the troubled property sector, real estate investment could drop more than expected, and for longer, with negative implications for domestic growth and trading partners. Unintended fiscal tightening in response to local government financing constraints is also possible, as is reduced household consumption in a context of subdued confidence.
- *Disruptive turn to fiscal consolidation:* Fiscal consolidation is necessary in many economies to deal with rising debt ratios. But an excessively sharp shift to tax hikes and spending cuts, beyond what is envisaged, could result in slower-than-expected growth in the near term. Adverse market reactions could pressure some countries that lack a credible medium-term consolidation plan or face a risk of debt distress to undertake harsh adjustments. In low-income countries and emerging market economies, the risk of debt distress remains elevated, constraining scope for necessary growth-enhancing investments.

Policy Priorities

As inflation declines toward target levels across regions, the near-term priority for central banks is to deliver a smooth landing, neither lowering rates prematurely nor delaying such lowering too much. With inflation drivers and dynamics differing across economies, policy needs for ensuring price stability are increasingly differentiated. At the same time, in many cases, amid rising debt and limited budgetary room to maneuver, and with inflation declining and economies better able to absorb effects of fiscal tightening, a renewed focus on fiscal consolidation is needed. Intensifying supply-enhancing reforms would facilitate both inflation and debt reduction and enable a durable rise in living standards.

Managing the final descent of inflation. The faster-than-expected fall in inflation is allowing an increasing number of central banks to move from raising policy rates to adjusting to a less restrictive stance. In this context, ensuring that wage and price pressures are clearly dissipating and avoiding the appearance of prematurely “declaring victory” will guard against later having to backpedal in the event of upside surprises to inflation. At the same time, where measures of underlying inflation and expectations are clearly moving toward target-consistent levels, adjusting rates to more neutral levels—while signaling continued commitment to price stability—may be necessary (considering long transmission lags) to avoid protracted economic weakness and target undershoots. In some emerging market economies, in which the monetary tightening cycle paved the way for earlier rate reductions, continuing to calibrate the pace of monetary adjustments based on a broad array of wage and price pressure gauges is appropriate. With borrowing costs still high, careful monitoring of financing conditions and readiness to deploy financial stability tools will remain vital for avoiding financial sector strains.

Rebuilding buffers to prepare for future shocks and achieving debt sustainability. With fiscal deficits above

prepandemic levels and higher debt-service costs, fiscal consolidation based on credible medium-term plans, with the pace of adjustment depending upon country-specific circumstances, is warranted to restore room for budgetary maneuver. Increasing fiscal balances over a sustained period, while protecting priority investments and support to the vulnerable, is needed in many cases. Well-calibrated plans can support fiscal policy credibility, allow the pace of consolidation to be adjusted as a function of the strength of private demand, and avert disruptive front-loaded adjustments. Mobilizing domestic revenue, addressing spending rigidities, and reinforcing institutional fiscal frameworks are likely to support adjustment efforts, both in economies with sizable spending needs and in others as well. For countries in or at high risk of debt distress, orderly debt restructuring may also be necessary. Faster and more efficient coordination on debt resolution, through the Group of Twenty Common Framework and the Global Sovereign Debt Roundtable, would help mitigate the risk of debt distress spreading.

Enabling durable medium-term growth. Targeted and carefully sequenced structural reforms can reinforce productivity growth and reverse declining medium-term growth prospects despite constrained policy space. Bundling reforms that alleviate the most binding constraints to economic activity can front-load the resulting output gains, even in the short term, and secure public buy-in.³ Industrial policies can be pursued where clearly identifiable externalities or important market failures are well established and other more effective policy options are unavailable, but the policies need to be consistent with World Trade Organization (WTO) rules. Such policies are more likely to be successful if complemented with appropriate economy-wide reforms and good governance frameworks. Carbon pricing, subsidies for green investments, reducing energy subsidies, and carbon border-adjustment mechanisms can speed the green transition but must be designed to support consistency with WTO rules. Investments in climate adaptation activities and infrastructure are also needed to support resilience.

Strengthening resilience through multilateral cooperation. Intensified cooperation in areas of common interest is vital for mitigating the costs of the separation of the world economy into blocs. In addition to coordination on debt resolution, cooperation is required to mitigate the effects of climate change and facilitate the green energy transition, building on recent agreements at the 2023 Conference of the Parties to the UN Framework Convention on Climate Change (COP28). Safeguarding the transportation of critical minerals, restoring the WTO's ability to settle trade disputes, and ensuring the responsible use of potentially disruptive new technologies such as artificial intelligence by, among other things, upgrading domestic regulatory frameworks and harmonizing global principles are further priorities. The IMF Board of Governors' conclusion of the 16th Review of Quotas is a welcome step that needs now to be followed by members' providing their consent to their respective quota increases.

³ See Nina Budina, Christian Ebeke, Florence Jaumotte, Andrea Medici, Augustus J. Panton, Marina M. Tavares, and Bella Yao, "Structural Reforms to Accelerate Growth, Ease Policy Trade-Offs, and Support the Green Transition in Emerging Market and Developing Economies" (IMF Staff Discussion Note 23/007, International Monetary Fund, Washington, DC, 2023).

Box 1. GLOBAL FINANCIAL STABILITY UPDATE

Since the October 2023 *Global Financial Stability Report*, inflationary pressures have continued to recede, fueling expectations that monetary policy in advanced economies will ease in the coming quarters. The resulting momentous decline in interest rate expectations in December has driven a broad-based rally in risky assets. Global financial conditions have loosened, on net, since October, with that loosening driven by higher equity valuations, lower volatility, and already compressed corporate bond spreads (Figure 1.1).

Global bond yields have fallen significantly on net since October, especially at longer maturities. Real rates have driven declines throughout the curve, reflecting the market's reassessment of the future interest rate environment. For example, in the United States, after rising to levels last seen before the global financial crisis, 10-year real rates have reversed their trend to below 2 percent. Yields have increased since the beginning of 2024 as investors pare back expectations on the magnitude and pace of monetary policy easing by major central banks.

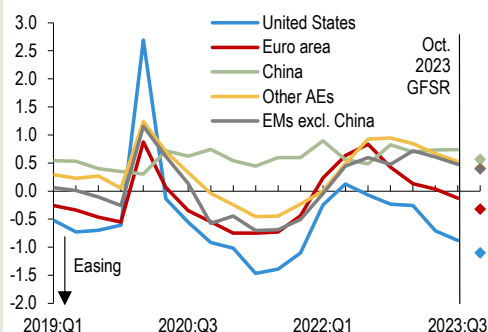
Investor optimism about the macro outlook stands in contrast to the deterioration of credit quality among borrowers. Bank credit growth has fallen as the higher interest rates during 2023 have weighed on demand for loans while banks continue to exhibit lower risk tolerance. In the meantime, defaults continue to mount for some segments of borrowers. Central banks' balance sheet reduction so far has been orderly. However, there are signs that lower liquidity in the financial system is starting to weigh on market functioning, particularly in certain short-term funding markets, with US repo funding rates having episodically spiked over the past few months.

Exposure of the banking system to commercial real estate is still a concern as tepid demand in some economies and higher borrowing costs increase risks of default among commercial real estate borrowers. The recent insolvency of a giant European property company serves as a reminder of the fragilities the real estate sector faces in the current environment of volatile interest rates and falling real estate prices. US banks also contend with still-sizable unrealized losses on available-for-sale and held-to-maturity securities. Despite the end-of-year rebound in equity markets, price-to-book ratios for US regional banks have not yet fully recovered from the March 2023 turmoil.

Amid significant interest rate volatility, the correlation between emerging market assets and US Treasury yields has increased. Higher yields in advanced economies have led to outflows in emerging market assets, although this has reversed since November for local currency assets. Nevertheless, financial conditions in this higher-rate environment may continue to challenge economies in some regions, especially those of weaker emerging markets and countries with rapidly narrowing differentials against interest rates in the United States (Figure 1.2).

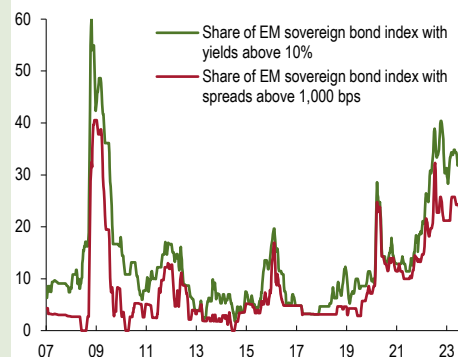
This box was prepared by the Monetary and Capital Markets Department's Global Markets Analysis division. The box provides an update on market developments since the October 2023 *Global Financial Stability Report*.

Figure 1.1. Financial Conditions Index
(Standard deviations from the mean)



Sources: Bloomberg Finance L.P.; Haver Analytics; national data sources; and IMF staff calculations.
Note: Data for 4Q23 end uses high-frequency proxy values; AEs = advanced economies; EMs = emerging markets. excl. = excluding; GFSR = Global Financial Stability Report.

Figure 1.2. Share of EM Sovereigns with High Yields and Wide Spreads
(Percent)



Sources: Bloomberg Finance L.P.; and IMF staff calculations.
Note: Data for frontier markets are included in those for emerging market sovereigns; bps = basis points; EM = emerging market.

Selected Economies Real GDP Growth

(Percent change)

	Estimate		Projections		Difference from October 2023 WEO Projections 1/	
	2022	2023	2024	2025	2024	2025
Argentina	5.0	-1.1	-2.8	5.0	-5.6	1.7
Australia	3.8	1.8	1.4	2.1	0.2	0.1
Brazil	3.0	3.1	1.7	1.9	0.2	0.0
Canada	3.8	1.1	1.4	2.3	-0.2	-0.1
China	3.0	5.2	4.6	4.1	0.4	0.0
Egypt 2/	6.7	3.8	3.0	4.7	-0.6	-0.3
France	2.5	0.8	1.0	1.7	-0.3	-0.1
Germany	1.8	-0.3	0.5	1.6	-0.4	-0.4
India 2/	7.2	6.7	6.5	6.5	0.2	0.2
Indonesia	5.3	5.0	5.0	5.0	0.0	0.0
Iran 2/	3.8	5.4	3.7	3.2	1.2	1.2
Italy	3.7	0.7	0.7	1.1	0.0	0.1
Japan	1.0	1.9	0.9	0.8	-0.1	0.2
Kazakhstan	3.3	4.8	3.1	5.7	-1.1	1.1
Korea	2.6	1.4	2.3	2.3	0.1	0.0
Malaysia	8.7	4.0	4.3	4.4	0.0	0.0
Mexico	3.9	3.4	2.7	1.5	0.6	0.0
Netherlands	4.3	0.2	0.7	1.3	-0.4	-0.2
Nigeria	3.3	2.8	3.0	3.1	-0.1	0.0
Pakistan 2/	6.2	-0.2	2.0	3.5	-0.5	-0.1
Philippines	7.6	5.3	6.0	6.1	0.1	0.0
Poland	5.3	0.6	2.8	3.2	0.5	-0.2
Russia	-1.2	3.0	2.6	1.1	1.5	0.1
Saudi Arabia	8.7	-1.1	2.7	5.5	-1.3	1.3
South Africa	1.9	0.6	1.0	1.3	-0.8	-0.3
Spain	5.8	2.4	1.5	2.1	-0.2	0.0
Thailand	2.6	2.5	4.4	2.0	1.2	-1.1
Türkiye	5.5	4.0	3.1	3.2	0.1	0.0
United Kingdom	4.3	0.5	0.6	1.6	0.0	-0.4
United States	1.9	2.5	2.1	1.7	0.6	-0.1

Source: International Monetary Fund, World Economic Outlook, January 2024 *Update*.

Note: The selected economies account for approximately 83 percent of world output.

1/ Difference based on rounded figures for the current and October 2023 WEO forecasts.

2/ Data and forecasts are presented on a fiscal year basis.

TAB 87

Hot provincial momentum to lose steam

Provincial Outlook - September 2022

Sky-high inflation, soaring interest rates and exceptionally tight labour markets have weighed on all provincial economies this year. And they've brought a new set of challenges to households and businesses just as fading pandemic disruptions were supposed to make things easier. But these are symptoms of economies running hot. In fact, 2022 is shaping up to be another year of solid growth for most provinces—effectively completing the recovery process following massive pandemic-induced contractions in 2020.

Elevated commodity prices and a sharp rebound in agricultural production are poised to accelerate growth in the Prairie provinces, with Saskatchewan (6.4%), Alberta (5.1%) and Manitoba (3.7%) topping our 2022 growth rankings. We expect growth to moderate in all other provinces—though remain positive—as the new headwinds hit.

We expect a higher cost of living and the Bank of Canada's tighter monetary policy to slow momentum to a crawl in 2023. At the

*Robert Hogue, Carrie
Freestone and Rachel
Battaglia
September 12, 2022*

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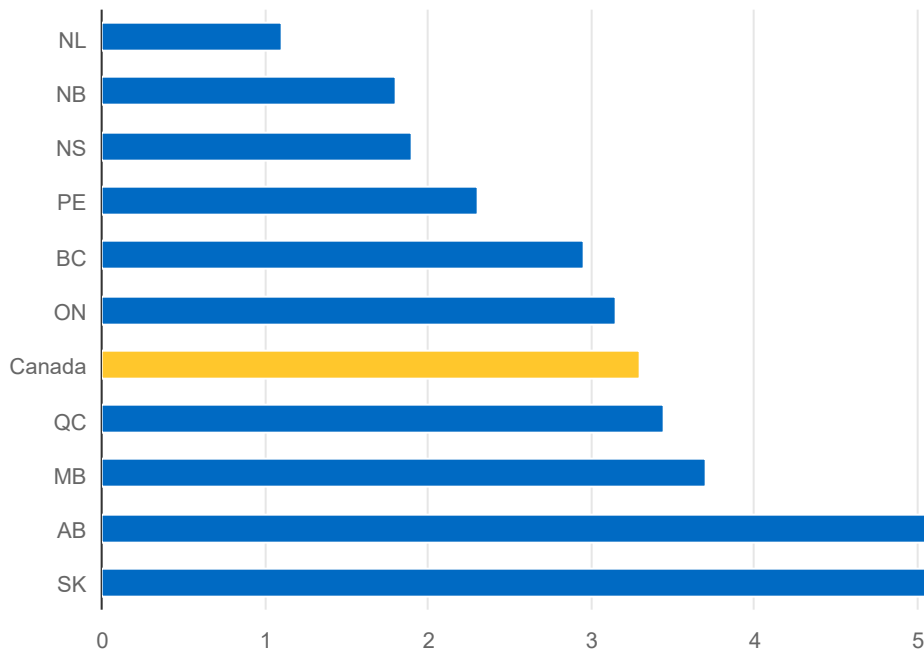
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Topics

Provincial Outlook

Real GDP Growth 2022

% change

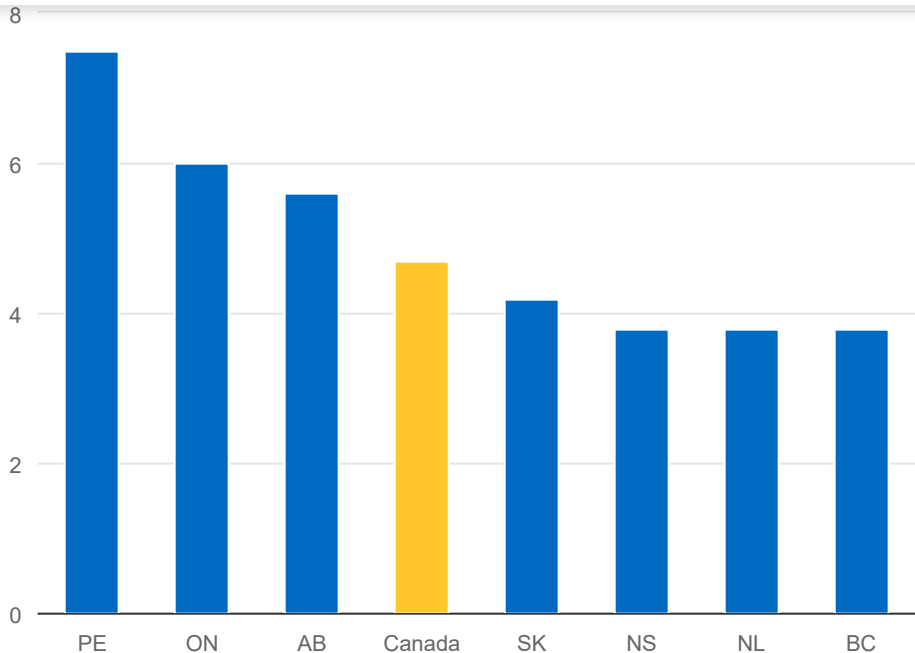


Source: Statistics Canada, RBC Economics

Provincial economies still in expansion mode

Most signs point to growth being sustained at a healthy clip over the first half of 2022. Job markets burst at the seams virtually everywhere in Canada. Inflation didn't hinder overall household spending much or at all. Goods-producing sectors continued to ride high on strong domestic and global demand (with supply chain snarls and labour shortages the primary constraint). Hard-hit service industries rebounded following the lifting of pandemic restrictions. Businesses boosted non-residential investment in a majority of provinces. Better weather conditions significantly upgraded the outlook for crop production in the Prairies. And government revenues have surged.

Provincial Outlook



Source: Statistics Canada, RBC Economics

Rising interest rates chilling housing markets...

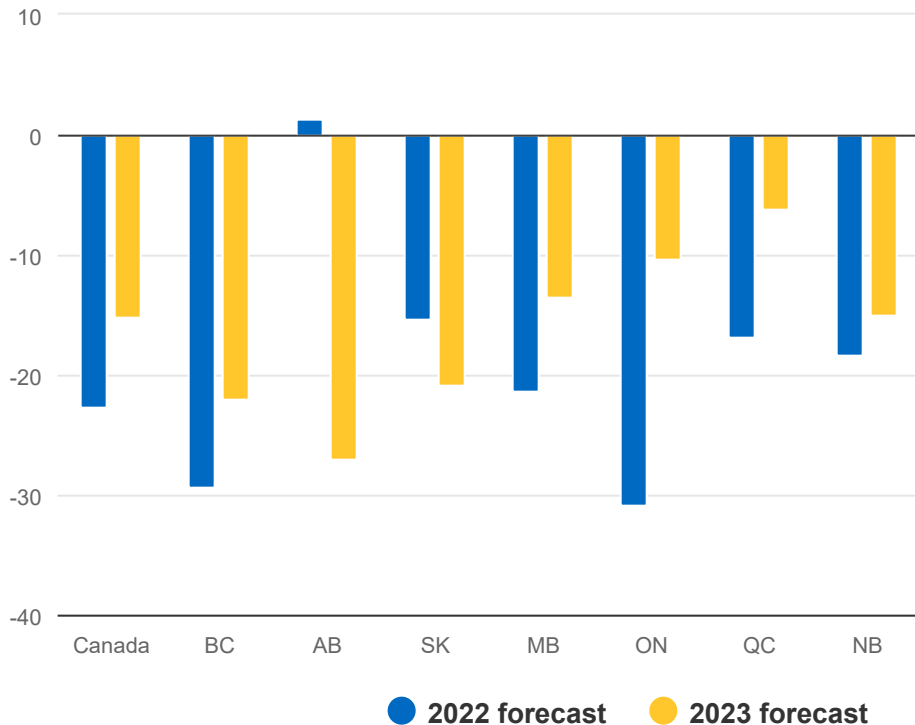
The main development to the contrary has been the sharp housing market correction. The Bank of Canada's rate hike campaign that began in March triggered a pullback in activity. This was widely felt across the country though Ontario and British Columbia have been the epicentres. To date, home resales are down more than 40% in both provinces, far exceeding the 18% drop in the rest of the country. Home prices are under heavier downward pressure in Ontario and British Columbia where earlier gains were extreme and where buyers are especially sensitive to higher interest rates. We see the housing market softness spreading further in the near term as the Bank of Canada raises its policy rate to 4.0%—into 'restrictive' territory—by the end of this year.

The housing downturn will mark a notable turning point for most provincial economies. A booming residential sector in the past two years provided tremendous thrust to the recovery from the pandemic recession. In Ontario, it directly accounted for one-sixth of the GDP growth since the second quarter of 2020. We expect

Provincial Outlook

Housing markets to cool into 2023

Annual % change in home resales



Source: Canadian Real Estate Association, RBC Economics

...but turning up the heat on households

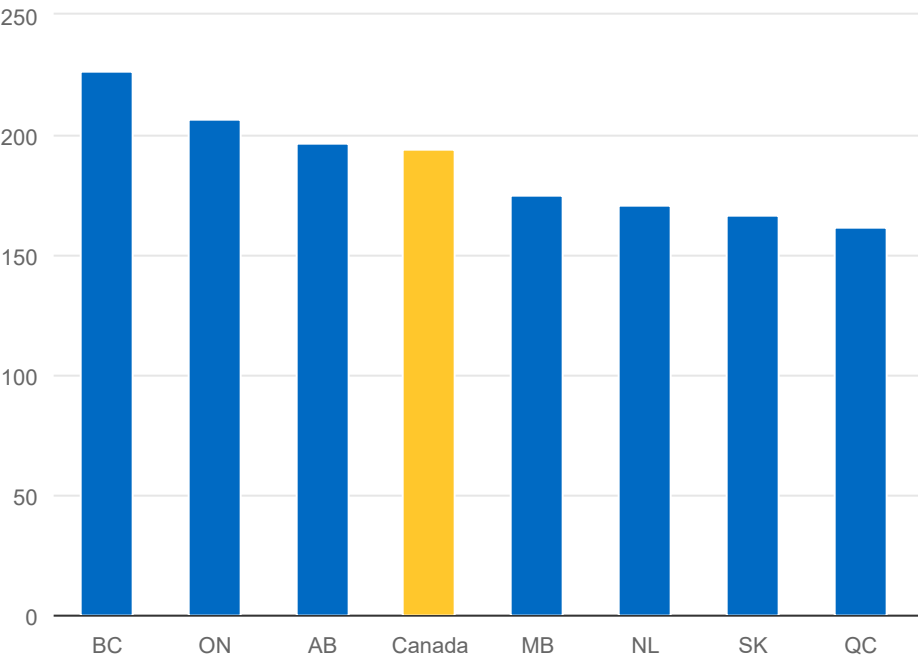
The impact of higher interest rates will be felt in other ways too. Canadian households have accumulated a lot of debt over the past decade. And they'll soon face significantly higher debt service payments. This is a bigger issue in British Columbia, Ontario and Alberta where household debt is highest relative to disposable income. This shift comes at a time when soaring inflation is already squeezing many households' budgets and the drop in residential property values is shrinking their net wealth. We expect the one-two-three punch of rising rates, high inflation and eroding wealth to take a serious toll on supercharged consumer spending. Indeed, a steep drop in consumer confidence across the country since spring is already pointing in this direction. The mood has so far swung more sharply in Atlantic Canada where the country's highest inflation no doubt

Provincial Outlook

commodity markets.

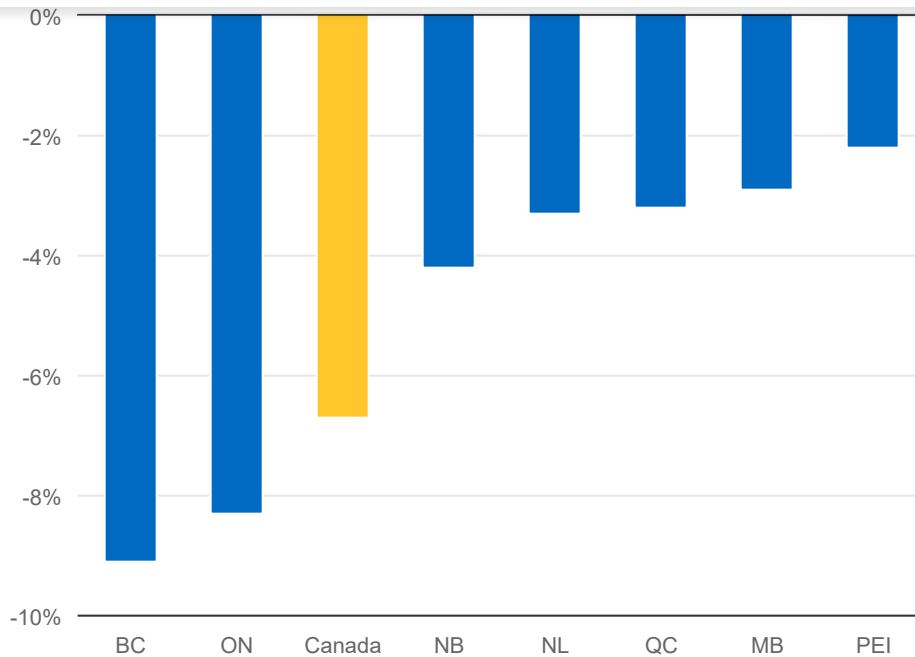
BC, Ontario and Alberta households are most sensitive to interest rate hikes

Household debt to disposable income ratio, Q1 2022



Source: Statistics Canada, RBC Economics

Provincial Outlook



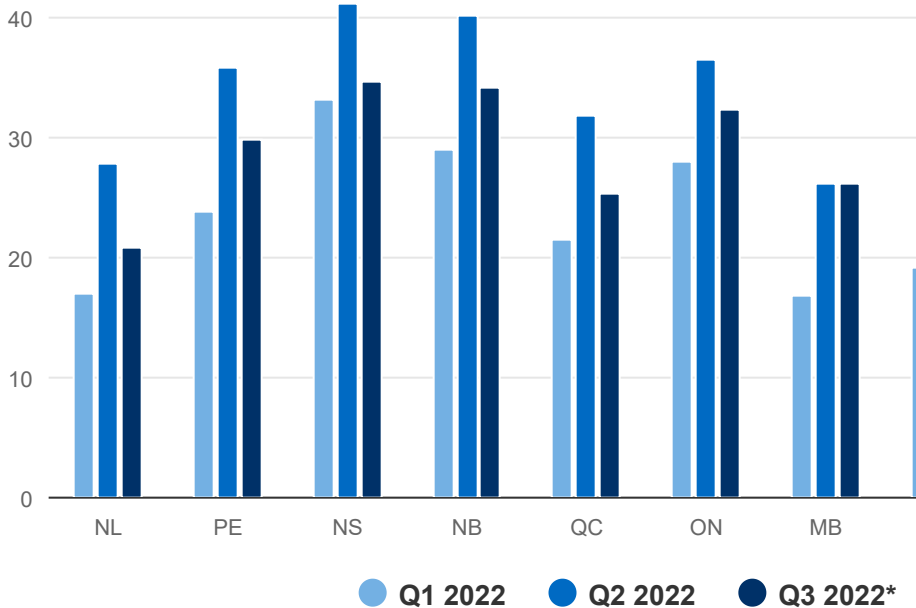
Source: Statistics Canada, RBC Economics

Consumers soon tapped out?

Our tracking of (near real-time) RBC payment card use shows strong consumer spending is beginning to level off—particularly in the Maritimes. We think this heralds a widespread softening. The lifting of pandemic restrictions earlier this year kept consumers going as they turned their attention to services—with Canadians resuming travel and other previously curtailed activities. But there's emerging evidence that the shift in spending patterns may have run its course. RBC data shows card use eased slightly mid-year at service providers in Atlantic Canada, Quebec and the Prairie Provinces. We expect similar trends in other provinces in the period ahead.

Provincial Outlook

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Source: RBC Data & Analytics, RBC Economics | *Based on data up to the end of August

A tight labour market is restraining growth

Solid demand for workers and generally tepid labour force growth continue to intensify labour market challenges from coast to coast. If anything, labour shortages impede the realization of the full potential of many industries, including construction and hospitality. For most provinces, unemployment rates recently reached their lowest levels since at least the mid-1970s. Job markets in Quebec, British Columbia, Saskatchewan, Manitoba and PEI have are especially challenged with job vacancies exceeding the number of unemployed workers.

Although Canada is on track to hit Ottawa's aggressive immigration target of 432,000 new permanent residents this year, the influx of people has yet to ease labour market pressures. Increased immigration will nonetheless be part of the longer-term solution to address workforce imbalances.

Softening provincial economies will help the rebalancing process temporarily next year. Our expectation of a recession in Canada in

Provincial Outlook

Governments raking in revenue windfall

The vigorous economic activity to date—which comes alongside decades-high inflation and vastly improved commodity market conditions—have led to a revenue windfall for provincial governments. Budget updates released in recent months invariably revealed massive upward revisions to all sorts of revenues, including personal and business income taxes, consumption taxes and non-renewable resource revenues.

Alberta, Saskatchewan and New Brunswick now expect surpluses in 2022-23, with Quebec projecting a very small deficit after payments to its Generations Fund. We expect more provinces to slice earlier deficit projections for this year (including Ontario). The much improved fiscal outlook represents a dramatic turn of events. Only a couple of years ago, budget shortfalls hit record levels.

Inflation has likely peaked

Inflation continues to be a painful pressure point across the country. Maritimers feel it most (largely due to surging rents, and mounting home heating bills and food prices) but other Canadians also struggle to cope with soaring costs of living. The good news is we see inflation moderating over the coming year as supply-chain snarls ease and demand for goods and services softens. The moderation isn't likely to bring instant relief though. We expect inflation to stay well above the Bank of Canada's 2% target next year in every province.

Cross-Canada update

British Columbia: Tourism rebounded this year and capital investment remains brisk. Still, we expect annual growth to slow to 3.0% in 2022 from 5.9% in 2021, as the post-pandemic spending boom plateaus and the housing market correction weighs on activity. B.C. is likely to be hit harder by the housing market correction than most other provinces as residential

Provincial Outlook

Alberta: The economy is on track to (finally) recover from the 2015-16 recession. This is largely due to a much improved outlook for the energy and agricultural sectors. Our projected growth of 5.1% this year would mark the second-straight year the pace exceeds 5%. Soaring commodity prices and high inflation are further swelling the province's nominal GDP (forecast to top 20% this year), setting a very high base for Alberta government revenues. The result is stunning: the province is now expecting a record surplus (\$13 billion). While we see its economic momentum slowing in 2023, Alberta will be in a good position to outpace most other provinces since activity and prices in the energy sector are poised to stay at favourable levels. And the completion of the Trans Mountain pipeline expansion by mid-year will boost Alberta's energy export capacity.

Saskatchewan/Manitoba: Both provincial economies are on stronger tracks in 2022, with crop conditions improving substantially and yields expected to return to pre-pandemic levels in most areas. Farmers have benefitted from solid global demand for agricultural products and elevated commodity prices. This bodes well for a sharp increase in provincial exports. Potash production is running higher in Saskatchewan and likely to grow further in the future with massive investments in production facilities underway. In Manitoba, manufacturing production is rising rapidly thanks in part to a new food processing plant now operating. We expect the impact of the housing market correction to be relatively subdued in both provinces since residential investment accounts for a smaller share of the economy. We project growth of 3.7% in Manitoba and a nation-leading 6.4% in Saskatchewan this year, up from measly rates of 1.2% and -0.3%, respectively, in 2021.

Ontario: The picture is mixed but mostly positive this year. Consumers came out in force this winter and spring—especially after restrictions were lifted—though some fatigue has set in this summer. Hospitality and other hard-hit service industries have largely bounced back. Provincial manufacturers continue to

Provincial Outlook

Ontario's housing market has since plunged below pre-pandemic activity levels. We expect sustained softness to contribute to a slowdown in growth from 4.6% in 2021 to 3.2% this year.

Quebec: The provincial economy maintained a strong pace in the early part of this year. The ramping up of recoveries in the transportation, arts, entertainment, recreation, and accommodation and food services industries—though still partial in all cases—added a welcome dimension to the economic upswing. Manufacturing production has largely returned to pre-pandemic levels though Quebec's aerospace industry still lags considerably. Growth stalled this spring, however, as activity in the construction and real estate sectors moderated. We think this marks an inflection point. We expect tighter monetary policy to keep the momentum sluggish going forward, taking the annual rate of growth down to 3.5% this year and 0.6% next year from 5.7% in 2021.

Atlantic Canada: Interprovincial migration to the region is booming, reaching its highest level in history over the past year. Ongoing investment to accommodate this influx of people—and the boost to demand for goods and services this has generated—continues to support growth despite a slower than anticipated recovery in tourism. We expect growth to slow in 2023 as headwinds from higher interest rates get stiffer—in line with the trend in the rest of Canada. The restarting of the West Rose offshore oil project will give a lift to Newfoundland and Labrador's economy next year, making it the only province for which we project a growth acceleration.

Download the full Provincial Outlook report for provincial forecasts.

Provincial Outlook



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About the Authors

Robert Hogue is a member of the Macroeconomic and Regional Analysis Group, with RBC Economics. He is responsible for providing analysis and forecasts for the Canadian housing market and for the provincial economies. His publications include Housing Trends and Affordability, Provincial Outlook and provincial budget commentaries.

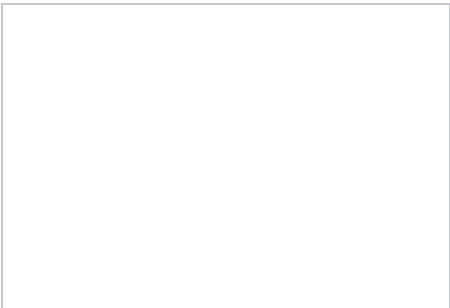
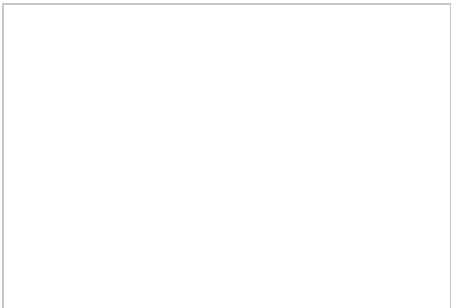
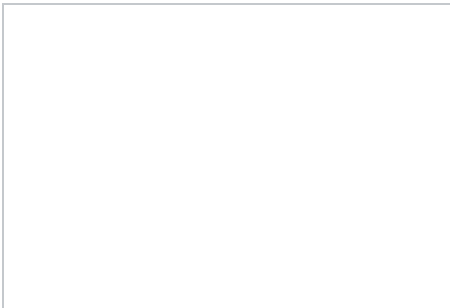
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Provincial Outlook

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Quarterly Economic Forecast

Threading the Needle

September 20, 2022

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The global economy is slowing and there is no single factor behind the lethargy. In Europe, an energy crisis is battering household finances and weighing on industrial output. China is reckoning with the fallout of its real estate slowdown and strict COVID controls. In North America, central banks are rapidly tightening policy to cool the surge in inflation powered by a return of post-lockdown consumer activity and excess savings. Monetary authorities around the globe have their work cut out for them, with increasing questions on whether they can pull off a soft landing: reduce demand enough to wrestle inflation down from 40-year highs, without crashing their economies into a deep or prolonged recession.

Adding it all up, the global economic outlook has been downgraded. Although Europe is careening towards a recession, we are often asked if we are forecasting the same for the U.S. and Canada. It's the wrong question to ask. The forecast embeds a two-year period of stagnation, with momentum holding meaningfully below the long-run trend alongside a rising unemployment rate. The duration reflects the needed dynamics to take pressure off demand-push inflation. In the event that economic momentum gets thrown into reverse, this could shorten up the adjustment period on inflation. Either way, it's not going to feel good. There's no easy exit from this cycle.

This publication focuses on the numbers, but if you'd like a deeper dive into underlying issues please see our [Question & Answer](#) piece published August 17th.

Global

- Compared to our June forecast, we have marked down global growth 0.1 percentage points, taking it to 2.8% in 2022 (from 2.9% previously). The outlook for 2023 has deteriorated substantially, with growth expected to advance 2.2% – down from 2.7% in June.
- The deepening energy crisis in Europe is expected to buckle the economy as the year progresses. Limited natural gas supplies reflects a supply-side shock that ultimately reduces the productive capacity of the economy. Establishing new energy supply lines will take time. In the interim, some firms will be unable to operate, and others will face higher energy input costs that compress margins. Given the backdrop, ongoing fiscal support for worker retention schemes and to offset rising gas costs will be critical to mitigating the reduction in labor demand, but is unlikely to prevent it.
- In China, below-trend growth is set to continue through 2023 as depressed consumer confidence and the sagging real estate market weigh on output. Moreover, soft export growth amid weaker demand from advanced economies will offset the competitive benefits of a weaker renminbi. That said, a policy pivot could counter the decidedly gloomy outlook. For instance, further relaxation of COVID containment policies and additional support for the real estate market can help

to restore consumer confidence, but we're not overly confident that the government will embrace that pivot. If it does, it would help lay the foundation for a stronger bounce-back in 2023.

United States

- U.S. economic growth disappointed through the first half of the year, with the average of Q1/Q2 growth contracting by 1.1%. This outcome was at odds with other measures of economic activity – such as gross domestic income – that showed an expanding U.S. economy over the same period. Neither measure is perfect, and the reality likely lies somewhere in the middle. Either way, the slowdown in domestic demand has not been sufficient to take the heat off inflation, which continues to surprise to the upside. This has led us to expect a more aggressive path for monetary tightening through the remainder of this year. Likewise, we have revised down our economic growth forecast for 2022 to 1.6% (from 2.2%) and 2023 to 0.7% (from 1.4%).
- The U.S. consumer has shown a degree of resilience in the face of rising inflation and higher interest rates. Consumer spending growth has hovered around a trend pace (1.9%) through the first half of 2022. If a soft landing is achievable, consumers hold the lynchpin. Our near-term tracking suggests spending will hold somewhere in the 1%-1.5% range through the second half of 2022, before slowing to a 1% pace in 2023 as household's are further squeezed by higher rates and weaker employment growth. However, excess savings and student debt relief (which has not been incorporated into the forecast) offer some upside.
- The pace of job growth has defied gravity through 2022, and various indicators point to continued momentum over the near term. However, the labor market will not remain immune to the Fed's rapid rate hike cycle. Job growth is expected to cool through 2023, putting upward pressure on the unemployment rate. We expect the unemployment rate to rise by 150 bps – peaking at 5.1% by the end of 2024.
- Inflation is showing more persistence across both goods and service categories. This has led to an upward revision to the near-term inflation outlook and more persistence. Core PCE inflation is still expected to cool over the next year in response to weakening demand – reaching 2.7% y/y by the end of 2023 – but it will still be sitting above the central bank's target. The move back to 2% will prove to be far slower, with core PCE not expected to reach 2% until early-2025.

Canada

- The Canadian economy grew at a 3.3% pace over the second quarter of 2022, making it a standout performer on the global stage. Since public health restrictions were lifted earlier this year, mobility has increased, propelling spending, corporate profits, and nominal incomes. Elevated commodity prices are also providing a fillip to Canada's expansion rate this year. A strong first half will boost annual average GDP growth to over 3% in 2022, before decelerating to approximately 1% in 2023.
- We expect to see a further rotation away from durable goods spending towards services through Q3-22, as pent-up demand for recreation and entertainment are unleashed. However, the impact of higher interest rates and elevated inflation will increasingly leave its mark on overall spending activity in late 2022 and into 2023.
- Given the expected slowing in demand, the underlying economic dynamics won't be sufficient to generate enough jobs to absorb people entering the labour force or those already on the sidelines. This means the unemployment rate should push higher. It has already risen from a low of 4.9% to 5.4% and is expected to reach 6.5% in 2024.
- The impact of higher mortgage rates will continue to depress residential investment through 2023. Prospects for non-residential investment are brighter, supported in part by strength in commodity industries and development of long-term resource projects.
- The inflation outlook for this year has been upgraded since the June forecast, with little relief expected in the second half of this year. In 2023, CPI inflation is forecast to return to a more palatable level with the help of easing supply chain disruptions, lower energy prices and under more stagnant economic growth. All told, headline and core CPI are expected to reach 2.6% year-on-year by the end of 2023.

Financial

- Excess demand and multi-decade high inflation have central banks determined to lift rates further into restrictive territory. We expect the Federal Reserve and the Bank of Canada to hike their policy rates to 4% by the end of 2022. Both short-term and long-term yields will rise over the coming months on the back of higher policy rates and higher term premiums, with 10-year yields expected to eclipse 3.6%.
- The Canadian dollar may see some appreciation versus the U.S. dollar over the coming months if the risk-off move in financial markets eases, and the Canadian economy can maintain its outperformance on the GDP front. The euro and pound will be dependent on the geopolitical environment and these currencies appear to have some further downside in store given the threat to natural gas supply over the coming winter. We are pessimistic on EM currencies relative to the USD, given weakness in their respective economic recoveries.

Interest Rate Outlook												
Interest Rates	2022				2023				2024			
	Q1	Q2	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F
Canada												
Overnight Target Rate	0.50	1.50	3.25	4.00	4.00	4.00	4.00	4.00	3.50	3.00	2.75	2.50
3-mth T-Bill Rate	0.60	2.08	3.50	4.00	4.00	4.00	4.00	3.75	3.25	2.88	2.63	2.38
2-yr Govt. Bond Yield	2.27	3.10	3.75	3.85	3.75	3.55	3.25	3.00	2.75	2.55	2.40	2.30
5-yr Govt. Bond Yield	2.39	3.10	3.30	3.45	3.35	3.20	3.00	2.80	2.65	2.50	2.45	2.40
10-yr Govt. Bond Yield	2.40	3.23	3.25	3.40	3.35	3.30	3.25	3.10	2.95	2.80	2.65	2.65
30-yr Govt. Bond Yield	2.38	3.13	3.25	3.40	3.35	3.30	3.25	3.20	3.15	3.10	3.00	2.95
10-yr-2-yr Govt Spread	0.13	0.13	-0.50	-0.45	-0.40	-0.25	0.00	0.10	0.20	0.25	0.25	0.35
U.S.												
Fed Funds Target Rate	0.50	1.75	3.25	4.00	4.00	4.00	4.00	4.00	3.50	3.00	2.75	2.50
3-mth T-Bill Rate	0.51	1.66	3.30	3.90	3.90	3.90	3.90	3.65	3.15	2.75	2.50	2.25
2-yr Govt. Bond Yield	2.28	2.92	3.75	3.80	3.60	3.35	3.10	2.85	2.65	2.50	2.40	2.30
5-yr Govt. Bond Yield	2.42	3.01	3.60	3.70	3.60	3.40	3.20	3.00	2.80	2.65	2.55	2.45
10-yr Govt. Bond Yield	2.32	2.98	3.45	3.60	3.50	3.35	3.20	3.05	2.95	2.85	2.80	2.70
30-yr Govt. Bond Yield	2.44	3.14	3.45	3.60	3.55	3.50	3.45	3.35	3.25	3.15	3.10	3.00
10-yr-2-yr Govt Spread	0.04	0.06	-0.30	-0.20	-0.10	0.00	0.10	0.20	0.30	0.35	0.40	0.40
Canada-U.S. Spreads												
Can - U.S. T-Bill Spread	0.09	0.42	0.20	0.10	0.10	0.10	0.10	0.10	0.10	0.13	0.13	0.13
Can - U.S. 10-Year Bond Spread	0.08	0.25	-0.20	-0.20	-0.15	-0.05	0.05	0.05	0.00	-0.05	-0.15	-0.05

F: Forecast by TD Economics as at September 2022. All forecasts are end-of-period.
Source: Bloomberg, Bank of Canada, Federal Reserve, TD Economics.

Foreign Exchange Outlook													
Currency	Exchange rate	2022				2023				2024			
		Q1	Q2	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F
Exchange rate to U.S. dollar													
Euro	USD per EUR	1.11	1.05	1.00	0.98	0.99	1.00	1.02	1.04	1.06	1.08	1.10	1.13
UK pound	USD per GBP	1.32	1.22	1.15	1.12	1.13	1.15	1.18	1.20	1.22	1.25	1.27	1.30
Japanese yen	JPY per USD	121	136	145	150	147	144	141	138	136	133	130	128
Chinese renminbi	CNY per USD	6.34	6.70	6.90	6.95	6.90	6.85	6.80	6.80	6.80	6.80	6.80	6.80
Exchange rate to Canadian dollar													
U.S. dollar	USD per CAD	0.80	0.78	0.76	0.78	0.77	0.76	0.76	0.77	0.78	0.78	0.79	0.79
Euro	CAD per EUR	1.39	1.35	1.31	1.26	1.29	1.32	1.34	1.35	1.37	1.39	1.40	1.42
UK pound	CAD per GBP	1.64	1.57	1.51	1.45	1.47	1.52	1.54	1.56	1.58	1.60	1.62	1.64
Japanese yen	JPY per CAD	97.3	105.4	110.7	116.3	113.1	109.1	107.8	106.4	105.1	103.8	102.5	101.3
Chinese renminbi	CNY per CAD	5.08	5.21	5.26	5.39	5.31	5.19	5.19	5.23	5.27	5.31	5.35	5.40
F: Forecast by TD Economics as at September 2022. All forecasts are end-of-period.													
Source: Bloomberg, Bank of Canada, Federal Reserve, TD Economics.													

Commodity Price Outlook												
Commodity	2022				2023				2024			
	Q1	Q2	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F
Crude Oil (WTI, \$US/bbl)	94	109	91	85	88	85	83	83	83	81	80	80
Natural Gas (\$US/MMBtu)	4.66	7.48	8.30	8.50	7.50	6.00	5.00	5.50	6.00	6.03	6.06	6.09
Gold (\$US/roy oz.)	1876	1873	1735	1770	1800	1725	1734	1742	1751	1760	1769	1777
Silver (\$US/roy oz.)	24.05	22.66	18.50	19.60	19.90	20.00	20.10	20.20	20.30	20.40	20.51	20.61
Copper (cents/lb)	453	433	340	360	360	355	357	359	360	362	364	366
Nickel (\$US/lb)	12.73	13.20	10.00	9.50	9.30	9.30	9.35	9.39	9.44	9.49	9.53	9.58
Aluminum (cents/lb)	148	131	110	113	115	117	118	118	119	119	120	121
Wheat (\$US/bu)	11.55	13.69	8.00	8.50	8.80	8.30	8.34	8.38	8.43	8.47	8.51	8.55

F: Forecast by TD Economics as at September 2022. All forecasts are period averages.
Source: Bloomberg, TD Economics, USDA (Haver).

Canadian Economic Outlook																		
Period-Over-Period Annualized Per Cent Change Unless Otherwise Indicated																		
Economic Indicators	2022				2023				2024				Annual Average			4th Qtr/4th Qtr		
	Q1	Q2	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	22F	23F	24F	22F	23F	24F
Real GDP	3.1	3.3	1.6	1.0	0.6	0.3	0.4	0.7	1.0	1.2	1.3	1.4	3.3	0.9	1.0	2.2	0.5	1.2
Consumer Expenditure	2.6	9.7	3.9	1.8	1.1	0.4	0.6	0.8	1.0	1.0	1.1	1.2	5.7	1.9	0.9	4.5	0.7	1.1
Durable Goods	8.8	-12.0	4.0	-1.0	0.0	0.1	0.1	0.1	0.2	0.3	0.3	0.4	-0.4	-0.5	0.2	-0.3	0.1	0.3
Business Investment	7.0	11.8	5.2	2.9	2.0	1.6	1.3	1.0	1.1	0.8	1.1	1.4	7.0	2.9	1.1	6.6	1.5	1.1
Non-Res. Structures	12.7	11.1	6.0	3.0	2.0	1.5	1.0	0.5	1.0	0.5	1.0	1.5	9.8	2.9	0.9	8.1	1.2	1.0
Equipment & IPP*	0.8	12.8	4.3	2.7	2.0	1.8	1.5	1.5	1.3	1.1	1.2	1.4	4.1	2.9	1.3	5.1	1.7	1.2
Residential Investment	7.3	-27.6	-12.0	-8.0	-5.0	-4.0	-2.0	1.0	1.2	1.4	1.5	1.6	-9.1	-7.3	0.5	-10.9	-2.5	1.4
Govt. Expenditure	2.8	-1.2	3.4	2.5	2.0	1.9	1.9	1.8	1.8	1.8	1.8	1.8	2.0	2.0	1.8	1.8	1.9	1.8
Final Domestic Demand	3.5	2.9	2.8	1.4	1.0	0.6	0.9	1.1	1.2	1.2	1.3	1.4	3.4	1.3	1.2	2.6	0.9	1.3
Exports	-9.0	10.9	7.4	6.8	3.4	2.3	2.1	2.0	2.0	2.0	1.8	1.7	3.0	4.5	2.0	3.8	2.4	1.9
Imports	-1.4	30.5	-4.2	6.6	3.4	2.2	2.0	2.0	2.0	2.0	1.8	1.7	7.7	4.0	2.0	7.1	2.4	1.9
Change in Non-farm Inventories (2012 \$Bn)	14.2	38.0	20.0	18.0	16.0	14.0	11.7	9.7	8.7	8.8	8.9	9.0	22.5	12.9	8.9	--	--	--
Final Sales	1.4	-2.9	7.7	1.8	1.4	1.0	1.3	1.5	1.4	1.2	1.3	1.4	2.1	1.9	1.3	2.0	1.3	1.3
International Current Account Balance (\$Bn)	10.6	10.8	64.4	61.7	60.2	59.2	58.3	59.2	60.2	61.2	62.1	63.0	36.9	59.2	61.6	--	--	--
% of GDP	0.4	0.4	2.3	2.1	2.1	2.0	2.0	2.0	2.0	2.0	2.0	2.1	1.3	2.0	2.0	--	--	--
Pre-tax Corp. Profits	33.2	62.8	-21.3	-16.0	-10.3	-0.1	1.2	1.8	1.9	2.1	2.3	2.4	14.6	-5.6	1.8	9.4	-2.0	2.2
% of GDP	15.2	16.5	15.3	14.5	14.0	13.9	13.9	13.8	13.8	13.7	13.7	13.7	15.4	13.9	13.7	--	--	--
GDP Deflator (y/y)	8.8	9.9	9.7	8.4	6.0	3.2	2.6	2.4	2.3	2.1	2.1	2.0	9.2	3.5	2.1	8.4	2.4	2.0
Nominal GDP	15.8	17.9	6.1	4.1	3.3	2.8	2.6	3.1	3.1	3.3	3.4	3.4	12.8	4.4	3.1	10.8	2.9	3.3
Labour Force	0.9	0.9	-0.7	1.5	1.2	1.1	1.0	0.7	0.8	0.8	0.9	0.9	1.3	0.9	0.9	0.6	1.0	0.9
Employment	3.2	3.9	-1.4	0.2	0.2	0.1	0.2	0.4	0.4	0.4	0.9	1.1	3.5	0.2	0.4	1.5	0.2	0.7
Change in Empl. ('000s)	153	188	-70	11	9	4	9	17	18	21	44	55	661	40	88	281	39	137
Unemployment Rate (%)	5.8	5.1	5.3	5.6	5.8	6.0	6.2	6.3	6.4	6.5	6.5	6.5	5.4	6.1	6.5	--	--	--
Personal Disp. Income	21.6	3.9	3.2	2.4	1.9	1.6	1.4	1.8	2.3	3.3	3.4	3.4	5.8	2.2	2.5	7.5	1.7	3.1
Pers. Savings Rate (%)	9.5	6.2	4.8	4.1	3.6	3.3	2.9	2.6	2.4	2.5	2.6	2.6	6.2	3.1	2.5	--	--	--
Cons. Price Index (y/y)	5.8	7.4	7.4	7.0	5.9	3.8	3.1	2.6	2.3	2.1	2.1	2.0	6.9	3.8	2.1	7.0	2.6	2.0
CPIX (y/y)**	4.8	5.9	6.0	6.1	5.4	3.9	3.2	2.6	2.4	2.2	2.1	2.0	5.7	3.7	2.2	6.1	2.6	2.0
BoC Inflation (y/y)***	2.6	4.0	5.3	5.4	4.8	3.4	3.0	2.4	2.2	2.1	2.0	2.0	4.3	3.4	2.1	5.4	2.4	2.0
Housing Starts ('000s)	244	271	257	233	216	208	202	197	198	199	204	208	251	206	202	--	--	--
Home Prices (y/y)	16.9	3.4	-4.5	-13.6	-22.0	-14.1	-6.4	0.7	5.7	6.3	6.5	6.1	0.2	-11.2	6.1	-13.6	0.7	6.1
Real GDP / worker (y/y)	-1.7	-0.5	0.7	0.8	0.9	1.1	0.4	0.3	0.4	0.5	0.6	0.5	-0.2	0.7	0.5	0.8	0.3	0.5
F: Forecast by TD Economics as at September 2022.																		
Home price measure shown is the CREA Composite Sale Price.																		
* Intellectual Property Products. ** CPIX: CPI excluding the 8 most volatile components. *** BoC Inflation: simple average of CPI-trim, CPI-median, and CPI-common.																		
Source: Statistics Canada, Bank of Canada, Canada Mortgage and Housing Corporation, Haver Analytics, TD Economics.																		

U.S. Economic Outlook																		
Period-Over-Period Annualized Per Cent Change Unless Otherwise Indicated																		
Economic Indicators	2022				2023				2024				Annual Average			4th Qtr/4th Qtr		
	Q1	Q2	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	Q1F	Q2F	Q3F	Q4F	22F	23F	24F	22F	23F	24F
Real GDP	-1.6	-0.6	1.1	0.9	0.7	0.5	0.7	1.0	1.2	1.4	1.6	1.7	1.6	0.7	1.2	0.0	0.7	1.5
Consumer Expenditure	1.8	1.5	1.4	1.3	1.0	0.8	0.5	0.8	1.0	1.2	1.3	1.5	2.4	1.0	1.0	1.5	0.8	1.3
Durable Goods	5.9	-0.1	4.4	0.7	-4.1	-3.7	-5.5	-2.5	-0.3	-0.6	-0.5	-0.4	-0.4	-1.9	-1.7	2.7	-4.0	-0.5
Business Investment	10.0	0.0	3.2	1.9	0.7	-0.3	-0.4	0.2	0.8	0.9	1.6	1.9	4.3	0.8	0.6	3.7	0.0	1.3
Non-Res. Structures	-0.9	-13.2	-10.3	-3.0	-6.0	-7.0	-5.0	-3.0	0.0	0.0	1.0	1.6	-6.5	-6.4	-1.4	-7.0	-5.3	0.6
Equipment & IPP*	12.4	3.3	6.6	3.1	2.3	1.3	0.7	0.9	0.9	1.1	1.7	2.0	6.9	2.5	1.1	6.3	1.3	1.4
Residential Investment	0.5	-16.2	-31.4	-17.4	-6.0	-1.1	1.0	2.7	5.3	8.9	7.8	5.7	-9.7	-10.5	4.9	-16.9	-0.9	6.9
Govt. Expenditure	-2.9	-1.8	0.3	1.0	0.6	0.6	0.6	0.9	0.8	0.8	1.0	1.2	-1.5	0.5	0.8	-0.9	0.7	0.9
Final Domestic Demand	2.0	-0.2	-0.2	0.5	0.6	0.5	0.4	0.8	1.1	1.4	1.5	1.7	1.4	0.4	1.1	0.5	0.6	1.4
Exports	-4.8	17.6	8.5	4.5	1.7	1.2	1.0	2.6	3.6	3.6	4.3	3.8	6.9	3.8	3.0	6.1	1.6	3.8
Imports	18.9	2.8	-5.1	1.4	1.3	0.2	0.9	2.5	2.6	3.2	3.6	3.2	8.7	0.4	2.5	4.2	1.2	3.2
Change in Private Inventories	188.5	99.6	79.7	84.3	88.0	82.7	94.5	102.1	102.1	102.0	102.0	102.0	113.0	91.8	102.0	--	--	--
Final Sales	-1.2	1.3	1.6	0.8	0.6	0.7	0.4	0.8	1.2	1.4	1.6	1.7	0.9	0.8	1.1	0.6	0.6	1.5
International Current Account Balance (\$Bn)	-1166	-1057	-904	-837	-820	-775	-737	-716	-695	-696	-706	-733	-991	-762	-708	--	--	--
% of GDP	-4.8	-4.2	-3.6	-3.3	-3.2	-3.0	-2.8	-2.7	-2.6	-2.6	-2.6	-2.7	-4.0	-2.9	-2.6	--	--	--
Pre-tax Corporate Profits including IVA&CCA	-8.4	26.7	-0.2	7.7	-3.6	-1.3	1.6	2.7	2.3	3.0	2.6	1.7	7.6	2.0	2.2	5.7	-0.2	2.4
% of GDP	11.8	12.2	12.1	12.1	11.9	11.7	11.7	11.7	11.6	11.6	11.6	11.6	12.0	11.7	11.6	--	--	--
GDP Deflator (y/y)	6.8	7.5	7.5	7.2	5.9	4.4	3.5	2.7	2.4	2.2	2.0	1.9	7.3	4.1	2.1	7.2	2.7	1.9
Nominal GDP	6.6	8.4	6.6	6.7	4.1	3.2	3.1	3.3	3.2	3.4	3.4	3.4	9.0	4.8	3.3	7.0	3.4	3.4
Labor Force	5.1	0.3	1.1	1.2	1.5	0.7	0.6	0.5	0.5	0.5	0.5	0.5	2.0	1.0	0.6	1.9	0.9	0.5
Employment	4.7	3.3	3.0	1.3	0.8	-0.2	-0.6	-0.6	-0.3	-0.4	-0.2	-0.1	4.0	0.9	-0.4	3.1	-0.1	-0.2
Change in Empl. ('000s)	1721	1226	1140	507	288	-91	-214	-212	-111	-141	-73	-28	5867	1317	-549	4594	-229	-353
Unemployment Rate (%)	3.8	3.6	3.6	3.7	3.8	4.0	4.3	4.5	4.6	4.8	4.9	5.1	3.7	4.2	4.9	--	--	--
Personal Disp. Income	-1.3	6.5	4.6	6.2	4.9	3.5	4.4	3.7	4.4	3.6	3.7	3.8	0.4	4.8	3.9	4.0	4.1	3.9
Pers. Savings Rate (%)	5.6	5.1	4.8	5.0	5.1	5.2	5.7	5.8	6.1	6.2	6.3	6.4	5.1	5.5	6.3	--	--	--
Cons. Price Index (y/y)	8.0	8.6	8.4	7.4	5.8	3.8	2.9	2.5	2.2	2.2	2.1	2.0	8.1	3.7	2.1	7.4	2.5	2.0
Core CPI (y/y)	6.3	6.0	6.2	6.0	5.2	4.3	3.5	3.1	2.8	2.7	2.6	2.5	6.1	4.0	2.6	6.0	3.1	2.5
Core PCE Price Index (y/y)	5.2	4.8	4.7	4.5	3.9	3.5	3.0	2.7	2.5	2.4	2.3	2.2	4.8	3.3	2.4	4.5	2.7	2.2
Housing Starts (mns)	1.72	1.66	1.47	1.42	1.37	1.33	1.32	1.34	1.40	1.43	1.46	1.47	1.57	1.34	1.44	--	--	--
Real Output per hour** (y/y)	-0.6	-2.4	-1.7	-3.4	-1.5	-0.2	0.5	1.1	1.5	1.8	1.9	2.0	-2.0	0.0	1.8	-3.4	1.1	2.0

F: Forecast by TD Economics as at September 2022.

* Intellectual Property Products. ** Non-farm business sector.

Source: Bureau of Labor Statistics, Bureau of Economic Analysis, Census Bureau, TD Economics.

Economic Indicators: G7 & Europe				
	2021	2022F	2023F	2024F
Real GDP (annual per cent change)				
G7 (30.1%)*	5.1	2.0	0.4	1.2
U.S.	5.7	1.6	0.7	1.2
Japan	1.7	1.5	1.5	1.1
Euro Area	5.2	3.1	-0.2	1.4
Germany	2.6	1.6	-0.9	1.6
France	6.8	2.6	0.2	1.4
Italy	6.6	3.3	-0.3	1.2
United Kingdom	7.4	3.5	-0.7	0.9
Canada	4.5	3.3	0.9	1.0
Consumer Price Index (annual per cent change)				
G7	3.2	7.2	4.0	1.9
U.S.	4.7	8.1	3.7	2.1
Japan	-0.2	2.0	1.5	1.2
Euro Area	2.6	8.2	5.6	1.8
Germany	3.2	8.2	5.7	1.8
France	2.1	6.4	4.8	1.9
Italy	1.9	7.9	5.9	1.8
United Kingdom	2.6	8.9	5.6	2.1
Canada	3.4	6.9	3.8	2.1
Unemployment Rate (per cent annual averages)				
U.S.	5.4	3.7	4.2	4.9
Japan	2.8	2.6	2.5	2.4
Euro Area	7.7	6.8	7.5	7.6
Germany	5.7	5.4	6.0	5.7
France	7.9	7.6	8.2	8.0
Italy	9.5	8.3	9.2	9.2
United Kingdom	4.5	3.8	4.6	4.9
Canada	7.4	5.4	6.1	6.5

*Share of 2019 world gross domestic product (GDP) at PPP.
Forecast as at September 2022.
Source: National statistics agencies, TD Economics.

Global Economic Outlook				
Annual Per Cent Change Unless Otherwise Indicated				
	2019 Share*	Forecast		
Real GDP	(%)	2022	2023	2024
World	100.0	2.8	2.2	3.0
North America	19.2	1.8	0.8	1.2
United States	15.8	1.6	0.7	1.2
Canada	1.4	3.3	0.9	1.0
Mexico	1.9	2.2	1.6	1.8
European Union (EU-28)	15.4	3.2	-0.1	1.6
Euro Area (EU-19)	12.5	3.1	-0.2	1.4
Germany	3.5	1.6	-0.9	1.6
France	2.4	2.6	0.2	1.4
Italy	2.0	3.3	-0.3	1.2
United Kingdom	2.4	3.5	-0.7	0.9
EU accession members	2.9	3.1	0.0	2.5
Asia	43.2	3.0	3.7	4.5
Japan	4.1	1.5	1.5	1.1
Asian NIC's	3.5	2.5	2.2	2.5
Hong Kong	0.3	-1.2	2.9	2.3
Korea	1.7	2.7	2.0	2.5
Singapore	0.4	3.4	2.5	2.6
Taiwan	0.9	3.3	2.4	2.9
Russia	3.1	-6.4	-6.1	1.9
Australia & New Zealand	1.2	3.7	2.2	2.2
Emerging Asia	31.4	4.1	5.2	5.5
ASEAN-5	5.7	5.6	5.1	5.2
China	17.3	2.6	4.2	4.8
India**	7.1	6.5	7.4	7.3
Central/South America	5.6	3.7	1.3	2.3
Brazil	2.4	2.6	0.8	2.0
Other Emerging Markets	13.0	2.7	2.7	3.1
Other Advanced	1.1	3.8	2.4	2.2

*Share of world GDP on a purchasing-power-parity (PPP) basis.
Forecast as at September 2022. **Forecast for India refers to fiscal year.
Source: IMF, TD Economics.

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TAB 89

Quarterly Economic Forecast

Landing the Plane

December 14, 2023

Contributing Authors

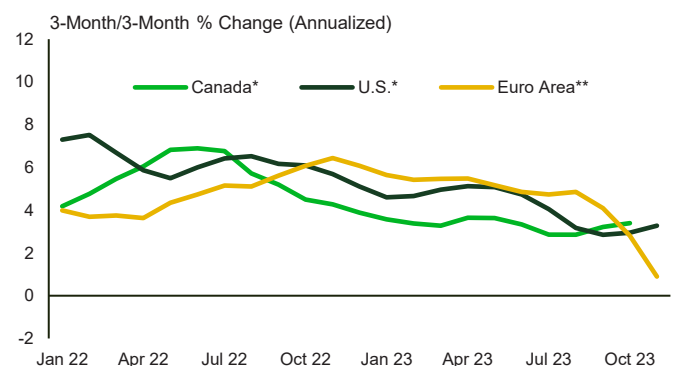
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- After the global economy defied expectations in 2023, we expect economic growth to reach its low point in the first half of next year. The speed of the recovery thereafter depends on how motivated central banks are to normalize monetary policy.
- In the fight to outstrip expectations this year, the U.S. economy won by a wide margin. But, the tailwinds that drove above trend growth will die down next year. That, combined with 2% inflation within the Federal Reserve's sights, should produce rate cuts in the second half of the year as the central bank tries to pull off the elusive soft landing.
- With Canada's economy already sputtering, the Bank of Canada will be out in front in cutting rates, likely in the spring. Recession risks are higher north of the border, with a bumpier landing in store.

'Tis the season when forecasters reflect on the past year: what we got right and where we missed the mark. The big miss has been stronger global economic growth, but this is mostly attributed to the U.S. economy. Canada stepped more in line with our expectations, but not for those who called for a recession due to its defiant job market. With each passing quarter, the soft landing narrative went from being a long shot to the more likely outcome, particularly when it came to the American economy. The Federal Reserve and Bank of Canada were also caught off guard, evidenced by serial upgrades to forecasts for the economy, inflation, and the path for interest rates.

Europe and China showed evidence of slipping below expectations, prompting Chinese authorities to respond with an increase in deficit-funded infrastructure spending. Although inflation globally is cooling and central banks are likely done tightening monetary policy, the lagged effects from past interest rate hikes are still snaking through business and consumer behaviours (Chart 1). And, the landscape has now become more difficult to navigate under the weight of another war. The first half of next year is expected to be the low point for global growth in this cycle. It should also mark a pivot point in when central banks either begin to gingerly cut rates or entertain rhetoric to that effect. However, the speed of the economic recovery within the second half

Chart 1: Core Inflation Shows Signs of Improvement



*CPI excluding Food & Energy. **CPI excluding Food, Energy, Alcohol, & Tobacco.
Source: Bank of Canada, Federal Reserve Board, Eurostat, Haver Analytics, TD Economics.
Last observation: November 2023 (U.S. & Euro Area), October 2023 (Canada).

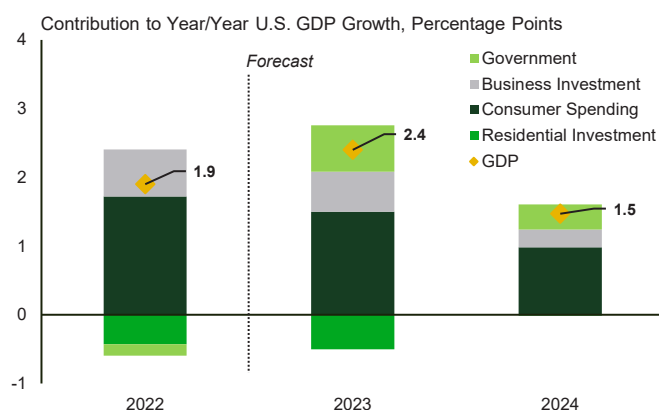
of the year will be determined by the confidence of central banks to fully normalize interest rates. This action, we don't expect to be completed until 2025. Either way, whether the landing turns out to be hard, soft, or more likely, bumpy, the runway is within sight.

U.S.'s Immaculate Dis-inflation

Fed Chair Jay Powell likely had a much better performance review this year having presided over an impressive feat: inflation has moved very close to the Fed's target with little economic cost. The labour market has stayed close to full employment. Strong productivity growth has helped cool growth in unit labour costs in recent quarters, dampening the inflationary impulse. The U.S. economy is on track to beat last year's growth of 1.9% with a 2.4% pace, despite a forecast to slow to 1.5% in 2024 as many of the tailwinds that lifted the economy in 2023 fizzle out (see details [here](#)).

The biggest tailwind is the continued impact of past fiscal policy, which has played a key role in keeping the U.S. economy humming in the face of high inflation and interest rate increases. Generous pandemic stimulus payments to households have buoyed consumer spending. While government incentives for investment in clean tech and semiconductors has helped to keep business investment solid despite higher financing costs. And thanks in part to past fiscal transfers from Washington, state and local government spending has contributed nearly a full percentage point to growth over the past four quarters – a reversal from 2021-22 when the unwinding of peak Covid-era stimulus was a drag on the economy.

Chart 2: U.S. Consumer Set to Drive a Cooler 2024



Source: Bureau of Economic Analysis, TD Economics.

Looking ahead to next year, weaker consumer spending will be a key ingredient in slower U.S. growth (Chart 2), with excess savings set to be drawn down by mid-year. We are already seeing consumers look a bit more cautious in the fourth quarter, and delinquency rates for credit cards and auto loans have risen above pre-pandemic levels despite a very low unemployment rate. This suggests many households are increasingly feeling the pinch from high inflation and rate increases and are likely to become more cautious in their spending.

With Washington in a stalemate and likely to remain funded under continuing resolutions until the election, the fiscal impulse is likely to peter out, weighing on government's contribution to growth. The one area of the economy which is likely to see its fortunes improve is housing, where lower borrowing costs are expected to bolster activity in the second half of the year.

Slower growth next year should create better balance in the labour market. Cooler wage growth is needed to get inflation all the way back to 2%, and the next stage of the disinflation process is expected to be a bit slower.

Canada's Economy Read the Textbook

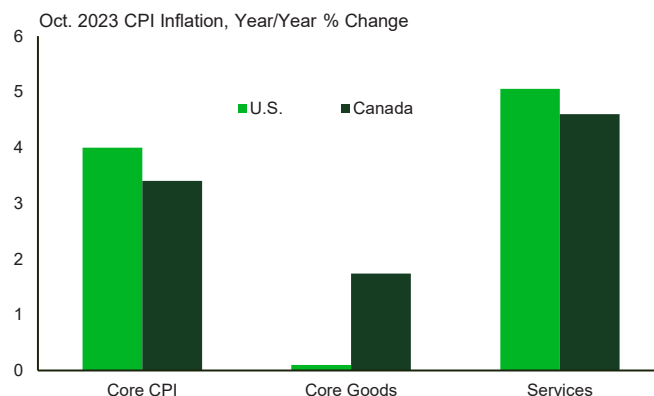
In contrast, Canada's economy has slowed in textbook fashion in response to higher interest rates. So much so, that a discussion of whether the country was already in a recession heated up until the second quarter's performance benefited from a revision that swung the data into the black following an initially reported contraction. Canada may have skirted a recession, but the economy is running at a very anemic pace.

The tone is set by the consumer. Canadians have been reining in spending on discretionary items since the Bank of Canada started raising interest rates last year. After essentially no growth in real consumer spending through the middle of the year, we expect a modest 0.6% pace in the fourth quarter. That will continue the weak trend, with spending likely to slow below 1% in real terms in the first half of the year as income growth slows and consumer penny-pinching reaches a peak. This belt tightening will extend to housing too where the BoC's summer rate hikes have weakened the market further than we expected a quarter ago.

Businesses are already following suit, with investment spending in retreat in the third quarter after a strong start to the year, and we expect it to remain sub-par through the coming quarters in line with the dour sentiment captured in the Bank of Canada's Business Outlook Survey. Government spending is expected to contribute to growth as most levels of government seem to be a bit loath to tighten their belts. All in, Canada is on track to slow from 3.8% in 2022 to 1.1% this year, and trough next year at 0.5%. This leaves a very narrow margin for error and recession risks are elevated.

Despite the weakness seen so far, Canada's inflation metrics have shown fewer signs of cooling recently than other advanced economies. Relative to the U.S., core goods prices are a standout (Chart 3). This may reflect a weaker Canadian dollar, which has kept imported goods inflation higher than south of the border, in addition to a less competitive retail environment. It may take a bit more time for price pressures to ease in Canada, and this is expected to keep the Bank of Canada vigilant despite obvious signs of

Chart 3: Canadian Inflation Has Some Stubborn Spots



Source: Bureau of Labor Statistics, Statistics Canada, TD Economics.

a cooling economy. That said, we think the BoC will see enough progress in inflation by the spring to start cutting interest rates, which should help growth pick up in the latter part of next year and improve real GDP growth to 1.5% in 2025.

Interest Rate Outlook			
Overnight Target Rate			
3-mth T-Bill Rate			
2-yr Govt. Bond Yield			
5-yr Govt. Bond Yield			
10-yr Govt. Bond Yield			
30-yr Govt. Bond Yield			
10-yr-2-yr Govt Spread			
Fed Funds Target Rate			
3-mth T-Bill Rate			
2-yr Govt. Bond Yield			
5-yr Govt. Bond Yield			
10-yr Govt. Bond Yield			
30-yr Govt. Bond Yield			
10-yr-2-yr Govt Spread			
Canada-U.S. Spreads			
Can - U.S. T-Bill Spread			
Can - U.S. 10-Year Bond Spread			
F: Forecast by TD Economics, December 2023. All forecasts are end-of-period. Source: Bloomberg, Bank of Canada, Federal Reserve, TD Economics.			

Foreign Exchange Outlook				
Exchange Rate to U.S. Dollar				
Exchange Rate to Canadian Dollar				
F: Forecast by TD Economics, December 2023. All forecasts are end-of-period. Source: Bloomberg, Bank of Canada, Federal Reserve, TD Economics.				

Commodity Price Outlook			
Crude Oil (WTI, \$US/bbl)			
Natural Gas (\$US/MMBtu)			
Gold (\$US/troy oz.)			
Silver (\$US/troy oz.)			
Aluminum (cents/lb)			
F: Forecast by TD Economics, December 2023. All forecasts are period averages. Source: Bloomberg, TD Economics, USDA (Haver).			

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U.S. Economic Outlook					
Period-Over-Period Annualized Per Cent Change Unless Otherwise Indicated					
Economic Indicators					
Consumer Expenditure					
Durable Goods					
Business Investment					
Residential Investment					
Final Domestic Demand					
International Current Account Balance (\$Bn)					
Pre-tax Corporate Profits					
Change in Empl. ('000s)					
Unemployment Rate (%)					
Personal Disp. Income					
Pers. Savings Rate (%)					
Cons. Price Index (y/y)					
Core PCE Price Index (y/y)					
Housing Starts (mns)					
Real Output per Hour** (y/y)					
F: Forecast by TD Economics, December 2023.					
* Intellectual Property Products. ** Non-farm business sector.					
Source: Bureau of Labor Statistics, Bureau of Economic Analysis, Census Bureau, TD Economics.					

Economic Indicators: G7 & Europe				
Real GDP (Annual Per Cent Change)				
United Kingdom				
Consumer Price Index (Annual Per Cent Change)				
United Kingdom				
Unemployment Rate (Per Cent Annual Averages)				
United Kingdom				
F: Forecast by TD Economics, December 2023. * Share of 2021 world gross domestic product (GDP) at PPP. Source: National Statistics Agencies, TD Economics.				

Global Economic Outlook				
Annual Per Cent Change Unless Otherwise Indicated				
North America				
United States				
European Union (EU-27)				
Euro Area (EU-20)				
Other EU Members				
United Kingdom				
Hong Kong				
Singapore				
Australia & New Zealand				
Emerging Asia				
Central/South America				
Other Emerging Markets				
Other Advanced				
F: Forecast by TD Economics, December 2023. * Share of 2021 world gross domestic product (GDP) at PPP. ** Forecast for India refers to fiscal year. Source: National Statistics Agencies, TD Economics.				

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TAB 90



Canadian economic outlook for 2024: Shifting into neutral

While many Canadian entrepreneurs will be happy to see 2023 come to an end, expectations for 2024 should remain subdued

9-minute read

Despite persistently high inflation and rising interest rates, the news was generally better than expected for the Canadian economy in 2023.

At this time last year, many economists wondered whether it was possible to stop the Canadian economy from overheating without causing a recession. Yet we now estimate 1.1% growth for the Canadian economy in 2023, slightly lower than the economy’s 2% potential, but still higher than initial forecasts.

Strong population growth was largely responsible for the vigorous demand that supported the Canadian economy in 2023. In turn, the economy’s performance helped sustain the labour market. The unemployment rate did rise in the second half of the year, but that was caused by growth of the active working population rather than a slowdown in hiring. About 430,000 jobs were created between January and November 2023.

The resilience of the Canadian economy prompted the Bank of Canada to raise **its key rate** further during the year, increasing it by 75 basis points to its current level of 5.0%.

As a result, growth was uneven in 2023, with sectors that are sensitive to interest rates—such as housing—experiencing marked slowdowns. The residential market has mostly stabilized but remains in a slump. Canadian households are spending less, and the global economic slowdown caused a deceleration in business investment and exports in the second half of the year.

Key statistics for 2024

Canada’s forecasted GDP growth

0.9%

Inflation rate

2% to 3%

Expected interest rate decrease

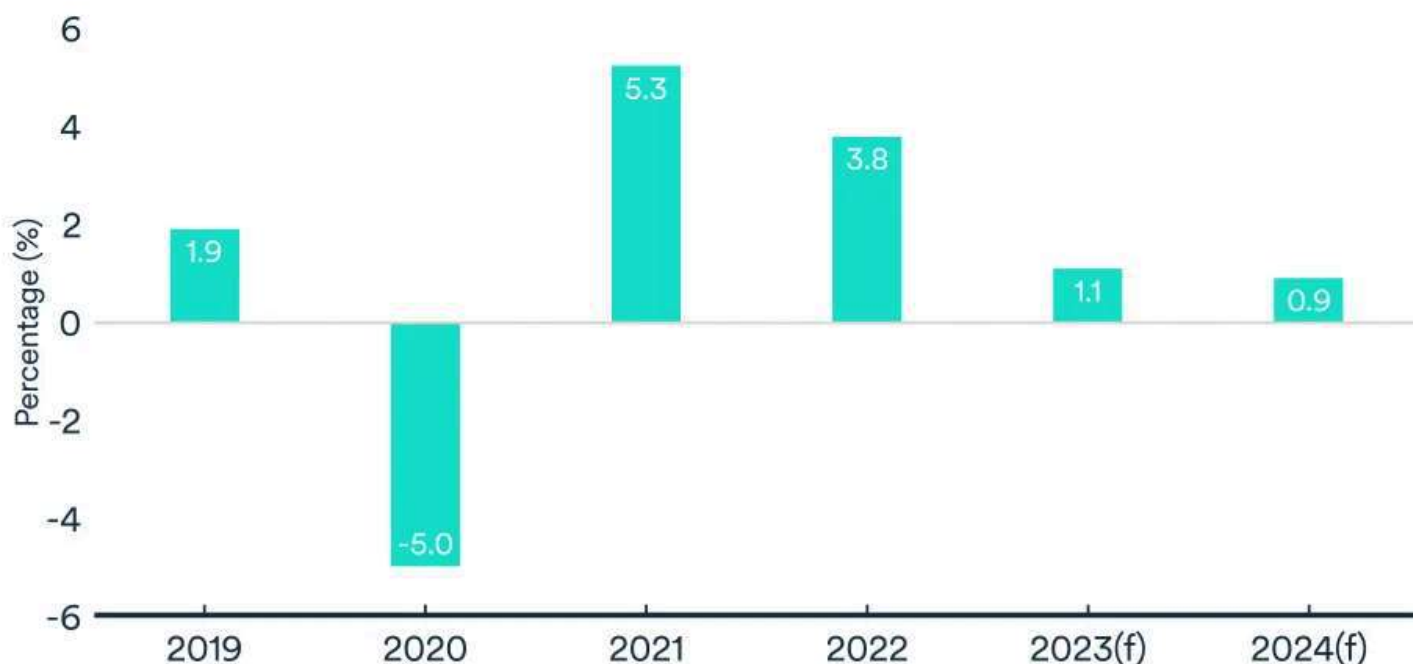
Summer 2024

Canadian economic growth will be slightly lower in 2024

Canada’s economy should avoid recession in 2024, but growth will remain elusive. While the economy should benefit from a more predictable environment, high interest rates will continue to weigh against more vigorous economic activity.

Real GDP growth in Canada, 2019 to 2024

Real GDP growth



f = forecast

Source: Statistics Canada, BDC.

International and domestic factors will also limit growth.

The U.S. will likely continue to grow faster than other major economies. As a result, the U.S. dollar will remain strong against most other currencies, including the Canadian dollar. Overall, the Canadian dollar will remain in the 72 to 75 cents range in 2024. A weaker loonie could make Canadian exports cheaper. It also makes us more attractive to tourists.

Global oil prices are expected to range between US\$70 and US\$80 per barrel for WTI and US\$75 and US\$85 for Brent. A small surplus could cause prices to decline in early 2024. Although OPEC+ will continue to cutback on production in 2024 to mitigate the price drop.

High interest rates remain the driving force behind a global economic slowdown. The Canadian economy is more vulnerable to a deeper slowdown than our American neighbours, in part because of our debt level.

“

We expect Canadian real GDP to grow by only 0.9% in 2024, with one or two quarters of negative growth early in the year. However, activity should improve in the second half, once interest rates start to come down.

Inflation will decline but remain above the target range

Inflation in Canada has been relatively stable over the past 30 years, rising by about 2% per year. However, it was common to see prices rise by around 8% in the 1970s and 1980s, going as high as 13%.

Inflation can have a big impact on a company's profitability. It's important to keep a close eye on it and find **strategies to manage rising costs**.

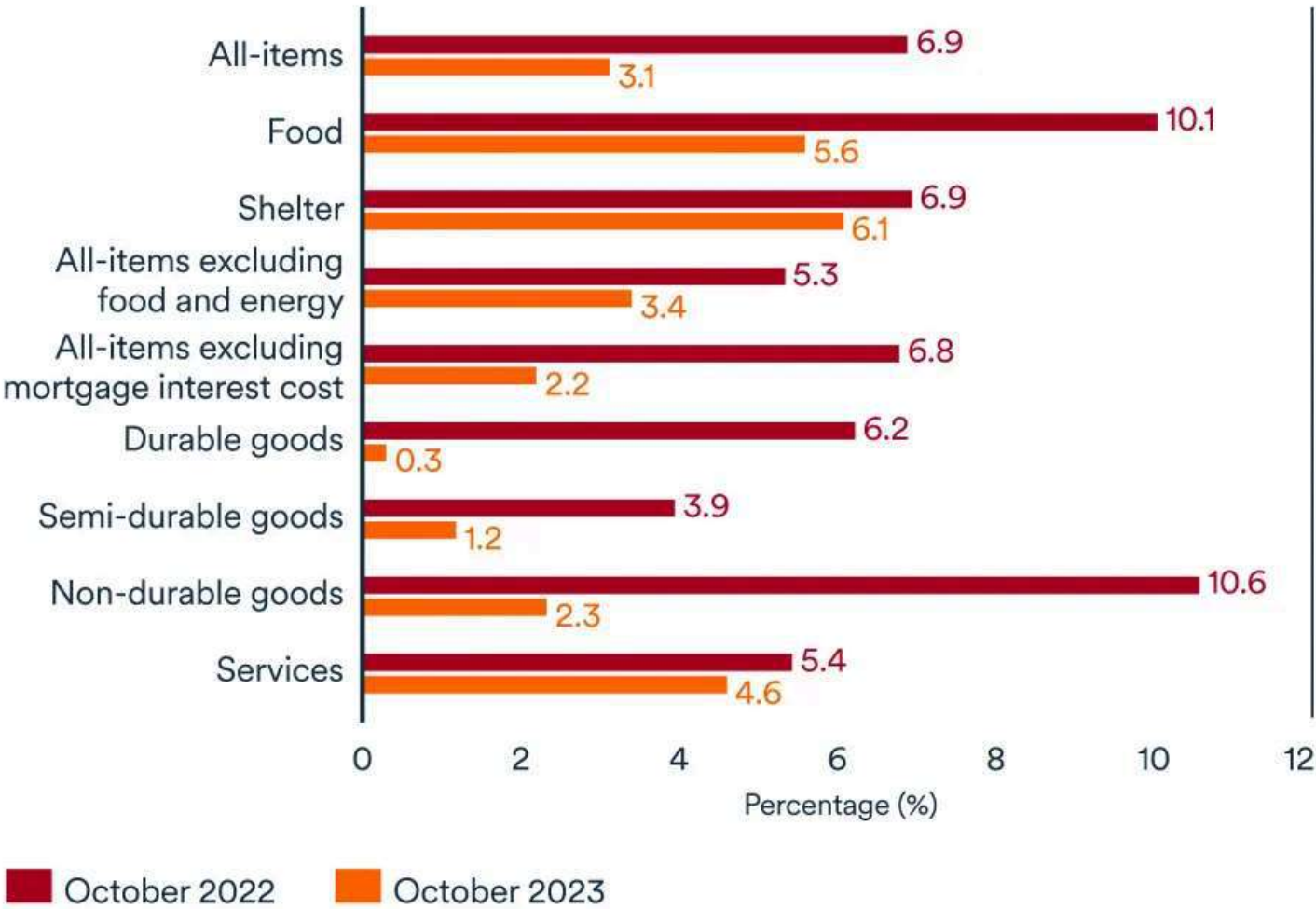
We expect inflation to keep getting lower, staying between 2% and 3%. We do not believe stable 2% inflation will be achieved until the end of 2024.

While we expect inflation to be lower than we've experienced over the past two years, price increases for certain items, such as food and housing, will remain high for Canadians.

Food price inflation is expected to remain at around 4-5% over the coming months. Food is often traded on world markets, and the Canadian dollar's weakness will help push prices higher. Housing-related expenses, notably rent and mortgage interest costs, will also continue to rise faster than the Bank of Canada's 2% inflation target, particularly in the first half of the year.

Inflation by category over the last 12 months in Canada

Annual change in CPI



Source: Statistics Canada, BDC.

Survey

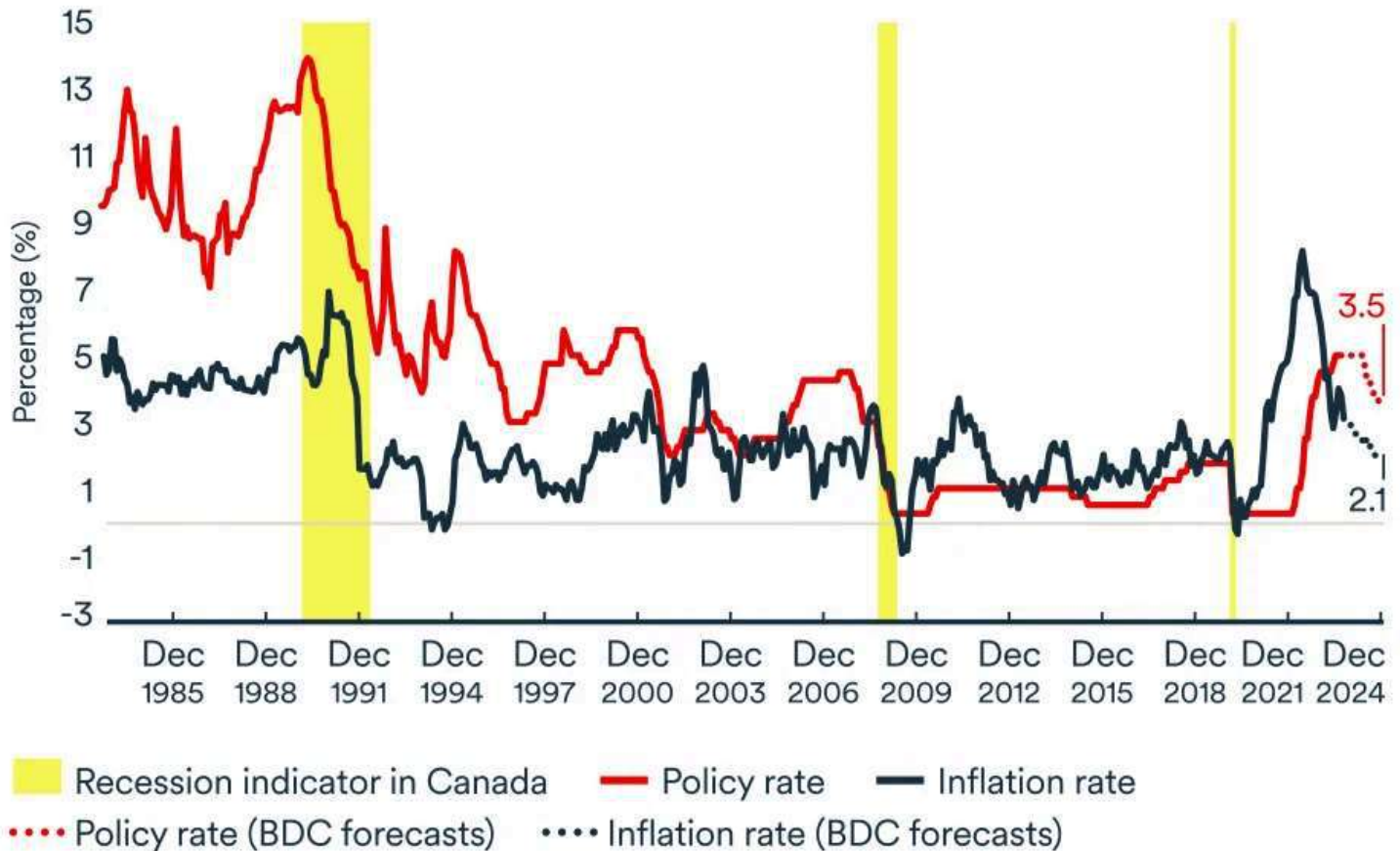
The direction of central bank rate policy becomes clearer

Probably the best news for 2024 is less uncertainty concerning interest rates. Canadians should find comfort in that the most aggressive interest rate hikes in 40 years are ending. High interest rates will continue to weigh on growth, but most of the slowdown has likely already occurred.

We anticipate that the Bank of Canada will begin lowering its key rate as early as this summer. However, the Bank is unlikely to bring the rate down to 2.5%, the neutral level, before 2025. Rates will remain higher than those to which Canadians have been used to over the past 15 years.

Relation between policy rate and inflation rate in Canada

Policy rate and inflation rate



Source: Bank of Canada and Statistics Canada via Refinitiv, BDC.

3 main risks for the Canadian economy in 2024

While we expect a soft landing for the Canadian economy in 2024, the outlook depends heavily on interest rates and inflation. Three elements, particular, could worsen the picture and tip the economy into a mild recession.

1. Geopolitical conflict

Growing geopolitical tensions could distort energy markets and reignite inflation. This would lead to further rate hikes by central banks. Conflicts are a common cause of recessions, but such shocks are difficult to predict.

2. Persistent inflation

Strong demand driven by population growth explains much of the resilience of the Canadian economy in 2023. While we expect a similar situation in 2024, overly strong demand could fuel inflation.

3. Collapsing demand

Even without further rate hikes, current interest rates could prove more difficult to face than expected for consumers and businesses. Canadian households are more vulnerable to high rates than those in other major economies, notably the U.S. This is because of high debt levels and shorter mortgage terms. The explosive growth in housing prices in recent years was a contributing factor and now pose a risk to the financial health of some households.

“

As more households find themselves in financial difficulty, confidence is declining and **consumers are becoming more cautious than anticipated.**

The outlooks for 2024 differ from one province to the other

This current economic slowdown results from high inflation and interest rate hikes. As such, the slowdown is not impacting all provinces and industries in the same way. Sectors that are more sensitive to high interest rates, such as real estate and financed goods, will continue to feel the bulk of the slowdown. Regions where consumers are more indebted or where these sectors account for a greater share of the economy will also lag.

The Bank of Canada's monetary policy is having the desired effect so far and inflation is decreasing. But inflation is not decreasing at the same speed across all regions. Quebec had the highest inflation rate in Canada in October at 4.2%. Prince Edward Island had the lowest at 1.7%.

Past interest rate hikes will continue to limit Canadians discretionary spending. This will be especially pronounced in British Columbia, Ontario and Quebec, where inflation is higher and households are more indebted.

The slowdown will be less pronounced for commodities-oriented provinces. They rely less heavily on households spending. Alberta and Saskatchewan are set to grow above the national average in 2024.

With a well-diversified economy, Manitoba has always been less sensitive to cyclical disruptions. This current slowdown should not be any different. However, the pullback in Canada's biggest markets (B.C., Ontario and Quebec) could dent Manitoba's exports. Around 50% of the province's exports are to other provinces.

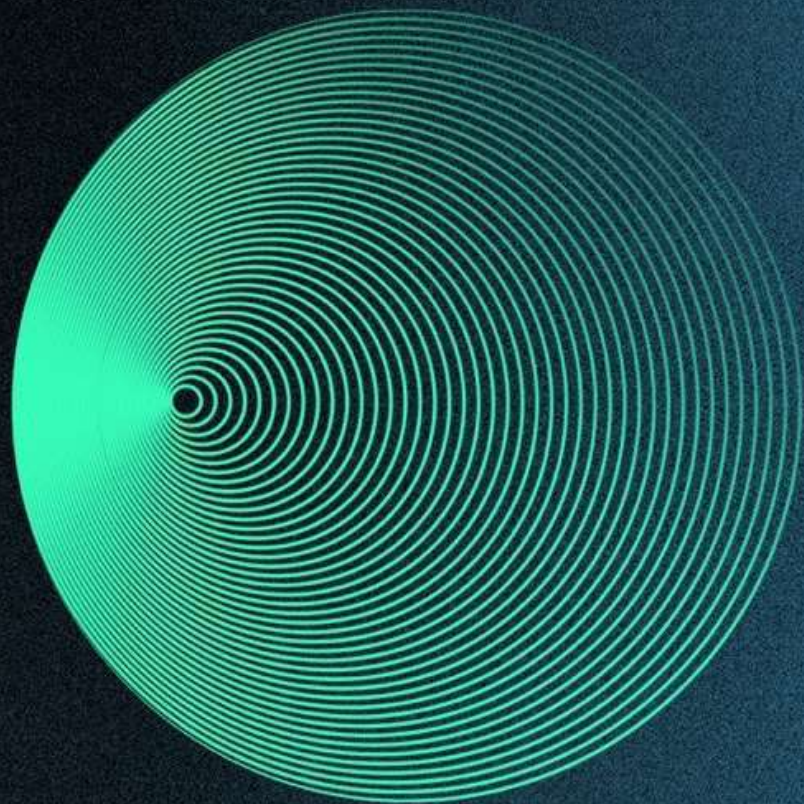
The Atlantic provinces benefited from the strong population increase experienced at the national level in 2023. However, slower forecasted growth in the U.S. and China could weaken the region's exports in 2024.

Challenges and opportunities for entrepreneurs

The economic slowdown and strong population growth will make it easier for businesses to find workers than in recent years. Wage growth should return to a more sustainable pace in 2024 as pressure eases on the labour market. However, an ageing population will continue to make hiring difficult for years. Building a strong human resource strategy for your business remains an important strategy for the long-term success of your company.

With interest rates remaining high and demand slowing, entrepreneurs will need to be nimble and strive to maintain the financial health of their businesses. Adopting more technology can help by boosting productivity and improving competitiveness. Business owners who act now will be in a better position to capitalize when the economy takes off again.

TAB 91



That was close: Canada looks set to dodge a recession

Economic outlook | April 2024

Introduction

The good news about Canada's recent economic performance is that the economy ended 2023 with better-than-expected growth, the labour market has held up into 2024, and population growth remains robust. The less-good news is that a number of worrisome trends continue to weigh on the economy: sticky underlying inflation, a rising number of business insolvencies, increasing household mortgage delinquencies, slowing export growth, declining productivity, and soft investment intentions.

Against this backdrop, we remain cautious about the near-term outlook. But based on its current trajectory, Canada appears likely to skirt a recession and even seems poised to begin recovering from its current slump in the second half of this year.

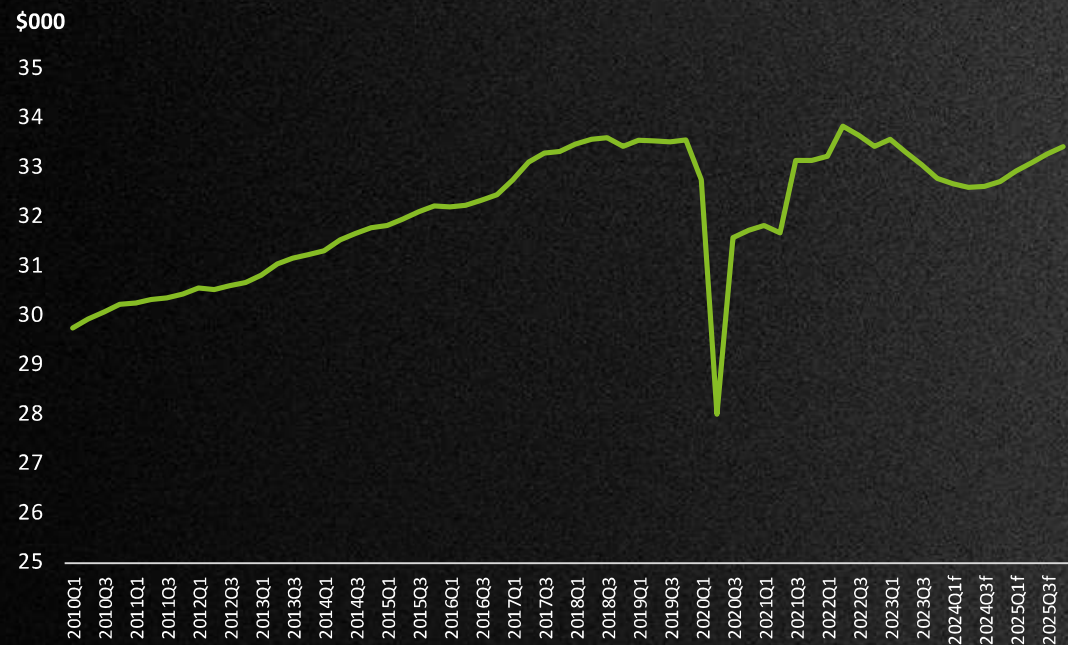
A few key assumptions underpin our forecast, including robust GDP growth in the United States, a continued deceleration in inflationary pressures, interest rate cuts by the Bank of Canada expected to begin in June, and a steady flow of newcomers to Canada to support domestic demand for goods and services.

The US economy's strength in recent months has been broad-based, with strong growth in all subcategories of GDP. We expect that strength to moderate a bit in the coming months, but the story is generally positive. Consumer spending, investment, and government spending will all grow by at least 2% in 2024, while exports will increase by more than 4%. Job growth is expected to slow, however, since current levels of job creation are not sustainable given an aging population and slow population growth. Overall, despite an expected slowdown in the coming quarters, we expect the US economy to post real growth of 2.4% this year and 1.4% in 2025.

Introduction

Here at home, after one of the most rapid monetary tightening campaigns in decades, inflation is finally within the Bank of Canada's target range. Weak demand, which is keeping real GDP growth below its potential, is expected to continue keeping inflation on a slow but steady downward track until it returns to the 2% target. Despite this, the Bank is taking a cautious approach to reducing short-term interest rates, with the first cut now expected in June. As interest rates are reduced through this year and next, the cost to service debt loads will ease, resulting in firmer household spending and a revival in business investment that will propel an economic recovery. Finally, continued strong population growth will provide additional support, paving the way for real spending per person to return to pre-pandemic levels.

Figure 1: Real household consumer spending per person (2017 dollars)



f = forecast

Sources: Statistics Canada, Deloitte

Introduction

While the positive factors will enable stronger growth toward the end of 2024, the negative ones will weigh on Canada's near-term economic prospects. On the household front, consumers continue to struggle with the dual impacts of persistent inflation and high interest rates. Statistics Canada data from the fourth quarter of 2023 shows that obligated debt payments are now consuming 15% of household incomes because mortgage interest payments have nearly doubled since the start of 2022. Further, Equifax Canada reported a worrying uptick in missed mortgage and credit payments in the fourth quarter of 2023.¹ According to the credit reporting agency, the year-over-year mortgage delinquency rate increased 135.2% in Ontario and 62.2% in British Columbia, the two most indebted provinces in the country. This pressure on household budgets will continue to build in the coming months as more households renew their mortgages at higher rates.

Businesses are also buckling under the strain of high interest rates, with insolvencies up by more than 41% in 2023 and 129.3% year over year in January.² These cash-cautious businesses are facing weak demand, high credit costs, and pressure to increase wages. Against this backdrop, it's unsurprising that investment intentions have decelerated sharply on the heels of last year's outright decline.

Overall, Canada's economy is likely to remain stuck in neutral in the first half of this year, squeaking out gains of below 1% at annual rates per quarter. This will limit real GDP growth to 1% this year despite better economic fortunes expected toward the end of the year when the recovery accelerates thanks to lower interest rates and inflation. We then expect the economy to grow 2.9% in 2025.

¹ The Canadian Press, "[Equifax says mortgage-holder in B.C., Ontario, increasingly missed payments during Q4](#)," CBC News, March 5, 2024.

² The Canadian Press, "[Canadian business insolvencies more than double in January, led by bankruptcies](#)," CTV News, March 5, 2024.

Fiscal and monetary policy

Fiscal and monetary policy

Central to our outlook is how inflation evolves over the coming months and, therefore, monetary policy, since the recovery is contingent on a reduction in the Bank of Canada's key policy rate. The good news is that measures to cool inflation have made significant progress, with the inflation rate slowing to 2.8% this February, a hair lower than January (2.9%) and a far cry from its peak above 8% in June 2022. That being said, the factors that are keeping inflation elevated are not likely to reverse in the near term. Housing costs remain the biggest headwind as Canadians renew their mortgages at higher rates. Mortgage holders aren't the only ones feeling the squeeze, though—higher costs are being passed through to renters, too. Further, wage pressures continue to run well above inflation without any commensurate increase in productivity, and that is driving up unit labour costs for businesses and making it difficult to contain inflation.

The result is that the Bank of Canada has maintained its policy rate at 5% since July 2023, recently noting that more downward movements in core measures and underlying inflation are needed before it makes any cuts. Our forecast is that inflation pressures will continue to ease this year, albeit at a gradual pace and coupled with relatively flat economic growth. The Bank will likely be in position to start making cuts in June. Overall, we forecast a total 75 basis-point reduction in the Bank's policy rate by the end of 2024, with the overnight rate landing at its neutral rate of 2.75% a year later.

Fiscal and monetary policy

One factor holding back progress on the inflation front is that fiscal policy is working at odds with monetary policy.

Last year, real government consumption and investment grew at nearly double the pace of the overall economy. Given that the federal and collective provincial/territorial governments are facing substantive budgetary shortfalls, continuing to grow their spending faster than the overall economy is not sustainable. As such, we expect to see real government spending growth slow to the pace of economic growth this year and then fall below GDP growth in 2025. Despite this relative restraint, we don't expect the federal or collective provincial balance to return to surplus this decade.

Last year, real government consumption and investment grew at nearly double the pace of the overall economy.





Households and businesses

Households

One area of the Canadian economy that has held up remarkably well is the labour market. This could reflect employment acting as a lagging indicator and/or the reluctance of companies to lay off the staff that was so difficult to hire as we emerged from the COVID-19 pandemic. The continued job growth we're seeing likely reflects a bit of both factors. However, given the current economic softness, we predict that employment gains will slow sharply this year. With population growth remaining robust, the softening in job gains will push the unemployment rate above 6% in the second quarter of the year. The unemployment rate is expected to trend upward for the better half of 2024, peaking in the third quarter and reversing course in 2025 as the recovery begins.

Wage growth remains robust and is expected to hover around 5% in the first quarter before decelerating as the unemployment rate rises. After averaging 4.9% in 2023 as workers in a relatively tight labour market fought for raises during a period of high inflation, average weekly wages are expected to ease to a year-over-year pace of 2.9% by the fourth quarter of this year.

Canada's population continues to grow at eye-popping levels, up 1.25 million over the past year as of the fourth quarter of 2023. Nevertheless, **real consumer spending** remains weak. To appreciate this, it's necessary to look at spending in per capita terms. Last year, real consumer spending per person fell by 1.1%, faster than the 0.9% drop observed in 2009 when the global economy was in recession due to the worldwide financial crisis. While labour markets have remained favourable emerging from the latest disruptive global event—the pandemic—the fact remains that high inflation and higher debt-servicing costs are constraining the ability of households to spend.

Households

Will that change soon? The good news is that the pain of the recent inflation adjustment is largely behind us and, even with a moderation in employment growth, real household disposable income should gain 2.7% this year. That's up from the modest 1.8% growth last year. The less-good news in the near term is debt-servicing: as of the fourth quarter of 2023, the share of disposable income that Canadian households paid to service their debt reached 15%, up 0.5 percentage points on a year-over-year basis. While that might not sound like a lot, household disposable income was valued at \$1.6 trillion in the fourth quarter—so 0.5% means that compared to last year, households collectively have \$8.2 billion less to spend and save.

With interest rate relief expected a bit later than in our previous forecast, household spending on goods and services will remain modest over the first half of 2024. This will leave real consumer spending with growth of just 1.3% this year, down from 1.7% last year. Next year should be much better as interest rates come down, the economy picks up, and pent-up demand is unleashed, letting households increase their inflation-adjusted spending by 3.2%.

One sector particularly susceptible to interest rate changes is **residential investment**. The resale housing market accelerated sharply soon after the pandemic hit as a desire for more space, strong income growth, and rock-bottom interest rates fuelled demand. However, appetite for existing homes cratered when interest rates began to rise and, between the first quarter of 2022 and the final quarter of 2023, real ownership transfer costs (the economic accounts measure of resale market transactions) fell by a staggering 38%. Renovation activity was similarly impacted but the scale of the decline was not as pronounced.

After what was certainly a rough ride over the last two years, better times are ahead, spurred by demand that has been accumulating since monetary tightening began. However, that will have to wait until the market gets clearer signs from the Bank of Canada that interest rate relief is coming. We don't think the market will have to wait too long, with the resale market expected to pick up next quarter.

Households

The new-home construction market is also having a rough patch. It's facing a cyclical downturn as uncertain demand, high interest rates, and elevated material costs impact the willingness of real estate developers to build new homes. On the buyers' side, demand is accumulating as surging population growth boosts the number of households in the country, but high ownership costs—reflecting mortgage rates and purchase prices—are holding many on the sidelines. Against this backdrop, new-home construction has fallen on a year-over-year basis for the past five quarters and is expected to remain under pressure in the near term. Conditions are expected to improve before year-end.

Structural demand for housing is determined by new household formation, so Canada's recent population boom is leading to demand for new homes. As interest rates come down and confidence in the housing market returns, we expect to see new-home construction increase from 244,000 units in the first quarter of 2024 to 260,000 units by the last quarter of 2025.

Demand is accumulating as surging population growth boosts the number of households.



Businesses

Business investment continues to fall at a worrying pace.

Real non-residential business investment contracted by 7.7% in the final quarter of last year following a 13.9% slump in the third quarter. A major factor in this decline was the drop in engineering structures investment (-15.1%), likely due to the near completion of major projects such as the LNG Canada terminal in British Columbia. Investment in machinery and equipment also took a hit, dropping by 5.6%, primarily due to a reduction in capital spending on aircraft and other transportation equipment.

Among other factors, elevated interest rates are likely to limit the recovery in business investment this year. According to the Statistics Canada 2024 capital investment intentions survey, nominal (not adjusted for inflation) business capital expenditures on construction and machinery and equipment are expected to expand by 3.9% in 2024, much slower compared to the strong growth seen over the 2021-2022 period.

Weak investment intentions are hardly surprising given the persistent high interest rates that are weakening the economy and eroding business confidence. According to the Bank of Canada's latest Business Outlook Survey, businesses are increasingly concerned about uncertain economic conditions, cost pressures, and softer sales.³ The share of organizations reporting a decline in sales in the past year has been creeping up since the beginning of 2023 to stand above pre-pandemic levels. To cope with softer demand and tighter credit conditions, businesses are increasingly delaying their investment plans, focusing more on maintenance and repair rather than expanding operations.

³ Bank of Canada, [Business Outlook Survey—Fourth Quarter of 2023](#), January 15, 2024.

Businesses

One bright spot is the strong growth in transportation equipment manufacturing, which is projected to double this year. This is primarily because of several large-scale electric vehicle (EV) battery manufacturing facilities, notably the \$7-billion Volkswagen plant in Ontario and the \$7-billion Northvolt battery plant in Quebec. In addition, several large hydrogen projects are expected to ramp up in Canada this year, including the \$15-billion Nujoi'qonik project and the \$8-billion EverWind Burin Peninsula Green Fuels project in Newfoundland and Labrador, and the \$6-billion EverWind Point Tupper Green Hydrogen/Ammonia project in Nova Scotia. These investments will be partially offset by a drop of over 40% (in real terms) in pipeline investments as work wraps on Coastal GasLink and the Trans Mountain expansion, as noted earlier.

With the completion of those energy projects, improving domestic demand, and lower interest rates, the outlook is more positive for 2025. Overall, after increasing by 1.2% this year, real non-residential investment is poised to gain 4.1% in 2025.

On the **trade front**, the expected slowdown in US economic growth will create headwinds for Canada's export sector. Our forecast calls for a sharp slowdown in consumer spending south of the border for the next few quarters, since pandemic savings have largely been depleted and the impact of past interest-rate increases finally work their way through the economy. Indeed, we're starting to see the lagged effect in the delinquency rates on consumer loans, now at their highest in over a decade. Given the slowdown in domestic demand in the United States, we expect to see only modest demand for Canadian goods this year.

Businesses

In addition, we anticipate agricultural exports will remain subdued because the majority of field crops experienced a considerable reduction in stock levels year over year. That is largely the result of adverse weather conditions in Western Canada, which resulted in a marked decrease in yields.⁴ According to the federal government's Outlook for Principal Field Crops, though, agricultural exports are expected to recover during the 2024-2025 crop year, so the softness is anticipated to be confined to the near term.

One sector set to benefit in 2024 is the oil industry. The completion of the Trans Mountain expansion pipeline project will add to export capacity and drive an uptick in oil drilling.

Imports are expected to face challenges in the first part of the year due to weak consumer and business spending, with modest outlooks for consumption along with machinery and equipment investment exerting downward pressure on imports. However, an anticipated easing of monetary policy is likely to stimulate consumption and investment demand, leading to an acceleration in import growth. Overall, imports are expected to decline more than exports this year and therefore result in the trade sector contributing to GDP, although it will be modest compared to the gain last year.

⁴ Government of Canada, [Canada: Outlook for Principal Field Crops, 2024-02-16](#), February 16, 2024.

Provincial forecast

Provincial forecast

Newfoundland and Labrador was the only economy in Canada to experience a recession last year, but the outlook is brighter for 2024.

Production resumed at the Terra Nova oil field at the end of 2023 and an anticipated return of the SeaRose floating vessel in Q3 should provide a boost to the province's oil production this year. Additional support to economic growth is the budding green hydrogen industry. Overall, real GDP in Newfoundland and Labrador is forecast to increase by 1.2% this year and 2.3% next year.

Provincial real GDP forecast (% change)

	2023f	2024f	2025f	2026f
Newfoundland and Labrador	-0.5%	1.2%	2.3%	0.8%
Prince Edward Island	1.8%	2.1%	2.8%	3.0%
Nova Scotia	1.5%	1.2%	2.8%	2.1%
New Brunswick	1.0%	0.9%	2.6%	1.9%
Quebec	0.3%	0.5%	2.4%	1.9%
Ontario	1.2%	0.8%	3.0%	2.5%
Manitoba	1.5%	0.9%	3.0%	3.2%
Saskatchewan	1.7%	1.4%	3.1%	3.6%
Alberta	2.1%	1.4%	3.2%	2.6%
British Columbia	1.1%	0.5%	2.9%	2.9%

f = forecast

Sources: Statistics Canada, Deloitte

Provincial forecast

Robust population growth and easing inflationary pressures are expected to support another solid year for household spending in Prince Edward Island. The continued inflow of immigrants to the province is expected to help ease labour shortages, particularly in the construction industry. With a forecasted growth rate of 2.1%, it's projected to top the provincial growth ranking this year. An easing of interest rates in the second half of 2024 and into 2025 will underpin growth in the island's important tourism and construction sectors, helping the economy grow by 2.8% next year.

The household sector, supported by above-historical population growth, and an expected upturn in capital expenditures related to projects such as the Michelin expansion and EverWind hydrogen project, are likely to be the dominant economic trends in **Nova Scotia** this year, helping the province post growth of 1.2% in 2024. A continued easing of inflation and expected lower interest rates next year will propel growth of 2.8% in the province in 2025.

Like other Maritime provinces, population growth has been robust in **New Brunswick**. Consumers here are less indebted than the national average and the household sector (consumption and residential investment) has held up comparatively well, positive trends that will continue in the near term. On the downside, New Brunswick's export sector relies on the United States, and with growth expected to gradually slow south of the border this year, the province is expected to feel the pinch. Overall, we forecast that New Brunswick's economy will grow by 0.9% this year and 2.6% in 2025.

Provincial forecast

The outlook for Quebec shows that weak gains in the household sector will be partially offset by strength in business investment.

Its population growth continues to be the weakest in the country and without the economic injection from newcomers, we're seeing a more pronounced impact on consumer and residential investment related to high interest rates and inflation. The news is not all bad, however—non-residential investment is expected to increase this year. Sweden's Northvolt is set to build an EV battery plant in the province, marking the company's first venture outside Europe. To be built on a 170-hectare property near Montreal, this \$7-billion project is the largest private investment in Quebec's history. Additionally, Rio Tinto has announced plans to invest \$1.1 billion in expanding its lower-carbon aluminum smelter, Complexe Jonquière. With these two projects supporting growth, we expect to see real GDP increase by 0.5% in Quebec this year before it accelerates to a 2.4% pace in 2025.

A similar story is unfolding in **Ontario**, where strength in business investment is helping to offset weaker household spending. Households here are the second-most indebted in the country, so they're feeling the impact of higher interest rates—for example, mortgage delinquencies were up 135.2% year over year in the fourth quarter of 2023. Solid population growth is providing some relief to consumer-focused sectors but the outlook for 2024 remains weak. On the bright side, there's a lineup of new investments in the province's EV battery industry, including the Volkswagen EV battery plant, NextStar Energy battery plant (Stellantis and LG Energy Solution), and the Umicore facility. Strength in manufacturing investment will help the province grow at roughly the same pace as the national average this year before growth accelerates to a 3% pace next year.

Provincial forecast

Manitoba is positioned to experience moderate growth in the coming years, with slow growth in 2024 before picking up next year. Key developments on its ledger include the proposed expansion of Tanco Mine's lithium mining operation, currently the primary provider of lithium in the country, to supply the production of EV batteries, and exploration for other critical minerals. Mining has a better outlook than agriculture, a more traditional crop for the province: based on seeding intentions for barley, soybeans, and wheat, it looks like it will be another tough year for crop production, which will temper real GDP growth to 0.9%. Next year, an expected rebound in agriculture and interest rate relief will help push growth in Manitoba's economy up to 3%.

Moving westward, the economy of **Saskatchewan** is poised for relatively strong performance this year compared to that of the rest of the country. We're seeing strong investment in the province, driven by sizable investments in its potash industry. Couple this strength with solid population gains and relatively low household debt burdens, and Saskatchewan's economy is set to grow 1.4% this year and 3.1% next year. However, as we've seen in recent years, its economy is sensitive to fluctuations in resource production and prices. The possibility of weaker prices for potash, uranium, or oil and the potential for another hot, dry growing season are downside risks to the forecast.

Provincial forecast

Alberta's economy is doing well, thanks in part to a surge in population that has supported sustained employment growth and driven demand for residential investment. Combined with strong oil production, its economy is poised to be second in the provincial economic growth rankings this year before it tops the list in 2025, with real GDP growth of 1.4% and 3.2% respectively. Growth would be stronger this year if it weren't for the weakness on the investment front as work wraps on major projects such as the Trans Mountain expansion project. Indeed, the recent capital and repair expenditure survey by Statistics Canada flagged Alberta as one of the few provinces (along with British Columbia and New Brunswick) expecting a decline in nominal investment spending in 2024.

Households in **British Columbia** have the highest debt levels in the nation, which is reflected in our forecast for relatively subdued economic growth in 2024. A downturn in investment will add to the pain, with Statistics Canada's recent capital intentions survey pointing to a 5.4% decline in total investment spending in British Columbia this year; the worst showing among provinces. The good news is that the economic adjustment is expected to be short-lived—the anticipated lower interest rates will provide relief to BC homeowners and businesses starting in the second half of 2024. After posting growth of just 0.5% this year, the second-weakest in Canada, growth should rebound to a 2.9% pace in 2025.

Final thoughts

Final thoughts

Despite the challenge of high debt loads in an elevated interest rate environment, the Canadian economy looks set to achieve the somewhat elusive soft landing, one where it avoids a recession while inflation returns to target. But we're not yet out of the woods. Many homeowners still have to renew their mortgages at higher rates, and already we're seeing delinquencies rise. Our productivity performance remains anemic and business investment is waning, both of which create downside risk to the country's economic outlook in the near term. At least risks this time are not all on the downside; strong population growth is creating pent-up demand for both housing and consumer goods and services.

As it becomes increasingly clear that Canada's economy will avoid a recession and that interest rate cuts are on the horizon, we may see spending increase at a faster pace than predicted in this outlook. Overall, it seems the economic slump we've found ourselves in for much of the past year is slowly coming to an end—and we can look forward to better economic conditions by the second half of 2024.

Key economic indicators

	2023				2024				2023	2024f	2025f
	Q1	Q2	Q3	Q4	Q1f	Q2f	Q3f	Q4f			
Real economic activity											
Gross domestic product	2.6	0.6	-0.5	1.0	0.4	0.8	2.6	3.8	1.1	1.0	2.9
Household consumption expenditure	4.1	-0.7	0.5	1.0	1.3	1.4	2.4	3.1	1.7	1.3	3.2
• Durable goods	3.8	-3.0	4.2	7.0	-1.5	-0.6	0.5	1.6	2.3	1.3	1.7
• Services	5.3	-1.4	2.4	0.4	3.0	2.5	3.1	3.5	2.6	2.1	3.4
Residential investment	-14.0	-3.5	8.7	-1.7	-0.4	3.4	4.6	6.6	-10.2	2.0	6.8
Non-residential fixed investment	1.8	15.0	-16.3	-9.5	3.2	7.8	9.4	9.3	-0.7	0.6	4.1
• Non-residential structures	3.4	10.6	-14.3	-11.6	2.3	5.7	5.1	7.1	2.6	-1.0	3.0
• Machinery & equipment	-0.8	23.3	-19.8	-5.7	4.7	11.3	16.8	12.8	-6.2	3.4	5.9
Government consumption & investment	3.5	-0.4	6.1	-1.1	-0.8	1.9	1.7	1.6	2.1	1.0	1.6
Exports of goods & services	14.1	4.3	-1.3	5.6	-6.0	-1.8	0.6	6.1	5.7	-0.3	4.1
Imports of goods & services	3.7	4.6	1.1	-1.7	-6.9	-0.5	1.0	3.3	1.0	-1.4	3.4
Prices											
Consumer price index (y/y)	5.2	3.5	3.7	3.2	2.8	2.5	2.3	2.2	3.9	2.4	2.0
Implicit GDP price index (y/y)	2.2	-0.4	1.7	3.0	3.4	2.6	1.1	0.0	1.6	1.8	1.1
Labour market											
Employment	3.9	1.8	1.7	1.9	1.7	1.2	1.5	1.9	2.4	1.6	1.9
Unemployment rate (%)	5.1	5.3	5.5	5.8	5.9	6.2	6.4	6.3	5.4	6.2	5.8

Notes: Unless otherwise noted, all figures are expressed as annualized % changes; f = forecast.

Sources: Statistics Canada; Bank of Canada. Forecast by Deloitte Economic Advisory, as of March 13, 2024.

Financial market indicators

	2023				2024				2023	2024f	2025f
	Q1	Q2	Q3	Q4f	Q1f	Q2f	Q3f	Q4f			
Interest rates (%)											
Overnight rate target	4.50	4.75	5.00	5.00	5.00	4.75	4.50	4.25	5.00	4.25	3.00
3-month T-bill	4.48	4.65	5.11	5.08	4.95	4.91	4.63	4.39	5.08	4.39	2.89
1-year GoC bond	4.44	4.71	5.19	4.83	4.74	4.71	4.65	4.59	4.83	4.59	3.22
2-year GoC bond	3.84	4.12	4.75	4.27	4.09	3.85	3.65	3.45	4.27	3.45	2.90
5-year GoC bond	3.16	3.34	4.03	3.67	3.51	3.40	3.25	3.00	3.67	3.00	2.95
10-year GoC bond	3.03	3.08	3.70	3.56	3.42	3.40	3.30	3.25	3.56	3.25	3.25
Yield curve spread (pp)											
3-month vs. 10-year	-1.45	-1.57	-1.41	-1.52	-1.53	-1.51	-1.33	-1.14	-1.52	-1.14	0.36
2-year vs. 10-year	-0.81	-1.04	-1.05	-0.71	-0.67	-0.45	-0.35	-0.20	-0.71	-0.20	0.35
Foreign exchange											
USD/CAD (C dollars)	1.35	1.34	1.34	1.36	1.35	1.35	1.35	1.35	1.36	1.35	1.34
CAD/USD (US cents)	0.74	0.74	0.75	0.73	0.74	0.74	0.74	0.74	0.73	0.74	0.75

Notes: f = forecast. The overnight rate represents the end of the period. All other quarterly values are quarter averages. Annual figures reflect the end of the period as measured by Q4.

Sources: Statistics Canada; Bank of Canada. Forecast by Deloitte Economic Advisory, as of March 13, 2024.

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With leaders in macroeconomics, microeconomics, policy and regulatory analysis, economic development, and analytics and modelling, Deloitte's Economic Advisory practitioners have the knowledge and experience to tackle some of the most complex and challenging policy and business issues of today.



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TAB 92



Ontario Budget 2024: Balancing priorities, not the books

- Province anticipates \$9.8 billion deficit, scrapping last year's plan for a surplus (\$200 million) in 2024-25.
- Return to balance has been delayed two years to fiscal 2026-27.
- Revenue growth is expected to slow to a crawl in 2024-25 (0.6%) as Ontario's economic outlook weakens.

Rachel Battaglia
March 27, 2024

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2024-25.

- Net debt-to-GDP is revised higher and now set to increase until fiscal 2025-26.

Ontario's Consolidated Fiscal Plan

(\$ billions)	Estimate	Forecast		
	<u>2023/24</u>	<u>2024/25</u>	<u>2025/26</u>	<u>2026/27</u>
Total revenues	204.3	205.7	217.4	226.6
Own-source revenue	169.5	169.4	179.9	187.9
Federal transfers	34.8	36.3	37.5	38.7
Total expenditures	207.3	214.5	220.6	224.1
Program expenses	194.5	200.6	205.9	208.9
Debt service	12.8	13.9	14.7	15.2
Reserve	0	1	1.5	2
Surplus/(Deficit)	(3.0)	(9.8)	(4.6)	0.5



Net Debt-to-GDP (%)	38	39.2	39.5	39.1
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Source: Ontario Ministry of Finance, RBC Economics

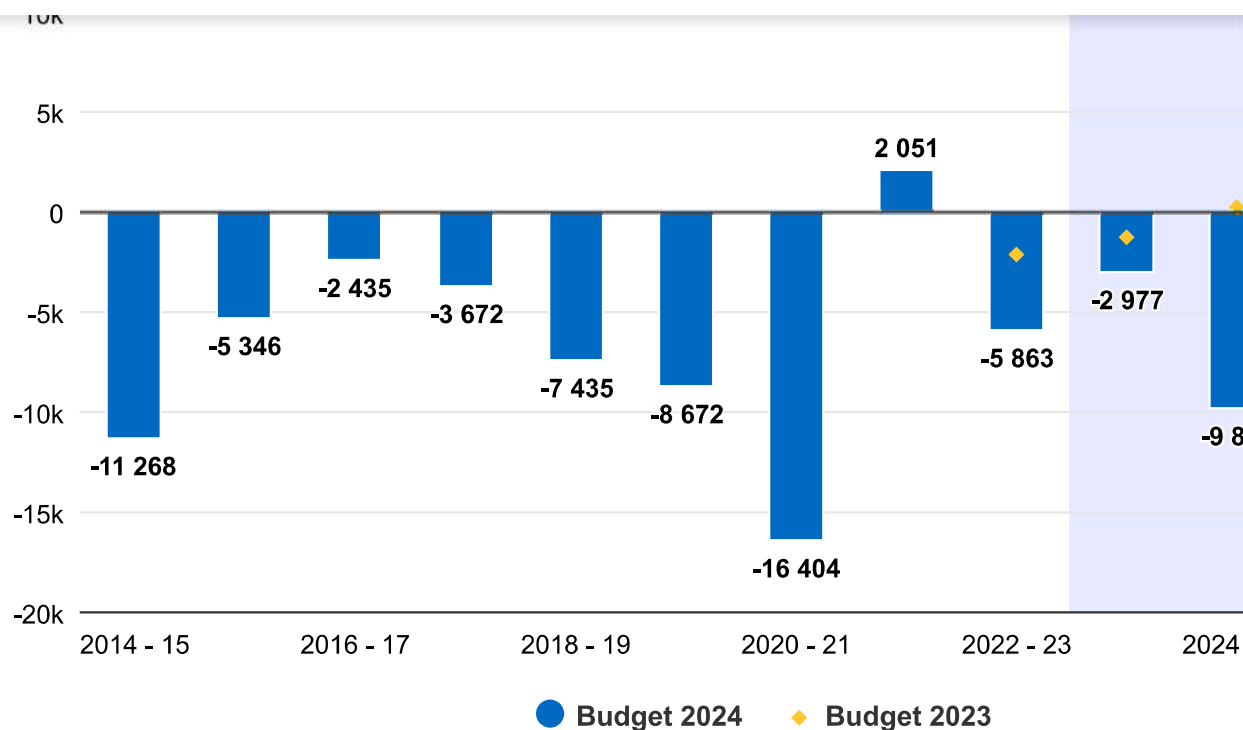
Erasing progress made in last year's budget

The word “balance” appeared several times in the [2024 Ontario Budget](#) despite red ink splashed over the books for the next two fiscal years. The buzzword refers mainly to balancing of priorities—like housing, municipal infrastructure support and making life more affordable—rather than provincial finances.

The Ontario government is now planning for the deepest deficit in a decade, outside of the pandemic years. The \$9.8 billion shortfall in 2024-25 is expected to be more than three times deeper than the 2023-24 deficit (\$3.1 billion) and replaces the anticipated \$200 million surplus announced in last year's budget—even after shrinking the contingency reserve fund. Budget 2024 takes a detour just one year after touting plans for a [speedy return to fiscal balance](#).



Provincial Budgets and Economic St



Source: Ontario Ministry of Finance, RBC Economics

Slower than expected revenue—particularly from personal income taxes—are playing a big role in the budget shortfall. In fact, total revenue is expected to remain relatively unchanged at \$206 billion from the 2023-24 revenue estimate, reflecting expectations for weaker economic growth.

Total expenditure, on the other hand, is set to grow to \$215 billion (3.5%)—further widening the gap between government spending and income in the fiscal year ahead.



MENU

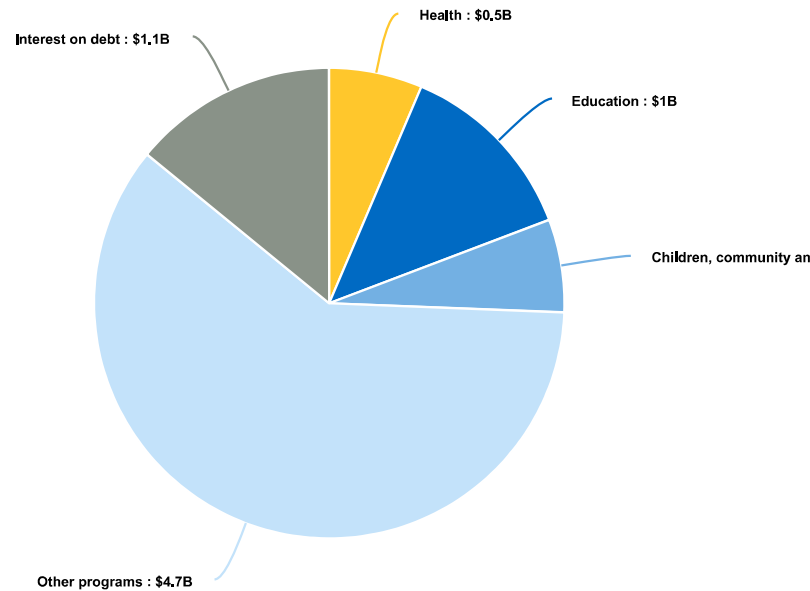
net debt-to-GDP fiscal limit set in Budget 2023.

There seems to be ‘enough’ money to go around

Total expenditure is now set to reach \$215 billion, an increase of \$7.2 billion (3.5%) from the 2023-24 estimate. Of that increase, other programs (mainly related to infrastructure supports) are set to see more than half (\$4.7 billion) of the new funding. A good chunk of this (\$1 billion) will go to support the implementation of [high-speed internet across all Ontario communities](#).

A portion of the additional \$4.7 billion that’s been allocated to other programs will also fund Ontario’s new [Municipal Housing Infrastructure Program](#) (\$1.8 billion over three years) which will support core infrastructure projects including roads and water systems. This, we expect, comes as welcome news for municipalities after [government-imposed cuts to residential development charges](#) came into effect last year, hampering municipal revenue collection.

Interest on debt (\$1.1 billion) and health (\$1 billion) will eat up another \$2.1 billion in new spending, reflecting interest costs and a growing debt burden. Retroactive pay to public sector workers will take up a significant portion of new health spending after the wage restraint legislation, [Bill 124](#), was ruled unconstitutional.



Source: Ontario Ministry of Finance, RBC Economics

Post-secondary funding is one of two expense categories to see a cut in 2024-25 (-\$400 million). This reflects the recently announced [cap on foreign international students](#), which is expected to [impact international student enrollment](#) in Ontario in the upcoming fiscal year.

Delayed economic rebound to weigh on revenue

The province was expecting Ontario's economy to rebound this year at the time of Budget 2023, but few economic indicators now support this projection. Growth projections for 2024 have since been revised lower to reflect the province's weakening economic backdrop and are closely aligned with [our own](#).



Real GDP growth (%)

Budget 2024	1.2	0.3	1.9
RBC	1.2	0.5	2.2

Nominal GDP growth (%)

Budget 2024	4.1	2.7	3.9
RBC	4.3	3.6	4.4

Source: Ontario Ministry of Finance, RBC Economics

Revenue projections have also been revised substantially lower from previous baselines with a cyclical trough now expected in fiscal 2024-25. Revenue is now expected to grow just marginally to \$206 billion (0.6% from 2023-24 estimate). Soft personal income taxes will be the main factor restraining revenue growth as Ontario's labour market wavers.

The government made little changes to its tax system despite the planned spending spree. In fact, new adjustments have come in the form of additional cuts. The government intends to keep the 5.7 cent per litre [gas tax cut](#) until the end of the calendar year—costing the province \$620 million in lost revenue in 2024-25.



Investing in transportation

The budget includes capital investment of \$103 billion over four years, including \$26.2 billion in fiscal 2024-25. Transportation will remain a priority as in previous years—eating up more than half (56%) of planned capital spending.

Public transit investments (\$10.7 billion) will account for the lion's share in 2024-25. This includes funding support for GO Transit service increases and advancing work on the [Ontario Line](#) among other initiatives.

Flirting with the limits of its fiscal anchors

The Ontario government maintains the three fiscal anchors outlined in Budget 2023 (net debt-to-GDP below 40%, net debt-to-revenue below 200%, and interest on debt-to-revenue below 7.5%). The latest fiscal plan, however, already violates one of them (net debt-to-revenue) and is flying very close to the upper bounds of another (net debt-to-GDP).

We hope to see the Ontario government keep its fiscal plans within self-imposed guidelines in the future—especially given its leniency relative to other provinces.

Ontario's Fiscal Anchors

(%)	Target	Estimate	
		<u>2023/24</u>	<u>2024/25</u>



MENU

Provincial Budgets and Economic St

Net debt-to-GDP (%)	<40	38	39.2
Net debt-to-revenue (%)	<200	203	214
Interest on debt-to-revenue (%)	<7.5	6.3	6.8

Source: Ontario Ministry of Finance, RBC Economics

Staying near the top of Canada's provincial debt burden

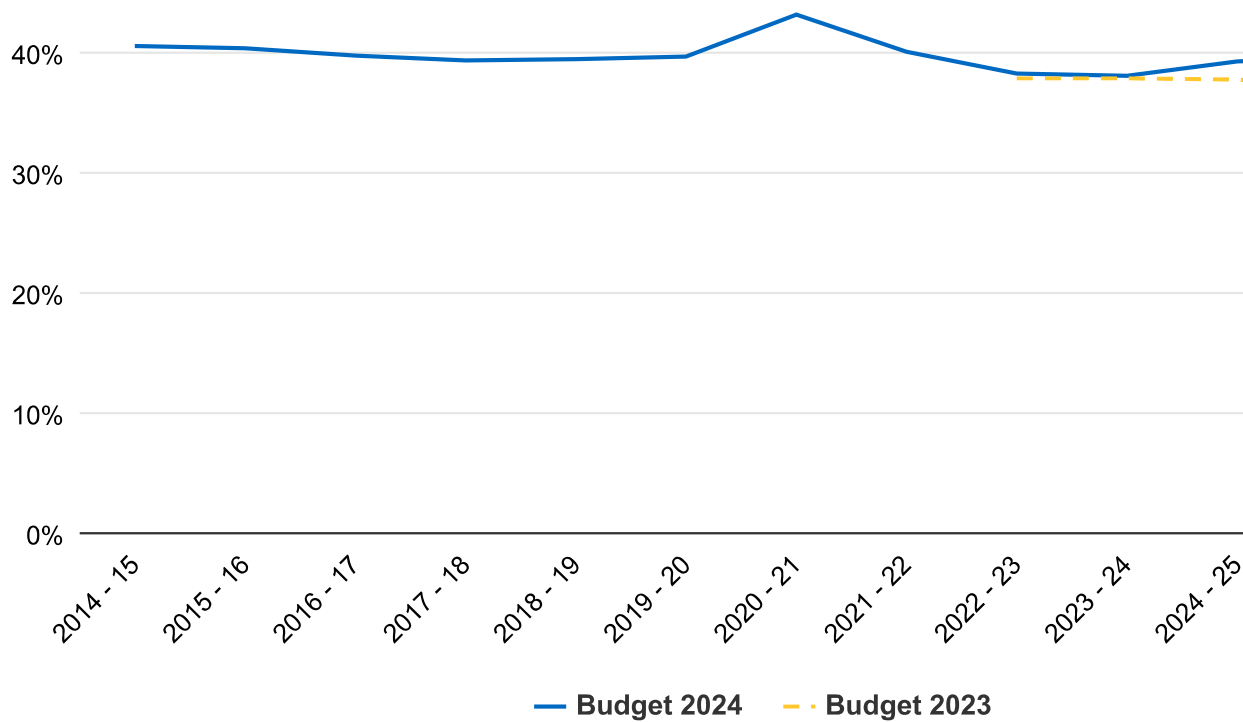
Budget 2024 reverses some of the earlier strides made in reducing the province's debt burden. It now expects the net debt-to-GDP ratio to increase to 39.2% in 2024-25 from an estimated 38% in 2023-24—and continuing upwards until fiscal 2025-26.

The province has left little wiggle room for itself with the debt burden now peaking at 39.5% in 2025-26. This isn't an ideal situation given the uncertain economic outlook and the potential revenue risk. Wage settlements from Bill 124 could further elevate spending, adding risk to the expenditure side of the ledger.

Credit rating agencies may not look fondly at the budget, given the regression in the province's fiscal guidelines. Let's hope the economic situation turns around quickly so that the Budget 2025 brings the government back on track.



Provincial Budgets and Economic St



Source: Ontario Ministry of Finance, RBC Economics

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TAB 93

Politics

Federal, Ontario and Atlantic Canadian governments reach agreement on health-care funding

Provinces will receive more than \$46 billion over ten years

[Jessica Mundie](#) · CBC News · Posted: Feb 23, 2023 11:32 AM EST | Last Updated: February 23, 2023



Prime Minister Justin Trudeau shown here meeting with Canada's premiers in Ottawa on Tuesday, Feb. 7.
(Sean Kilpatrick/The Canadian Press)

Ontario and all Atlantic provinces have reached agreements-in-principle on the health-care funding offer made by Prime Minister Justin Trudeau's government at the first ministers' meeting in Ottawa earlier this month.

At a town hall at Dalhousie University in Halifax on Thursday afternoon, Trudeau confirmed that Prince Edward Island, Nova Scotia, Newfoundland and Labrador and New Brunswick have reached agreements-in-principle with Ottawa.

At the first ministers' meeting, premiers agreed to accept the federal government's offer of more than \$46 billion in new health-care money for the provinces and territories over the next ten years. The funding boost will see the Canada Health Transfer (CHT) increase by five per cent annually and will target other specific areas of the health system.

The federal government said that \$25 billion of that new money will be targeted at improving four priority areas: family health services, health workers and backlogs, mental health and substance use and a "modernized health system."

Since the announcement, the federal and provincial governments have held bilateral meetings to finalize individual funding agreements to target those specific areas in each province.

Ontario was the first province to announce an agreement Thursday morning. Provincial Health Minister Sylvia Jones confirming the agreement in a tweet: "This additional funding will bolster Ontario's investments in health care as we implement our plan for connected and convenient care."

- [**Trudeau pitches 10-year health-care deal with \\$46B in new spending**](#)
- [**Premiers will answer to voters if cash injection doesn't improve the health system: LeBlanc**](#)
- [**NDP tables motion to force Liberals to vote against 'for-profit health care'**](#)

Speaking at the town hall, Trudeau said that while the federal government is not going to micromanage provincial health-care systems, it does want to ensure a standard of care.

"Our job is to make sure Canadians are getting the right services, the right health care, across the country. And the way to do that is to really focus on outcomes," he said.

Trudeau said that means empowering provinces to tackle the challenges in their respective jurisdictions however they see fit, while keeping them accountable to the taxpayer.

"What we're asking is for provinces is to set those targets that they want and then to hit those targets, make them publicly accessible so that they are accountable not to us, but to their residents, to their citizens."


Sylvia Jones

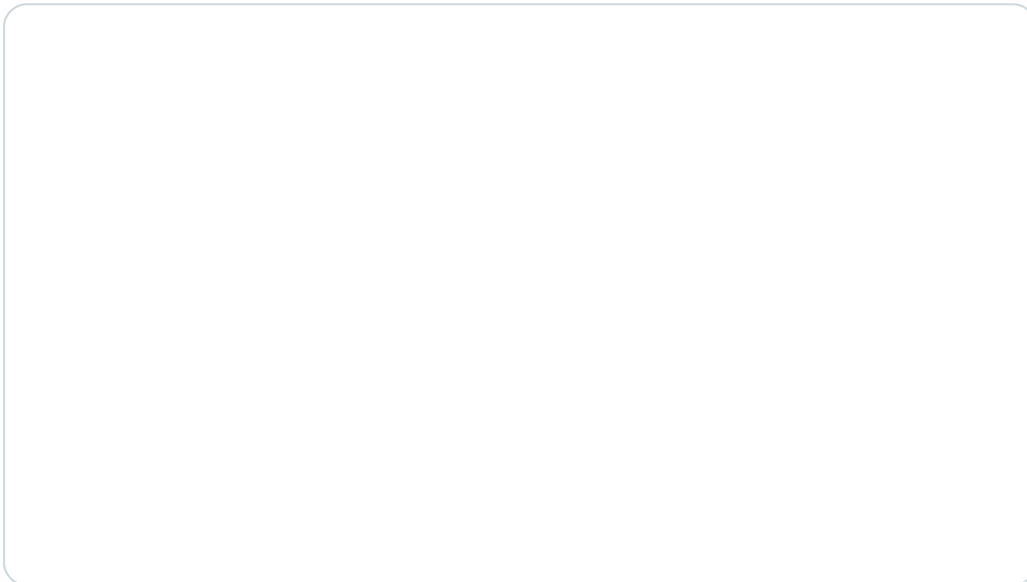
@SylviaJonesMPP · [Follow](#)



I want to thank the federal government for agreeing to Premier [@fordnation](#)'s request to build in reviews to ensure sustainability and certainty.

This additional funding will help us connect people to convenient care closer to home.

See my full statement below 



9:33 AM · Feb 23, 2023



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Manitoba Premier Heather Stefanson is the current head of the Council of the Federation, which represents the premiers. She told CBC News Network's *Power & Politics* last week that the premiers were "united" in their decision to accept the federal government's proposal.

She cautioned that cash injection is not a long-term fix.

"We've accepted this for now," she told guest host David Cochrane. "But we do recognize that this is not a long-term solution to the health-care funding that is

needed within our country."

The flow of funding will also hinge on "action plans" developed by the provinces and territories which detail how the funds will be used and progress will be measured.

In addition to this new cash for the provinces and territories, the federal government is promising more money for Indigenous health, an area that is largely under federal jurisdiction.

Trudeau's plan calls for an additional \$2 billion over 10 years for an "Indigenous-specific funding stream" to address what the government called "unique challenges" that "Indigenous peoples face when it comes to fair and equitable access to quality and culturally safe health care services."

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TAB 94



Major federal transfers

In 2024-25, provinces and territories will receive \$99.4 billion through major transfers.

Federal Support to Provinces and Territories

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers¹										
Canada Health Transfer ²	34,026	36,068	37,150	38,584	40,373	41,870	43,126	45,208	49,421	52,081
Canada Social Transfer	12,959	13,348	13,748	14,161	14,586	15,023	15,474	15,938	16,416	16,909
Equalization	17,341	17,880	18,254	18,958	19,837	20,573	20,911	21,920	23,963	25,253
Offshore Offsets ³	125	44	36	-72	2	86	44	48	-	-
Territorial Formula Financing ⁴	3,561	3,603	3,682	3,785	3,948	4,180	4,380	4,553	4,834	5,159
Total - Federal Support	68,013	70,943	72,870	75,416	78,746	81,732	83,935	87,667	94,634	99,401
<i>Per Capita Allocation (dollars)</i>	<i>1,899</i>	<i>1,959</i>	<i>1,997</i>	<i>2,038</i>	<i>2,098</i>	<i>2,149</i>	<i>2,197</i>	<i>2,256</i>	<i>2,366</i>	<i>2,407</i>

[See additional notes](#)

¹ The Fiscal Stabilization payments to Newfoundland and Labrador (\$31.7 million) and to Alberta (\$251.4 million) for 2015-16 are not included. The Fiscal Stabilization payments to Alberta (\$251.4 million) and Saskatchewan (\$20.3 million as well as a \$18.6 million ex gratia payment) for 2016-17 are also not included. The Fiscal Stabilization payment to Alberta (\$576.5 million) for 2020-21 is not included.

² This excludes one-time top-ups to the CHT of \$500 million in 2019-20, \$4 billion in 2020-21, \$2 billion in 2021-22 and \$2 billion in 2022-23.

³ Offshore Offsets to Nova Scotia include cash amounts from the 2005 Arrangement (including the extension until 2022-23). They also include Cumulative Best-of Guarantee payments/recoveries to Nova Scotia until 2019-20.

⁴ Territorial Formula Financing (TFF) payments include an additional \$67 million to Yukon (\$16 million), Northwest Territories (\$24 million), and Nunavut (\$26 million) in 2016-17, stemming from the legislative amendments to enhance the stability and predictability of the program.

TFF includes transition payments to Yukon (\$1.3 million) and Northwest Territories (\$1.7 million) for five years starting in 2019-20.

Federal Support to Newfoundland and Labrador

In 2024-25, the Government of Newfoundland and Labrador will receive \$1.1 billion through major transfers.

Federal Support to Newfoundland and Labrador

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
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	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers¹										
Canada Health Transfer ²	502	528	538	549	563	575	587	618	665	688
Canada Social Transfer	191	196	199	201	203	206	211	218	221	223
Equalization	-	-	-	-	-	-	-	-	-	218
Total - Federal Support	694	724	737	750	767	781	798	836	886	1,130
<i>Per Capita Allocation (dollars)</i>	<i>1,312</i>	<i>1,364</i>	<i>1,395</i>	<i>1,425</i>	<i>1,464</i>	<i>1,496</i>	<i>1,534</i>	<i>1,574</i>	<i>1,646</i>	<i>2,071</i>
See additional notes ¹ The Fiscal Stabilization payment to Newfoundland and Labrador (\$31.7 million) for 2015-16 is not included. ² Canada Health Transfer excludes one-time top-ups to the CHT of \$7.0 million in 2019-20, \$55.0 million in 2020-21, \$27.2 million in 2021-22 and \$27.1 million in 2022-23 to Newfoundland and Labrador.										

Federal Support to Prince Edward Island

In 2024-25, the Government of Prince Edward Island will receive \$911 million through major transfers.

Federal Support to Prince Edward Island

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	139	149	153	160	169	177	185	194	214	228
Canada Social Transfer	53	55	57	59	61	64	67	68	71	74
Equalization	361	380	390	419	419	454	484	503	561	610
Total - Federal Support	553	584	600	637	649	695	736	765	847	911
<i>Per Capita Allocation (dollars)</i>	<i>3,776</i>	<i>3,912</i>	<i>3,991</i>	<i>4,163</i>	<i>4,131</i>	<i>4,316</i>	<i>4,480</i>	<i>4,587</i>	<i>4,883</i>	<i>5,045</i>
See additional notes ¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$2.1 million in 2019-20, \$16.8 million in 2020-21, \$8.6 million in 2021-22 and \$8.8 million in 2022-23 to Prince Edward Island.										

Federal Support to Nova Scotia

In 2024-25, the Government of Nova Scotia will receive \$5.1 billion through major transfers.

Federal Support to Nova Scotia

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
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	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	896	944	967	998	1,042	1,080	1,117	1,189	1,305	1,379
Canada Social Transfer	341	349	358	366	376	388	401	419	434	448
Equalization	1,690	1,722	1,779	1,933	2,015	2,146	2,315	2,458	2,803	3,284
Offshore Offsets ²	125	44	36	-72	2	86	44	48	-	-
Total - Federal Support	3,052	3,060	3,140	3,227	3,435	3,699	3,877	4,114	4,541	5,111
<i>Per Capita Allocation (dollars)</i>	<i>3,236</i>	<i>3,228</i>	<i>3,306</i>	<i>3,370</i>	<i>3,547</i>	<i>3,770</i>	<i>3,920</i>	<i>4,046</i>	<i>4,300</i>	<i>4,676</i>
See additional notes Canada Health Transfer excludes one-time top-ups to the CHT of \$12.9 million in 2019-20, \$103.0 million in 2020-21, \$51.8 million in 2021-22 and \$52.3 million in 2022-23 to Nova Scotia. ² The amounts reported here include cash from the 2005 Arrangement and the extension until 2022-23: \$37 million in 2015-16, \$33 million in 2016-17, \$20 million in 2017-18, \$18 million in 2018-19, \$8 million in 2019-20, \$86 million in 2020-21, \$44 million in 2021-22 and \$48 million in 2022-23. They also include Cumulative Best-of Guarantee payments to Nova Scotia of \$88 million in 2015-16, \$11 million in 2016-17 and \$16 million in 2017-18, and recoveries of \$90 million in 2018-19 and \$6 million in 2019-20.										

Federal Support to New Brunswick

In 2024-25, the Government of New Brunswick will receive \$4.3 billion through major transfers.

Federal Support to New Brunswick

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	717	754	780	803	835	861	891	939	1,029	1,085
Canada Social Transfer	273	279	289	295	302	309	320	331	342	352
Equalization	1,669	1,708	1,760	1,874	2,023	2,210	2,274	2,360	2,631	2,897
Total - Federal Support	2,658	2,741	2,829	2,972	3,160	3,381	3,485	3,630	4,002	4,335
<i>Per Capita Allocation (dollars)</i>	<i>3,525</i>	<i>3,621</i>	<i>3,692</i>	<i>3,858</i>	<i>4,071</i>	<i>4,321</i>	<i>4,416</i>	<i>4,498</i>	<i>4,806</i>	<i>5,037</i>
See additional notes ¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$10.3 million in 2019-20, \$82.2 million in 2020-21, \$41.2 million in 2021-22 and \$41.7 million in 2022-23 to New Brunswick.										

Federal Support to Quebec

In 2024-25, the Government of Quebec will receive \$28.5 billion through major transfers.

Federal Support to Quebec

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	7,841	8,279	8,437	8,736	9,131	9,442	9,707	10,072	10,939	11,455
Canada Social Transfer	2,986	3,064	3,122	3,206	3,299	3,388	3,483	3,551	3,634	3,719
Equalization	9,521	10,030	11,081	11,732	13,124	13,253	13,119	13,666	14,037	13,316
Total - Federal Support	20,348	21,372	22,640	23,674	25,554	26,083	26,309	27,289	28,610	28,490
<i>Per Capita Allocation (dollars)</i>	<i>2,466</i>	<i>2,571</i>	<i>2,732</i>	<i>2,826</i>	<i>3,010</i>	<i>3,041</i>	<i>3,060</i>	<i>3,152</i>	<i>3,232</i>	<i>3,137</i>
See additional notes										
¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$112.9 million in 2019-20, \$902.4 million in 2020-21, \$450 million in 2021-22 and \$447.1 million in 2022-23 to Quebec.										

Federal Support to Ontario

In 2024-25, the Government of Ontario will receive \$27.5 billion through major transfers.

Federal Support to Ontario

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	13,095	13,899	14,305	14,904	15,618	16,232	16,710	17,586	19,242	20,289
Canada Social Transfer	4,987	5,144	5,294	5,470	5,642	5,824	5,996	6,200	6,392	6,587
Equalization	2,363	2,304	1,424	963	-	-	-	-	421	576
Total - Federal Support	20,445	21,347	21,022	21,337	21,260	22,056	22,706	23,786	26,054	27,451
<i>Per Capita Allocation (dollars)</i>	<i>1,483</i>	<i>1,530</i>	<i>1,496</i>	<i>1,493</i>	<i>1,464</i>	<i>1,496</i>	<i>1,534</i>	<i>1,574</i>	<i>1,673</i>	<i>1,707</i>
See additional notes										
¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$193.7 million in 2019-20, \$1,550.8 million in 2020-21, \$775.5 million in 2021-22 and \$776.3 million in 2022-23 to Ontario.										

Federal Support to Manitoba

In 2024-25, the Government of Manitoba will receive \$6.9 billion through major transfers.

Federal Support to Manitoba

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
--	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	1,229	1,310	1,357	1,410	1,471	1,520	1,571	1,641	1,794	1,889
Canada Social Transfer	468	485	502	518	531	545	564	579	596	613
Equalization	1,738	1,736	1,820	2,037	2,255	2,510	2,719	2,933	3,510	4,352
Total - Federal Support	3,436	3,531	3,680	3,964	4,257	4,576	4,853	5,153	5,900	6,854
<i>Per Capita Allocation (dollars)</i>	<i>2,655</i>	<i>2,684</i>	<i>2,760</i>	<i>2,932</i>	<i>3,114</i>	<i>3,314</i>	<i>3,488</i>	<i>3,653</i>	<i>4,063</i>	<i>4,577</i>
See additional notes ¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$18.2 million in 2019-20, \$145.2 million in 2020-21, \$72.4 million in 2021-22 and \$72.5 million in 2022-23 to Manitoba.										

Federal Support to Saskatchewan

In 2024-25, the Government of Saskatchewan will receive \$2.1 billion through major transfers.

Federal Support to Saskatchewan

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers¹										
Canada Health Transfer ²	1,075	1,142	1,170	1,212	1,259	1,298	1,334	1,368	1,490	1,565
Canada Social Transfer	409	423	433	445	455	466	479	482	495	508
Equalization	-	-	-	-	-	-	-	-	-	-
Total - Federal Support	1,484	1,565	1,602	1,657	1,714	1,764	1,813	1,851	1,985	2,073
<i>Per Capita Allocation (dollars)</i>	<i>1,312</i>	<i>1,364</i>	<i>1,395</i>	<i>1,425</i>	<i>1,464</i>	<i>1,496</i>	<i>1,534</i>	<i>1,574</i>	<i>1,646</i>	<i>1,671</i>
See additional notes ¹ The Fiscal Stabilization payment to Saskatchewan (\$20.3 million) and the ex gratia Fiscal Stabilization payment to Saskatchewan (\$18.6 million) for 2016-17 are not included. ² Canada Health Transfer excludes one-time top-ups to the CHT of \$15.6 million in 2019-20, \$124.1 million in 2020-21, \$61.8 million in 2021-22 and \$61.4 million in 2022-23 to Saskatchewan.										

Federal Support to Alberta

In 2024-25, the Government of Alberta will receive \$8.2 billion through major transfers.

Federal Support to Alberta

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
--	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers¹										
Canada Health Transfer ²	3,965	4,213	4,315	4,478	4,684	4,866	5,013	5,233	5,782	6,164
Canada Social Transfer	1,510	1,559	1,597	1,644	1,692	1,746	1,799	1,845	1,921	2,001
Equalization	-	-	-	-	-	-	-	-	-	-
Total - Federal Support	5,475	5,772	5,912	6,122	6,377	6,611	6,812	7,078	7,703	8,165
<i>Per Capita Allocation (dollars)</i>	<i>1,312</i>	<i>1,364</i>	<i>1,395</i>	<i>1,425</i>	<i>1,464</i>	<i>1,496</i>	<i>1,534</i>	<i>1,574</i>	<i>1,646</i>	<i>1,671</i>
<u>See additional notes</u>										
¹ The Fiscal Stabilization payments to Alberta for 2015-16 (\$251.4 million), for 2016-17 (\$251.4 million) and for 2020-21 (\$576.5 million) are not included.										
² Canada Health Transfer excludes one-time top-ups to the CHT of \$58.1 million in 2019-20, \$465.3 million in 2020-21, \$232.3 million in 2021-22 and \$233.1 million in 2022-23 to Alberta.										

Federal Support to British Columbia

In 2024-25, the Government of British Columbia will receive \$9.5 billion through major transfers.

Federal Support to British Columbia

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	4,455	4,731	5,004	5,204	5,467	5,678	5,865	6,217	6,800	7,172
Canada Social Transfer	1,697	1,751	1,852	1,910	1,975	2,037	2,104	2,192	2,259	2,329
Equalization	-	-	-	-	-	-	-	-	-	-
Total - Federal Support	6,152	6,482	6,857	7,114	7,442	7,715	7,970	8,408	9,058	9,501
<i>Per Capita Allocation (dollars)</i>	<i>1,312</i>	<i>1,364</i>	<i>1,395</i>	<i>1,425</i>	<i>1,464</i>	<i>1,496</i>	<i>1,534</i>	<i>1,574</i>	<i>1,646</i>	<i>1,671</i>
<u>See additional notes</u>										
¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$67.5 million in 2019-20, \$541.8 million in 2020-21, \$272.4 million in 2021-22 and \$273.2 million in 2022-23 to British Columbia.										

Federal Support to Yukon

In 2024-25, the Government of Yukon will receive \$1.4 billion through major transfers.

Federal Support to Yukon

(millions of dollars)

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
--	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

Federal Support to Nunavut

In 2024-25, the Government of Nunavut will receive \$2.2 billion through major transfers.

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Major Transfers										
Canada Health Transfer ¹	35	37	38	40	41	43	45	47	50	52
Canada Social Transfer	13	14	14	15	15	15	16	17	17	17
Territorial Formula Financing ²	1,454	1,489	1,530	1,579	1,642	1,713	1,782	1,859	1,971	2,109
Total - Federal Support	1,502	1,539	1,582	1,633	1,698	1,771	1,843	1,923	2,038	2,178
Per Capita Allocation (dollars)	41,192	41,460	42,235	42,985	44,019	45,367	46,488	47,490	50,066	53,295
<u>See additional notes</u> ¹ Canada Health Transfer excludes one-time top-ups to the CHT of \$0.5 million in 2019-20, \$4.1 million in 2020-21, \$2.1 million in 2021-22 and \$2.1 million in 2022-23 to Nunavut. ² Territorial Formula Financing (TFF) payment includes an additional \$26 million in 2016-17, stemming from the legislative amendments to enhance the stability and predictability of the program.										

Additional Notes for Tables on Federal Support to Provinces and Territories

Totals may not add due to rounding and are subject to regular revision.



Canada Health Transfer and Canada Social Transfer for 2023-24 and 2024-25 are preliminary. Final amounts for 2023-24 will be determined in September 2024 and final amounts for 2024-25 will be determined in September 2025.

Date modified:
2023-12-15

TAB 95

We need to revolutionize how we organize health care in Canada

The political compromises that were necessary to ensure support for a universal health care system in 1966 are not those that will drive a high performing approach to care in 2024 and beyond.

Updated April 19, 2024 at 6:02 a.m. | April 19, 2024  



“Our government should focus less on who they are paying, and more on what they want to buy. If the most important thing for patients is better access to care, then the government should focus on bonuses for



By Adalsteinn Brown and Kevin Smith Contributors

Canada made a promise of health care for all in the 1960s. Medicare remains a good promise, but we need to change how we make good on it, to match our changing times.

Canada's population is both increasing, living longer, and growing more sick. Science is rapidly advancing new treatments at a rate challenging funders to keep pace. Despite dramatically growing rates of chronic disease, we continue to get better at keeping people alive, even when they have a serious disease such as diabetes or heart failure.

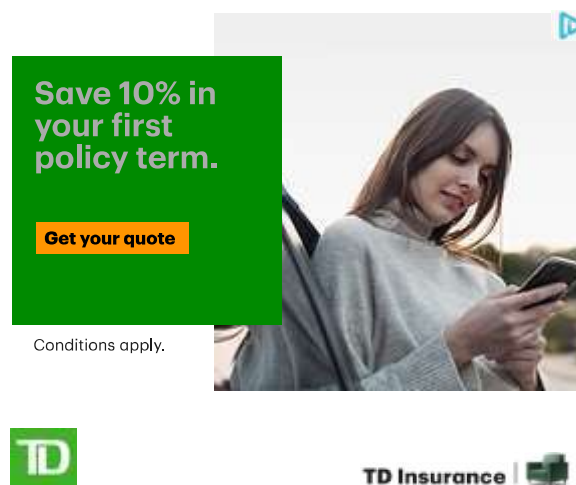
New technologies mean we can support people with more advanced disease. Artificial intelligence and other new approaches have the potential to fundamentally transform the way care is provided and personalized.

At the same time, we cannot train and retain enough doctors to meet the growing health needs of Canadians. Our hospitals are struggling with long wait times and nursing and other clinician shortages. Every year, we have more people who need more care.

Perhaps most importantly, people are ready for change. A 2024 Leger survey found that 70 per cent of Canadians worry about their ability to receive good quality medical attention.

We need to revolutionize how we organize health care in this country.

We continue to run the system like we did in the 1960s, with separate budgets for hospitals, doctors, drugs, home care, labs, and other providers. That makes it difficult to shift money to support the most efficient ways of delivering care.



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The political compromises that were necessary to ensure support for a universal health care system in 1966 are not those that will drive a high performing approach to care in 2024 and beyond.

We need to embrace the deployment of nurse practitioners, physician assistants, pharmacists and others who can increase access to care, in the face of a shortage of doctors and evidence that other professionals can improve access and outcomes of care.

We need to put the patient at the centre of the system.

Professor Michael Porter, of Harvard University's Business School, complained about the fragmented U.S. system that leaves individual doctors, hospitals — really any provider — free to pursue their own goals.

“The lack of clarity about goals has led to divergent approaches, gaming of the system, and slow progress in performance improvement,” he noted in the New England Journal of Medicine in 2010.

He could have been writing about Canada.

Porter argued that “achieving high value for patients must become the overarching goal of health care delivery, with value defined as the health outcomes per dollar spent.”

Our government should focus less on who they are paying, and more on what they want to buy. If the most important thing for patients is better access to care, then the government should focus on bonuses for hospitals and clinicians that reduce wait times.

This would facilitate innovations in care delivery across the system, and allow for more investment in integrated care programs that span the full continuum. Funding could focus on all-in coverage for the kind of care Canadians need today — including drugs, home care and virtual innovations.

Although Canadians like to criticize U.S. health policy, several leading U.S. health systems are focusing more on the “what,” with the result that cost growth is bending downwards, while quality and access are improving.

There are signs that this thinking is spreading in Canada. Hospitals in Ontario are demanding the opportunity to innovate and collaborate much more closely with community providers, so people can stay healthier at home and avoid coming to the hospital.

When we strip away our concerns about the “who” or the “how” in health policy, we start to create a much stronger foundation for both innovation and sustainability in our health system. There is no time to waste.

Dr. Adalsteinn Brown is dean of the Dalla Lana School of Public Health at the University of Toronto. Dr. Kevin Smith is president and chief executive officer at University Health Network.

TAB 96



OMA Physician Resources

Integrated Model (PRIME) 1.0

Short Term Module

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1. Overview

The Physician Resources Integrated Model (PRIME) was developed by the Ontario Medical Association (OMA) to help improve physician workforce planning in Ontario.

This document provides an overview of the short-term module of PRIME and its outputs. For any questions or feedback, please contact prime@oma.org.

1.1 What is PRIME Short-Term Module?

PRIME 1.0 leverages comprehensive person-level administrative data and a validated case-mix classification methodology to identify the relative shortages in physician services across geographic areas and physician specialties in Ontario. The data and methods are further described in Section 2.

The PRIME short-term module can be used to

- Identify physician specialties with largest shortages.
- Identify geographic areas that are most underserved.
- Identify underserved areas for each physician specialty.

1.2 Outputs of PRIME Short-Term Module

PRIME 1.0 is available to stakeholders through an interactive dashboard at www.oma.org. The outputs of this dashboard include estimates of the relative shortages in physician services for each of 33 physician specialties, 5 postal districts, 513 forward sortation areas, and 57 Ontario Health Teams. These outputs are further described in Section 3.

2. Data and Methods

2.1 Sample

We start with the census of all 14,223,942 Ontario residents who were alive at any time between April 1, 2021 and March 31, 2022 and who were eligible for the Ontario Health Insurance Plan (OHIP) during this period.

2.2 Outcome Measure

For each Ontario resident, we then calculate the number of annual visits¹ received from physicians in each specialty using the OHIP Claims Database².

2.3 Utilization Model

We then estimate the relationship between the number of annual visits and patients' characteristics. These characteristics fall into two categories. The *need* variables include patient age, sex, and health conditions; i.e., the variables that in general 'ought' to affect the patient appropriate use of physician services. The *non-need* variables include income, marital status, education level, employment status, visible minority status, aboriginal identity, mother tongue, and immigration status; i.e., the variables that in general 'ought not' to affect the patient appropriate use of physician services.

The data on age and sex of patients comes from the *Registered Person Database*. The health conditions of patients are identified using the Canadian Institute for Health Information (CIHI) Population Grouper Methodology, a case-mix classification that profiles each person in Ontario

¹ A visit is defined as the unique physician-patient-service data encounter. A single visit may consist of several physician services.

² The annual visits are calculated using both fee-for-service claims and shadow billings.

using person-level clinical information that comes predominantly from the *OHIP Claims Database*, *Discharge Abstract Database* (hospital inpatient stays), and *National Ambulatory Care Reporting System* (emergency department visits)³. Lastly, the socioeconomic characteristics of patients come from the 2016 *Canadian Census of Population*.

2.4 Benchmark Population

In the next step, we compare the utilization of physician services by each patient to the level of care achieved in a benchmark population. This is accomplished by setting the value of all non-need variables for each patient in Ontario to their values in the benchmark population. This ensures that the remaining differences in the use of physician services between patients is due to need variables only (i.e., the patients with the same need receive the same level of care). In PRIME 1.0, the stakeholder can choose their benchmark population as either the entire province, or as one of the five postal districts in Ontario (Eastern Ontario, Central Ontario, Metropolitan Toronto, Southwestern Ontario, and Northern Ontario).

2.5 Relative Shortages

Lastly, we identify the relative shortages in physician services as the difference between what patients currently receive and what they would have received based on their needs only (i.e., if their socioeconomic variables were the same as in the benchmark population).

The relative shortages can be used to estimate the current gap in physician services if the level of care in the benchmark population is interpreted as the minimum level of care required to meet the unique needs of patients. The physician workforce requirements to close this gap are then

³ The CIHI Population Grouper also uses other administrative databases, including *Ontario Mental Health Reporting System* (hospital inpatient mental health), *Continuing Care Reporting System* (long-term care facilities) and *Home Care Reporting System* (home care services)

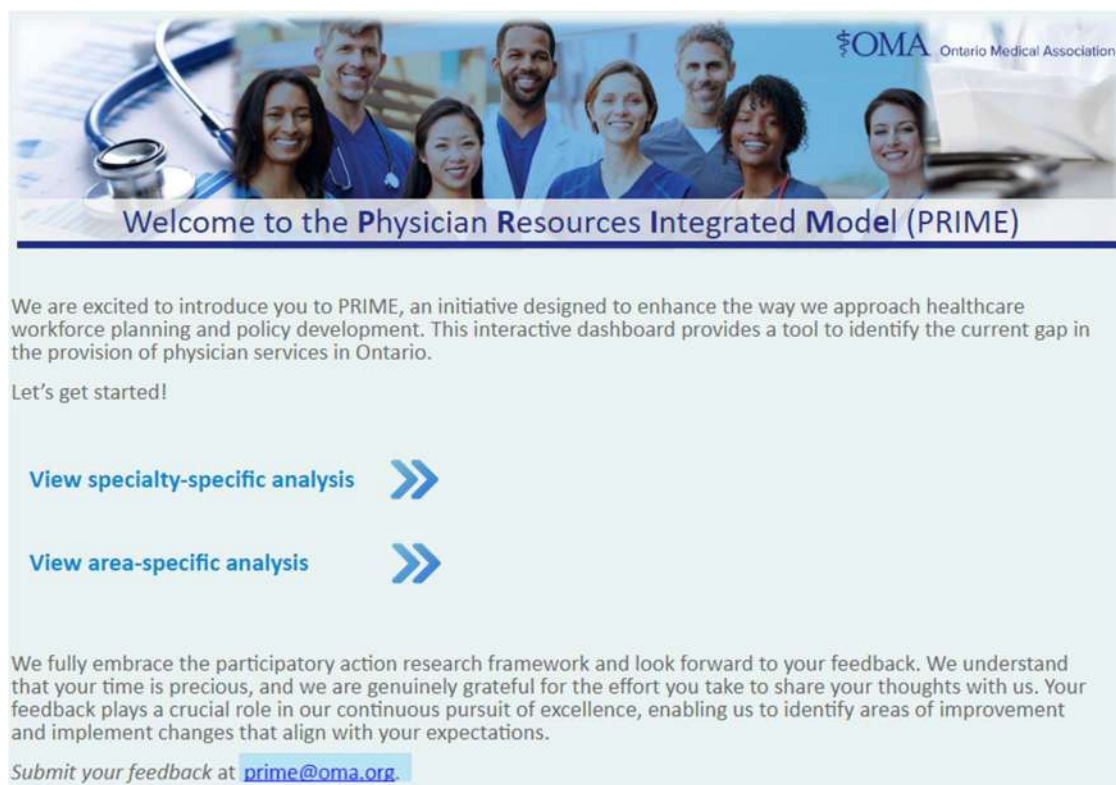
those required to bring all patients in the province to at least the level of care received in the benchmark community.

With this interpretation, the gap is restricted to be zero or positive, thereby excluding potential surpluses in any physician specialty and/or geographic region. This approach can be justified given (a) the pervasive current crisis in physician workforce, as exemplified by the unprecedented number of patients unattached to a family physician, closures and crowding of emergency departments, long wait lists to see a specialist, and the backlog of surgical procedures in the post-pandemic era, and (b) the limited possibility of reallocation of physicians across geographic areas in the very short term. As the state of health human resources in Ontario changes, this approach needs to be revisited.

3. Outputs

PRIME 1.0 is available to the stakeholders through a dedicated page at www.oma.org, with the summary of results downloadable in a pdf format. The stakeholders can analyze the results by specific physician specialty or by specific geographic area (see Table 1).

Table 1



3.1 Specialty-Specific Analysis

This analysis is useful to study the relative shortages in specific physician specialty, across geographic regions or by the Ontario Health Teams.

In the first step, the stakeholders select a physician specialty of interest (see Table 2).

Table 2

1. Choice of Physician Specialty

Choose Physician Specialty

Anaesthesiology

Anaesthesiology

Cardiac Surgery

Cardiology

Dermatology

Diagnostic Radiology

Emergency Medicine

Endocrinology & Metabolism

Family Practice & Practice in General

Gastroenterology

General Surgery

General Thoracic Surgery

Geriatrics

Haematology

Infectious Diseases

Internal and Occupational Medicine

Medical Oncology

Nephrology

Neurology

Neurosurgery

Nuclear Medicine

Obstetrics & Gynaecology

Ophthalmology

Orthopaedic Surgery

Otolaryngology

Paediatrics

Physical Medicine & Rehabilitation

Plastic Surgery

Psychiatry

Radiation Oncology

Respiratory Disease

Rheumatology

Urology

Vascular Surgery

In the second step, the stakeholders select the benchmark population (see Table 3).

Table 3

2. Choice of Target Service Level																							
Please specify the target use of physician services in one of the following two ways:																							
1) Enter service levels directly (both the number of services for patients receiving care (users) and the share of patients with any services). Established service levels may be informed by clinical guidelines.																							
2) Alternatively, select one postal district as the benchmark area, with the number of services per patient (target service level) and the associated share of patients with any services as the target.																							
To assist you with this choice, a reference table is provided below.																							
<table border="1"> <thead> <tr> <th>Postal District</th> <th>Needs-adjusted visits per user</th> <th>Share of patients with any services</th> </tr> </thead> <tbody> <tr> <td>K (Eastern Ontario)</td> <td>1.93</td> <td>5.29%</td> </tr> <tr> <td>L (Central Ontario)</td> <td>1.76</td> <td>5.98%</td> </tr> <tr> <td>M (Metropolitan Toronto)</td> <td>1.88</td> <td>5.73%</td> </tr> <tr> <td>N (Southwestern Ontario)</td> <td>1.89</td> <td>5.56%</td> </tr> <tr> <td>P (Northern Ontario)</td> <td>1.93</td> <td>4.78%</td> </tr> <tr> <td>Ontario Overall</td> <td>1.84</td> <td>5.67%</td> </tr> </tbody> </table>			Postal District	Needs-adjusted visits per user	Share of patients with any services	K (Eastern Ontario)	1.93	5.29%	L (Central Ontario)	1.76	5.98%	M (Metropolitan Toronto)	1.88	5.73%	N (Southwestern Ontario)	1.89	5.56%	P (Northern Ontario)	1.93	4.78%	Ontario Overall	1.84	5.67%
Postal District	Needs-adjusted visits per user	Share of patients with any services																					
K (Eastern Ontario)	1.93	5.29%																					
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<div> <div> 1. Please specify the target service level; otherwise, select one of the six benchmark areas as the target. <div> <input type="radio"/> Target Service Level <input type="text" value="0"/> </div> <div> <input type="radio"/> Postal District K (Eastern Ontario) <input type="radio"/> Postal District L (Central Ontario) <input type="radio"/> Postal District M (Metropolitan Toronto) <input type="radio"/> Postal District N (Southwestern Ontario) <input type="radio"/> Postal District P (Northern Ontario) <input checked="" type="radio"/> Ontario Average </div> </div> <div> 2. Please specify the target share of patients with any service; otherwise, select one of the six benchmark areas as the target. <div> <input type="radio"/> Target Share of Patients with Any Services <input type="text" value="0.00%"/> </div> <div> <input type="radio"/> Postal District K (Eastern Ontario) <input type="radio"/> Postal District L (Central Ontario) <input type="radio"/> Postal District M (Metropolitan Toronto) <input type="radio"/> Postal District N (Southwestern Ontario) <input type="radio"/> Postal District P (Northern Ontario) <input checked="" type="radio"/> Ontario Average </div> </div> </div>																							

Lastly, the stakeholders select the reporting format, as either one of the five postal districts (Eastern Ontario, Central Ontario, Metropolitan Toronto, Southwestern Ontario, and Northern Ontario) or as one of the 57 Ontario Health Teams. (see Table 4).

Table 4

3. Choice of Geographic Area for Reporting	
What geographic area are you interested in? Please select one report option below.	
1. Postal District	View Report (Postal District)
2. Ontario Health Team (OHT)	View Report (OHT)

The results are then presented in a tabular format and as a map. The stakeholders have the option to select specific areas on the map to obtain information at the more disaggregated forward sorting area level. Tables 5 and 6 provide an example of the analysis for Anesthesia at the postal district level, with a deeper dive into Central Ontario district.

Table 5

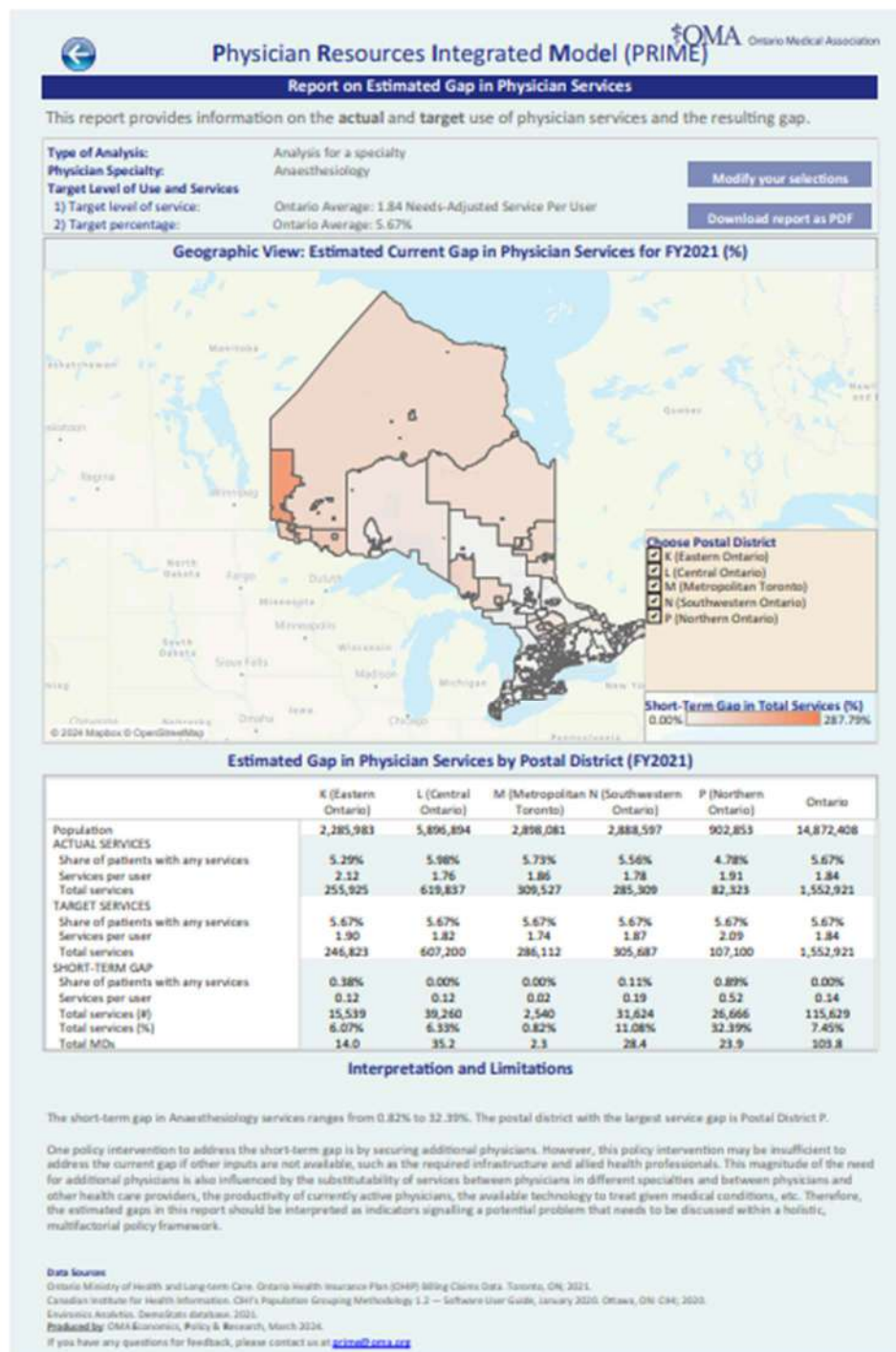
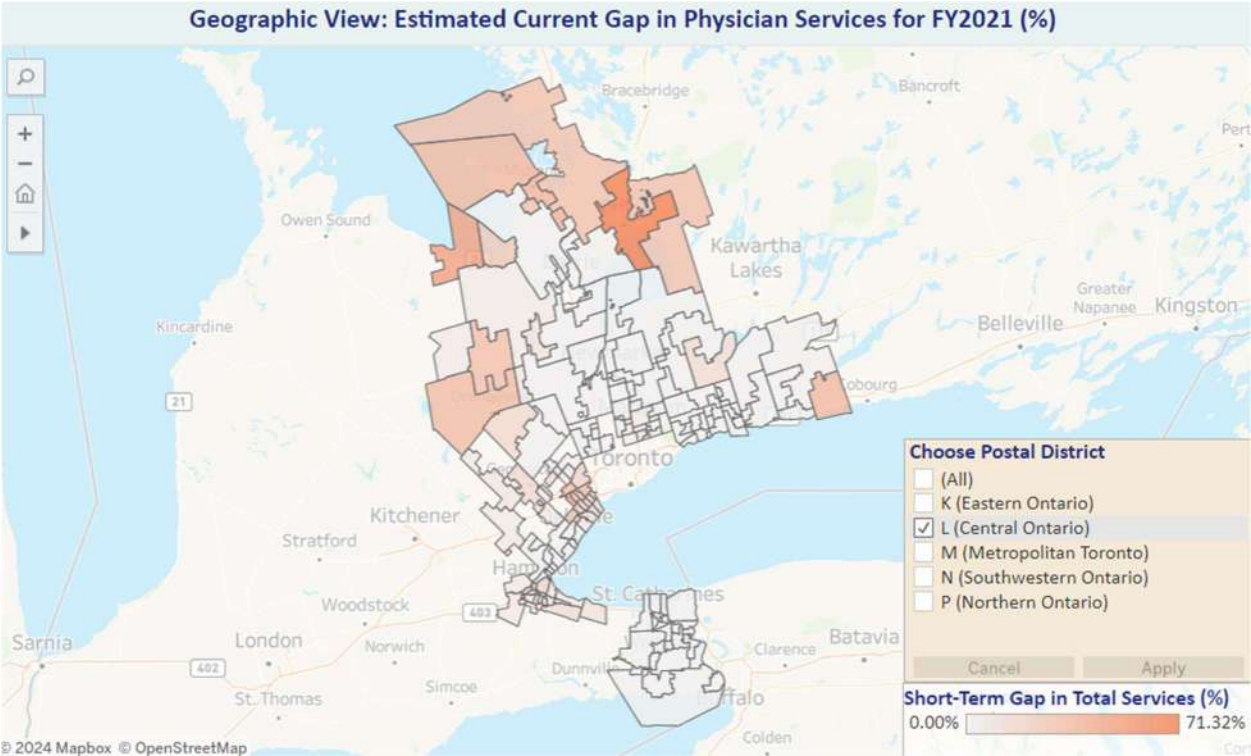


Table 6



3.2 Area-Specific Analysis

This analysis is useful to study the relative shortages in physician services for a specific geographic area, across all physician specialties.

In this view of PRIME, the stakeholder can choose to see the results for all Ontario, for each of 5 postal districts, 57 Ontario Health Teams, or 513 forward sortation areas⁴ – see Table 7. As an example, Table 8 presents the results for Northern Ontario postal district.

Table 7

1. Choice of Geographic Area		
Reports are available at the provincial level or by Postal District, Ontario Health Team (OHT), or Forward Sortation Area (FSA). Please select one report option below.		
1. Ontario		View Report (Ontario)
2. Postal District	Please choose one Postal District <input type="text" value="P (Northern Ontario)"/>	View Report (Postal District)
3. Ontario Health Team (OHT)	Please choose one OHT <input type="text" value="Algoma OHT"/>	View Report (OHT)
4. Forward Sortation Area (FSA)	Please type in one FSA below <input type="text" value="M5S"/>	View Report (FSA)

⁴ The benchmark level in all analyses is set to the overall Ontario level.

Table 8

Estimated Gap in Physician Services for Postal District P (Northern Ontario) (FY2021)						
	ACTUAL SERVICES			SHORT-TERM GAP		
	Share of patients with any services	Services per user	Total services	Total services (#)	Total services (%)	Total MDs
Anaesthesiology	4.78%	1.91	82,323	26,666	32.39%	23.9
Cardiac Surgery	0.25%	4.67	10,622	1,871	17.62%	1.1
Cardiology	11.63%	2.53	266,109	47,344	17.79%	7.8
Dermatology	2.09%	1.64	30,959	31,375	101.34%	5.8
Diagnostic Radiology	38.28%	2.58	891,625	7,273	0.82%	0.7
Emergency Medicine	23.00%	2.19	455,112	4,730	1.04%	2.0
Endocrinology & Metabolism	2.17%	1.26	24,749	20,878	84.36%	4.7
Family Practice & Practice in General	52.82%	4.53	2,162,763	63,457	2.93%	17.3
Gastroenterology	1.33%	1.91	22,839	15,516	67.94%	5.3
General Surgery	7.20%	2.28	148,545	173	0.12%	0.1
General Thoracic Surgery	0.40%	2.74	9,832	1,276	12.98%	0.5
Geriatrics	0.72%	2.12	13,733	7,599	55.33%	6.3
Haematology	0.98%	5.25	46,458	2,095	4.51%	0.6
Infectious Diseases	0.29%	4.32	11,240	7,217	64.21%	4.8
Internal and Occupational Medicine	10.74%	2.64	256,426	84,254	32.86%	29.2
Medical Oncology	0.76%	7.59	52,051	9,003	17.30%	2.1
Nephrology	1.12%	6.82	69,163	4,675	6.76%	1.1
Neurology	1.55%	1.80	25,237	13,646	54.07%	8.1
Neurosurgery	0.54%	2.78	13,407	671	5.01%	0.4
Nuclear Medicine	1.35%	2.08	25,376	4,393	17.31%	1.2
Obstetrics & Gynaecology	4.13%	3.11	115,906	43,132	37.21%	12.8
Ophthalmology	6.35%	2.86	164,048	21,447	13.07%	3.9
Orthopaedic Surgery	4.96%	2.77	123,924	7,195	5.81%	2.7
Otolaryngology	2.92%	1.85	48,865	8,969	18.36%	2.5
Paediatrics	2.61%	3.14	74,029	76,908	103.89%	36.6
Physical Medicine & Rehabilitation	0.69%	3.54	22,166	15,745	71.03%	6.8
Plastic Surgery	1.82%	2.44	40,247	9,655	23.99%	4.0
Psychiatry	2.02%	5.85	106,541	24,225	22.74%	18.8
Radiation Oncology	0.84%	3.44	26,097	227	0.87%	0.1
Respiratory Disease	2.16%	1.70	33,054	16,673	50.44%	5.3
Rheumatology	1.00%	2.07	18,574	22,704	122.24%	6.5
Urology	2.71%	2.21	54,011	4,215	7.80%	1.1
Vascular Surgery	0.27%	2.95	7,105	17,344	244.12%	4.4
Grand Total	5.89%	3.11	5,453,136	622,551	11.42%	228.6

4. Limitations

PRIME 1.0 identifies the relative shortages in physician services across geographic areas and physician specialties in Ontario. This information is important to guide and support the stakeholders in identifying policies to align the capacity of the physician workforce to meet population health needs in Ontario.

One policy intervention to address relative shortages in physician services is by increasing physician workforce physicians. However, this policy intervention may be insufficient to address the problem if other inputs are not available, such as required infrastructure and allied health professionals. This magnitude of the need for additional physicians is also influenced by the substitutability of services between physicians in different specialties and between physicians and other healthcare providers, the productivity of currently active physicians, the available technology to treat given medical conditions, and so on. Therefore, the estimated relative shortages of physician services in this report should be interpreted as indicators signaling a potential problem that needs to be discussed within a holistic multifactorial policy framework.

Appendices

Relative Shortages by Physician Specialties, Ontario

Estimated Gap in Physician Services for the Province of Ontario (FY2021)						
	ACTUAL SERVICES			SHORT-TERM GAP		
	Share of patients with any services	Services per user	Total services	Total services (#)	Total services (%)	Total MDs
Anaesthesiology	5.67%	1.84	1,552,921	115,629	7.45%	103.8
Cardiac Surgery	0.33%	3.10	151,182	32,624	21.58%	18.9
Cardiology	10.84%	2.29	3,687,209	384,838	10.44%	63.4
Dermatology	4.30%	1.73	1,105,492	145,820	13.19%	27.1
Diagnostic Radiology	35.44%	2.52	13,261,282	273,695	2.06%	25.2
Emergency Medicine	17.39%	1.94	5,005,176	574,096	11.47%	247.2
Endocrinology & Metabolism	3.45%	1.31	669,920	122,839	18.34%	27.5
Family Practice & Practice in General	54.86%	3.76	30,659,519	1,675,514	5.46%	455.5
Gastroenterology	2.06%	1.66	507,815	62,810	12.37%	21.6
General Surgery	4.33%	2.38	1,529,937	115,223	7.53%	52.5
General Thoracic Surgery	0.17%	3.23	83,447	16,973	20.34%	6.7
Geriatrics	0.40%	3.03	179,746	56,183	31.26%	46.2
Haematology	0.88%	4.19	550,648	83,301	15.13%	25.3
Infectious Diseases	0.50%	2.92	215,046	40,298	18.74%	26.7
Internal and Occupational Medicine	9.96%	3.02	4,468,666	439,073	9.83%	152.4
Medical Oncology	0.63%	7.57	707,147	79,631	11.26%	19.0
Nephrology	0.54%	9.52	766,932	101,826	13.28%	24.1
Neurology	2.02%	1.87	561,670	53,427	9.51%	31.6
Neurosurgery	0.35%	2.99	153,801	18,970	12.33%	12.0
Nuclear Medicine	1.01%	1.30	195,607	75,585	38.64%	21.0
Obstetrics & Gynaecology	4.77%	3.99	2,827,286	177,279	6.27%	52.6
Ophthalmology	6.43%	2.80	2,672,677	128,445	4.81%	23.2
Orthopaedic Surgery	4.18%	2.68	1,670,336	118,933	7.12%	44.4
Otolaryngology	3.44%	1.73	885,916	61,251	6.91%	17.1
Paediatrics	5.83%	3.12	2,703,201	382,958	14.17%	182.4
Physical Medicine & Rehabilitation	0.93%	3.66	507,695	101,222	19.94%	43.6
Plastic Surgery	1.77%	2.25	592,852	71,136	12.00%	29.6
Psychiatry	1.80%	5.82	1,556,000	182,895	11.75%	142.1
Radiation Oncology	0.50%	3.06	225,865	21,403	9.48%	13.2
Respiratory Disease	2.05%	2.20	671,201	98,721	14.71%	31.4
Rheumatology	1.58%	2.43	571,374	65,888	11.53%	18.8
Urology	2.46%	2.16	790,708	55,545	7.02%	14.2
Vascular Surgery	1.03%	2.03	311,543	49,329	15.83%	12.4
Grand Total	5.82%	2.87	81,999,817	5,983,359	7.30%	2,032.9

TAB 97

Physician Opportunities in Canada

Both students and residents have repeatedly called attention to the dearth of timely information with respect to which specialties will be in high demand by the time they have completed their education and training. While physician supply projection models can estimate what volume of physicians will be available in future years, full needs-based planning is required to project what services Canadians will require from physicians in the future. Some provincial governments use these kinds of models to help make funding decisions with respect to medical education.

Also, of interest to students and residents is the annual number of retiring physicians by specialty; recent figures can be viewed within the specialty profiles at <https://www.cma.ca/canadian-specialty-profiles>. However, semi-retirement is difficult to measure and therefore the retirement figures shown may actually understate the need for replacement physicians.

Another tool is tracking, at a point in time, available opportunities posted on the various provincial/territorial government funded career websites. These sites are used to advertise physician positions available in communities and organizations such as health science centres (see attached links).

The information attached was compiled from various websites between July 1-3, 2023. Many sites do not indicate the date of postings but where they do, anything before January 2022 was excluded. However, the majority of listings were only a few months old.

The postings compiled are **full-time permanent positions** so exclude locums and part-time positions. Positions that indicate *Locum to Permanent* are included. This makes it an understatement of actual opportunities.

As with any profession, not all available positions are advertised. Often established networks among medical colleagues result in new physicians being offered full-time work based on their years of experience providing services as residents or fellows within a community or hospital. Also, not all opportunities are advertised on the government sites and may be posted elsewhere.

As an indicator of how the available opportunities align with the number and specialty of new physicians, the information attached includes the number and percent distribution of recent postgraduate exits from Canadian training programs (includes graduates of Canadian medical schools and international medical graduates who were Canadian citizens or permanent residents). Note for instance, that the table below indicates over 400 psychiatry opportunities in Canada whereas the 2022 output from training programs was under 200. CMA statistics show that half of practising psychiatrists in 2019 were 55 or older¹.

¹ <https://www.cma.ca/sites/default/files/2019-01/psychiatry-e.pdf>

Physician Opportunities by Province/Territory and Specialty, compiled as of July 2023
Excludes locums*, part time and postings prior to January 2022 (see notes for exclusions)

Specialty	NL	PEI	NS	NB	QC	ON	MB	SK	AB	BC	Terr	Canada	% distn of positions	# of 2022 postgrad exits	% distn 2022 postgrad exits
Family Medicine	55	6	126	32	522	669	64	104	127	749	17	2,471	47.6%	1,550	43.1%
MEDICAL SPECIALISTS	62	1	47	79	656	572	49	45	174	342	4	2,031	39.2%	1,529	42.5%
Anesthesiology	9		5	5	40	41	4	6	22	21		153	2.9%	133	3.7%
Dermatology			1	2	30	44		1	1	22		101	1.9%	37	1.0%
Diagnostic Radiology	4		2	2	39	15	2	7	6	14		91	1.8%	100	2.8%
Emergency Medicine	4		8	19	20	74	5	1	17	44		192	3.7%	86	2.4%
<i>Internal Med & Subspecialties</i>	14	1	9	19	225	195	14	9	56	62	2	606	11.7%	610	17.0%
Internal Medicine & GIM	8		5	7	43	78	2	3	7	23	1	177	3.4%	189	5.3%
Cardiology	1			1	15	28	2		14	9		70	1.3%	68	1.9%
Clinical Immunology/Allergy					12	5	1	2	2	1		23	0.4%	11	0.3%
Clinical Pharm/Toxicology					1							1	0.0%	5	0.1%
Endocrinology/Metabolism				2	15	14	1			1		33	0.6%	33	0.9%
Gastroenterology	3				14	12			7	4	1	41	0.8%	41	1.1%
Geriatric Medicine			1	4	23	9	2	1	2	2		44	0.8%	39	1.1%
Haematology	1					2	2		4	4		13	0.3%	38	1.1%
Infectious Diseases				1		8		2	2	2		15	0.3%	18	0.5%
Medical Oncology			1	4	38	4	1	1	11	6		66	1.3%	43	1.2%
Nephrology			1		19	2			2			24	0.5%	42	1.2%
Occupational medicine												0	0.0%	1	0.0%
Respirology		1			24	18			4	5		52	1.0%	48	1.3%
Rheumatology	1		1		21	15	3		1	5		47	0.9%	34	0.9%
Medical Genetics	1			1	14		1			2		19	0.4%	7	0.2%
Neurology	2			4	24	24	4		10	14		82	1.6%	66	1.8%
Nuclear Medicine	1				10	2	3		1			17	0.3%	12	0.3%
Paediatrics (incl subspec)	12		6	7	51	75	5	6	13	26		201	3.9%	189	5.3%

Physical Medicine/Rehabilitation			1	2	25	13			3	7		51	1.0%	35	1.0%
Specialty	NL	PE	NS	NB	QC	ON	MB	SK	AB	BC	Terr	Canada	% distn	2022 postgrad exits	% distn of exits
Psychiatry	12		14	18	148	85	8	13	39	119	1	457	8.8%	198	5.5%
Public Health & Preventive Med	2				24	1	2			8	1	38	0.7%	27	0.8%
Radiation Oncology	1		1		6	3	1	2	6	3		23	0.4%	29	0.8%
Laboratory Medicine Specialists	7		3	10	72	12	9	4	10	10		137	2.6%	73	2.0%
Anatomical Pathology	6		2	8	25	3	8	3	7	4		66	1.3%	48	1.3%
General/Clinical Path						3			2	6		11	0.2%	5	0.1%
Haematologic Pathology	1		1	1		6	1	1	1			12	0.2%	6	0.2%
Medical Biochemistry					13							13	0.3%	2	0.1%
Medical Microbiology				1	34							35	0.7%	11	0.3%
Neuropathology												0	0.0%	1	0.0%
SURGICAL SPECIALISTS	24	1	5	13	159	123	17	20	15	34	3	414	8.0%	414	11.5%
Cardiac Surgery	3			1	4	5	1	1		2		17	0.3%	12	0.3%
General/Thoracic Surgery	5			2	24	19	4	1	2	4	1	62	1.2%	83	2.3%
Vascular Surgery					9		1			1		11	0.2%	7	0.2%
Neurosurgery					6	2		1				9	0.2%	20	0.6%
Obstetrics/Gynecology	10		1	4	41	37		6	7	8	1	115	2.2%	93	2.6%
Ophthalmology	2	1	1	2	20	8	2	4	3	5		48	0.9%	36	1.0%
Otolaryngology	1			1	10	13	1	1	1	7	1	36	0.7%	30	0.8%
Orthopaedic Surgery	1				7	12	4	1				25	0.5%	66	1.8%
Plastic Surgery			1	3	23	11	1	3		4		46	0.9%	34	0.9%
Urology	2		2		15	16	3	2	2	3		45	0.9%	33	0.9%
ALL SPECIALISTS	93	2	55	102	887	707	75	69	199	386	7	2,582	49.8%	2019	56.1%
Administration	11							1	4	18		34	0.7%		0.0%
Hospitalists	8		9	6		6	3		19	16		67	1.3%		0.0%
Palliative Medicine	1		4	2		2			1	8		18	0.3%	5	0.1%
Other/unspecified						7			8			15	0.3%	24	0.7%
TOTAL ALL PHYSICIANS	168	8	194	142	1,409	1,391	142	174	358	1,177	24	5,187	100.0%	3,595	100.0%

*counts include positions marked *Locum to permanent*.

Sources: Provincial/territorial government sponsored websites; 2022-23 CAPER Census

Notes:

Excludes locums and part-time positions

1. It is assumed that many opportunities are never posted and are filled through personal networks of colleagues known to be seeking employment. Therefore, the total number of opportunities in the table are no doubt an understatement of positions available to new physicians.
2. For websites that include a posting date, those posted prior to Jan 2022 have been excluded.
3. In Quebec, a provincial plan for new physicians is compiled on an annual basis. The figures shown above are the allocations for 2023.
4. For some provinces (including Ontario), it was impossible to tell if there were multiple positions available within one posting. A count of two was assumed if the word “physicians” was mentioned in the posting description. This limitation could result in an undercount of opportunities.

Links to career sites:

NL

<https://workinhealthnl.ca/#findjob>

PEI

<https://www.princeedwardisland.ca/en/information/health-and-wellness/job-listings-physicians>

NS

<https://recruitment.nshealth.ca/opportunities>

<https://www.iwk.nshealth.ca/page/physician-employment>

NB

<https://nbhealthjobs.com/job-opportunities/careers/>

QC

<https://www.msss.gouv.qc.ca/professionnels/medecine-au-quebec/plans-d-effectifs-medicaux-pem-en-specialite/>

https://www.msss.gouv.qc.ca/professionnels/medecine-au-quebec/prem/?postes_disponibles_prem_specialiste

ON

<http://www.healthforceontario.ca/en/Home/Physicians>

MB

<https://healthcareersmanitoba.mua.hrdepartment.com/hr/ats/JobSearch/index>

SK

<http://www.saskdocs.ca/work/opportunities/>

AB

<https://doctorjobsalberta.albertahealthservices.ca/jobs/search/243330>

BC

<https://www.healthmatchbc.org/Jobs-in-BC/Find-a-Job>

Yuk

<https://yukondocs.ca/>

NU

<https://ca.indeed.com/jobs?q=nunavut+health+doctor&l=>

NWT

<https://www.practicenwt.ca/en>

TAB 98

Toronto

Family doctor shortage affects every region and is getting worse, Ontario Medical Association says

Province says it added more than 10,400 new doctors since 2018, expanded medical school access

[Ryan Patrick Jones](#) · CBC News · Posted: Jan 29, 2024 2:44 PM EST | Last Updated: January 29



The medical association representing Ontario doctors is warning that the province's doctor shortage crisis is worsening. (funnyangel/Shutterstock)

Every region of Ontario is experiencing a shortage of family doctors and the crisis is only going to get worse if the provincial government doesn't take immediate action, the Ontario Medical Association (OMA) is warning.

The number of Ontario residents who don't have a family doctor — currently sitting around 2.3 million people — is expected to nearly double in the next two years, the OMA said in a news release Monday. The OMA represents over 43,000 physicians, medical students and retired physicians in the province.

"The implications of people not being able to access primary care are severe," OMA president Dr. Andrew Park said in the release.

Park warned the situation in Sault Ste. Marie — where a long-standing [health-care centre said last week it would drop 10,000 patients](#) from its roster by May because of a doctor shortage — could replicate itself across the province.

"We can't just sit back and watch this situation get worse. We need to act now so people in Ontario can get care when they need it," Park said.

The warning underscores the severity of the province's doctor shortage, which worsened during the COVID-19 pandemic when hundreds of family doctors [stopped practising](#). It's poised to grow further still with many aging baby-boomer doctors [planning to retire](#).

- [Pandemic spurred exodus of Ontario family doctors, study indicates](#)
- **WORKERS WANTED** [Why it's hard to find a family doctor — and what's being done about it](#)

More than 2,500 open doctor jobs

More than 2,500 physicians are needed across the province, the association said, citing open job postings on HealthForceOntario, which post job openings for doctors.

Toronto has the largest number of openings at 305, followed by Ottawa with 171, the Barrie and Muskoka Region with 118 and Hamilton at 114, according to the data.

An OMA survey of its members suggests that [40 per cent of physicians are considering retiring in the next five years](#). The association said "underfunding" in OHIP revenue and rising costs due to inflation are making family practices unsustainable. In addition, family doctors report spending 40 per cent of their work week on completing forms and trying to navigate patients through a system that is disconnected and fragmented, the association said.

Dr. Jobin Varughese, president-elect of the Ontario College of Family Physicians, said the number of medical students choosing family medicine as a specialty is declining because the financial compensation isn't as fruitful compared to other specialties.

"Office-based practice, being in a clinic and being able to spend time with your patients, that should be a valued and well-compensated model and right now it's not," Varughese said. "We need to make family medicine a valued specialty."

The OMA said it wants to see the province expand access to team-based care and reduce the burden of unnecessary administration facing doctors.

Varughese said reducing the amount of paperwork doctors must complete will increase the time they can spend with their patients. On the other hand, connecting family doctors to medical teams that could include nurse practitioners and administrative assistants will help them feel more supported in their work.

"When you get to a situation that you have a whole lot of tasks that don't let you see patients and you have a whole bunch of situations that you're left on your own, it gets very difficult to really handle that and we're seeing a lot of burnout," he said.

WATCH | How working in teams could ease Ontario's family doctor shortage:



How working in teams could ease Ontario's family doctor shortage

► 1 year ago 2:36

Inside the Village Family Health Team in Toronto, where family physicians work alongside nurses and other health professionals.

Move comes amid contract talks with province

The OMA's warning also comes as the OMA and the Ministry of Health are engaged in negotiations over the next physician services agreement, which determines how much money physicians can bill the government for providing care under OHIP. The current agreement expires on March 31, 2024.

The Ontario Union of Family Physicians (OUFP), a group of approximately 1,700 family doctors that is advocating for reform to make family medicine more sustainable, said some of its members will be taking a "co-ordinated day off" on Feb. 5.

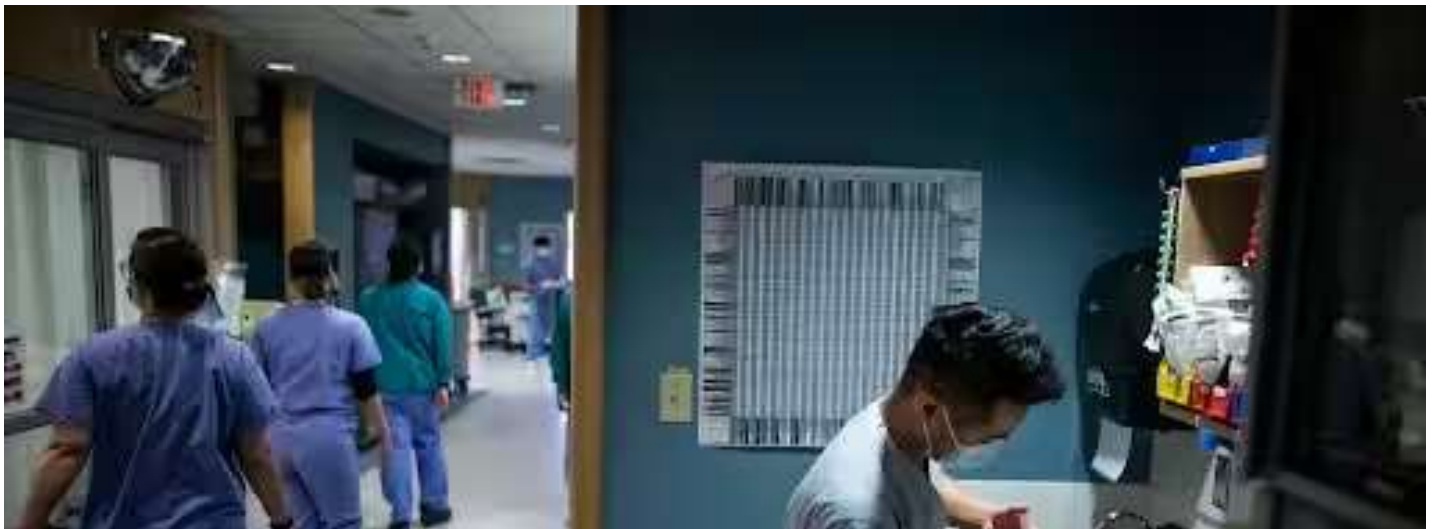
The group says it's in response to the province's "inaction" on the primary care crisis and the "lack of goodwill" in negotiations over the physician services agreement.

Dr. Ramsey Hijazi, a family physician in Ottawa who is a lead organizer with the group, says it's not a strike, but a co-ordinated day off to have a meeting with its members to discuss alternative career paths, which could include moving to different provinces or countries, pivoting to hospital medicine, or making the switch to private aesthetic medicine, among other options.

"Ontario is no longer a safe place to practise family medicine or to set up a new family medicine practice," said Hijazi.

"It's just no longer a feasible or viable business."

WATCH | What's driving the family doctor shortage in Ontario:



How do we solve the family doctor shortage?

► 11 months ago 13:26

Many Canadians still don't have access to a family doctor. CBC's Omar Dabaghi-Pacheco explores short-term and long-term solutions to the problem.

Province expanding medical school seats, reducing administrative burden

Hannah Jensen, a spokesperson for Health Minister Sylvia Jones, said in a statement that the provincial government has added more than 10,400 new doctors since 2018.

The government has also expanded medical school access by adding hundreds of undergraduate and medical seats, Jensen said, with 60 per cent of seats reserved for family medicine.

"While Ontario is leading the country with 90 per cent of Ontarians having a primary care provider, we understand that a key part of our Your Health plan is to ensure all Ontarians who want access to primary care are able to," Jensen wrote.

"That is why we are investing tens of millions of dollars to launch the largest expansion of new interdisciplinary primary care teams."

- [Family doctor shortage creates stress for patients, communities — and physicians](#)
- [Doctor shortage? Meet 3 young people who want to practice family medicine in Ontario](#)

Jensen said the government is working to reduce the administrative burden on doctors through the Bilateral Burnout Task Force, a joint committee involving both the Ministry of Health and the OMA that was created in 2022 to address burnout among physicians.

The task force has already "significantly accelerated work" to simplify forms doctors must fill out, Jensen said, and the government is also seeking to replace fax machines at all Ontario healthcare providers with digital alternatives, to streamline communications.

When asked about the OUFP's co-ordinated day off, Jensen said, "We look forward to continued discussions at the table with the OMA."

With files from Patrick Swadden

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TAB 99

Physician workforce planning in Canada: the importance of accounting for population aging and changing physician hours of work

Rabiul Islam MA, Boris Kralj PhD, Arthur Sweetman PhD

■ Cite as: *CMAJ* 2023 March 6;195:E335-40. doi: 10.1503/cmaj.221239

Canada has long struggled to maintain an appropriately sized physician workforce.¹⁻⁴ The recruitment of foreign-trained physicians over recent decades and, starting in the mid-2000s, increased domestic enrollments in medical schools has led to Canada currently having an historically high physician-to-population ratio.⁵ However, concerns about physician shortages and burnout,⁶⁻⁸ as well as limited access to physician care,^{9,10} continue.

Previous analyses of physician supply and demand have not adjusted for both population aging and evolving physician hours of work, despite discussions of these factors being quantitatively important.^{11,12} To provide insights into the aforementioned challenges — and to inform the profession, the public and governments in planning regarding the appropriate number of new physicians who should enter practice — we analyzed data from 1987 to 2020 to quantify increasing demand because of an aging population and changing service supply given declining physician self-reported hours of work (Box 1).¹³⁻¹⁵

Why is adjusting for population aging and physician hours of work important?

Unadjusted analyses have shown that the physician workforce grew at a much faster rate than the overall population between 1987 and 2020 (93% v. 43% growth).^{5,16} This begs the question: If Canada had a perceived physician surplus in the late 1980s, and the size of the physician workforce has subsequently increased at a rate faster than the rate of population growth, why has patient access to care become problematic?³ Adjusting for changing population demographics and physician hours of work can offer an answer.

Figure 1 presents our findings of trends in population numbers and physicians in Canada from 1987 to 2020, both before and after adjustment for population aging and changing physician average weekly hours of work. In panel A, the age-sex-adjusted population quantifies the increasing demand for physician services relative to the unadjusted population. As panel B makes clear, the full-time equivalent (FTE) supply of physicians is lower than the absolute count (except, by construction, in 1987). Adjustment for physician hours of work showed that, starting in the mid-1990s, a gap opened between the number of

Key points

- Although Canada's absolute physician-to-population ratio has increased and is at an historic high, reports of physician shortages and inadequate patient access to physicians abound.
- To reconcile these observations, we analyzed workforce data for physicians from 1987 to 2020, and adjusted the population size to address population aging and the number of physicians to account for changing hours of work.
- Although the unadjusted physician-to-population ratio in 2019 was 35% higher than it was in 1987, we found that full adjustment showed the ratio to be about 4% lower.
- Our analysis shows that measures of physicians per capita need to be complemented with both demand- and supply-side adjustments to inform planning for health human resources in medicine; relying on simple trends in physicians-per-capita ratios for workforce planning is not helpful.

physicians and the FTE number of physicians. (Caution is required in interpreting 2020, which coincided with the onset of the COVID-19 pandemic.)

What is the trend in physician hours of work?

Figure 2 depicts trends in self-reported physician weekly hours of work over time. These estimates include weeks in which physicians engaged in work and weeks in which they undertook no work (e.g., vacation, illness or caregiving). We show observed (unadjusted) hours as well as similar series adjusted for physician sex (variable as self-reported to Statistics Canada in the Labour Force Survey), and both age and sex. These adjusted series explore the change in average hours of work associated with the increasing share of physicians who self-identify as female and workforce aging. Our observed trends are consistent with those of studies that used more limited data from Canada or comparator nations.¹⁷⁻²¹

In Figure 2, the unadjusted trendline (bottom) shows that average hours of work declined by 21.6%, from 49.1 hours per week in 1987 to 38.5 hours per week in 2020. When excluding whole week absences, the decline is 20.6%, from 54.3 to 43.1 hours per week. For comparison, Statistics Canada reported that, for the entire

Box 1: Methods

We obtained billing data on physician care by patients' age and sex, and annual counts of practising physicians from the Canadian Institute for Health Information (CIHI). Statistics Canada provided population demographics and the monthly Labour Force Survey microdata. From the survey, we calculated a consistent annual measure of self-reported hours of work by physicians. The annual sample of physicians ranged from about 1700 to 3800 from 1987 to 2020, for a total of about 93 000. As far as we are aware, using the survey to analyze the supply of physician hours is novel. Previous estimates of hours, generated from different surveys by the Canadian Medical Association (CMA) and its partner organizations, used varying methodologies and are available for only a subset of relevant years.¹³ The CIHI provides a full-time equivalent (FTE) measure in its *Physicians in Canada* report; however, this is derived from clinical payments and does not provide consistent trends over time.^{14,15}

To adjust for population aging, for each year after 1987 (the base year), we calculated how much larger a population with the 1987 age–sex distribution would need to be to require the same number of hours of medical care as that later year. This allowed standardized comparisons for age and sex across populations in different years, while holding services per age–sex cell constant. Relative physician hours by age–sex group were proxied by relative physician expenditures because data on hours by patient age and sex do not exist. We held service provision constant at its 1996 level, which is the earliest year with available data.

To generate each year's supply of FTE physicians, we defined 40 hours of self-reported work per week to be 1 FTE. However, for much of our analysis we indexed the results relative to 1987, and any fixed weekly hours would have produced the same index. Details on the data and methodology are provided in Appendix 1 (available at www.cmaj.ca/lookup/doi/10.1503/cmaj.221239/tab-related-content).

workforce aged 25 years and older, average weekly hours of work in the same years, including absences, declined by 9.5%, from 35.7 to 32.3.²² Among occupations, physicians have consistently been an outlier with high hours of work.¹⁷

Age–sex adjustment (the upper line) accounts for 2.5 hours of the 10.6-hour decline seen in 2020 in the unadjusted analysis. Adjusting only for sex, the middle line shows a small gap opening in the early to mid-1990s that does not subsequently expand; the gap is 1.3 hours in 2020. The overall decline in average physician hours of work was only modestly affected by the increasing share of physicians identifying as female. Females had lower average hours, but that average was relatively stable from 1987 to 2020. In contrast, the hours of male physicians declined, and the gender gap in hours diminished across the period. Adjustment to account for the aging of the physician workforce, depicted as the gap between the sex-adjusted line and the uppermost age–sex-adjusted line, begins to show a worrying trend starting around 2005 that is relevant to policy. The gap between the sex-adjusted estimate of hours worked and the age–sex-adjusted estimate represents 1.2 hours per week in 2020.

How do adjustments for population aging and physician hours of work affect historical trends?

Figure 3 shows that, as workforce planners have pointed out, since the late 1980s — when Canada had a perceived surplus of physicians — the absolute number of physicians per capita has only risen over time. Moreover, the per capita supply increased markedly starting in the late 2000s. However, when the needs of Canada's aging population are considered (MDs/age–sex-adjusted 100 000 population in Figure 3) much of the increase is seen to be

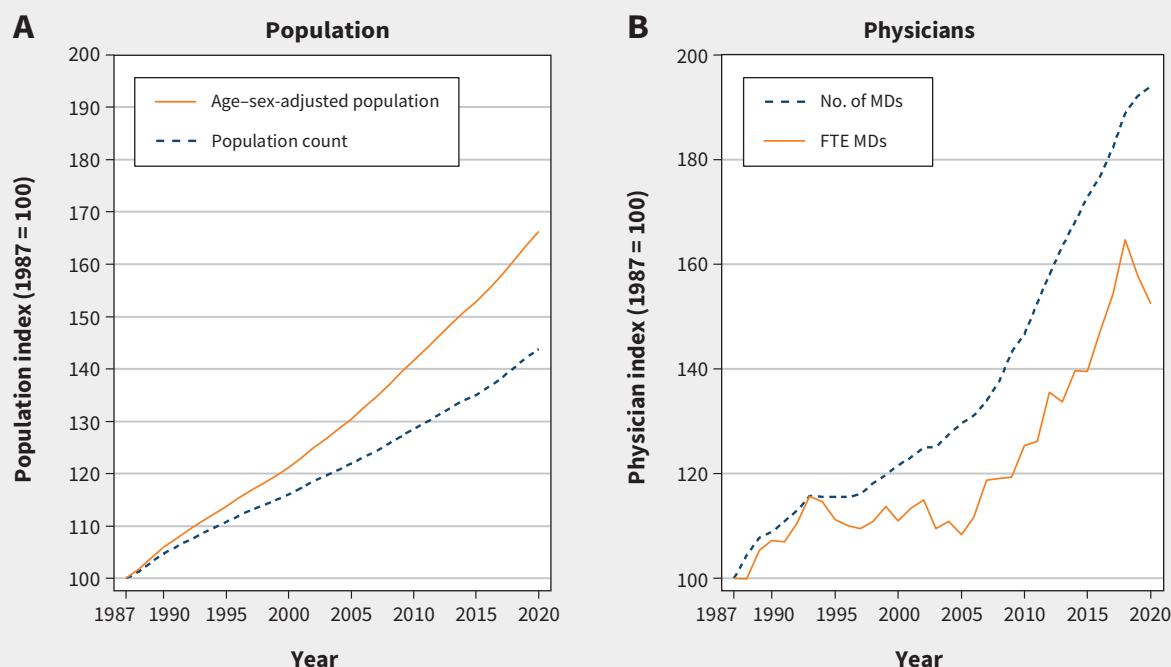


Figure 1: (A) Unadjusted and age–sex-adjusted population count, and (B) absolute and FTE physician numbers in Canada from 1987 to 2020. Note: FTE = full-time equivalent.

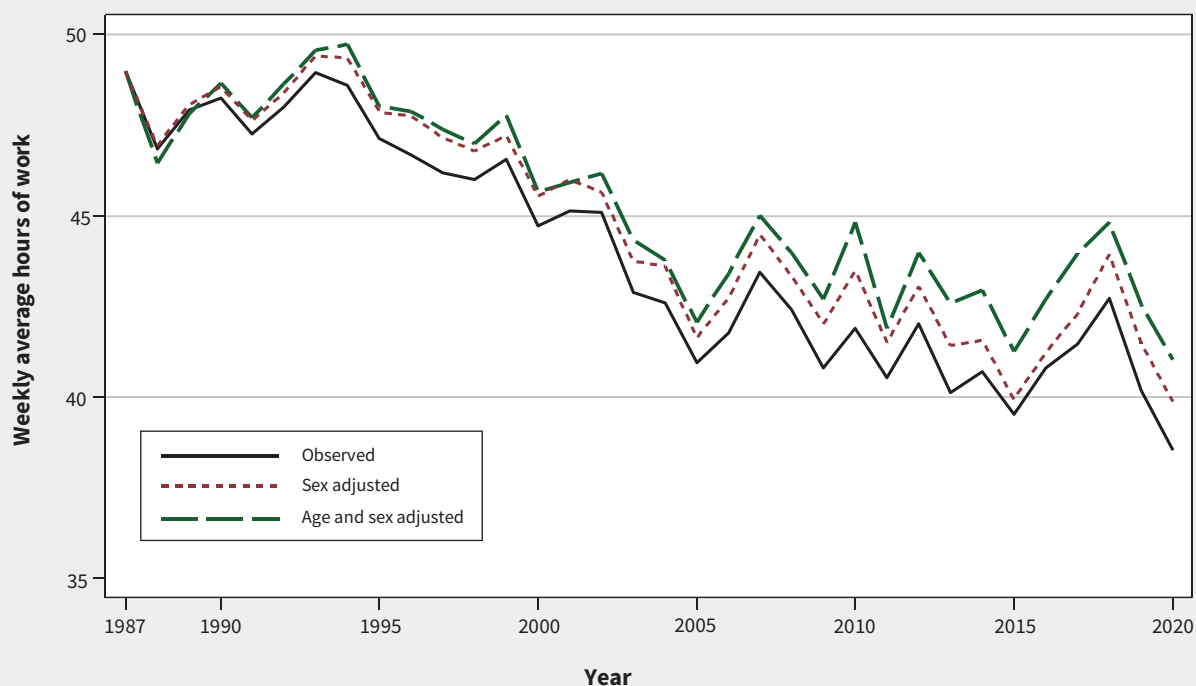


Figure 2: Weekly average hours of work by physicians in Canada, including those away for a full week, observed unadjusted and adjusted for sex, and age and sex, from 1987 to 2020.

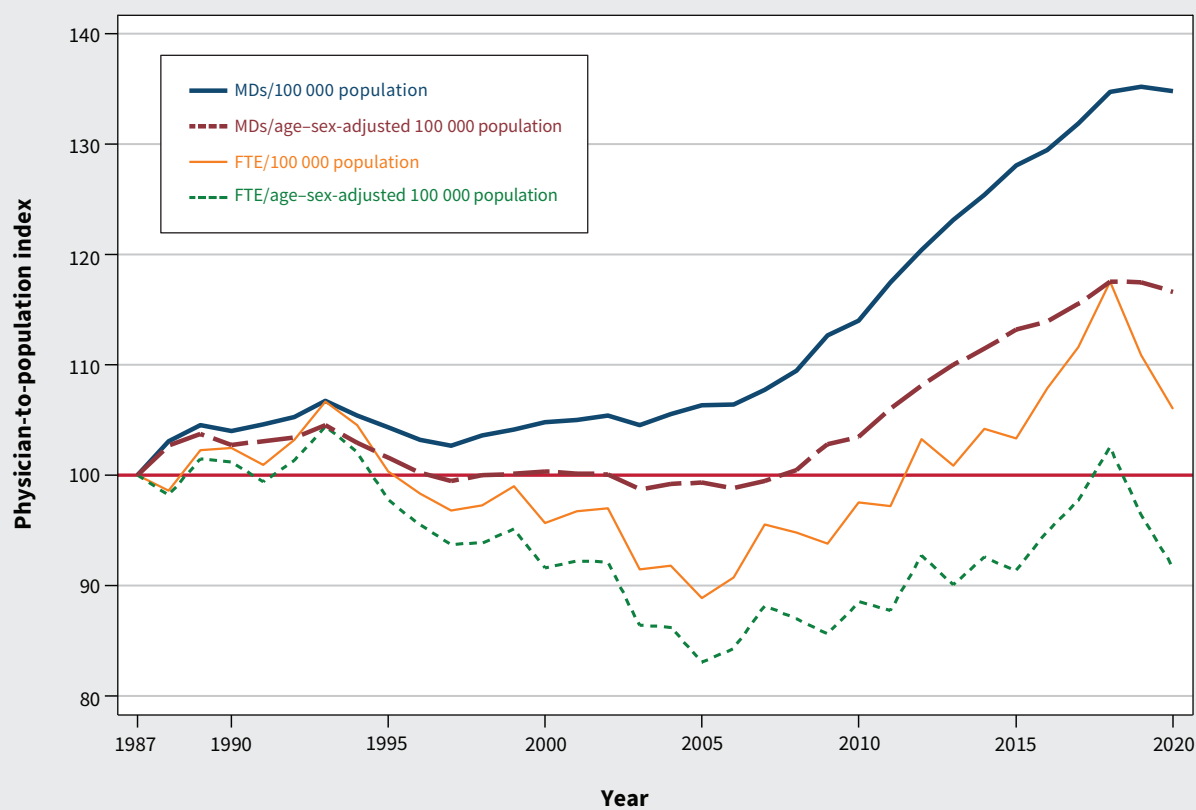


Figure 3: Physicians per capita, adjusted and unadjusted (index 1987 = 100, red solid line). Note: FTE = full-time equivalent.

offset by increased demand. By 2020, population aging can be interpreted to have consumed about 18 percentage points of the increase of 34 percentage points in physicians per capita.

Adjusting only for the decline in physician hours of work, the third line from the top of Figure 3, generated a larger gap relative to the simplistic “MDs/100 000 population” trend than did the patient age–sex adjustment. Its trajectory also differs. This gap opened earlier, and its rate of increase slowed after about 2005. Acknowledging that physician hours of work recorded in 1987 were unsustainably high, the reduction in hours by 2005 was roughly equivalent to a 10% reduction in the number of practising physicians relative to 1987 and a 15-percentage-point reduction compared with the MDs/100 000 population curve. By 2019 (avoiding 2020, which was affected by the COVID-19 pandemic), the reduction in hours of work meant that the effective labour supply of physicians was 25 percentage points lower than the conventional MDs/100 000 population benchmark.

The bottom curve in Figure 3 combines the 2 adjustments and shows — at the lowest point, in 2005 — a 17% reduction in FTE physicians per age–sex-adjusted Canadian compared with 1987. A rebound followed that was driven by the growing number of practising physicians, and, by 2019, the number of FTE physicians per age–sex-adjusted population was 4% below that in 1987, and 39 percentage points below the unadjusted line. Figure 3 illustrates the substantial empirical differences in estimates associated with relatively simple adjustments.

Is there regional variation in physician supply across Canada?

Plots comparable to those in Figure 3 are presented in Appendix 2, available at www.cmaj.ca/lookup/doi/10.1503/cmaj.221239/tab-related-content, broken down by region in Canada with the less populous provinces aggregated. Although the fanning out of the 4 curves is broadly similar, the declines in FTE physicians per age–sex-adjusted population before 2005 occurred primarily in British Columbia, Manitoba and Saskatchewan, and Ontario.

Figure 4 presents the number of FTE physicians per 100 000 population adjusted for age and sex in Canada and 6 regions employing 3-year moving averages. Substantial heterogeneity is observable across both time and regions. For comparison, the thick line is the Canadian average. Although Figure 4 displays hours rather than indexes relative to 1987, the U-shaped pattern observed in the bottom curve of Figure 3 is visible for most but not all regions. Alberta and the Atlantic region do not follow the national pattern.

The variation across regions, except for Ontario (an outlier in the early years), was much larger in 2020 than in 1989. Moreover, Ontario experienced one of the largest swings in physician supply, and Manitoba and Saskatchewan have consistently had a relatively low physician supply.

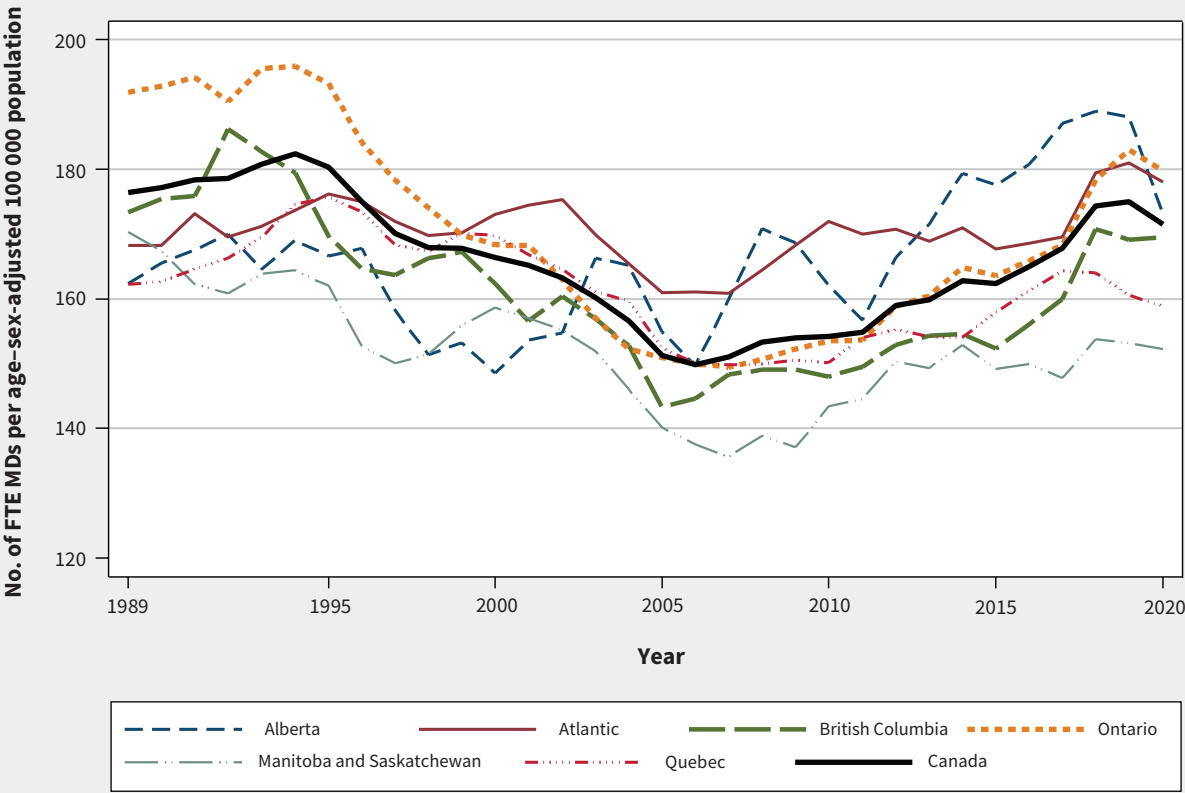


Figure 4: Regional distribution of FTE physicians per age–sex-adjusted 100 000 population (3-year moving averages). Note: FTE = full-time equivalent.

What does this analysis mean for physician workforce planning in Canada?

Despite the absolute number of physicians increasing at a faster rate than the general population of Canada between 1987 and 2020, reports of physician shortages and excessive wait times for access to health care began to appear in the mid-1990s. Simple adjustments for population aging and physicians' hours of work reconcile these inconsistent observations. As our analysis shows, the increasing needs of an aging population have been empirically important since around 2005, while the supply of physician service hours has simultaneously declined in a manner that is largely unrelated to the evolving age–sex composition of the physician workforce. Thus, relying on simple trends in physicians-per-capita ratios for workforce planning is misleading and not helpful.

Our analysis does not evaluate trends for the greater part of the COVID-19 pandemic, given the current availability of data from the Canadian Institute for Health Information. However, we did observe a notable dip in hours worked by physicians in 2020, which we consider to be attributable to circumstances related to the pandemic. Any analysis of physician work trends during the COVID-19 pandemic would probably require higher frequency data than the annual aggregate employed herein.

Given the data available to us, we can only speculate regarding the reasons for the decline in working hours beyond the findings presented in Figure 2. We consider that about a quarter of the decline in hours worked could be associated with an increasing proportion of older and female physicians in the workforce, as these groups worked fewer hours, on average, than the historical norm. Another possibility is that physicians reducing their average number of hours was a response to physician burnout.^{6,7,23–25} Burnout may be driven, in part, by the combination of clinical and nonwork responsibilities, with the latter possibly increasing.^{19,21} In a 2022 cross-sectional survey involving Ontario physicians, improved work–nonwork balance was cited as 1 of the top 3 potential solutions to burnout.²⁶ Another possible explanation is that the proposal that compensation increases exceeding target incomes have caused a cut-back in service provision.^{27,28}

Although our analysis is informative, it and the 2 simple adjustments we employed have limitations. For example, we held service provision per age–sex group constant at its 1996 level. This was appropriate for the question under evaluation, but it is likely that service provision per standardized person may have increased over time. Moreover, although the Labour Force Survey data (Statistics Canada) had the advantage of being consistently defined, the survey measured only total hours of work and did not allow hours of direct patient care to be separated from hours dedicated to activities such as administration, research and continuing medical education.^{17,29} If hours of direct patient care have reduced as a share of total hours, then the FTE adjustment employed in our analysis was too small in later years. Changing technology and practice styles likely also need their own adjustments. Furthermore, we chose not to disaggregate general and family practitioners from other specialists. This extension was feasible with these data but would make this analysis longer while not adding to the basic message.

Conclusion

Simple adjustments for aging and physician work hours do not answer all questions about the disconnect between the growth in physicians per capita and reports of physician shortages. However, we have shown that such adjustments can have substantial impact for understanding long-term trends in physician workforce availability. Our analysis also helps to reconcile public experiences of physician shortages with the perceptions of those who focus on unadjusted trends that show rising numbers of physicians per capita in Canada. Planning for physician supply should take adjustments such as these into account as a matter of course, especially given the length of training for new physicians.³⁰ Pursuing a range of additional adjustments in future estimates would be helpful in efforts to maintain an appropriately sized physician workforce in Canada.

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gave final approval of the version to be published and agreed to be accountable for all aspects of the work.

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TAB 100

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Patient: Ontario

Physician: Ontario's doctors

Prescription for Ontario:

Doctors' 5-Point Plan
for Better Health Care



Oct. 26, 2021

OMA

OMA Ontario Medical Association



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ONTARIO'S HEALTH-CARE SYSTEM MUST BE FIXED NOW

The people of Ontario want – and deserve – the very best integrated health-care system possible.

We need a more collective way of thinking about health care, one that focuses on solutions, strengthens the alignment between patient priorities and system capacity, and directs provincial financial and human resources toward the best possible health outcomes.

We must address Ontario's physician shortage – both specialists and primary care doctors – and enable them to work in a team-based way. This is particularly true outside the Greater Toronto Area and in rural and remote communities. We need to focus on a multi-stakeholder solution to the regional and northern disparities in health care. The Ontario Medical Association is calling on the federal government to increase the Canada Health Transfer payment to enable better health care for all Ontarians.

The pandemic has highlighted that a disconnected system is a barrier to achieving the most effective, integrated and equitable care that Ontarians expect. It has also highlighted that the social determinants of health matter.

Representing Ontario's 43,000 doctors, the OMA held the largest consultation in our 140-year history to develop *Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care*.

More than 1,600 physicians and physician leaders provided their expert advice. Doctors navigate the health-care system every day to get the best and fastest care possible for their patients. They bring a unique view of the roadblocks to achieving access, equity and integration, and they understand the best possible health outcomes.

More than 110 health-care stakeholders, social service agencies and community leaders provided solutions from their unique perspectives. Almost 8,000 Ontarians representing 600 communities shared their health-care priorities through an online survey.

Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care is the result of this extensive consultation: a roadmap of realistic and achievable recommendations to fix the gaps in our health-care system. The COVID-19 pandemic has made these gaps more visible, but Ontario's doctors, nurses, pharmacists, hospital administrators and other health professionals have been speaking out about most of them for years.

Ontarians also recognize that the system should work better. Fifty-eight per cent of respondents to an OMA online survey said the pandemic had worsened their views on the way health care is delivered in their communities.

To improve the delivery of health care in Ontario, it all comes down to these five priorities:

- **Reduce wait times and the backlog of services** for patients needing a test or treatment, waiting for any type of surgery or procedure, or living with a chronic disease
- **Expand mental health and addiction services in the community** so professional help is there for anyone who needs it
- **Improve and expand home care and other community care** so hospital and long-term care admissions might be avoided, and stable patients can leave hospital sooner with more choice about where they receive followup care
- **Strengthen public health and pandemic preparedness** so our communities are protected every day and especially in public health emergencies

- **Give every patient a team of health-care providers and link them digitally** so patients can receive the different types of care they need faster, and care providers – doctors' offices, emergency departments, pharmacies, hospitals and home and long-term care – can share information more quickly and efficiently

Health care also must be built around the principles of access, equity, efficiency and integration. All Ontarians deserve the best care possible – no matter who they are, what they do or where they live. Care providers and caregivers should be supported and appreciated. We must make the best use of the resources we have.

These imperatives echo the principles of the Quadruple Aim, an internationally recognized framework to deliver an effective health-care system. These aims should be universal in Ontario:

- **Better patient and population health outcomes**
- **Better patient, family and caregiver experience**
- **Better provider experience**
- **Better value**

And there has never been greater urgency than now as our health-care system grapples with the devastation of COVID-19.

The pandemic has also proved that Ontario cannot have a strong and sustained economy without a robust, resilient and reliable health-care system that reduces the need for lockdowns and other measures in a public health emergency. We need to keep small businesses alive, restaurants full, schools open and people spending – our economy stays open when our health-care system stays strong. We must future-proof health care – and by

extension our economy – so we don’t repeat the same mistakes and make the same sacrifices as we have during the COVID pandemic.

Ontarians recognize the connection between health care and the economy. When asked what priority should be given to addressing issues in the health-care system, 36 per cent of Ontarians responding to the OMA’s online survey at betterhealthcare.ca said health care should be the highest priority above all others, and 49 per cent said it should be the same priority as the economy.

The next provincial election is scheduled for June 2, 2022. Soon all political parties will be releasing their pledges and plans to share with Ontario voters. The OMA believes the recommendations contained in *Prescription for Ontario: Doctors’ 5-Point Plan for Better Health Care* should be included in every party platform so that regardless of who wins the election, all Ontarians will win better health care.

Now is our best chance to work together and rebuild Ontario’s health-care system for the long term. Together, we will have better outcomes for everyone and be prepared for when – not if – the next major health crisis hits.



Allan O’Dette
OMA CEO



Dr. Adam Kassam
OMA President



PRESCRIPTION FOR ONTARIO: DOCTORS' 5-POINT PLAN FOR BETTER HEALTH CARE

A publicly funded and universally accessible health-care system is a cornerstone of Canadian values.

Ontario is fortunate to have some of the most talented physicians and health-care providers in the world. As a province, we have the financial means to properly fund a health-care system that should be more than adequate. It can be excellent.

We need enough doctors, nurses, personal support workers and other front-line health professionals where and when we require them. The most vulnerable need a place to get better. We need a strong public health system in the community. There must be more supports for home care, long-term care and palliative care to free up the hundreds of thousands of hospital beds occupied each year by patients stable enough to leave the hospital. More focus is needed on community-based care to reduce pressure on our hospitals.

And, of course, all health-care planning must use an equity lens throughout.

Even before the pandemic, there were long wait times to see specialists and access critical diagnostic tests, treatment and surgeries in the province. At least one million Ontarians don't have a family doctor and can't get the treatment or preventive care they need. Doctors and other health-care providers can't connect digitally to quickly share patient information, wasting precious time and resources.

Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care provides 75 recommendations for implementation over the next four years in five priority areas:

- *Reduce wait times and the backlog of services*
- *Expand mental health and addiction services in the community*
- *Improve and expand home care and other community care*
- *Strengthen public health and pandemic preparedness*
- *Give every patient a team of health-care providers and link them digitally*

This plan also provides 12 recommendations to address the unique health-care challenges in northern Ontario.

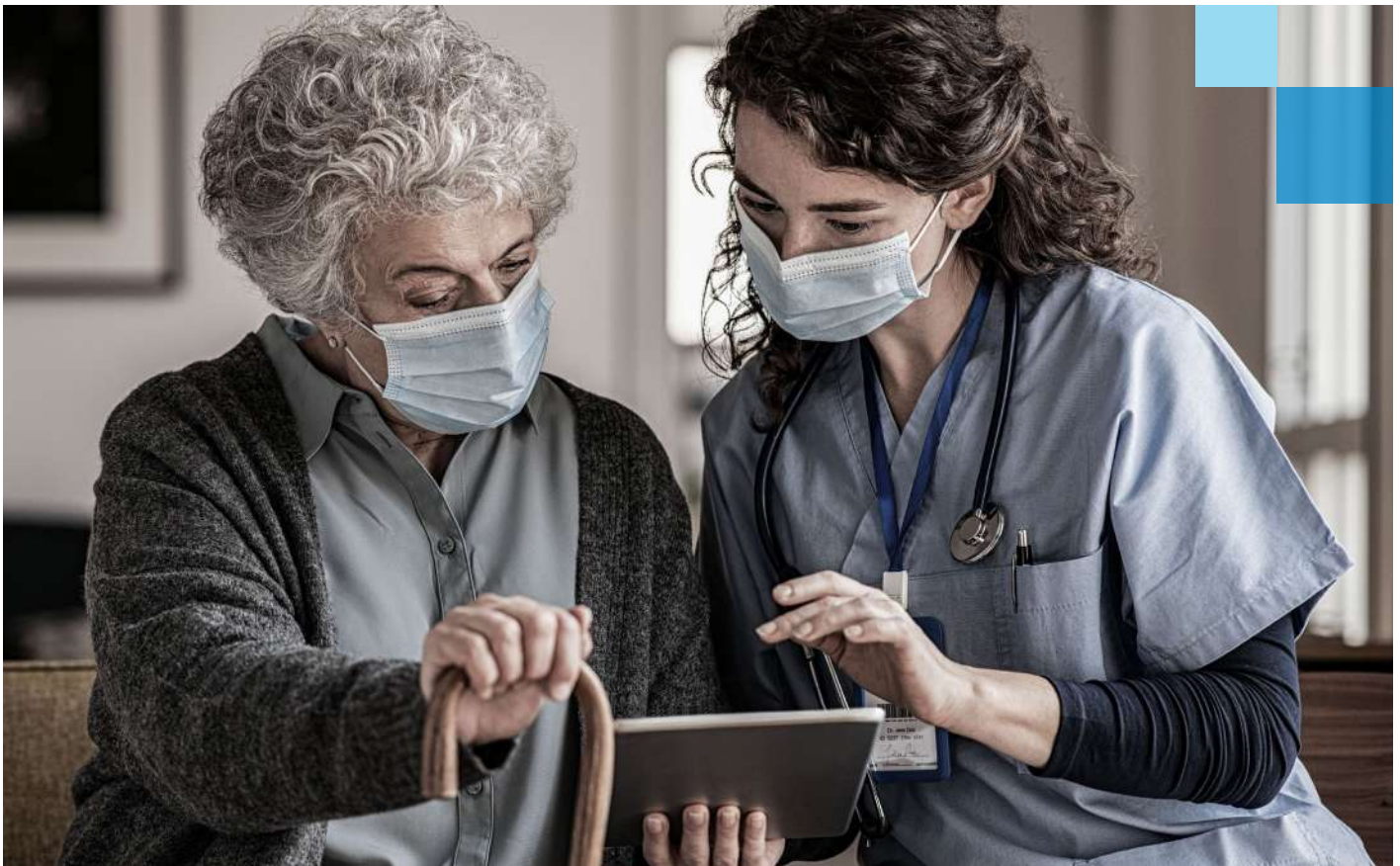
The OMA's consultation on the future of the health-care system took place over the spring and summer of 2021 and was the largest in our 140-year history. We listened to associations and

individuals representing hospitals, nurses and many other health-care professionals; health charities and patient advocacy groups; health sciences and technology companies; municipal and business sectors; labour unions; and social service agencies and non-profit organizations serving clients of all demographics and in every part of the province.

We also heard from almost 8,000 Ontarians in 600 communities through our public survey at betterhealthcare.ca. Forty-eight per cent of respondents gave a C grade to the health-care system in their communities, while another 22 per cent gave local health care a failing F grade.

The voices are unanimous. We have to act now.

Fixing Ontario's health-care system will not be quick or easy. It will require collaboration among health providers, support from the public and political will.





EQUITY AND CLIMATE CHANGE

Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care focuses on the changes required to improve our health-care system. However, health care doesn't exist in a vacuum. Equity and access, and climate change are major factors underpinning health and health outcomes. Ontario's doctors believe these must be addressed in parallel with improvements to the health-care system.

Addressing the social determinants of health will improve equity and access

Ontario's doctors believe everyone is entitled to dignity, respect and equity – no matter who they are, what they do or where they live.

The social determinants of health are factors that can influence health equity in positive and negative ways. The World Health Organization defines the social determinants of health as “the non-medical factors that influence health outcomes... the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of

daily life.” Examples of the social determinants of health include income, education, food insecurity, housing, social inclusion, early childhood development and access to affordable health-care services. Numerous studies suggest these factors account for between 30 and 55 per cent of health outcomes.¹

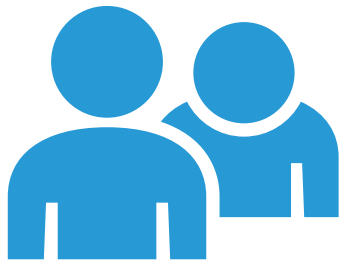
This connection has been obvious during the pandemic. The highest rates of COVID-19 in Ontario continue to be in communities with low incomes, that are racialized, with poor housing, where people must work outside the home to meet their needs. These same communities also had the greatest challenges accessing appropriate medical care before COVID. Ontarians living in rural and remote communities also face barriers to accessing health care.

If we want to protect and serve the community, we must protect and serve the whole community:

- Health-care planning should always be done through an equity lens, and in a culturally sensitive way that breaks down barriers for

marginalized people, particularly racialized, Indigenous and LGBTQIA2S+ communities, and those whose first language is not English

- Investing in the social determinants of health should be considered as important as investing in the health-care system itself as both improve the overall health and well-being of all Ontarians
- Everyone should have access to a family doctor and a team of health-care providers regardless of their location, language or socioeconomic status



84%

of Ontario doctors surveyed said they see the impacts of social determinants of health on the health of their patients.

Source: 2021 OMA member survey

¹World Health Organization website: https://www.who.int/health-topics/social-determinants-of-health#tab=tab_1

²Government of Ontario website: <https://www.ontario.ca/page/forest-fires#section-5>

Climate change is science

Doctors are trained to evaluate science, and science proves that human-made climate change is a reality. We have seen the heightened effects of climate change across the planet through extreme weather, crop failure and the burning of forests.

Ontario is not immune. As of the end of September 2021, Ontario had experienced just under 1,200 forest fires this year, double the number in 2020 and almost 50 per cent over the 10-year average of 816.²

- A healthy population requires a healthy planet, and Ontario's doctors are calling for positive action to be taken immediately on climate change to mitigate its severe consequences on human health and well-being.

“Our centre prioritizes under-resourced populations like refugees, newcomers, LGBTQ1A2S+ folks, and folks experiencing mental health issues, substance use issues, poverty and homelessness. It’s systems of oppression that lead these folks to where they are.”

Dr. Cindy Ochieng, family physician,
Parkdale Queen West Community
Health Centre, Toronto



**BETTER
HEALTH
CARE
STARTS
HERE**

**Reduce wait times and the
backlog of services**

REDUCE WAIT TIMES AND THE BACKLOG OF SERVICES

Tackling the pandemic backlog and future-proofing against wait times

The COVID-19 pandemic has created a backlog of almost 20 million patient services³ – more than one patient service for every Ontarian, from the youngest to the oldest.

These delayed services include preventive care, cancer screening, surgeries and procedures, routine immunizations and diagnostic tests such as MRIs and CT scans, mammograms and colonoscopies. Doctors are seeing patients sicker than they ought to be because of serious conditions left undetected or untreated during the pandemic.

Sick patients don't have time to wait. However, focusing on the pandemic backlog alone ignores the bigger problem. We can't solve Ontario's long-term problem of wait times and hallway medicine if the health-care system remains inefficient and disconnected.

Ontarians agree. Other than the pandemic, wait times is the issue most frequently selected – by 29 per cent of respondents – as the top priority for health care in the OMA's online public survey. Additionally, 21 per cent of Ontarians who responded to the survey selected "Wait times at our hospitals are too long and need to be reduced" as the statement that best represents their view on health-care delivery in their community.

³ OHIP Claims Database, from fiscal years 2014-15 to 2020-21.
Analysis by OMA Economics, Policy and Research department

76%

of Ontario doctors say some of their patients have experienced worse health outcomes because of the pandemic backlog of medical services.

Source: 2021 OMA member survey



To reduce the pandemic backlog
and shorten wait times,

Ontario's doctors recommend:

01 ____

Providing adequate funding
to address the backlog of services in
hospitals and community clinics

02 ____

Evolving the model
of surgical care delivery to include a
greater portion of services delivered
in community-based specialty settings
outside of hospitals

03 ____

Ensuring there are enough
nurses and technologists to expand MRI
and CT machine hours, and for ultrasound
and mammography

04 ____

Greater efforts to educate
young people about healthy lifestyles
and disease prevention, including an
adequately funded anti-tobacco strategy,
which will lead to better long-term health
and reduce future stress on the system

05 _____

Expanding the use

of home remote monitoring programs
to streamline pre- and post-surgical
delivery

06 _____

Ensuring sufficient health

human resources to meet Ontario's
needs

07 _____

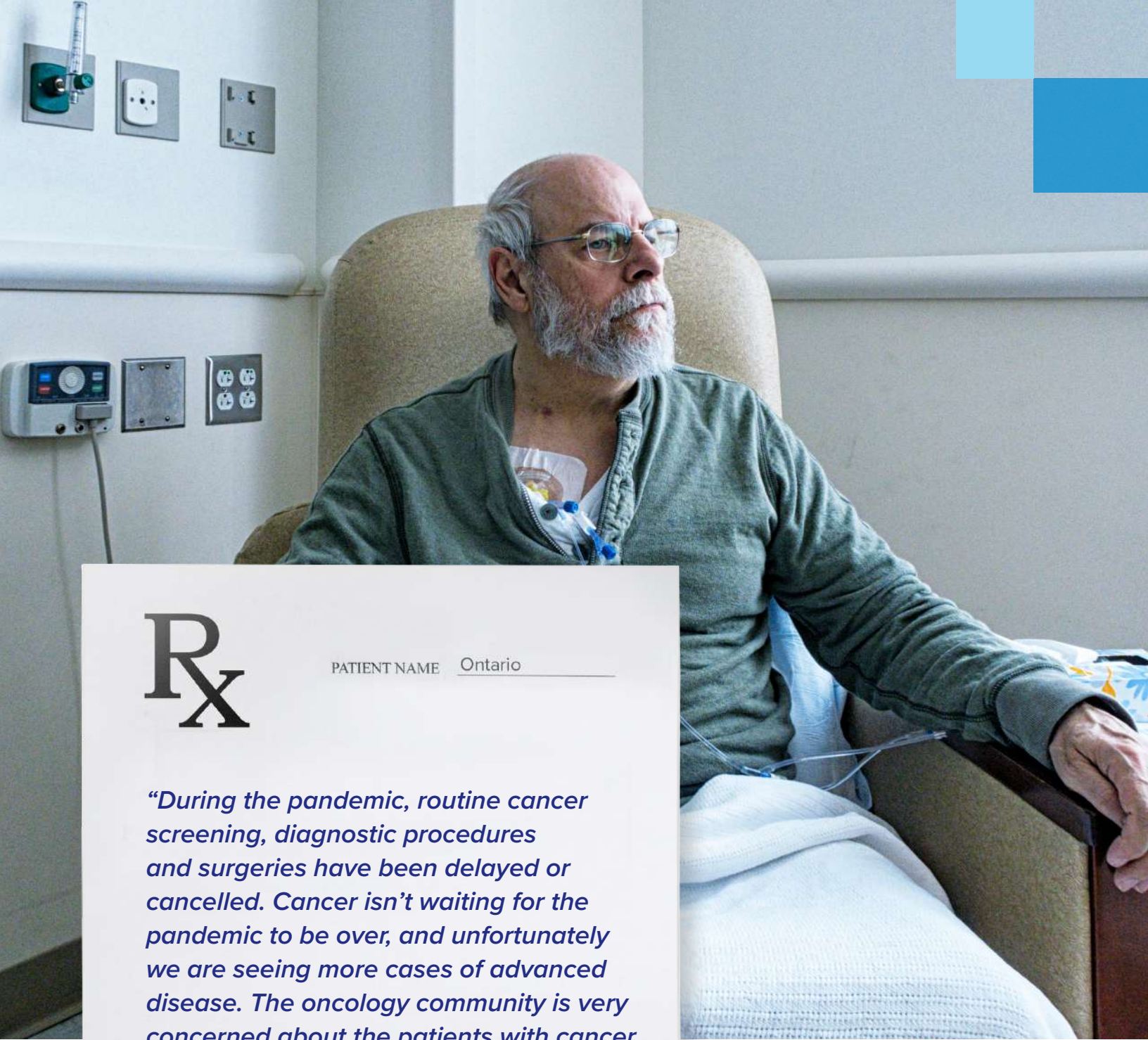
Enhancing data collection

and timely data sharing to support
planning, measurement and
evaluation

08 _____

Better integration

of health-care service provision with
public health and other services,
including but not limited to palliative
care, long-term care, home care and
community care



R_x

PATIENT NAME Ontario

“During the pandemic, routine cancer screening, diagnostic procedures and surgeries have been delayed or cancelled. Cancer isn’t waiting for the pandemic to be over, and unfortunately we are seeing more cases of advanced disease. The oncology community is very concerned about the patients with cancer in Ontario that remain undiagnosed and untreated due to the disruption the pandemic has caused.”

Dr. Timothy Asmis, chair, OMA Section on Hematology and Medical Oncology, Ottawa

Fixing doctor shortages

Ontario continues to experience doctor shortages in many regions – especially in the north and remote and rural communities — and in certain specialties such as family medicine, emergency medicine and anesthesia. This is being felt by Ontarians. Twenty-six per cent of respondents to the OMA’s online public survey chose “We don’t have enough doctors” as the statement that best represents their view on health-care delivery in their community.

Ontario’s doctors know that prevention is key to long-term health and positive outcomes. The public also recognizes this, with 32 per cent of survey respondents choosing “We need to do more to keep people healthy and out of hospitals and doctors’ offices” as the statement that best represents their view on health care delivery in their community. Respondents in Toronto and the Greater Toronto Area particularly hold this view.

Primary care is the foundation of Ontario’s health-care system. But at least one million Ontarians don’t have a family doctor. Family doctors help patients stay healthy, prevent disease by identifying risk factors, manage chronic disease and get their patients access to specialists and other health-care services when needed.

Without access to doctors, many patients needlessly worry and suffer. We need robust data about our physician workforce and we need to use that data wisely to plan for our future population needs. We also need to support doctors so that all patients can get equitable and timely access to the care they need.



40%

of Ontario doctors surveyed said the pandemic has caused them to consider retiring earlier.

Source: 2021 OMA member survey

To address the unequal supply
and distribution of doctors,

Ontario's doctors recommend:

01 ____

Creating a detailed analysis

based on high-quality data that accounts
for the types and distribution of doctors
to meet population needs

02 ____

Establishing a set

of best practices around physician
supports to help ensure Ontario has
the right doctors in the right places at
the right times

03 ____

Using best evidence

regarding forecasted population need,
increasing the number of medical
student and residency positions

04 ____

Supporting students

from remote, rural and racialized
communities to go to medical school,
aligned with populations in need

05 _____

“Letting doctors be doctors”

whereby they spend more time with patients doing the things that only doctors can do and less time on paperwork or other tasks

06 _____

Helping doctors

trained in other jurisdictions become qualified to practise in Ontario

07 _____

Investing

in more training and educational supports for practising doctors

**BETTER
HEALTH
CARE
STARTS
HERE**

02

Expand mental health and addiction services in the community

EXPAND MENTAL HEALTH AND ADDICTION SERVICES IN THE COMMUNITY

In any given year, one in five people in Canada experiences a mental health problem or illness.⁴ But that was before the pandemic:

- A survey by the Conference Board of Canada and the Mental Health Commission of Canada found that 84 per cent of respondents reported their mental health concerns worsening since the start of the pandemic, with their major concerns being family well-being, their future, isolation/loneliness and anxiousness/fear.⁵
- More than one-third of those with a COVID-19 diagnosis may develop a lasting neurological or mental health condition.⁶
- A study by Deloitte using modelling from past disasters suggests Canada will see “a two-fold increase in visits to mental health professionals and possibly a 20 per cent increase in prescriptions for antidepressants relative to pre-COVID-19 levels.”⁷

Psychiatrists, primary care doctors, pediatricians and addiction medicine specialists continue to provide excellent care for these patients. But they do not have enough hours in the day to accommodate the tsunami of new patients asking for help. There must be greater

accessibility to affordable and publicly funded services in the community so everyone can get the treatment they need.

Doctors and other front-line health-care professionals were experiencing high levels of burnout before the COVID pandemic. According to surveys conducted by the OMA's Burnout Task Force, just prior to the pandemic in March 2020, 29 per cent of Ontario doctors had high levels of burnout with two-thirds experiencing some level of burnout. By March 2021, these rates had increased, with 34.6 per cent reporting high levels of burnout and almost three-quarters reporting some level of burnout.

Burnout is primarily caused by issues in the health-care system, so system-level solutions are needed to address it. And if doctors, nurses and others providing care burn out, this impedes access to care for patients.

⁴ Canadian Mental Health Association website: <https://cmha.ca/brochure/fast-facts-about-mental-illness/>

⁵ Conference Board of Canada, July 17, 2020: *Pandemic Pulse Check: COVID-19's Impact on Canadians' Mental Health*

⁶ The Lancet, April 6, 2021. *6-month neurological and psychiatric outcomes in 236,379 survivors of COVID-19: a retrospective cohort study using electronic health records*

⁷ Deloitte, August 2020: *Uncovering the Hidden Iceberg – Why the human impact of COVID-19 could be a third crisis*

More than
70%

of school-aged children surveyed reported deterioration in their mental health during the first wave of the pandemic.

Source: Hospital for Sick Children



Opioid-related deaths in
Ontario in 2020 rose by

40%

Source: Canadian Institutes of Health Research

To improve access to mental health and addiction care,

Ontario's doctors recommend:

01 _____

Provincewide standards

for equitable, connected, timely and high-quality mental health and addiction services to improve the consistency of care

02 _____

Expanding access

to mental health and addiction resources in primary care

03 _____

Specific mental health supports

for front-line health-care providers

04 _____

Ensuring that appropriate

resources are in place to provide virtual mental health services where clinically appropriate

05 _____

Increasing funding for

community-based mental health and addiction teams where psychiatrists, addiction medicine specialists, family doctors, nurses, psychologists, psychotherapists and social workers work together

06 _____

More mental health

and substance awareness initiatives in schools and in communities

07 _____

Making access to care easier

by defining pathways to care, navigation
and smoother transitions with the system

08 _____

Building service capacity

for young patients moving into the
adult system

09 _____

Reducing the stigma

around mental health and addiction
through public education

10 _____

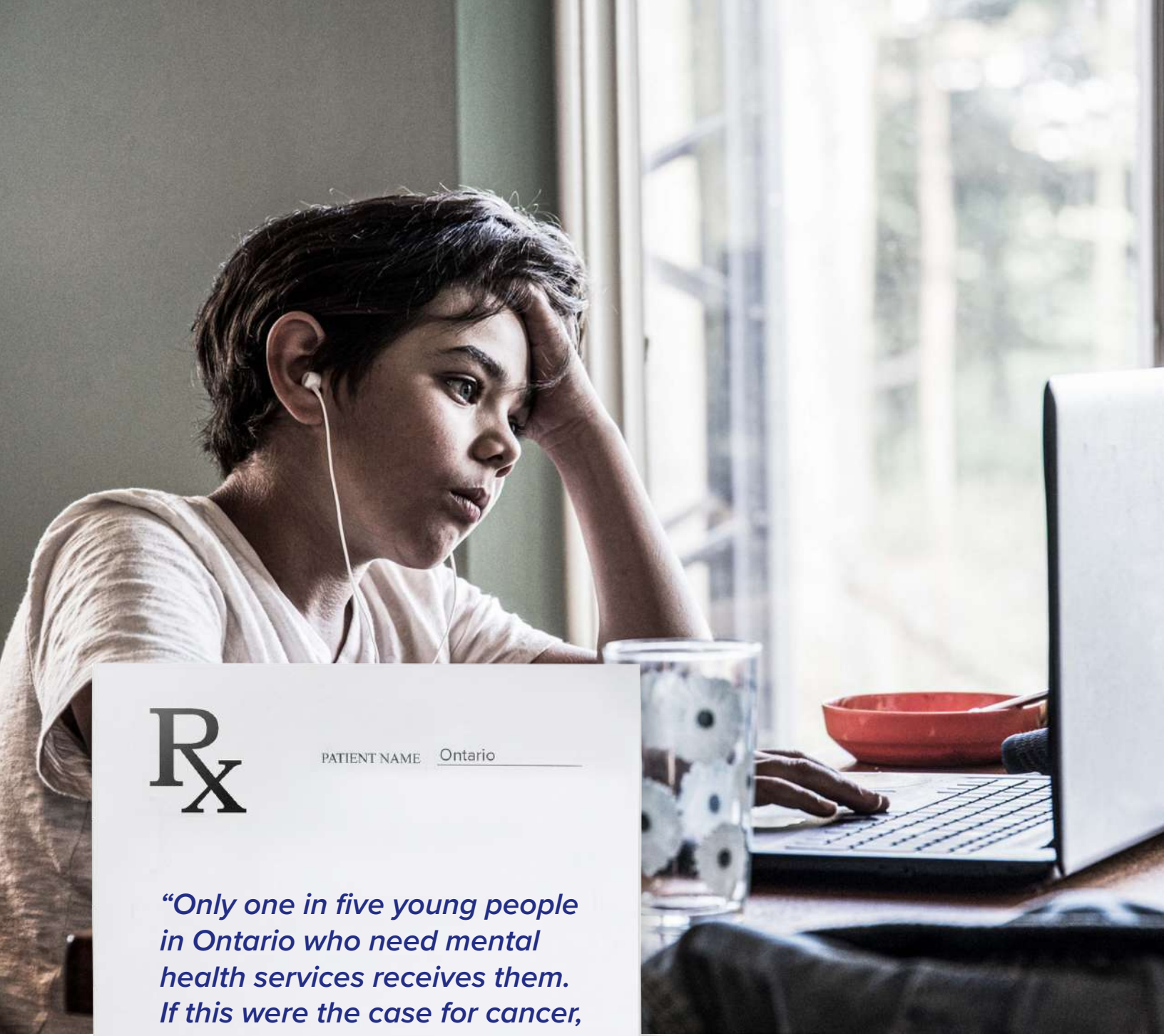
More resources

to fight the opioid crisis, particularly
in northern Ontario where the crisis is
having a significant impact and resources
are limited

11 _____

Increasing

the number of supervised consumption
sites



R_x

PATIENT NAME Ontario

“Only one in five young people in Ontario who need mental health services receives them. If this were the case for cancer, heart disease, asthma, stroke or diabetes, I don’t think that this is something our society would tolerate.”

Dr. Sharon Burey, behavioural pediatrician
and president of the Pediatricians Alliance of
Ontario, Tecumseh

“A frantic mother brought her teen daughter to Emergency on a busy Saturday. In a desperate cry for help, the girl had cut herself and needed stitches. Mom and daughter waited six long hours to see me. It was clear the girl’s mental health needs far outweighed her repairable wound. But all I could offer them was a piece of paper with a referral phone number to call on Monday. It was obvious, our health-care system was failing her. I felt helpless.”

Dr. Rose Zacharias, emergency medicine physician and OMA president-elect, Orillia





**BETTER
HEALTH
CARE
STARTS
HERE**

Improve home care
and other community care

IMPROVE HOME CARE AND OTHER COMMUNITY CARE

In 2019-20, there were 1.3 million hospital bed days used by alternate level of care patients.⁸ An alternate level of care patient is defined as a patient in hospital who is stable enough to leave but there isn't a long-term care bed, hospice bed or rehabilitation bed for them to transfer to, or not enough home-care services available for them to return home safely.

When hospital beds are used by patients who don't need to remain in hospital, this creates a major bottleneck that increases surgical wait times and leads to hallway medicine. And it doesn't make financial sense.

According to the Ontario Hospital Association, "it costs approximately \$500 per day to provide care for a patient in hospital, \$150 in long-term care and even less for home and community care. More importantly, hospitals have less room to treat people who really need to be there, or to accommodate a sudden increase in patients during the winter flu season. Unfortunately, this means too many patients receive care in hallways and other unconventional spaces. It is impossible to end hallway medicine without addressing these rising [alternate level of care] rates."⁹

Providing patients with more appropriate types of care outside of hospital will not only help reduce wait times, but could avoid hundreds of millions of dollars in costs to the health-care system every year.

⁸Canadian Institute for Health Information. Hospitalization, Surgery and Newborn Statistics, 2019-2020

⁹Ontario Hospital Association. A Balanced Approach: The Path to Ending Hallway Medicine For Ontario Patients and Families, Pre-Budget Submission / 2019 Ontario Budget



85%

of Ontario doctors surveyed said that increased access to home care would improve health outcomes for their patients or allow them to remain in their homes longer.

Source: 2021 OMA member survey

Home care

Home is where many patients want to be and can be.

High-quality home care provided by a team of doctors, nurses, therapists and personal support workers allows people of all ages to recover from surgery, injury or illness at home. It also reduces the number of emergency department visits and admissions to hospital, helps patients better manage chronic illness, lets seniors live safely and comfortably at home longer, and allows people to be supported if they choose to die at home.

A stronger, more connected and more responsive home-care system would also relieve family members and caregivers, who are too often underequipped and overwhelmed.

To ensure equitable and timely access
to high-quality home care,

Ontario's doctors recommend:

01 ____

Developing provincewide
standards for timely, adequate and high-
quality home-care services

02 ____

Increasing funding
for home care and recruiting and
retaining enough skilled staff to provide
this care

03 ____

Embedding home care
and care co-ordinators in primary care
so patients have a single access point
through their family doctor

04 ____

Ensuring
people without a family doctor can still
access home care seamlessly

05 _____

Enabling electronic sharing
of information between doctors, care
co-ordinators and home-care providers

06 _____

Expanding
a direct funding model so patients can
customize their home care according
to need

07 _____

Reducing needless
administrative paperwork so more time
can be spent on actual patient care

08 _____

Providing tax relief
for families who employ a full-time
caregiver for a family member

Long-term care

COVID-19 has taken the lives of more than 3,800 long-term care residents in Ontario, or approximately 40 per cent of all pandemic-related deaths. Our most vulnerable seniors deserve the best care possible in a safe and professional environment.

Ontarians agree. Twenty-one per cent of respondents to the OMA's public survey said that improving delivery of long-term care is the single most important thing that can be done to improve health-care services in their community.

“I had the honour of caring for a lovely gentleman whose dementia worsened and his wife could no longer care for him. An application for long-term care was made but they heard nothing. His case was escalated to crisis, but again they heard nothing. Eventually his behaviours escalated and he attacked his wife. He was transferred to hospital almost a year ago and is still languishing in the system, waiting for a long-term care bed. This is in the heart of Toronto, not an under-resourced community. When will there be more accountability?”

Dr. Pamela Liao, family doctor specializing in geriatric and palliative care, Toronto



To improve long-term care,

Ontario's doctors recommend:

01 ____

Strengthening the role

of medical directors, with doctors working with government and stakeholders to develop a clear role description and expectations

02 ____

Appointing

a chief medical officer of health for long-term care for each Ontario Health region to co-ordinate efforts among sectors, liaise with public health and improve physician coverage over multiple long-term care sites during outbreaks

03 ____

Recruiting and retaining

more staff to care for long-term care residents, ensuring the proper staffing ratio of physicians, nurses, personal support workers, therapists and others is always maintained

04 ____

Building internal capacity

for medical care within long-term care homes, while also improving links between long-term care and hospitals

05 _____

Continuing and expanding
the use of virtual care in long-term
care homes, and increasing virtual care
linkages between long-term care homes
and hospitals

06 _____

Cutting red tape
preventing doctors from moving quickly
into long-term care homes during
emergencies

07 _____

Ensuring
family caregivers are actively engaged
and appreciated

08 _____

Aggressively shifting
societal attitudes so that caring for our
frail, older adults is considered one of
the most important jobs in the world

Palliative and hospice care

Palliative care is an approach that improves the quality of life of individuals and their families facing life-limiting illness, through the prevention and relief of suffering. This is by means of early identification and assessment and treatment of pain and other problems including physical, psychosocial and spiritual.

Hospices provide palliative care and offer a comfortable, home-like environment for patients nearing the end of their lives. Hospice is an alternative for those who can't remain at home or don't want to die in hospital. Without hospice care, homeless people and other marginalized groups often have no other option than to die in hospital.

R_x

PATIENT NAME Ontario

“Who gets palliative care should not be a postal code lottery. Ontarians should be able to access high-quality palliative care no matter their age, where they live, or how much time they have left.”

Dr. Pamela Liao, chair, OMA Section on Palliative Medicine, Toronto

To enhance palliative and hospice care,

Ontario's doctors recommend:

01 _____

Ensuring support

and capacity exists to allow individuals to receive palliative care where they need it, including at home

02 _____

Supporting a robust

provincial hospice strategy by increasing the number of beds based on geographic areas of need, and providing consistent operational funding to hospices so they can focus on care and not fundraising

03 _____

Greater investment

in palliative infrastructure, based on geographic need

04 _____

Ensuring

there are separate plans to address pediatric and adult palliative care patients to reflect the necessary distinctions in services and needs for these patient demographics

05 _____

Increasing the number

of skilled palliative care providers, including physicians, nurses and allied providers by increasing opportunities for training

06 _____

Making palliative care accessible

24/7, including virtually, in all regions and for diverse populations including Indigenous, homeless and others

Chronic disease management

Chronic diseases are defined broadly as conditions that last one year or more and require ongoing medical attention or limit daily living activities or both. Chronic diseases such as heart disease, cancer, diabetes and dementia are leading causes of death and disability. Cancers, cardiovascular diseases, chronic lower respiratory diseases and diabetes cause about two-thirds of deaths in Ontario¹⁰, while on average, dementia affects almost one in ten seniors over 65 years¹¹.

Having the appropriate resources and mechanisms in place to manage chronic diseases will result in better outcomes for patients and reduce health-care costs overall.

¹⁰Public Health Ontario, The Burden of Chronic Diseases In Ontario, July 2019

¹¹Home Care Ontario website: <https://www.homecareontario.ca/home-care-services/about-home-care/dementia-alzheimer's-care>



To better serve those living with chronic disease,

Ontario's doctors recommend:

01 _____

Increasing investment

in chronic disease management to enable a larger workforce, technologies to manage these diseases, and home services



**BETTER
HEALTH
CARE
STARTS
HERE**

04

**Strengthen public health and
pandemic preparedness**

STRENGTHEN PUBLIC HEALTH AND PANDEMIC PREPAREDNESS

Public health preserves and defends the health of the entire community. In addition to combatting pandemics and other public health emergencies, a strong public health system led by specially trained public health doctors preserves health and prevents illness every day.

Local public health units track cases of more than 60 communicable diseases; inspect restaurants for health hazards; ensure the safety of private wells in rural areas; promote health in disadvantaged communities; lead routine vaccinations; operate supervised consumption sites; and respond to complaints of retailers selling tobacco or cannabis to children.

We also need to plan and prepare for the next pandemic now. Ontario must have a robust public health system with the resources it needs to protect the entire population's health, with clearly defined roles across local public health units, Public Health Ontario, Ontario Health and the Ontario Ministry of Health.

To build on the current strengths
of our public health system,

Ontario's doctors recommend:

01 _____

Enhancing local public health

to ensure it can be a strong local presence
for health promotion and protection

02 _____

Providing a clear, adequate

and predictable funding formula for local
public health units that returns to 75 per
cent paid by the province and 25 per
cent paid by municipalities

03 _____

Ensuring

Ontario's public health system has highly
qualified public health doctors with the
appropriate credentials and resources

04 _____

Increasing the investment

in public health information systems so
we can better collect, analyze, share and
use information in more thorough and
timely ways to improve decision-making,
and asking the federal government to
increase its investment in public health
to provide the infrastructure to support
standardized data collection and analysis
across jurisdictions

“To respond to a pandemic of this magnitude in the digital age, it is vital for the Ontario public health system to have access to current, effective and interconnected digital tools and resources to help us manage what we are measuring in real-time. This allows public health professionals to do the work that they are trained to do: investigate, collaborate and mitigate the risk to the public's health.”

Dr. Michael Finkelstein, chair, OMA Section of Public Health Physicians, Toronto

05

Carrying out

an independent and unbiased review of Ontario's response to the pandemic including the public health system, its strengths and weaknesses during pandemic and non-pandemic times, along with its roles and responsibilities, before considering any changes

06

Enhancing

the ability of Public Health Ontario to carry out its mission/mandate which includes robust public health science and laboratory support, including providing increased funding for hiring of additional public health trained physicians



R_x

PATIENT NAME Ontario

“During the pandemic, there were so many different bodies at so many levels it was hard to integrate acute care, chronic care, long-term care, hospitals, Public Health Ontario, Ontario Health, labs, data collection, testing, PPE and vaccine rollout. This was to be addressed after SARS, but it wasn’t.”

Dr. Zain Chagla, chair, OMA Section on Infectious Diseases, Hamilton

To prepare for the next pandemic,

Ontario's doctors recommend:

01 ____

Requiring by legislation

a provincial pandemic plan, including a mandatory review and update every five years to reflect changes in local public health practice, medical science and technology

02 ____

Implementing

a standardized pandemic plan across public health units that is sufficiently flexible to account for differences and inequities across this diverse province

03 ____

Sufficiently resourcing

Public Health Ontario to be the central scientific and laboratory resource during a pandemic or public health emergency, including ensuring it has the complement of public health specialist physicians needed to meet its mandate during a public health emergency

04 ____

Strategic investments

for pandemic planning for public health units so their resources aren't drained from the other important work they do every day during a crisis

05 ____

Ensuring adequate

funding to recognize additional workloads during pandemics



**BETTER
HEALTH
CARE
STARTS
HERE**

Give every patient a team of health-care providers and link them digitally

GIVE EVERY PATIENT A TEAM OF HEALTH-CARE PROVIDERS AND LINK THEM DIGITALLY

Team-based and collaborative care

Patients do better when they have a team of care providers, including not only family doctors and specialists but also nurses, dietitians, physiotherapists and others. Where these teams exist, patients have faster and easier access to specific care they need so are healthier, have fewer hospital admissions and are more satisfied. System costs are also reduced.

Most family doctors across Ontario work in different types of practice models that each provide unique benefits to their patients, such as comprehensive care, preventive care and chronic disease management. However, not all practice models allow for the inclusion of other health-care professionals. Most doctors are not able to choose the model of care that is best for their patients and their community.

To provide patients with access to the family care model of practice that works best for them, including team-based care, interdisciplinary collaboration and increased access with fewer unnecessary visits,

Ontario's doctors recommend:

01 _____

Increasing funding and support for effective team-based and integrated care in all primary care models

02 _____

Letting family doctors choose the type of practice model that works best for their patients and their community

03 _____

Opening up the Family Health Organization capitation model of care to all doctors who wish to practice that way

04 _____

Increasing the number of care co-ordinators to help patients access care more quickly and easily, and have these co-ordinators work directly in primary care settings

05 _____

Enabling team-based and integrated care settings not only around primary care, but around diseases or specialties

06 _____

Optimizing the currently legislated Ontario Health Teams, including ensuring physician leadership in the process, as a way to integrate health-care services for the benefit of patients across the province

Virtual care

Virtual care is another way for patients to receive excellent care from their doctor using a phone or computer to communicate.

Doctors pushed hard at the beginning of the pandemic to enable more access to virtual care for their patients. Without virtual care, the pandemic backlog of almost 20 million delayed patient services would be much greater. Virtual care has literally saved lives and is especially valuable for those who are elderly or ill, those who have trouble getting to the doctor's office, or those who live in rural and remote communities.

The temporary OHIP codes being used by doctors to provide virtual care during the pandemic expire in September 2022. These virtual care codes must be made permanent and more flexible for doctors to be able to provide their patients with the best care possible.

How we think about the future of virtual care is also important because it works best where it fosters a continuous relationship between a patient and their regular health-care provider. Research shows that patient outcomes are better when there is a trusted and familiar relationship.



61%

of doctors have patients with mobility, health or transportation issues that make it difficult for them to attend in-person visits.

Source: 2021 OMA member survey

To ensure all patients continue to benefit from virtual care,

Ontario's doctors recommend:

01

Implementing permanent

OHIP fee codes for virtual care services provided by phone, video, text and email, ensuring that patients can access virtual care for any insured health-care service that can be appropriately delivered through electronic means

02

That the government partner

with internet providers so that Ontarians who cannot afford internet services (for example, those living in public or supportive housing, relying on Ontario Works or the Ontario Disability Support Program, and seniors receiving the Guaranteed Income Supplement) can get internet services at a greatly reduced rate, to ensure all patients benefit from virtual care

“Being able to offer virtual psychotherapy during the pandemic has expanded psychiatrists’ ability to better meet the needs of marginalized populations by offering consistent treatment, without some of the barriers that would have previously prevented people from accessing care.”

Dr. Renata Villela, psychiatrist and vice-chair, OMA Section on Psychiatry

Linking existing digital health records systems

Most people have experienced the frustration of repeating the same information to different health-care providers, or at the hospital or before a test. They've likely also been told by their pharmacist that a fax to renew a prescription will be sent to their doctor.

In Ontario, doctors, hospitals, labs and pharmacists use different digital medical records systems, and these systems aren't all linked. That means nine out of 10 Ontario doctors still must use fax technology to share patient information with other professionals on a patient's care team.

Connecting these different systems would reduce the administrative burden and free up time better spent on direct patient care. For example, if each of Ontario's doctors could save one hour a day and see two additional patients, more than 60,000 additional patients would receive care each day, or one million more patients a month.



88%

of doctors say they must use fax technology to share patient information with other physicians, pharmacists and health-care providers. Of these:

30%

said one to five hours a week could be saved if they communicated through linked health records systems

23%

said it could save six to 10 hours a week

22%

said it could save more than 10 hours a week

Source: 2021 OMA member survey

A male doctor with short dark hair and glasses, wearing a white lab coat over a light-colored shirt, is seated at a desk. He is looking towards the camera with a slight smile. A stethoscope is draped around his neck. His hands are resting on a desk in front of a large computer monitor. The background is a bright, out-of-focus office or clinical setting. In the top right corner of the page, there are two overlapping squares, one light blue and one medium blue.

R_x

PATIENT NAME Ontario

“If specialists could quickly access essential elements of a patient’s history, such as past medical history, medications, surgeries, hospitalizations and recent investigations, they would know exactly what has been done regarding the patient’s complaint and be able to quickly narrow down what else should be considered. This will save patients and physicians time and resources and ultimately provide better care for our patients.”

Dr. Mariam Hanna, chair, OMA Section
on Allergy and Clinical Immunology, Burlington

To improve sharing of a patient's medical information among their health-care providers,

Ontario's doctors recommend:

01 _____

Linking doctors'

electronic medical records systems, hospital information systems, and laboratory and pharmacist systems so they can all talk to each other

02 _____

Streamlining

the approval, development, and implementation of new digital health technologies, including remote patient monitoring

To accelerate innovation in health care,

Ontario's doctors recommend:

01 _____

Better connecting

Ontario's existing innovation, incubator and accelerator investments with physicians and public health-care leaders

02 _____

Making government funding

programs for health and life sciences a priority, including economic development and research and development

03 _____

Leveraging

public and private sector financing, research, development and health-care expertise to spur the development and use of Ontario-made health-care innovations

04 _____

Investigating

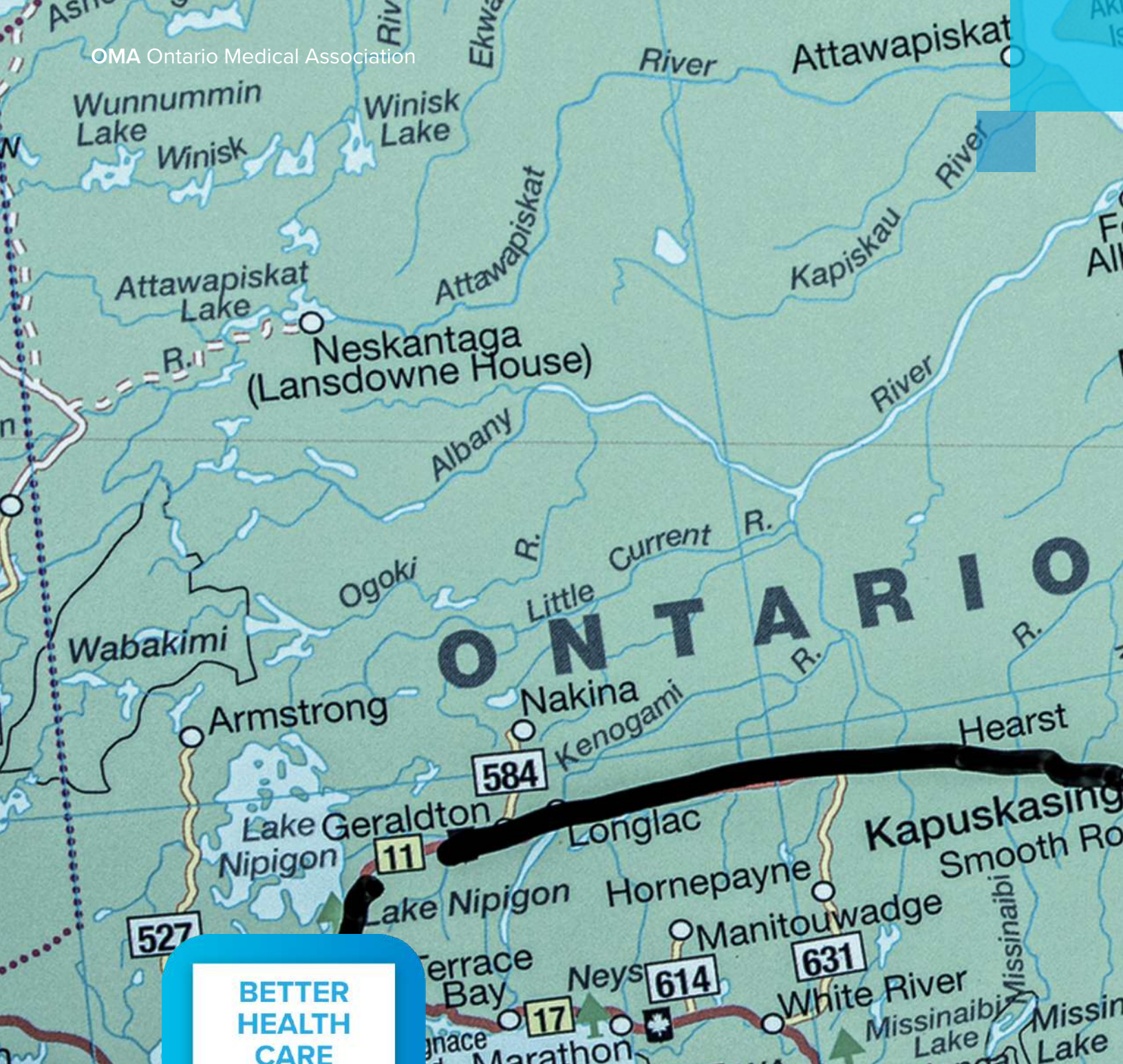
greater use of remote patient management technologies, which can be especially helpful in managing chronic disease

05 _____

Prioritizing funding

for data-sharing tools already in place such as Health Report Manager, Insights4Care Dashboard and provincial viewers such as ConnectingOntario ClinicalViewer





**BETTER
HEALTH
CARE
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HERE**

Improving access to care in
northern Ontario

IMPROVING ACCESS TO CARE IN NORTHERN ONTARIO

Northern Ontario makes up almost 90 per cent of Ontario's landmass but contains only six per cent of its population. Equitable access to health care in northern Ontario is a unique challenge, requiring unique solutions.

There is a shortage of doctors and health-care professionals in many northern communities, and physical access to care and services is often hampered by weather, transportation infrastructure and sheer distance. However, access to health care ensures healthy populations, which is crucial to the economic health and vibrancy of rural and remote communities.

Virtual care is limited by lack of high-speed internet and unreliable connectivity. It's also hard to stay healthy when access to transportation, affordable food and secure housing are so limited. The social determinants of health must be addressed.

“Social isolation of Indigenous communities in the North, and the inequities experienced by Indigenous Peoples have been exacerbated by the pandemic. Our inequity bathtub in northern Ontario was nine-tenths full before COVID, and now it is overflowing.”

Dr. Sarita Verma, president of the Northern Ontario School of Medicine, Thunder Bay

To improve health care in northern Ontario,

Ontario's doctors recommend:

01 _____

That patients have
equitable access to care in their own
communities

02 _____

Reviewing and updating
incentives and supports for physicians
and allied health-care workers to
practise in northern Ontario and other
communities that are chronically
underserved

03 _____

Focusing on
education, training, innovation and
opportunities for collaborative care to
address doctor/health-provider shortages
in remote communities

04 _____

Creating
resourced opportunities for specialist
and subspecialist trainees to undertake
electives and core rotations in the north

05 _____

Giving medical students
and residents the skills and opportunities
they need to be confident in choosing
rural and remote practices

06 _____

Focusing on innovative
culturally sensitive education and training
opportunities addressing physician and
other health-provider shortages in rural
and remote communities

07

Focusing on

the profound and disproportionate impact of the opioid crisis and mental health issues in northern Ontario

08

More social workers,

mental health and addiction care providers and resources for children's mental health

09

Enhancing internet connectivity

in remote areas to support virtual care, keeping in mind that virtual care will not solve health human resources problems in northern Ontario and should not replace in-person care

10

A recognition of

the specific need for local access to culturally safe and linguistically appropriate health care for northern Ontario's francophone population and Indigenous Peoples

11

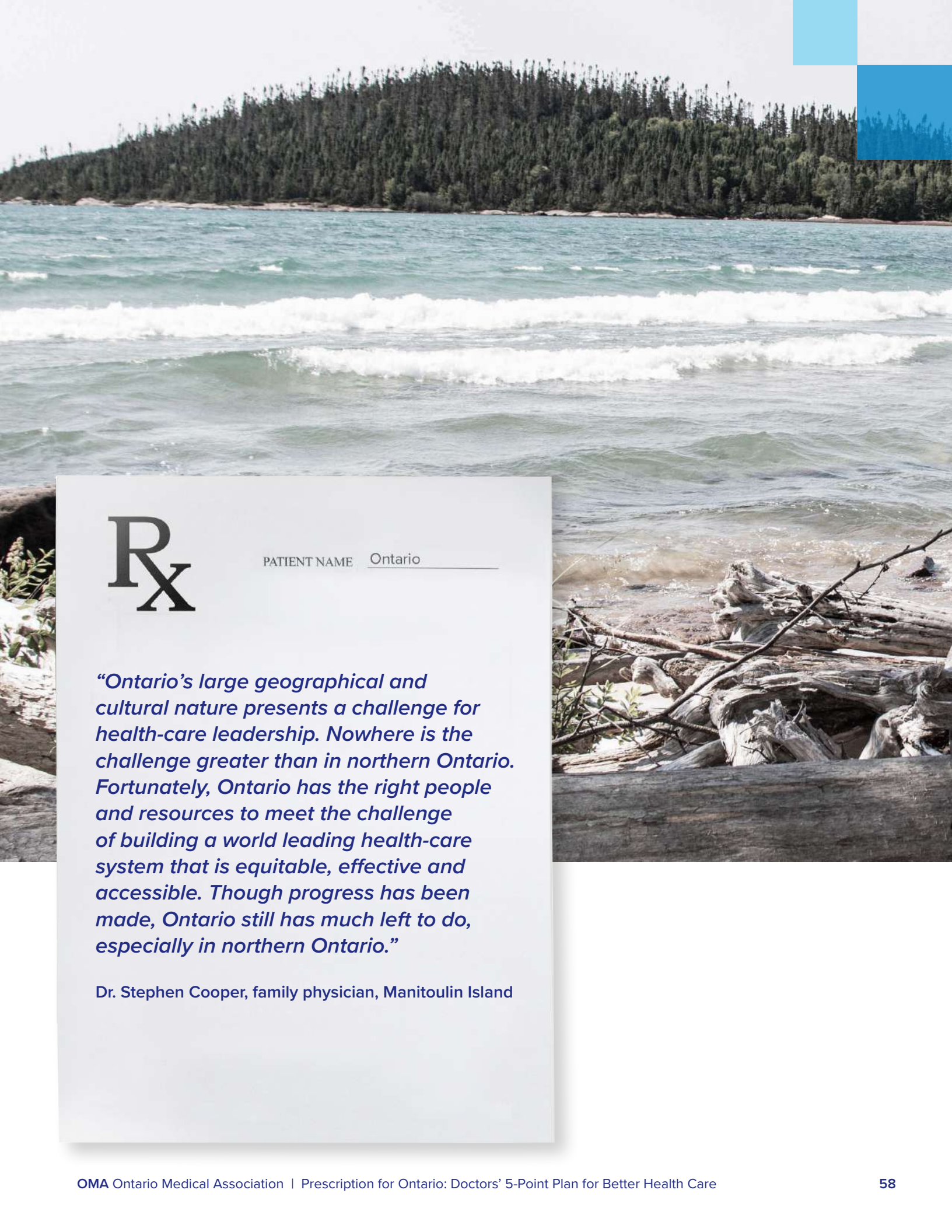
A collaborative partnership

with Indigenous Services Canada and Health Canada to address issues of safe drinking water and adequacy of health-care facilities and resources in Indigenous communities

12

Using a harm-reduction

anti-oppressive lens, addressing the education gaps in Indigenous communities and non-Indigenous communities, as health is directly affected by education



R_x

PATIENT NAME Ontario

“Ontario’s large geographical and cultural nature presents a challenge for health-care leadership. Nowhere is the challenge greater than in northern Ontario. Fortunately, Ontario has the right people and resources to meet the challenge of building a world leading health-care system that is equitable, effective and accessible. Though progress has been made, Ontario still has much left to do, especially in northern Ontario.”

Dr. Stephen Cooper, family physician, Manitoulin Island



INVESTING IN ONTARIO'S HEALTH-CARE SYSTEM

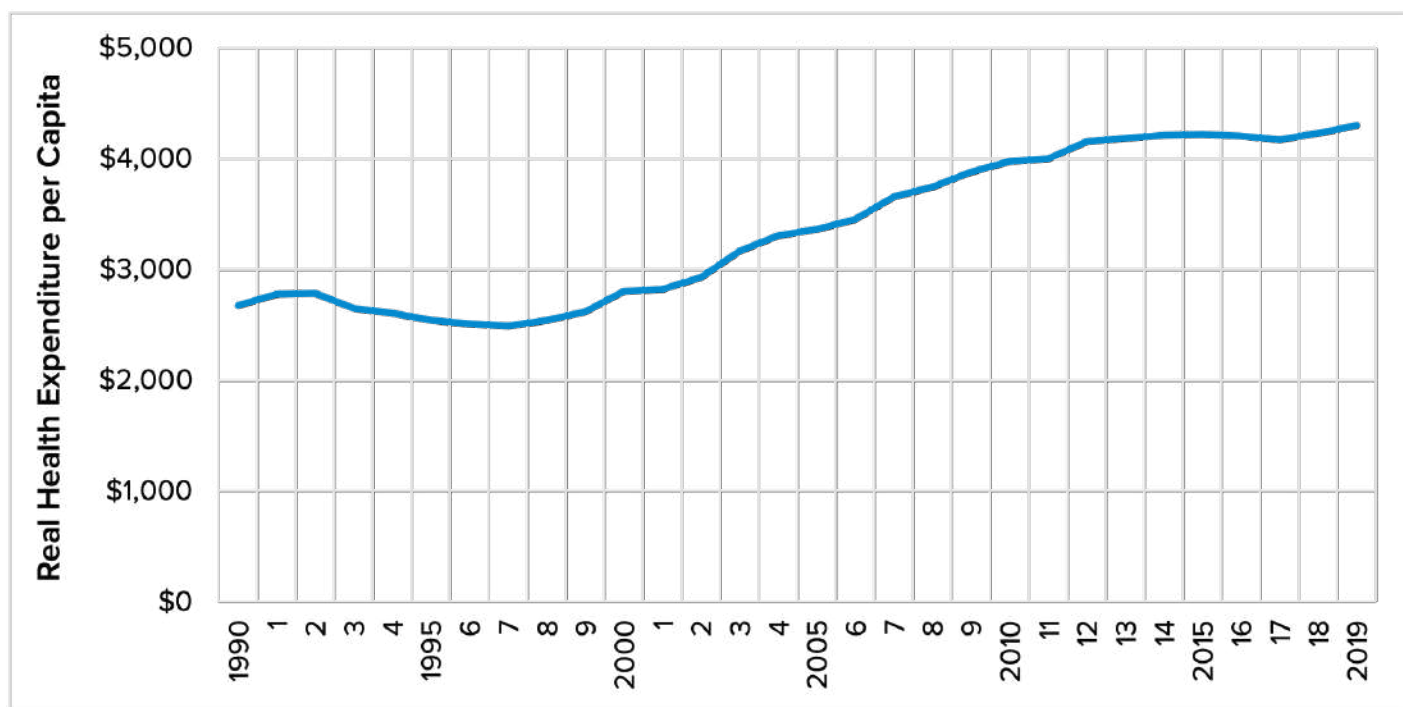
Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care is a key document that identifies priorities for investment in our health-care system over the next four years. Many recommendations in this plan are interrelated and have investment and saving aspects that are difficult to estimate over the next four years.

The biggest unknowns are the duration of the pandemic and its ultimate effect on the health-care system. This includes the level of care that affected patients will require to improve their physical and mental health. It also includes the associated demands on the system to resolve the pandemic backlog of almost 20 million delayed patient services and to treat sicker patients. We also do not know what impact the pandemic will have on human resources in the health system, including early retirements of burned-out doctors, nurses and other front-line health-care professionals. Costing each recommendation is therefore not possible with any degree of confidence.

What Ontario's doctors do know is that the current piecemeal model of health-care planning was outdated and inefficient even before the pandemic. It didn't work to improve health care then, and certainly won't work now in the shadow of a pandemic – where everything is changing by the minute.

Decision-making about our health-care system needs and structure must be looked at as a whole, not in unconnected silos. And what is good for patients must be the most important consideration. It will take political will to admit that Ontario's health-care system has fallen behind and to convene all key health-care stakeholders – physicians, nurses, hospital administrators and other care providers – to get their expert perspective on what is needed. Only then will we know the full extent of the problem and how to allocate resources to fix it in the long term.

Ontario Government Per Capita Health Expenditures (2019 Dollars)



However, what doctors can say right now is:

\$5 billion is needed to reach the average of provincial per capita spending

Ontario's annual health-care spending has not kept up with year-over-year demand for the past 30 years. Spending per capita decreased in the 1990s, while between 2012 and 2016 it was flat. In other years, spending was below the minimum required to keep pace with demand.¹²

The result is that in 2019, Ontario ranked ninth out of 10 provinces in annual health-care spending at \$4,342 per person.¹³

To reach a health-care investment equal to the average of other Canadian provinces will require an injection of \$5 billion to the current level of spending. Additional investment should be greater than \$5 billion if the aim is to be higher than the provincial average. This figure does not include the investments to fix the shortfalls in Ontario's current system described in *Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care*, the additional health-care dollars already spent due to COVID-19 or future funding required to address the backlog of care caused by the pandemic.

¹²2020 CIHI National Health Expenditure Trends - Table D.4.6.3; CPI Figures from 2020 CIHI National Expenditure Trends - Appendix B

¹³2020 Canadian Institute for Health Information (CIHI) National Health Expenditure Trends, Series D4

Provincial Government Per Capita Health Expenditures by Province

(current dollars)

Province	2019
Newfoundland and Labrador	\$6,413
Alberta	\$5,164
Saskatchewan	\$4,875
Prince Edward Island	\$4,962
Nova Scotia	\$5,026
Manitoba	\$4,783
New Brunswick	\$4,549
Quebec	\$4,564
Ontario	\$4,342
British Columbia	\$4,273

Significant savings are available in the system

Prescription for Ontario: Doctors' 5-Point Plan for Better Health Care recommends many efficiencies that, if adopted, would avoid costs or realize savings.

One example where hundreds of millions of dollars in annual costs could be avoided is through the reduction of alternate level of care patients in hospital.

As described on page 27, in 2019-20 there were 1.3 million hospital bed days used by alternate level of care patients.¹⁴ An alternate level of care patient is defined as a patient in hospital who is stable enough to leave but there isn't a long-term care bed, hospice bed or rehabilitation bed for them to transfer to, or not enough home-care

services available for them to return home safely.

According to the Ontario Hospital Association, "it costs approximately \$500 per day to provide care for a patient in hospital, \$150 in long-term care and even less for home and community care. More importantly, hospitals have less room to treat people who really need to be there, or to accommodate a sudden increase in patients during the winter flu season. Unfortunately, this means too many patients receive care in hallways and other unconventional spaces. It is impossible to end hallway medicine without addressing these rising [alternate level of care] rates."¹⁵

The current estimated cost of keeping these patients in hospital is \$650 million dollars a year. The math is clear: providing care in other more appropriate settings would avoid hundreds of millions of dollars a year in health-care spending.

¹⁴Canadian Institute for Health Information. Hospitalization, Surgery and Newborn Statistics, 2019-2020

¹⁵Ontario Hospital Association. A Balanced Approach: The Path to Ending Hallway Medicine For Ontario Patients and Families, Pre-Budget Submission / 2019 Ontario Budget



The provinces cannot do it alone

The OMA strongly supports the call by Canada's premiers for the federal government to increase the Canada Health Transfer to 35 per cent of provincial-territorial health-care spending.

While it was originally envisioned that health-care spending be shared equally by the federal government and the provinces and territories, the federal government's share has decreased over time. Today, the Canada Health Transfer funds only an average of 22 per cent of total provincial health-care costs.¹⁶

Ontario has lost billions of dollars that could be used to provide better health care for all of us.

¹⁶Ontario speech from the throne, Oct 4 2021

LEADERS AGREE IT'S TIME TO FIX HEALTH CARE

“

COVID-19 has exposed and amplified challenges for those who call Ontario home and we believe that prioritizing public health is our best long-term economic strategy. A strong health-care system attracts new business and investment to Ontario which creates jobs that can support our economic recovery. The Ontario Chamber's Health Policy Council appreciates the opportunity to provide input to OMA's election platform.

Rocco Rossi, President and CEO, Ontario Chamber of Commerce

”

“

Ontario's pharmacists have long called for a more integrated and connected health-care system to ensure all providers have the information they need at their fingertips to serve their patients. Ontario's health system needs to replace fax machines with technology that enables seamless communication between pharmacists, doctors and other health providers to get better, safer and faster results for patients.

Justin Bates, CEO, Ontario Pharmacists Association

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Home-care workers look after a million people in Ontario every year. That's massive. More than 90 per cent of people want to live in their homes and receive care in their homes as they age. But there has been very little attention paid to the home care system by successive governments.

Sue VanderBent, CEO, Home Care Ontario

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The quality of health-care services in Ontario communities has a direct impact on programs and services offered by local governments. It is vital that health-care providers work with their municipal partners to understand how we can collectively improve the health and well-being of the people we serve.

David Arbuckle, Executive Director, Association of Municipal Managers, Clerks and Treasurers of Ontario

”

“

Northern Ontario is growing and it is also aging. We are in crisis mode without the complement of physicians required. And, I believe that communities need to be able to engage medical students, residents and locums to show them that there is so much more to a community than what they see at the clinic/hospital where they are working. It takes a community to engage our visiting med students, residents and physicians so they will come back and possibly stay.

Mayor Sally Hagman, Blind River

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Nothing can halt the growing demand for hospice palliative care. The population is aging and the number of people nearing end of life is rapidly increasing. Now, more than ever, people are understanding what quality of life, until the end of life, truly means. COVID-19 has revealed for many the critical importance of comfort, care and spending quality time with loved ones in the remaining days of life. Hospice palliative care is holistic care for patients and families, allowing for the necessary connections, meaning and comfort that are so essential to a quality end of life experience.

Rick Firth, President and CEO, Hospice Palliative Care Ontario

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“

In an increasingly over-stretched health system, all parts of the sector need to work together to effectively provide care to people where and when they need it. Seniors' care needs to be dramatically reformed in Ontario, and we are pleased that the OMA has highlighted a number of areas that would help with this transformation, in particular the need for more staffing, more funding for home and community care, and for building up capacity for care internally within long-term care homes. We're ready to work together with all our system partners to deliver the kind of care seniors expect and deserve.”

Lisa Levin, CEO, AdvantAge Ontario

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Children’s Aid Societies work with many children who have high health-care needs every day. It has been frustrating to work within a fragmented system that is hard to navigate. When we speak of different parts of the system working together, Children’s Aid Societies need to be included too. That’s why we appreciate being consulted on the development of the OMA’s health-care recommendations, which we hope will lead to better health care for children.

Marisa Cicero, Interim Director, Shared Services + Strategic Operations,
Ontario Association of Children’s Aid Societies

”

“

We need the resources to deal with the opioid crisis including social workers and crisis workers. Timmins has the highest fatality rates per 100,000 in Canada and we need more resources to help us get ahead of this.

Mayor George Pirie, Timmins

”

“

In an increasingly over-stretched health system, the home and community sector remains the most cost-effective place to treat people, which is where Ontarians want to receive care. A robust and well-resourced home and community care sector can alleviate pressure off of the system and would enable the most appropriate use of acute care hospitals and long-term care facilities, as well as generate significant cost savings across the system.

Deborah Simon, CEO, Ontario Community Support Association



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Families expect mental health care for their children the same way they would physical health care. Child and youth mental health centres have developed responsive and innovative models to provide more families with timely access to service, including the expansion of inter-professional care teams. Over the past five years, significant improvements have been made, for example with the opening of more than 80 walk-in clinics. However, demand for services simply outstrips flat-lined funding, and investments are urgently needed to expand front-line services.

Kimberly Moran, CEO, Children's Mental Health Ontario

”



Ontario Medical Association

oma.org



@Ontariosdoctors

TAB 101

News

Without urgent action, nearly 1 million in Toronto could be without a family doctor by 2026

March 5, 2024

Ontario College of Family Physicians calling for urgent supports for family doctors and patients

Having a family doctor in Ontario shouldn't be a luxury – it is a necessity. And yet, new data shows more than 516,000 Torontonians are already without a family doctor. The Ontario College of Family Physicians forecasts that number to grow to nearly a million by 2026.

“Family medicine is under enormous strain right now due to system-wide issues. However, we believe it's possible to turn this crisis around and let family doctors get back to what they most want, which is to be there for their patients,” said Dr. Mekalai Kumaran, President, Ontario College of Family Physicians. “By supporting family doctors now, we can ensure that Ontarians have access to the kind of quality care they expect for years to come.”

There are several factors contributing to the shortage, including challenges in retaining family doctors. Many report they are being driven from the profession due to system-wide issues including overwhelming administrative burden, lack of team supports and compensation that has not kept pace with inflation.

In a survey, **65 per cent of family doctors** said they plan to leave or change their practice in the next five years. Data shows a **clear downward trend** in family doctors choosing to work in comprehensive family medicine, providing the full spectrum of support that Ontarians depend on. Other factors driving the shortage include the number of family doctors expected to retire, the number of family medicine graduates entering the profession and expected population growth in Ontario.

Across Ontario, these pressing factors have led to 2.3 million being left without a family doctor. The Ontario College of Family Physicians expects that number to grow to **4.4 million by 2026**.

“Right now, too many people in our city are being left behind. When people don't have access to a family doctor, they aren't getting the care that they need,” said Dr. Tara Kiran, family physician and researcher at St. Michael's Hospital and the University of Toronto. “We need to retain the family doctors we have now and recruit doctors of the future. Without meaningful change, we will see the health of people and our communities deteriorate.”

The Ontario College of Family Physicians is calling on the Ontario Government to provide urgent support to family doctors and patients by:

- **Cutting the administrative burden:** Currently, family doctors in Ontario are spending up to 19 hours a week – that's more than two full workdays – on administrative work. Less paperwork for family doctors means more time to spend with patients. To address this, Ontario must work on supporting better, more efficient ways of doing things such as eliminating employer mandated sick notes and modernizing outdated referrals systems.
- **Providing team support:** More team support alongside family doctors means better access to primary care for Ontarians. A team of health care professionals working together with a family doctor ensures patients can receive the

care they need at the right time from the most appropriate health care provider – all under one roof.

- Data shows that across Ontario, nearly 75 per cent of patients do not have access to a family doctor who is supported by a team. There is significant **variation across the province** in the distribution of team-based primary care. In the Greater Toronto Area (GTA), fewer people have access to family doctors who are supported by teams, with some areas in the GTA, including Scarborough, as low as six per cent.
- Ensuring fair compensation: Compensation has not kept pace with inflation and does not reflect the complex care they provide. Family doctors, who run their clinics like a small business, are struggling to keep up with the rising costs associated with keeping their clinics open.

“There have been some positive signals from government, such as recent funding for some teams and a commitment to address the admin burden,” said Dr. Kumanan. “But it’s time for Ontario to act urgently and provide family doctors with the support they need to continue caring for Ontarians. It is imperative that family doctors have the support they need to carry out their vital work.”

####

About the Ontario College of Family Physicians

The OCFP represents more than 15,000 family doctors who support Ontarians in both urban and rural communities in our province. Our members have direct insight into the unique healthcare needs of Ontario’s varying populations. With their guidance, and together with our family physician members and other partners, the OCFP has developed overarching solutions that will increase access to care for more Ontarians.

Media Contact

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Manager, Communications, OCFP
media@ocfp.on.ca

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TAB 102

Almost 20 per cent of Toronto doctors are considering closing their practice in the next five years

KELLY GRANT > HEALTH REPORTER

PUBLISHED NOVEMBER 14, 2022

UPDATED NOVEMBER 15, 2022

This article was published more than 1 year ago. Some information may no longer be current.



In a study published in September, researchers at Unity Health Toronto and the non-profit research institute ICES mined Ontario Health Insurance Plan (OHIP) billing data to discover that almost 3 per cent of the province's doctors had stopped practising during the first six months of the pandemic.

KEVIN VAN PAASSEN/THE GLOBE AND MAIL

Almost 20 per cent of Toronto family physicians are considering closing their practices in the next five years, according to a new study warning that more residents of Canada's largest city could soon have trouble finding a doctor.

The findings are based on a survey of family physicians conducted in January, 2021 – at the height of the second wave of the pandemic. Of 439 doctors in Toronto who answered a question about their plans for the future, 77, or 17.5 per cent, said they were thinking of winding down their practice.

“To me, that was a really surprising number,” said Tara Kiran, the lead author of the study, which was published Monday in the journal *Canadian Family Physician*.

In a related study published in September, Dr. Kiran and her fellow researchers at Unity Health Toronto and the non-profit research institute ICES mined Ontario Health Insurance Plan (OHIP) billing data to discover that almost three per cent of the province's doctors had stopped practising during the first six months of the pandemic, about twice the normal rate.

Which is why Dr. Kiran, a family doctor at St. Michael's Academic Family Health Team in Toronto, was startled to find significantly more doctors were thinking of giving up on office-based primary care.

“Here it was 17 per cent, almost one in five doctors, considering closing their practice,” she said. “If you'd asked me for an estimate before doing the survey, I would not have estimated something nearly that high.”

Ontario needs more primary-care practitioners, province's COVID-19 advisory table says

If more Toronto doctors than expected leave traditional cradle-to-grave family medicine in the next five years, it will exacerbate a human resources crisis that is already hobbling medical services from coast to coast. Doctors, nurses and other health-care professionals, ground down by the pandemic, have quit or cut back their hours, forcing some hospitals to temporarily close emergency rooms or reduce surgeries.

When patients are without a family doctor, they often turn to emergency departments for routine primary care, said Rose Zacharias, president of the Ontario Medical Association.

“Emergency departments are overwhelmed,” said Dr. Zacharias, a family doctor who worked in an Orillia, Ont., emergency department for years. “I never thought we’d see the day that emergency departments would close their doors. But if that’s what’s happening in conjunction with our current family doctor shortage, and that family doctor shortage is only getting worse, it’s not good.”

Doctors who responded to the survey had an average of 1,215 patients each, which means that if they went ahead and closed their practices, more than 93,550 patients in Toronto could lose access to their primary-care provider. That number would be much higher if the respondents were representative of their colleagues across Toronto.

Dr. Kiran pointed out that new doctors will open practices to replace some of those who leave, but it’s not known if there are enough of them in the pipeline. In the meantime, she said, provincial governments and health care leaders should try to identify physicians on the verge of closing their practices, offer them support to stay open or help their patients transition to a new doctor.

As a major city with world-renowned teaching hospitals, Toronto usually finds it easier to attract and retain doctors than smaller cities and rural communities. On the whole, Ontarians are more likely to say they have a family doctor than residents of most other provinces, according to the most recent Statistics Canada survey data.

In 2021, 89.7 per cent of Ontarians surveyed told Statscan they had access to a regular health care provider, more than any other province except New Brunswick. The Canadian average was 85.5 per cent.

Separate research published by the Ontario College of Family Physicians and based on OHIP data as of March, 2020, found that almost 1.8-million Ontarians did not have a regular family doctor.

For the study published Monday, Dr. Kiran and her colleagues first set out to discover how many Toronto family practices were open to patients during the pandemic.

TAB 103

More than three million Ontarians could be without a family doctor by 2025

KELLY GRANT > HEALTH REPORTER

KAREN HOWLETT >

PUBLISHED SEPTEMBER 13, 2022

UPDATED SEPTEMBER 14, 2022

This article was published more than 1 year ago. Some information may no longer be current.



As of March, 2020, 1.7 million Ontarians had a family doctor who was 65 or older, making their physicians likely candidates for retirement.

FRED LUM/THE GLOBE AND MAIL

More than three million Ontarians could be without a family doctor by 2025, according to new research that adds looming retirements to dwindling interest in

family medicine and physician burnout as factors exacerbating the challenges faced by Canada's COVID-19-battered health system.

Nearly 1.8 million patients in the country's most populous province did not have a regular primary-care provider as of March, 2020, when the pandemic hit, according to figures released Tuesday by the Ontario College of Family Physicians. At the same time, another 1.7 million Ontarians had a family doctor who was 65 or older, making their physicians likely candidates for retirement.

The data were compiled by Ottawa family doctor Kamila Premji as part of her PhD research at Western University and drawn from Ontario Health Insurance Plan records for all of the province's residents, which provide a more comprehensive picture of primary care access than polls or surveys.

"The research I've led shows that we're about to have a large number of patients who are going to lose their family doctor to retirements in the next few years," Dr. Premji said. "We're concerned about the capacity in the system to absorb those retirements in addition to the patients who already don't have a family doctor."

Dr. Premji said her projection that one in five Ontarians will be unable to find a family doctor by 2025 doesn't take into account new graduates who choose family medicine, or family doctors who move to Ontario from elsewhere. Many family doctors who retire will be replaced by younger colleagues, but it appears there won't be enough of them to fill the breach, she added.

Fewer medical school graduates as a share of the total are picking family medicine as their top choice for residencies now than in the past, according to the Canadian Resident Matching Service, the national organization that arranges training opportunities for physicians. This year, 30 per cent of Canadian graduates chose it first, down from 37 per cent in 2015.

"I think it really is a perfect storm," said Mekalai Kumanan, president-elect of the Ontario College of Family Physicians, which represents 15,000 primary-care doctors. "We're seeing more family physicians choosing to retire. We're seeing fewer medical students choosing family medicine and I think we're seeing the overall strain on the

system as our population is aging [and] patients have sometimes deferred care because of the pandemic.”

Taken together, the trends have a spillover effect on emergency rooms, and mean some sick patients don’t get the care they need as soon as they need it, said Dr. Kumanan, who practices family medicine in southwestern Ontario.

Ontario patients are far from alone in struggling to find primary care. In fact, Dr. Premji said several other Canadian jurisdictions likely have it worse.

Just under one in five Canadians do not have a family doctor, according to a survey Angus Reid released last week. It found that the problem is most acute in British Columbia and Quebec, where roughly one-quarter of adults in the two provinces are without a family doctor.

“We are in the midst of this crisis and it is actually accelerating,” said Alika Lafontaine, president of the Canadian Medical Association, on Tuesday.

He pointed to physician burnout as a major problem for family doctors, most of whom are small business owners. Their administrative burden isn’t limited to running their own office. They also help patients navigate the health care system, including getting referrals to specialists, Dr. Lafontaine said.

Doctors are spending up to two hours on administrative tasks for every hour spent on direct patient care, according to a 2021 report by the Ontario Medical Association. Doctors spend about six hours a day recording patient information electronically, both during and after clinic hours, the report says.

“It’s unreasonable to expect anyone to work in these conditions,” Dr. Lafontaine added.

Among those Canadians who have a doctor, only 14 per cent have easy access to that medical professional when needed, while others wait anywhere from a few days to more than a week to get an appointment, the Angus Reid survey found.

The survey of 2,279 adults was conducted online over two days in August. A sample of that size has a margin of error of +/- two percentage point, 19 times out of 20.

TAB 104



Consumer Price Index, monthly, not seasonally adjusted^{1, 2, 3}

Frequency: Monthly

Table: 18-10-0004-01 (formerly CANSIM 326-0020)

Release date: 2024-04-16

Geography: Canada, Province or territory, Census subdivision, Census metropolitan area, Census metropolitan area part

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▼ Customize table

Geography :

Canada

Reference period

From:

November

2023

To:

March

2024

Apply

Add/Remove data

Download options

Didn't find what you're looking for? [View related tables, including other calculations and frequencies](#)

Showing 15 records

Filter

Reset

Geography	Canada (map)				
Products and product groups ^{3, 4}	November 2023	December 2023	January 2024	February 2024	March 2024
	2002=100				
All-items	158.8	158.3	158.3	158.8	159.8
Food ⁵	186.2	186.8	188.1	188.1	187.8
Shelter ⁶	177.1	177.8	178.4	179.2	179.9
Household operations, furnishings and equipment	130.9	129.7	130.8	130.6	130.2
Clothing and footwear	97.9	95.7	92.6	91.6	94.2
Transportation	168.5	169.5	167.4	168.5	171.0
Gasoline	221.1	211.3	209.3	217.7	228.3
Health and personal care	147.4	146.7	147.7	148.4	148.3
Recreation, education and reading	128.1	123.8	123.0	125.0	127.5

Geography	Canada (map)				
Products and product groups ^{3, 4}	November 2023	December 2023	January 2024	February 2024	March 2024
Alcoholic beverages, tobacco products and recreational cannabis	193.0	192.1	194.3	194.1	195.0
All-items excluding food and energy ⁷	149.3	148.9	148.8	149.1	150.1
All-items excluding energy ⁷	155.5	155.2	155.3	155.6	156.4
Energy ⁷	202.3	197.0	194.9	200.4	204.7
Goods ⁸	144.2	143.1	143.1	143.5	144.2
Services ⁹	173.1	173.1	173.1	173.8	175.1

How to cite: Statistics Canada. Table 18-10-0004-01 Consumer Price Index, monthly, not seasonally adjusted
DOI: <https://doi.org/10.25318/1810000401-eng>

Related information

- [Replaces](#)
- [Source \(Surveys and statistical programs\)](#)
- [Related products](#)
- [Subjects and keywords](#)

Date modified:
2024-04-27

TAB 105

Frequently Asked Questions – and Answers For Ontario Nurses' Association (ONA) Hospital Members

August 2023

Below are the common questions and answers on the Kaplan arbitration decision dated July 20, 2023 regarding the central hospital collective agreement. If you have specific questions related to your local collective agreement, please contact your [Bargaining Unit President](#).

A recording of a summary presentation from a member town hall on this decision can be viewed on ONA's member portal, [Access ONA](#), in the resource centre.

For additional information including decision highlights, visit www.ona.org/bargaining.

Are registered nurses receiving a wage increase?

Yes. Registered nurses (RNs) will receive, on average, an 11% wage increase. RNs will receive an initial overall increase of about 4.75% applied directly to the grid printed in the decision. On top of this, the Kaplan decision provides RNs with a 3.5% increase in the first year of the agreement and 3% in the second year, making the total wage increase just over 11%.

Does the average 11% wage increase include recent Bill 124 reopener decisions?

No. These wage increases from the Kaplan decision are in addition to the Bill 124 reopener wage increase amounts. When the Kaplan decision is added to the reopener arbitration decisions which provided retroactive pay for ONA hospital members, the total wage increases through to April 1, 2024 are up to 16% on average.

Are health-care professionals receiving a wage increase?

Yes. For those health-care professionals who are covered by the hospital central collective agreement will receive a wage grid increase. They will also receive an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement.

Are registered practical nurses receiving a wage increase?

Yes. For those registered practical nurses who are covered by the hospital central collective agreement will receive a wage grid increase. They will also receive an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement.

Are nurse practitioners receiving a wage increase?

Yes. For those nurse practitioners who are covered by the hospital central collective agreement will receive an average wage grid increase of 4.75%. They will also receive

an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement. See the NP FAQ for more information: www.ona.org/bargaining.

Are registered nurses working part-time receiving an increase?

Yes. In addition to the average 11% increase on wages, effective April 1, 2024, all part-time nurses will receive an increase of 1% to their percent-in-lieu, raising the total percentage from 13% to 14% or 10% from 9%, if they are participating in the pension plan (HOOPP).

Are casual registered nurses receiving an increase?

Yes. Casual RNs will receive, on average, an 11% wage increase. First, casual RNs will receive an overall wage grid increase of about 4.75%. The Kaplan decision provides casual RNs with an additional 3.5% in the first year of the agreement and 3% in the second year, making the total wage increase just over 11%. In addition, the total percentage in lieu for casual nurses increases from 13% to 14% or 10% from 9% if they are participating in the pension plan (HOOPP).

Will wage increases to the grid be retroactive?

Yes. The wage increases for the first year of the agreement (8.25% on average) will be paid retroactively to April 1, 2023.

When must my employer pay out the retroactive payments?

Retroactive payment must be provided within four full pay periods from the date of the agreement, July 20, 2023 in accordance with the collective agreement. It should also be provided as a separate payment where possible.

What does the new Isolation Pay – Article 6.05 (e) – mean?

This is breakthrough language and is a monumental win for our members. ONA believes it is the first of its kind in an Ontario health-care collective agreement.

Full-time and part-time ONA hospital members who are absent from work due to exposure to a communicable disease who are required to quarantine or isolate due to an employer's policy, operation of law or direction of public health officials will have salary continuance for the duration of the quarantine.

Does the isolation pay come out of my sick bank or HOODIP?

No. The isolation pay is meant to keep your pay whole and is not to be counted against your sick bank or HOODIP.

Does isolation get paid out through the Workplace Safety and Insurance Board (WSIB)?

No. The isolation pay is meant to keep your pay continuous at 100% during quarantine or isolation. The isolation pay has nothing to do with WSIB.

What are the changes to premiums?

The Group, Unit or Team Leader premium doubled, so it is now an additional \$4.00 per hour, effective July 20, 2023.

The Student Supervision and Mentorship Premium more than tripled so it is now an additional \$2.00 per hour, effective July 20, 2023.

Does the new student supervision premium apply to supervising only year four nursing students?

No. The student supervision premium should apply to supervising nursing students in any phase of their training.

Were any vacation proposals awarded?

No. The arbitrator did not award any new vacation entitlements.

Does my hospital need to report agency hours?

Yes. Each quarter, your hospital must provide to ONA the number of agency nurse hours worked per unit and hospital-wide, the total bargaining unit hours worked per unit and hospital-wide, and the percentage of agency nurse hours worked per unit and hospital-wide.

This information will be integral in helping ONA to identify trends and keep track of work of the bargaining unit and agency ad-hoc usage across Ontario.

How can ONA members get involved in bargaining?

ONA sends out a Call for Nominations for bargaining teams before provincial bargaining occurs. Any ONA member – including nurse practitioners, registered nurses, registered practical nurses or health-care professionals – can put their name forward to be elected to the central negotiating teams.

TAB 106

Justices of the Peace Act

ONTARIO REGULATION 247/94

SALARIES AND BENEFITS OF JUSTICES OF THE PEACE

Historical version for the period February 15, 2019 to March 31, 2020.

Last amendment: 11/19.

Legislative History: [+]

This is the English version of a bilingual regulation.

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APPLICATION AND INTERPRETATION

1. REVOKED: O. Reg. 506/06, s. 2; O. Reg. 515/06, s. 2.

1.1 (1) In this Regulation,

“accumulated attendance credits” means,

- (a) in the case of a justice of the peace appointed before January 1, 1976, the attendance credits standing to his or her credit immediately before January 1, 1976, and
- (b) in the case of a justice of the peace who was formerly within a unit of civil servants or public servants established for collective bargaining in accordance with an Act, the attendance credits standing to his or her credit immediately before his or her appointment as a justice of the peace; (“crédits de présence accumulés”)

“accumulated credits” includes accumulated attendance credits and accumulated vacation credits; (“crédits accumulés”)

“continuous service” means, with respect to a justice of the peace, the period of his or her unbroken service as a justice of the peace during which he or she,

- (a) receives his or her regular salary,
- (b) is absent on leave without pay for a period that does not exceed thirty days, or
- (c) is absent on pregnancy leave or parental leave,

and, if the justice of the peace was a civil servant or public servant before his or her appointment, it includes any period of unbroken service in the public service immediately before the appointment other than a leave of absence referred to in sections 83 and 91 of the *Public Service of Ontario Act, 2006* or in a predecessor provision; (“service ininterrompu”)

“eligible part-time justice of the peace” means a justice of the peace whose assigned hours of work per week is at least 40 per cent of the number of hours per week normally assigned to a full-time justice of the peace; (“juge de paix à temps partiel admissible”)

“group insurance plans” means the insurance plans referred to in subsection 23 (1); (“régimes d’assurance collective”)

“Long Term Income Protection Plan” means the Long Term Income Protection Plan described in section 27; (“régime de protection du revenu à long terme”)

“spouse” means,

- (a) a spouse as defined in section 1 of the *Family Law Act*, or
- (b) either of two persons who live together in a conjugal relationship outside marriage; (“conjoint”)

“vision care” means,

- (a) eye examinations conducted by a physician who is a member of the College of Physicians and Surgeons of Ontario or an optometrist who is a member of the College of Optometrists of Ontario, and
- (b) eyeglasses, frames and lenses for eyeglasses and contact lenses prescribed by a physician who is a member of the College of Physicians and Surgeons of Ontario or an optometrist who is a member of the College of Optometrists of Ontario, and includes the fitting of such eyeglasses, frames, lenses and contact lenses, but does not include eyeglasses for cosmetic purposes or sunglasses. (“soins de la vue”) O. Reg. 400/01, s. 2; O. Reg. 29/05, s. 1; O. Reg. 285/05, s. 1; O. Reg. 233/09, s. 1; O. Reg. 56/16, s. 1; O. Reg. 11/19, s. 1 (1-3).

Note: On April 1, 2020, the definition of “vision care” in subsection 1.1 (1) of the Regulation is amended by striking out “and” at the end of clause (a), by adding “and” at the end of clause (b) and by adding the following clause: (See: O. Reg. 11/19, s. 1 (4))

- (c) laser eye correction surgery.

(2) A full-time justice of the peace is one whose assigned hours of work per week is at least 36.25 hours. O. Reg. 400/01, s. 2.

1.2 The following provisions do not apply to part-time justices of the peace other than eligible part-time justices of the peace:

1. Section 10 (holidays).
2. Section 11 (vacation).
3. REVOKED: O. Reg. 233/09, s. 2.
4. Sections 13 to 16 (sickness and disability).
5. Sections 17 to 22 (special and compassionate leaves).
6. Sections 23 to 30 (group insurance plans).

Note: On April 1, 2020, paragraph 6 of section 1.2 of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 2 (2))

6. Sections 23 to 30.1 (group insurance plans and health care spending account).

7. Sections 34 to 37 (termination payments). O. Reg. 400/01, s. 2; O. Reg. 233/09, s. 2; O. Reg. 56/16, s. 2; O. Reg. 11/19, s. 2 (1).

SALARIES

2. (1) A full-time justice of the peace shall be paid the annual salary set out in this section for the position held by the justice of the peace. O. Reg. 11/19, s. 3.

(2) For the purposes of paragraphs 4 to 8 of subsection (3), the annual salary of a full-time provincial judge for a specified period is the annual salary for that period of a full-time provincial judge, other than a provincial judge appointed as a regional senior judge, Senior Advisory Family Judge, Associate Chief Justice or Chief Justice, as set out in the recommendations of the 9th and 10th Provincial Judges' Remuneration Commissions and brought into effect under section 27 of the Schedule to the *Courts of Justice Act*, including any subsequent salary increases that may apply in respect of that period as a result of those recommendations. O. Reg. 11/19, s. 3.

(3) A full-time presiding justice of the peace shall be paid the following annual salary for the specified period:

1. April 1, 2015 to March 31, 2016, \$128,426.
2. April 1, 2016 to March 31, 2017, \$131,123.
3. April 1, 2017 to March 31, 2018, \$132,828.
4. April 1, 2018 to March 31, 2019, 46.5 per cent of the salary of a full-time provincial judge for the period of April 1, 2017 to March 31, 2018.
5. April 1, 2019 to March 31, 2020, 47 per cent of the salary of a full-time provincial judge for the period of April 1, 2018 to March 31, 2019.
6. April 1, 2020 to March 31, 2021, 48 per cent of the salary of a full-time provincial judge for the period of April 1, 2019 to March 31, 2020.
7. April 1, 2021 to March 31, 2022, 49 per cent of the salary of a full-time provincial judge for the period of April 1, 2020 to March 31, 2021.
8. April 1, 2022 to March 31, 2023, 50 per cent of the salary of a full-time provincial judge for the period of April 1, 2021 to March 31, 2022. O. Reg. 11/19, s. 3.

(4) A full-time non-presiding justice of the peace shall be paid the following annual salary for the specified period:

1. April 1, 2015 to March 31, 2016, \$93,435.
2. April 1, 2016 to March 31, 2017, \$95,397.
3. April 1, 2017 to March 31, 2018, \$96,637.
4. For each period of April 1 to March 31 between April 1, 2018 and March 31, 2023, the amount that is the same percentage of the annual salary of a full-time presiding justice of the peace specified in subsection (3) for the period of April 1 to March 31 as the amount set out in paragraph 3 of this subsection is of the annual salary of a full-time presiding justice of the peace specified in paragraph 3 of subsection (3). O. Reg. 11/19, s. 3.

(5) A regional senior justice of the peace for a region shall be paid an annual salary for a period specified in subsection (3) that is the annual salary of a full-time presiding justice of the peace specified in that subsection for that period, plus \$5,110. O. Reg. 11/19, s. 3.

(6) A senior advisory justice of the peace shall be paid an annual salary for a period specified in subsection (3) that is the annual salary of a full-time presiding justice of the peace specified in that subsection for that period, plus \$10,200. O. Reg. 11/19, s. 3.

(7) The Senior justice of the peace or Senior justice of the peace/administrator of the Native justice of the peace program shall be paid an annual salary for a period specified in subsection (3) that is the annual salary of a full-time presiding justice of the peace specified in that subsection for that period, plus \$5,110. O. Reg. 11/19, s. 3.

3. (1) The annual salary of a part-time justice of the peace who is designated as a presiding justice of the peace is calculated by multiplying the applicable full-time annual salary specified in subsection 2 (3) by the percentage that the number of hours per week assigned to the justice of the peace is of the number of hours per week normally assigned to a full-time justice of the peace who is designated as a presiding justice of the peace. O. Reg. 370/99, s. 2; O. Reg. 400/01, s. 4 (1); O. Reg. 233/09, s. 4 (1); O. Reg. 11/19, s. 4 (1).

(2) The annual salary of a part-time justice of the peace who is designated as a non-presiding justice of the peace is calculated by multiplying the applicable full-time annual salary specified in subsection 2 (4) by the percentage that the number of hours per week assigned to the justice of the peace is of the number of hours per week normally assigned to a full-time justice of the peace who is designated as a non-presiding justice of the peace. O. Reg. 370/99, s. 2; O. Reg. 400/01, s. 4 (2); O. Reg. 233/09, s. 4 (2); O. Reg. 11/19, s. 4 (2).

(3) Despite subsection (2), the minimum annual salary of a part-time justice of the peace who is designated as a non-presiding justice of the peace is \$3,729. O. Reg. 11/19, s. 4 (3).

4. REVOKED: O. Reg. 11/19, s. 5.

5. (1) A justice of the peace may undertake one or more special assignments of not more than six months for which he or she may receive a salary in addition to the salary received for performing the duties of a justice of the peace. O. Reg. 247/94, s. 5 (1).

(2) The additional salary for a special assignment (other than a special assignment described in subsection (3)) is calculated on an annual basis by multiplying the applicable full-time annual salary specified in subsection 2 (3) by the percentage that the number of hours per week worked by the justice of the peace on the special assignment is of the number of hours per week normally assigned to a full-time justice of the peace who is designated as a presiding justice of the peace, prorated over the number of weeks worked on the special assignment. O. Reg. 370/99, s. 3; O. Reg. 400/01, s. 6 (1); O. Reg. 233/09, s. 5 (1); O. Reg. 11/19, s. 6 (1).

(3) The additional salary for a special assignment to duties that may be assigned to a non-presiding justice of the peace is calculated on an annual basis by multiplying the applicable full-time annual salary specified in subsection 2 (4) by the percentage that the number of hours per week worked by the justice of the peace on the special assignment is of the number of hours per week normally assigned to a full-time justice of the peace who is designated as a non-presiding justice of the peace, prorated over the number of weeks worked on the special assignment. O. Reg. 370/99, s. 3; O. Reg. 400/01, s. 6 (2); O. Reg. 233/09, s. 5 (2); O. Reg. 11/19, s. 6 (2).

6. REVOKED: O. Reg. 11/19, s. 7.

6.1 If the Attorney General changes the designation of a justice of the peace under section 5.1 of the Act from that of a full-time or part-time justice of the peace to that of a per diem justice of the peace, the justice of the peace shall be paid for each full day of service an amount equal to the current annual salary of a full-time justice of the peace of the same judicial rank divided by 219. O. Reg. 506/06, s. 3; O. Reg. 515/06, s. 3; O. Reg. 570/07, s. 1.

EXPENSE ALLOWANCES

JUDICIAL ATTIRE

7. (1) A set of judicial attire shall be issued to each justice of the peace who is appointed on or after January 1, 2001 when he or she is appointed. O. Reg. 400/01, s. 7.

(2) A set of judicial attire shall be issued to each justice of the peace to whom subsection (1) applies,

(a) on the later of six years after he or she was last entitled to be issued a set of judicial attire under this section and April 1, 2016;
and

(b) every six years thereafter, while he or she continues to hold office. O. Reg. 56/16, s. 3.

(3) A set of judicial attire consists of a gown, a sash, two waistcoats, two pairs of striped trousers or skirts, six long-sleeved court shirts or court blouses, six tabs and an intake court jacket. O. Reg. 11/19, s. 8.

(4) Despite subsection (3), in the case of judicial attire issued on or after April 1, 2018, a set of judicial attire issued to a justice of the peace may consist of such other combination of some or all of the items listed in that subsection that are selected by the justice of the peace, provided that the total cost of the items would not, at the time of issuance, exceed the total cost of the items as listed in that subsection. O. Reg. 11/19, s. 8.

TRAVEL ALLOWANCE

8. (1) A justice of the peace is entitled to claim and to be reimbursed for the following expenses actually incurred by him or her on or after August 14, 2006 in the course of his or her duties and approved as reasonable by the Associate Chief Justice — Co-ordinator of Justices of the Peace:

1. Mileage expenses for travel in his or her own private automobile to or from a location other than his or her regular location, at the greater of the following rates:
 - i. 40 cents per kilometre travelled in southern Ontario and 41 cents per kilometre travelled in northern Ontario.
 - ii. The highest rate set out for southern or northern Ontario, as the case may be, in Appendix B of the Travel, Meal and Hospitality Expenses Directive, as amended from time to time, which is available from the Ministry of Government Services. O. Reg. 233/09, s. 6 (1).

(2) For the purpose of subparagraph 1 i of subsection (1), northern Ontario is comprised of,

- (a) all of The District Municipality of Muskoka;
- (b) everything lying north of the line consisting of Healey Lake (Municipal) Road from Healey Lake easterly to its junction with Highway 612; and
- (c) everything lying north of the line consisting of Highway 60 easterly to its junction with Highway 62 at Killaloe Station and Highway 62 to Pembroke. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 6 (2).

TAX-FREE ALLOWANCE

9. (1) A justice of the peace is entitled to be reimbursed for expenses actually incurred by him or her on or after January 1, 2001 and approved as reasonable by the Associate Chief Justice — Co-ordinator of Justices of the Peace that are incidental to the fit and proper execution of the office of the justice of the peace, including,

- (a) the necessary purchase and maintenance of luggage for transporting documents and judicial attire;
- (b) the purchase of books and other publications related to judicial duties, other than books and publications that are available at his or her regular location; and
- (c) membership in recognized associations contributing to professional development. O. Reg. 400/01, s. 7.

(2) A justice of the peace is not entitled to be reimbursed under subsection (1) for more than \$1,250 for expenses incurred in the 12-month period beginning on April 1 in each year. O. Reg. 11/19, s. 9 (1).

(3) REVOKED: O. Reg. 77/08, s. 3 (1).

(4)-(6) REVOKED: O. Reg. 11/19, s. 9 (2).

(7) Property for which a justice of the peace is reimbursed under this section is the property of the Crown in right of Ontario and must be delivered to the Crown when the justice of the peace ceases to hold office, if the property is in serviceable condition at that time. O. Reg. 400/01, s. 7.

HOLIDAYS, VACATIONS AND CREDITS

HOLIDAYS

10. (1) Every year, a full-time justice of the peace is entitled to a holiday on New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, the first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any special holiday proclaimed by the Governor General or the Lieutenant Governor. O. Reg. 400/01, s. 7; O. Reg. 570/07, s. 2.

(2) Every year, an eligible part-time justice of the peace is entitled to a holiday on each of the days specified in subsection (1) that falls on a regularly scheduled working day. O. Reg. 400/01, s. 7.

(3) A special holiday that falls during a vacation leave of absence shall be computed as part of the leave of absence, but no other holidays shall be computed as part of the leave of absence. O. Reg. 400/01, s. 7.

(4) When a holiday specified in subsection (1) falls on a Saturday or Sunday, or when any two of them fall on a successive Saturday and Sunday, the following Monday is a holiday and, in addition, when Christmas day falls on a Saturday or Sunday, the following Tuesday is a holiday. O. Reg. 400/01, s. 7.

(5) A justice of the peace who is required to work on a holiday is entitled to a compensating day as a holiday. O. Reg. 400/01, s. 7.

VACATION

11. (1) A full-time justice of the peace is entitled to accumulate vacation credits in 2009 and each subsequent year at the rate of,

- (a) 1 5/6 days per month during the first eight years of continuous service;
- (b) 2 1/3 days per month after eight years of continuous service;
- (c) 2 5/12 days per month after 11 years of continuous service;
- (d) 2 1/2 days per month after 15 years of continuous service; and
- (e) 2 11/12 days per month after 26 years of continuous service. O. Reg. 233/09, s. 8 (1).

(2) An eligible part-time justice of the peace is entitled to accumulate a pro-rated portion of the vacation credits shown in subsection (1) based on the ratio that his or her regularly scheduled hours of work bear to full-time work. O. Reg. 400/01, s. 7.

(3) A justice of the peace is entitled to accumulate vacation credits in respect of a month or part thereof in which he or she is at work or on leave of absence with pay. O. Reg. 400/01, s. 7.

(4) Despite subsections (1) and (2), a justice of the peace is not entitled to accumulate vacation credits,

- (a) in respect of a whole month in which he or she is on leave of absence without pay;
- (b) in respect of a whole month in which he or she receives benefits under the Long Term Income Protection Plan; and
- (c) if he or she receives benefits under an award made under the *Workplace Safety and Insurance Act, 1997*, in respect of a whole month after the first six months in which he or she receives those benefits unless he or she is receiving payment for accumulated credits during the whole month. O. Reg. 400/01, s. 7.

(5) A justice of the peace shall be credited with his or her vacation credits for a year on the day in the year when he or she is first appointed and on January 1 in each year thereafter. O. Reg. 400/01, s. 7.

(6) Any accumulated vacation credits remaining on December 31 in a year are subject to the following rules:

- 1. Accumulated vacation credits up to a maximum of one year's credits shall be carried forward to the following year.

2. Accumulated vacation credits that exceed one year's credits are forfeited unless the Associate Chief Justice — Co-ordinator of Justices of the Peace, at the request of a justice of the peace, provides approval for some or all of those vacation credits to be carried forward to the following year.
3. Vacation credits that are carried forward under paragraph 1 or 2 shall be credited to the justice of the peace on January 1 in the following year. O. Reg. 233/09, s. 8 (2).

(7) If a justice of the peace is prevented from taking a vacation as a result of an injury for which an award is granted under the *Workplace Safety and Insurance Act, 1997*, a total disability or an extraordinary requirement of the Crown, and if his or her vacation credits in respect of that vacation are subject to forfeiture under paragraph 2 of subsection (6), the Associate Chief Justice — Co-ordinator of Justices of the Peace shall, at the request of the justice of the peace, provide approval under that paragraph for the unused vacation days to be carried forward to the following year. O. Reg. 233/09, s. 8 (2).

(8) A justice of the peace who has completed six months of continuous service may, with the approval of the Associate Chief Justice — Co-ordinator of Justices of the Peace, take vacation to the extent of his or her vacation entitlement and his or her accumulated vacation credits are reduced by the amount of vacation taken. O. Reg. 400/01, s. 7.

(9) REVOKED: O. Reg. 233/09, s. 8 (3).

(10) A justice of the peace who completes 25 years of continuous service on or before the last day of the month in which he or she reaches 69 years of age is entitled, after the end of that month, to,

- (a) five days of pre-retirement leave with pay, if the justice of the peace is a full-time justice of the peace; or
- (b) that portion of five days pre-retirement leave with pay equal to the portion that his or her regularly scheduled hours of work bear to full-time work if the justice of the peace is an eligible part-time justice of the peace. O. Reg. 400/01, s. 7.

(11) If a justice of the peace ceases to hold office before completing six months of continuous service, he or she is entitled to vacation pay at the rate of 4 per cent of his or her earnings during the period in which he or she held office. O. Reg. 400/01, s. 7.

(12) A justice of the peace who has completed six or more months of continuous service shall be paid, in an amount computed at the rate of his or her last regular salary, for any unused vacation standing to the credit of the justice of the peace at the date he or she ceases to be a justice of the peace. O. Reg. 400/01, s. 7.

(13) A justice of the peace who has completed six or more months of continuous service is entitled, upon his or her request, to be paid, in an amount computed at the rate of his or her last regular salary, for any unused vacation standing to the credit of the justice of the peace at the date on which he or she qualifies for payments under the Long Term Income Protection Plan. O. Reg. 400/01, s. 7.

(14) When a justice of the peace ceases to hold office, there shall be deducted from his or her accumulated vacation credits an amount, in respect of the whole months remaining in the year after the person ceases to hold office, that is computed at the rate set out in subsection (1) in the case of a full-time justice of the peace and at the rate set out in subsection (2) in the case of an eligible part-time justice of the peace. O. Reg. 400/01, s. 7.

(15) Vacation taken in excess of the vacation credits to which a justice of the peace is entitled on the date he or she ceases to hold office is deducted from the amount paid to the justice of the peace under sections 31 to 38 and from any salary to which he or she may be entitled. O. Reg. 400/01, s. 7.

(16) In this section,

“continuous service” includes,

- (a) a leave of absence granted to the justice of the peace under section 13,

- (b) his or her absence by reason of an injury or occupational disease for which an award is made under the *Workplace Safety and Insurance Act, 1997*,
- (c) an absence for which benefits are received by the justice of the peace under the Long Term Income Protection Plan,
- (d) a leave of absence without pay granted to the justice of the peace for a period that exceeds 30 days, or
- (e) his or her period of full-time service under the *Legislative Assembly Act* that is immediately before his or her appointment as a justice of the peace under the *Justices of the Peace Act* or as a public servant under the *Public Service of Ontario Act, 2006* or a predecessor of that Act, and without any intervening break in service, including service as an employee of the caucus of a political party or of a member of the Assembly, if his or her salary is paid out of the money appropriated for use of the caucus or member under the *Legislative Assembly Act*. O. Reg. 400/01, s. 7; O. Reg. 11/19, s. 10.

12. REVOKED: O. Reg. 11/19, s. 11.

SICKNESS AND DISABILITY

SHORT TERM SICKNESS PLAN

13. (1) In each year, a full-time justice of the peace who is unable to attend to his or her duties due to sickness or injury is entitled to a leave of absence,

- (a) with regular salary for six working days; and
- (b) with 75 per cent of regular salary for an additional 124 working days. O. Reg. 400/01, s. 7; O. Reg. 56/16, s. 5 (1); O. Reg. 11/19, s. 12 (1).

(2) An eligible part-time justice of the peace who is unable to attend to his or her duties due to sickness or injury is entitled, in each year, to leave of absence,

- (a) with regular salary for that portion of six working days equal to the portion his or her regularly scheduled hours of work bear to full-time work; and
- (b) with 75 per cent of regular salary for that portion of an additional 124 working days equal to the portion his or her regularly scheduled hours of work bear to full-time work. O. Reg. 400/01, s. 7; O. Reg. 56/16, s. 5 (2); O. Reg. 11/19, s. 12 (2).

(3) A justice of the peace is not entitled to a leave of absence with pay under this section until he or she completes, in the case of a full-time justice of the peace, 20 consecutive working days, and in the case of an eligible part-time justice of the peace, all of his or her regularly scheduled hours within a period of four consecutive weeks. O. Reg. 400/01, s. 7.

(4) A justice of the peace who is on leave of absence with pay under this section that commences on a regularly scheduled working day in one year and continues to include a regularly scheduled working day in the next following year is not entitled to leave of absence with pay for a greater number of working days than are permitted under subsection (1) or (2), as the case may be, in the two years until the justice of the peace has again completed the service requirement described in subsection (3). O. Reg. 400/01, s. 7.

(5) A justice of the peace who was on leave of absence with pay under this section for the number of days in a year permitted under subsection (1) or (2), as the case may be, is not entitled to leave of absence with pay under this section in the year next following until the justice of the peace has again completed the service requirement described in subsection (3). O. Reg. 400/01, s. 7.

(6) The pay of a justice of the peace under this section is subject to,

- (a) all deductions for the group insurance plans and under a pension plan as defined in subsection 40 (5) that would otherwise be made from the pay; and
- (b) all contributions that would otherwise be made by the Crown in respect of the pay. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 10.

(7) The deductions and contributions referred to in subsection (6) are made as if the justice of the peace were receiving his or her regular salary. O. Reg. 400/01, s. 7.

USE OF ACCUMULATED CREDITS

14. (1) A justice of the peace who is on leave of absence and receiving pay under clause 13 (1) (b) or (2) (b) is entitled, at his or her option, to have his or her accumulated credits reduced for each day to which clause 13 (1) (b) or (2) (b) applies and to receive regular salary for each such day. O. Reg. 400/01, s. 7.

(2) A justice of the peace who is absent due to sickness or injury beyond the total number of days leave of absence with pay provided for in section 13 shall have his or her accumulated attendance credits reduced by the number of days of such absence and he or she is entitled to leave of absence with pay on each such day. O. Reg. 400/01, s. 7.

(3) Subsection (2) does not apply to a justice of the peace who qualifies for and elects to receive benefits under the Long Term Income Protection Plan instead of using his or her accumulated attendance credits. O. Reg. 400/01, s. 7.

BENEFITS UNDER THE WORKPLACE SAFETY AND INSURANCE ACT, 1997

15. (1) If a justice of the peace is absent by reason of an injury or occupational disease for which a claim is made under the *Workplace Safety and Insurance Act, 1997*, his or her salary shall continue to be paid for a period not exceeding 30 working days; and, if the claim is rejected any salary paid in excess of that to which he or she is entitled under sections 13 and 14 is an amount owing by the justice of the peace to the Crown. O. Reg. 400/01, s. 7.

(2) If a justice of the peace is absent by reason of an injury or occupational disease for which an award is made under the *Workplace Safety and Insurance Act, 1997*, his or her salary shall continue to be paid for a period not exceeding three consecutive months, or a total of 65 regularly scheduled working days where such absences are intermittent, following the date of the first absence because of the injury or disease. O. Reg. 400/01, s. 7.

(3) The regular salary of a justice of the peace to whom an award is made under the *Workplace Safety and Insurance Act, 1997* that is less than his or her regular salary but that applies for a period beyond that set out in subsection (2) may be paid after the period set out in subsection (2) if the justice of the peace has accumulated credits. O. Reg. 400/01, s. 7.

(4) For any payment made under subsection (3), the difference between his or her regular salary paid after the period set out in subsection (2) and the compensation awarded shall be converted to its equivalent time and deducted from his or her accumulated credits. O. Reg. 400/01, s. 7.

(5) If a justice of the peace is absent by reason of an injury or occupational disease for which an award is made under the *Workplace Safety and Insurance Act, 1997*, the Crown shall continue to pay the premiums otherwise payable by the Crown for the group insurance plans. O. Reg. 400/01, s. 7.

MEDICAL EXAMINATION

16. (1) After seven consecutive calendar days absence caused by sickness or injury, a justice of the peace is not entitled to leave with pay unless a certificate of a legally qualified medical practitioner (or of such other person as may be approved by the Associate Chief Justice — Co-ordinator of Justices of the Peace) is forwarded to the Associate Chief Justice — Co-ordinator of Justices of the Peace, certifying that the justice of the peace is unable to attend to official duties. O. Reg. 400/01, s. 7.

(2) Despite subsection (1), the Chief Justice or the Associate Chief Justice — Co-ordinator of Justices of the Peace may require a justice of the peace to submit the certificate required by subsection (1) for any period of absence. O. Reg. 400/01, s. 7.

(3) If, for reasons of health, a justice of the peace is frequently absent or unable to perform his or her duties, the Associate Chief Justice — Co-ordinator of Justices of the Peace may require him or her to submit to a medical examination at the expense of the Crown. O. Reg. 400/01, s. 7.

SPECIAL AND COMPASSIONATE LEAVES

BEREAVEMENT LEAVE

17. (1) A justice of the peace is entitled,

- (a) in the case of a full-time justice of the peace, to not more than three working days leave of absence with pay; and
 - (b) in the case of an eligible part-time justice of the peace, to not more than three consecutive days leave of absence with pay,
- in the event of the death of his or her spouse, parent, mother-in-law, father-in-law, child, stepchild, daughter-in-law, son-in-law, sister, brother, sister-in-law, brother-in-law, grandparent, grandchild, ward or guardian. O. Reg. 400/01, s. 7; O. Reg. 29/05, s. 5.
- (2) A justice of the peace who would otherwise have been at work is entitled to one day leave of absence with pay in the event of the death of his or her aunt, uncle, niece or nephew. O. Reg. 400/01, s. 7.

(3) If the funeral service for a person on whose death a justice of the peace is entitled to a leave of absence under subsections (1) and (2) is held at a location more than 800 kilometres from his or her residence, the justice of the peace is entitled to two additional days leave of absence without pay immediately following the leave of absence taken by the justice of the peace under those subsections. O. Reg. 400/01, s. 7.

PREGNANCY AND PARENTAL LEAVES

18. (1) A justice of the peace who is pregnant is entitled to a leave of absence beginning not earlier than 17 weeks before the expected birth date. O. Reg. 400/01, s. 7.

(2) At least two weeks before the leave is to begin, the justice of the peace shall give the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice of the date the leave is to begin and a certificate from a legally qualified medical practitioner stating the expected birth date. O. Reg. 400/01, s. 7.

(3) Subsection (2) does not apply to a justice of the peace who stops working because of complications caused by her pregnancy or because of a birth, still-birth or miscarriage that occurs earlier than the date she was expected to give birth. O. Reg. 400/01, s. 7.

(4) A justice of the peace to whom subsection (3) applies shall, within two weeks of stopping work, give the Associate Chief Justice — Co-ordinator of Justices of the Peace,

- (a) written notice of the date the pregnancy leave began or is to begin; and
 - (b) a certificate from a legally qualified medical practitioner,
 - (i) in the case of a justice of the peace who stops working because of complications caused by her pregnancy, stating that she is unable to perform her duties because of complications caused by her pregnancy and stating the expected birth date, or
 - (ii) in any other case, stating the date of the birth, still-birth or miscarriage and the date the justice of the peace was expected to give birth. O. Reg. 400/01, s. 7.
- (5) The pregnancy leave of a justice of the peace ends,

- (a) in the case of a justice of the peace who is entitled to take parental leave, 17 weeks after the pregnancy leave began;
 - (b) in the case of a justice of the peace who is not entitled to take parental leave, on the later of the date that is 17 weeks after the pregnancy leave began and the date that is six weeks after the birth, still-birth or miscarriage; or
 - (c) on a date earlier than the date provided for in clause (a) or (b), if the justice of the peace gives the Associate Chief Justice — Co-ordinator of Justices of the Peace at least four weeks written notice of the earlier date. O. Reg. 400/01, s. 7.
- (6) The first 17 weeks of pregnancy leave shall be with pay and any additional pregnancy leave shall be without pay. O. Reg. 400/01, s. 7.

(7) A justice of the peace who has given notice to begin pregnancy leave may change the notice,

- (a) to an earlier date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least two weeks before the earlier date; or
- (b) to a later date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least two weeks before the date leave was to begin under the previous notice. O. Reg. 400/01, s. 7.

(8) A justice of the peace who has given notice to end pregnancy leave may change the notice,

- (a) to an earlier date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least four weeks before the earlier date; or
- (b) to a later date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least four weeks before the date leave was to end under the previous notice. O. Reg. 400/01, s. 7.

(9) REVOKED: O. Reg. 11/19, s. 13.

19. (1) In this section,

“parent” includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own. O. Reg. 400/01, s. 7.

(2) A justice of the peace who is the parent of a child is entitled to a leave of absence following,

- (a) the birth of the child; or
- (b) the coming of the child into the custody, care and control of a parent for the first time. O. Reg. 400/01, s. 7; O. Reg. 11/19, s. 14.

(3) Parental leave shall begin not later than 35 weeks after the date the child is born or comes into the custody, care and control of a parent for the first time. O. Reg. 400/01, s. 7.

(4) The parental leave of a justice of the peace who takes pregnancy leave shall begin when the pregnancy leave ends unless the child has not yet come into the custody, care and control of a parent for the first time. O. Reg. 400/01, s. 7.

(5) A justice of the peace who takes parental leave shall give the Associate Chief Justice — Co-ordinator of Justices of the Peace at least two weeks written notice of the date the leave is to begin. O. Reg. 400/01, s. 7.

(6) Subsection (5) does not apply in the case of a justice of the peace who stops working because the child comes into the custody, care and control of a parent sooner than expected. O. Reg. 400/01, s. 7.

(7) The parental leave of a justice of the peace to whom subsection (6) applies begins on the day he or she stops working and, within two weeks of stopping work, he or she shall give the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice that the justice of the peace wishes to take parental leave. O. Reg. 400/01, s. 7.

(8) The parental leave of a justice of the peace ends,

- (a) 26 weeks after it begins; or
- (b) on a date earlier than the date provided for in clause (a), if the justice of the peace gives the Associate Chief Justice — Co-ordinator of Justices of the Peace at least four weeks written notice of the earlier date. O. Reg. 400/01, s. 7.

(9) The first ten days of parental leave shall be with pay and the remainder shall be without pay. O. Reg. 400/01, s. 7.

(10) A justice of the peace who has given notice to begin parental leave may change the notice,

- (a) to an earlier date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least two weeks before the earlier date; or
- (b) to a later date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least two weeks before the date leave was to begin under the previous notice. O. Reg. 400/01, s. 7.

(11) A justice of the peace who has given notice to end parental leave may change the notice,

- (a) to an earlier date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least four weeks before the earlier date; or
- (b) to a later date, by giving the Associate Chief Justice — Co-ordinator of Justices of the Peace written notice at least four weeks before the date leave was to end under the previous notice. O. Reg. 400/01, s. 7.

CANADIAN FORCES RESERVE TRAINING LEAVE

20. In each year, the Associate Chief Justice — Co-ordinator of Justices of the Peace may give a justice of the peace a leave of absence with pay of not more than one week and a leave of absence without pay of not more than one week for the purpose of Canadian Forces Reserve training. O. Reg. 400/01, s. 7.

DISCRETIONARY LEAVE

21. (1) The Associate Chief Justice — Co-ordinator of Justices of the Peace may give a justice of the peace a leave of absence with pay of not more than three days in a year upon special or compassionate grounds. O. Reg. 400/01, s. 7.

(2) A further leave of absence with pay may be given for special or compassionate purposes to a justice of the peace for a period of,

- (a) not more than six months with the approval of the Associate Chief Justice — Co-ordinator of Justices of the Peace; and
 - (b) over six months upon the recommendation of the Chief Justice and with the approval of the Lieutenant Governor in Council.
- O. Reg. 400/01, s. 7.

(3) A leave of absence without pay and without accumulation of credits may be given to a justice of the peace by the Associate Chief Justice — Co-ordinator of Justices of the Peace. O. Reg. 400/01, s. 7.

(4) A justice of the peace shall not absent himself or herself from duty on a leave of absence provided for in this section unless he or she has previously obtained the authorization required by this section. O. Reg. 400/01, s. 7.

(5) An application for leave of absence under this section must be in writing and must set out the reasons for the leave of absence. O. Reg. 400/01, s. 7.

22. (1) In this section,

“leave of absence” means a leave of absence for the purpose of undertaking employment under the auspices of the Government of Canada or a public agency or in the private sector. O. Reg. 400/01, s. 7.

(2) The Associate Chief Justice — Co-ordinator of Justices of the Peace may give a justice of the peace a leave of absence with pay for a period of not more than two years and, if the leave is less than two years, may extend it from time to time to a maximum of two years. O. Reg. 400/01, s. 7.

(3) The Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may give a justice of the peace a leave of absence with pay for a period of not more than five years and, if the leave is less than five years, the Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may extend it from time to time to a maximum of five years. O. Reg. 400/01, s. 7.

(4) If a leave of absence was originally given under subsection (2), the Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may extend it from time to time to a maximum of five years. O. Reg. 400/01, s. 7.

(5) The Associate Chief Justice — Co-ordinator of Justices of the Peace may give a justice of the peace a leave of absence without pay and without accumulation of credits for a period of not more than two years and, if the leave is less than two years, may extend it from time to time to a maximum of two years. O. Reg. 400/01, s. 7.

(6) The Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may give a justice of the peace a leave of absence without pay and without accumulation of credits for a period of not more than five years and, if the original leave is less than five years, the Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may extend it from time to time to a maximum of five years. O. Reg. 400/01, s. 7.

(7) If a leave of absence is originally given under subsection (5), the Associate Chief Justice — Co-ordinator of Justices of the Peace, with the approval of the Chief Justice, may extend the leave of absence from time to time to a maximum of five years. O. Reg. 400/01, s. 7.

(8) If a justice of the peace is given a leave of absence with pay,

(a) he or she is entitled to the same sick leave benefits and vacation credits to which he or she would be entitled if he or she had not taken the leave of absence;

(b) he or she is required to submit regular personal attendance reports; and

(c) the agency responsible for paying the salary of the justice of the peace shall reimburse the Minister of Finance,

(i) for the salary of the justice of the peace, and

(ii) for contributions made by the Government of Ontario on behalf of the justice of the peace in respect of a pension plan as defined in subsection 40 (5), the *Canada Pension Plan* and group insurance plans. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 11.

(9) If a justice of the peace takes a leave of absence without pay and without accumulation of credits, he or she may continue to participate in the group insurance plans in which the justice of the peace would have participated if he or she had not taken the leave of absence, but only if the justice of the peace pays the full premiums for the coverage under the plans. O. Reg. 400/01, s. 7.

GROUP INSURANCE PLANS

Note: On April 1, 2020, the heading before section 23 of the Regulation is amended by adding “and health care spending account” at the end. (See: O. Reg. 11/19, s. 15 (2))

23. (1) The Crown may enter into agreements with insurance underwriters for the purpose of providing justices of the peace the following group insurance coverages:

1. A Basic Life Insurance Plan.
2. A Supplementary Life Insurance Plan.
3. A Dependants' Life Insurance Plan.
4. A Long Term Income Protection Plan.
5. A Supplementary Health and Hospital Insurance Plan.

Note: On April 1, 2020, paragraph 5 of subsection 23 (1) of the Regulation is amended by adding “that includes a Catastrophic Drug Coverage Plan and an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage and Global Medical Assistance” at the end. (See: O. Reg. 11/19, s. 16 (2))

6. A Dental Insurance Plan. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 12 (1); O. Reg. 56/16, s. 7 (1); O. Reg. 11/19, s. 16 (1).

(2) The group insurance coverage referred to in subsection (1) shall not be provided for a justice of the peace during a leave of absence without pay except to the extent that the justice of the peace arranges to pay the amount of the full premium for any of the coverages that the justice of the peace chooses to have continued during the leave and pays the amount at least one week before the first of each month of the leave of absence. O. Reg. 400/01, s. 7.

(3) Within a reasonable time after a justice of the peace is given a leave of absence, the Crown shall inform the justice of the peace that group insurance coverages during the leave of absence will continue only in accordance with subsection (2). O. Reg. 400/01, s. 7.

(4) Except as stated in this section and sections 24 to 30, the benefits provided to justices of the peace under the group insurance coverages shall be those set out in the agreements made with the insurance underwriters. O. Reg. 400/01, s. 7.

(5,) (6) REVOKED: O. Reg. 233/09, s. 12 (2).

(7) The group insurance coverages referred to in subsection (1) must be provided to justices of the peace on and after January 1, 2001. O. Reg. 11/19, s. 16 (3).

Note: On April 1, 2020, subsection 23 (7) of the Regulation is amended by adding “except for the Catastrophic Drug Coverage Plan and optional upgrade package consisting of Emergency Out-of-Country Medical Coverage and Global Medical Assistance portions of the Supplementary Health and Hospital Insurance Plan, which must be provided on and after April 1, 2020” at the end. (See: O. Reg. 11/19, s. 16 (4))

24. (1) The Basic Life Insurance Plan must provide life insurance coverage equal to 100 per cent of the annual salary of every justice of the peace, and such coverage is not less than \$10,000 for a full-time justice of the peace and \$5,000 for an eligible part-time justice of the peace. O. Reg. 400/01, s. 7.

(2) The Crown shall pay the premium for Basic Life Insurance Plan coverage. O. Reg. 400/01, s. 7.

25. (1) The Supplementary Life Insurance Plan must provide additional group life insurance coverage equal to the annual salary, twice the annual salary or three times the annual salary, at the choice of the justice of the peace, for those justices of the peace who choose to participate in the Plan. O. Reg. 400/01, s. 7.

(2) A justice of the peace who participates in the Supplementary Life Insurance Plan shall pay the premium for his or her insurance coverage in the Plan. O. Reg. 400/01, s. 7.

26. (1) The Dependants' Life Insurance Plan must provide, in respect of each justice of the peace who chooses to participate in the Plan, life insurance coverage chosen by the justice of the peace of,

(a) a multiple of \$10,000 to a maximum of \$200,000 for the spouse of the justice of the peace; and

(b) \$1,000, \$5,000, \$7,500 or \$10,000 for each child of the justice of the peace. O. Reg. 233/09, s. 13 (1).

(1.1) If the justice of the peace chooses to insure any of his or her children in an amount set out in clause (1) (b), the justice of the peace shall insure all of his or her children in the same amount. O. Reg. 233/09, s. 13 (1).

(2) In subsection (1),

“child” means,

(a) an unmarried child who is less than 21 years of age,

(b) a child who is at least 21 years of age but not yet 26 years of age and who is in full time attendance at an educational institution or on vacation from one, or

(c) a child who is at least 21 years of age and who is mentally or physically infirm and is dependent on the justice of the peace.

O. Reg. 400/01, s. 7; O. Reg. 201/05, s. 1.

(3) A justice of the peace who participates in the Dependants' Life Insurance Plan shall pay the premiums for the insurance coverage provided to the justice of the peace in the Plan. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 13 (2).

27. (1) The Long Term Income Protection Plan must, subject to subsection (6.1), provide the benefit described in subsection (3) to a justice of the peace who participates in the Plan and who is totally disabled, is under the care of or is receiving treatment from a legally qualified medical practitioner and is not, except for the purpose of rehabilitation, engaged in any occupation or employment for which he or she receives a wage or profit. O. Reg. 400/01, s. 7; O. Reg. 56/16, s. 8 (1).

(2) The justice of the peace is entitled to receive the benefit beginning immediately after a qualifying period of six continuous months of total disability and continuing until the earliest of,

(a) termination of the total disability;

(b) death; and

(c) the end of,

(i) the month in which the justice of the peace reaches 65 years of age, unless subclause (ii) applies, or

(ii) the month in which the justice of the peace reaches 70 years of age, in the case of a full-time justice of the peace who was receiving the benefit on December 31, 2008. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 14; O. Reg. 56/16, s. 8 (2); O. Reg. 11/19, s. 17 (1).

(2.1) REVOKED: O. Reg. 11/19, s. 17 (2).

(3) The amount of the annual benefit during a calendar year (the "payment year") is the amount calculated using the formula,

$$A - (B + C)$$

in which,

"A" is,

(a) for the first payment year in which the benefit is paid, the following amount:

(i) in the case of a justice of the peace who incurs a disability before April 1, 2020, 66 $\frac{2}{3}$ per cent of the justice of the peace's regular salary immediately before the beginning of the qualifying period,

(ii) in the case of a justice of the peace who incurs a disability on or after April 1, 2020, 70 per cent of the justice of the peace's regular salary on the day he or she becomes entitled to receive the benefit, and

(b) for each subsequent payment year, the amount of "A" for the previous year, increased by the average annual increase, expressed as a percentage, in the Ontario Consumer Price Index as published by Statistics Canada in January of the payment year, to a maximum of 2 per cent,

"B" is the total amount of the other disability and retirement benefits, if any, payable for the year to the justice of the peace under any other plans to which the justice of the peace contributes, other than payments under the *Workplace Safety and Insurance Act, 1997* for an unrelated disability, and

"C" is 50 per cent of any rehabilitation earnings of the justice of the peace for the year.

O. Reg. 400/01, s. 7; O. Reg. 56/16, s. 8 (4); O. Reg. 11/19, s. 17 (3).

(4) Every justice of the peace who is appointed to office on or after March 1, 1971 shall participate in the Long Term Income Protection Plan. O. Reg. 400/01, s. 7.

(5) A justice of the peace who was appointed to office before March 1, 1971,

- (a) where the justice of the peace was participating in the Long Term Income Protection Plan on December 19, 1975, is entitled to continue to participate in the Plan or to cease participating in the Plan; or
 - (b) where the justice of the peace was not participating in the Plan on December 19, 1975 is, upon producing evidence of medical eligibility satisfactory to the insurer under the Plan, entitled to participate in the Plan, and is thereafter entitled to cease participating in the Plan. O. Reg. 400/01, s. 7.
- (6) The Crown shall pay 85 per cent of the premium costs for every justice of the peace who participates in the Long Term Income Protection Plan and the justice of the peace shall pay the balance of the premium costs through payroll deduction. O. Reg. 11/19, s. 17 (4).

Note: On April 1, 2020, subsection 27 (6) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 17 (5))

- (6) The Crown shall pay the premium costs for every justice of the peace who participates in the Long Term Income Protection Plan. O. Reg. 11/19, s. 17 (5).
- (6.1) The Long Term Income Protection Plan shall require, as a condition of receiving benefits under the Plan, participation by every justice of the peace who incurs a disability on or after April 1, 2020 in any rehabilitation services specified by the insurance underwriter, and a failure to participate in such rehabilitation services is a breach of the condition. O. Reg. 56/16, s. 8 (6); O. Reg. 11/19, s. 17 (6).

(7) In this section,

“rehabilitation earnings” means earnings for service following directly after a period of total disability during which the justice of the peace is not fully recovered from the disability; (“gains de la période de réadaptation”)

“total disability” means,

- (a) during the qualifying period and the first 24 months of the period in respect of which benefits may be paid, the continuous inability of the justice of the peace, as a result of sickness or injury, to perform the essential duties of the justice of the peace’s normal occupation, and
- (b) during the balance of the period in respect of which benefits may be paid, the inability of the justice of the peace, as the result of sickness or injury, to perform the essential duties of any gainful occupation for which the justice of the peace is reasonably fitted by education, training or experience,

and “totally disabled” has a corresponding meaning. (“invalidité totale”) O. Reg. 400/01, s. 7.

28. If the Crown is paying all or part of the premiums for a justice of the peace for the group insurance plans and the justice of the peace receives benefits under the Long Term Income Protection Plan, the Crown shall continue the premium payments for the period in respect of which the justice of the peace is receiving the benefits. O. Reg. 400/01, s. 7.

29. (1) The Supplementary Health and Hospital Insurance Plan shall, subject to the restrictions set out in this section, provide to every justice of the peace who joins the Plan reimbursement for,

- (a) 90 per cent of the cost of drugs and medicine listed in the Canadian Pharmacists Association’s *Compendium of Pharmaceuticals and Specialties* and dispensed by a legally qualified medical practitioner or by a person registered as a pharmacist under the *Pharmacy Act, 1991* on the written prescription of a legally qualified medical practitioner;

Note: On April 1, 2020, subsection 29 (1) of the Regulation is amended by adding the following clause: (See: O. Reg. 11/19, s. 18 (2))

- (a.1) 90 per cent of the cost of medically necessary vaccines or immunizations for which reimbursement is not provided under a provincial health plan;
- (b) charges for private or semi-private room hospital care charged by a hospital within the meaning of the *Public Hospitals Act* or by a hospital that is licensed or approved by the governing body in the jurisdiction in which the hospital is located, but not to exceed \$130 more than the charge by the hospital for standard ward room hospital care;

Note: On April 1, 2020, clause 29 (1) (b) of the Regulation is amended by striking out “\$130” and substituting “\$120”. (See: O. Reg. 11/19, s. 18 (3))

- (c) charges for the services of a speech therapist who is licensed and practising within the scope of their licence, to a maximum of \$35 for each half-hour of service and an annual maximum of \$1,200 per person;

Note: On April 1, 2020, clause 29 (1) (c) of the Regulation is amended by striking out “\$35” and substituting “\$25” and by striking out “\$1,200” and substituting “\$1,400”. (See: O. Reg. 11/19, s. 18 (4))

- (d) charges for the services of a psychologist, including a person holding a Master of Social Work degree, to a maximum of \$40 for each half-hour and with an annual maximum of \$1,400 per person;
- (e) charges for diabetic pumps and supplies in accordance with the following:
 - (i) for the purchase of insulin infusion pumps, to a maximum of \$2,000 for every five-year period, per person,
 - (ii) for the purchase of insulin jet injectors, to a lifetime maximum of \$1,000 per person,
 - (iii) for the purchase or repair of a single blood glucose monitoring machine, to a maximum of \$400 for every four-year period, per person; and

Note: On April 1, 2020, clause 29 (1) (e) of the Regulation is amended by striking out “and” at the end of subclause (iii) and by adding the following subclause: (See: O. Reg. 11/19, s. 18 (5))

- (iv) for the purchase of supplies, other than insulin, required for the use of an item referred to in subclause (i), (ii) or (iii), to an annual maximum of \$2,000 per person;
- (f) charges in excess of amounts, if any, reimbursed by a provincial health plan for services provided by a chiropractor, osteopath, chiropodist, naturopath, podiatrist, massage therapist, physiotherapist or acupuncturist, if licensed and practising within the scope of their licence, to a maximum of \$35 per visit and with an annual maximum of \$1,200 in respect of each type of practitioner, per person. O. Reg. 11/19, s. 18 (1).

Note: On April 1, 2020, clause 29 (1) (f) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 18 (6))

- (f) charges in excess of amounts, if any, reimbursed by a provincial health plan for services provided by a chiropractor, osteopath, chiropodist, naturopath, podiatrist, massage therapist, physiotherapist or acupuncturist, if licensed and practising within the scope of their licence, to an annual maximum of \$750 per person in respect of all such services combined; and
- (g) the cost of one eye examination, for every two-year period, per person.

(1.0.1) REVOKED: O. Reg. 11/19, s. 18 (7).

Note: On April 1, 2020, section 29 of the Regulation is amended by adding the following subsection: (See: O. Reg. 11/19, s. 18 (8))

(1.0.1) Subsection (1), as it read on March 31, 2020, continues to apply in respect of costs incurred on or before that day. O. Reg. 11/19, s. 18 (8).

(1.1) The Supplementary Health and Hospital Insurance Plan shall provide the benefits described in subsection (1) subject to the following restrictions:

1. The maximum amount of the reimbursement for a drug or medicine is the reasonable and customary cost of the generic form of the drug or medicine.
 2. The justice of the peace is not entitled to be reimbursed for drugs or medicines that are available without a prescription.
- 2.1 REVOKED: O. Reg. 11/19, s. 18 (9).

Note: On April 1, 2020, subsection 29 (1.1) of the Regulation is amended by adding the following paragraph: (See: O. Reg. 11/19, s. 18 (10))

2.1 Reimbursement in respect of drugs, medicine, vaccines and immunizations shall be reduced by a deductible amount of \$3 for each item in respect of which a benefit is paid.

3. No benefits are payable for expenses incurred outside Canada.

4. The justice of the peace may only be reimbursed for either one pair of custom-made orthotics that are prescribed by a licensed physician, podiatrist or chiropractor or the repair of an existing pair per person in a calendar year, up to an annual maximum per person of \$500.

Note: On April 1, 2020, paragraph 4 of subsection 29 (1.1) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 18 (12))

4. The justice of the peace may only be reimbursed for one pair of custom-made orthotics that are prescribed by a licensed physician, podiatrist or chiropractor per person in a calendar year, up to an annual maximum per person of \$500.

5. The justice of the peace may only be reimbursed for 75 per cent of either one pair of custom-made or specially modified orthopaedic shoes that are medically necessary and prescribed by a licensed physician, or of the repair of an existing pair, per person in a calendar year, up to an annual maximum per person of \$500. O. Reg. 233/09, s. 15 (2); O. Reg. 56/16, s. 9 (2); O. Reg. 11/19, s. 18 (9, 11).

Note: On April 1, 2020, paragraph 5 of subsection 29 (1.1) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 18 (12))

5. The justice of the peace may only be reimbursed for 75 per cent of one pair of custom-made or specially modified orthopaedic shoes that are medically necessary and prescribed by a licensed physician per person in a calendar year, up to an annual maximum per person of \$500.

6. The justice of the peace is not entitled to be reimbursed for the repair of orthotics or of orthopaedic shoes.

(1.2) REVOKED: O. Reg. 11/19, s. 18 (13).

(2) The Crown shall pay,

(a) the premiums for every full-time justice of the peace who joins the Supplementary Health and Hospital Insurance Plan; and

(b) 40, 50, 60, 70 or 80 per cent of the premiums for every eligible part-time justice of the peace who joins the Supplementary Health and Hospital Insurance Plan, whichever percentage is closest to the relation that his or her regularly scheduled hours of work bear to full-time work, and the justice of the peace shall pay the balance of the premium through payroll deduction. O. Reg. 400/01, s. 7.

(3) A justice of the peace may elect to participate in the Supplementary Health and Hospital Insurance Plan,

(a) on appointment;

(b) in December of any year, for coverage commencing on the following January 1, if the justice of the peace has satisfied the waiting period of the Plan and the justice of the peace,

(i) did not join the Plan on appointment, or

(ii) previously opted out of the Plan; or

(c) on providing evidence that similar coverage available to the justice of the peace under the plan of another person has been terminated, for coverage commencing on the 1st day of the month coinciding with or following the presentation of the evidence.

O. Reg. 400/01, s. 7.

(4) A justice of the peace may elect in December of any year to opt out of the Supplementary Health and Hospital Insurance Plan and coverage shall cease at the end of that month. O. Reg. 400/01, s. 7.

(5) The Supplementary Health and Hospital Insurance Plan must provide to every justice of the peace who elects to participate in the Plan's additional coverage for vision care and hearing aids reimbursement for the costs incurred for vision care to a maximum, per person for every two-year period, of \$340. O. Reg. 56/16, s. 9 (4); O. Reg. 11/19, s. 18 (14).

(5.1) REVOKED: O. Reg. 56/16, s. 9 (4).

(6) The Supplementary Health and Hospital Insurance Plan must provide to every justice of the peace who elects to participate in the Plan's additional coverage for vision care and hearing aids reimbursement for the following costs incurred in relation to hearing aids:

1. For the purchase or repair of a hearing aid including the replacement of a battery, a maximum of \$2,500 per person every five years, for a five-year period ending before April 1, 2020.
2. For the purchase or repair of a hearing aid not including the replacement of a battery, \$1,200 per person every four years, for a four-year period ending on or after April 1, 2020. O. Reg. 11/19, s. 18 (15).

(6.1) REVOKED: O. Reg. 233/09, s. 15 (4).

(7) The additional coverage described in subsections (5) and (6) is subject to the following deductible amount:

1. \$10 for each calendar year for a justice of the peace with single coverage.
2. \$10 per person for each calendar year to a maximum of \$20 for a justice of the peace with family coverage. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 15 (5); O. Reg. 56/16, s. 9 (5).

(8) The premiums for the additional coverage set out in subsections (5) and (6) are payable by the Crown to the following extent:

1. For the additional coverage set out in subsection (5), the Crown shall pay 80 per cent of,
 - i. the premiums for each participating full-time justice of the peace, and
 - ii. the applicable monthly percentage under clause (2) (b) of the premiums for each participating part-time justice of the peace.
2. For the additional coverage set out in subsection (6), the Crown shall pay 60 per cent of,
 - i. the premiums for each participating full-time justice of the peace, and
 - ii. the applicable monthly percentage under clause (2) (b) of the premiums for each participating part-time justice of the peace. O. Reg. 11/19, s. 18 (16).

Note: On April 1, 2020, subsection 29 (8) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 18 (17))

(8) For the additional coverage described in subsections (5) and (6), the Crown shall pay the premiums for each participating full-time justice of the peace and the applicable monthly percentage under clause (2) (b) of the premiums for each participating part-time justice of the peace. O. Reg. 11/19, s. 18 (17).

(8.1), (9) REVOKED: O. Reg. 56/16, s. 9 (6).

29.1 REVOKED: O. Reg. 11/19, s. 19.

Note: On April 1, 2020, the Regulation is amended by adding the following section: (See: O. Reg. 11/19, s. 20)

29.1 (1) In addition to providing the benefits set out in section 29, the Supplementary Health and Hospital Insurance Plan must include,

- (a) a Catastrophic Drug Coverage Plan that meets the requirements of subsection (2); and
- (b) an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage and Global Medical Assistance in accordance with the conditions and restrictions set out in the applicable agreement made with the insurance underwriters. O. Reg. 11/19, s. 20.

(2) The Catastrophic Drug Coverage Plan must provide to a justice of the peace who participates in the Supplementary Health and Hospital Insurance Plan reimbursement of 100 per cent of the costs of drugs, medicines, vaccines and immunizations referred to in clauses 29 (1) (a) and (a.1) that exceed \$10,000 in a calendar year in respect of the justice of the peace, his or her spouse or his or her dependent child. O. Reg. 11/19, s. 20.

(3) Premiums for coverage under the Catastrophic Drug Coverage Plan and the optional upgrade package shall be paid by a justice of the peace through payroll deduction. O. Reg. 11/19, s. 20.

(4) The termination by a justice of the peace of his or her enrolment in the optional upgrade package is irrevocable. O. Reg. 11/19, s. 20.

30. (1) The Dental Insurance Plan must reimburse every justice of the peace who elects to participate in the Plan for the following expenses and the reimbursement is in the following amount:

1. Eighty-five per cent of the cost of basic dental services, endodontic services, periodontic services and repair or maintenance services for existing dentures or bridges specified by the Plan, to a maximum of 85 per cent of the fees set out in the Ontario Dental Association schedule of fees for general practitioners referred to in subsection (1.1). However, after the first recall examination on or after January 1, 2009, a justice of the peace is not entitled to be reimbursed for,
 - i. more than one recall examination every nine months for a person who is 12 years old or older, or
 - ii. more than one recall examination every six months for a person who is less than 12 years old.
2. Fifty per cent of the cost of new dentures specified by the Plan, to a maximum of 50 per cent of the fees set out in the Ontario Dental Association schedule of fees referred to in subsection (1.1). However, \$3,000 per person is the maximum reimbursement under this paragraph in respect of a justice of the peace, the justice of the peace's spouse and each dependent child of the justice of the peace.
3. Fifty per cent of the cost of orthodontic services specified by the Plan and provided to unmarried dependent children of the justice of the peace who are more than six years old and less than 19 years old, to a maximum of 50 per cent of the fees set out in the Ontario Dental Association schedule of fees referred to in subsection (1.1). However, \$3,000 is the maximum reimbursement under this paragraph in respect of each dependent child of the justice of the peace.
4. Fifty per cent of the cost of crowns, bridgework and other major restorative services specified by the Plan, to a maximum of 50 per cent of the fees set out in the Ontario Dental Association schedule of fees referred to in subsection (1.1). However, \$2,000 per person per year is the maximum reimbursement under this paragraph in respect of a justice of the peace, the justice of the peace's spouse and each dependent child of the justice of the peace.
5. The cost of fluoride treatment for the justice of the peace, the justice of the peace's spouse and the dependent children of the justice of the peace. O. Reg. 400/01, s. 7; O. Reg. 29/05, s. 8; O. Reg. 233/09, s. 16; O. Reg. 56/16, s. 11 (1); O. Reg. 11/19, s. 21 (1).

Note: On April 1, 2020, paragraph 5 of subsection 30 (1) of the Regulation is revoked and the following substituted: (See: O. Reg. 11/19, s. 21 (2))

5. The cost of fluoride treatment for the dependent children of the justice of the peace.

(1.1) For the purposes of subsection (1), the applicable Ontario Dental Association schedule of fees is,

- (a) in the case of an expense incurred before April 1, 2020, the schedule of fees in effect at the time the expense was incurred; and

(b) in the case of an expense incurred on or after April 1, 2020, the schedule of fees in effect in the calendar year prior to the year in which the expense is incurred. O. Reg. 56/16, s. 11 (2); O. Reg. 11/19, s. 21 (3).

(1.2) REVOKED: O. Reg. 11/19, s. 21 (4).

Note: On April 1, 2020, section 30 of the Regulation is amended by adding the following subsection: (See: O. Reg. 11/19, s. 21 (5))

(1.2) The Dental Insurance Plan shall include a \$50 single or family deductible amount for each calendar year. O. Reg. 11/19, s. 21 (5).

(2) The Crown shall pay,

(a) the premiums for every full-time justice of the peace who joins the Dental Insurance Plan; and

(b) 40, 50, 60, 70 or 80 per cent of the premiums of the Dental Insurance Plan for every eligible part-time justice of the peace who joins the Plan, whichever percentage is closest to the relation that his or her regularly scheduled hours of work bear to full-time work and the justice of the peace shall pay the balance of the premium through payroll deduction. O. Reg. 400/01, s. 7.

(3) A justice of the peace may elect to participate in the Dental Insurance Plan,

(a) on appointment;

(b) in December of any year for coverage commencing on the following January 1, if the justice of the peace has satisfied the waiting period of the Plan and the justice of the peace,

(i) did not join the Plan on appointment, or

(ii) previously opted out of the Plan; or

(c) on providing evidence that similar coverage available to the justice of the peace under the plan of another person has been terminated, for coverage commencing on the 1st day of the month coinciding with or next following the presentation of the evidence. O. Reg. 400/01, s. 7.

(4) A justice of the peace may elect in December of any year to opt out of the Dental Insurance Plan and coverage ceases at the end of that month. O. Reg. 400/01, s. 7.

30.1 REVOKED: O. Reg. 11/19, s. 22.

Note: On April 1, 2020, the Regulation is amended by adding the following section: (See: O. Reg. 11/19, s. 23)

30.1 (1) The Crown shall provide to every justice of the peace who participates in both the Supplementary Health and Hospital Insurance Plan and the Dental Insurance Plan a Health Care Spending Account to which the Crown shall credit a total amount of \$750 for each calendar year. O. Reg. 11/19, s. 23.

(2) Amounts provided to a justice of the peace under subsection (1) may be used for reimbursement of the following costs, subject to subsection (4):

1. For the costs of goods and services for which the Supplementary Health and Hospital Insurance Plan or the Dental Insurance Plan provides partial coverage, the portion of the costs that is not covered under that Plan.
2. Costs for medical expenses incurred in respect of the justice of the peace or his or her dependants for goods and services for which neither the Supplementary Health and Hospital Insurance Plan nor the Dental Insurance Plan provides any coverage. O. Reg. 11/19, s. 23.

(3) For the purposes of paragraph 2 of subsection (2),

“dependant” means,

(a) a spouse,

(b) a child, as defined in subsection 26 (2), or

- (c) a dependant within the meaning of subsection 118 (6) of the *Income Tax Act* (Canada), other than a spouse or a child;
("personne à charge")

"medical expenses" means medical expenses in respect of which a deduction may be claimed under section 118.2 of the *Income Tax Act* (Canada). ("frais médicaux") O. Reg. 11/19, s. 23.

(4) In order to be eligible for reimbursement out of a Health Care Spending Account, a claim must be submitted no later than May 31 in the year following the calendar year in which the costs to which the claim relates were incurred. O. Reg. 11/19, s. 23.

(5) Any unused portion of an amount provided under subsection (1) for a given calendar year may be carried forward to the following calendar year, but any unused portion of that amount remaining on December 31 of that following year is forfeited at the end of that day. O. Reg. 11/19, s. 23.

TERMINATION PAYMENTS

31. A full-time justice of the peace who was appointed before January 1, 1970 and who ceases to be a justice of the peace is entitled to be paid an amount in respect of remaining accumulated attendance credits in an amount computed by multiplying half of the number of days of remaining accumulated attendance credits at the date of ceasing to be a justice of the peace by his or her annual salary at the date of ceasing to be a justice of the peace and dividing the product by 261. O. Reg. 400/01, s. 7.

32. (1) Despite section 31, a full-time justice of the peace who was appointed on or after October 1, 1965 and before January 1, 1970 is entitled to receive the amount described in subsection (2) for continuous service up to and including December 31, 1975 if he or she ceases to be a justice of the peace because of,

- (a) death;
- (b) retirement under section 6 of the Act; or
- (c) total and permanent disability that entitles him or her to a pension or payment under the Public Service Pension Plan. O. Reg. 400/01, s. 7.

(2) In the circumstances described in subsection (1), the full-time justice of the peace is entitled to receive one of the following amounts:

- 1. Severance pay equal to one-half week of salary for each year of continuous service before January 1, 1970 and one week of salary for each year of continuous service from and including January 1, 1970.
- 2. The amount in respect of his or her accumulated attendance credits computed in accordance with section 31. O. Reg. 400/01, s. 7.

33. (1) A full-time justice of the peace who is appointed on or after January 1, 1970 is entitled to the severance pay described in this section for each year of continuous service up to and including December 31, 1975. O. Reg. 400/01, s. 7.

(2) A full-time justice of the peace is entitled to receive an amount equal to one week of salary for each year of service if he or she has completed one year of continuous service and ceases to be a justice of the peace because of,

- (a) death;
- (b) retirement under section 6 of the Act; or
- (c) total and permanent disability that entitles him or her to a pension or payment under the Public Service Pension Plan. O. Reg. 400/01, s. 7.

(3) A full-time justice of the peace is entitled to receive an amount equal to one week of salary for each year of service if he or she has completed five years of continuous service and ceases to be a justice of the peace for any reason other than,

- (a) removal from office under section 11.2 of the Act; or
- (b) abandonment of position. O. Reg. 400/01, s. 7; O. Reg. 11/19, s. 24.

34. (1) A justice of the peace is entitled to receive severance pay for continuous service on or after January 1, 1976 and up to and including April 1, 2008,

- (a) if he or she has completed a minimum of one year of continuous service and ceases to be a justice of the peace because of,
 - (i) death,
 - (ii) retirement under section 6 of the Act, or
 - (iii) total and permanent disability that entitles him or her to a pension or payment under the Public Service Pension Plan; or
- (b) if he or she has completed a minimum of five years of continuous service and ceases to be a justice of the peace for any reason other than,
 - (i) removal from office under section 11.2 of the Act, or
 - (ii) abandonment of position. O. Reg. 400/01, s. 7; O. Reg. 233/09, s. 17; O. Reg. 11/19, s. 25 (1).

(2) The amount of severance pay to which the justice of the peace is entitled under subsection (1) is the amount equal to,

- (a) one week of salary for each year of continuous service as a full-time justice of the peace from and after that date; and
- (b) that portion of a week's salary that is equal to the portion his or her regularly scheduled hours of work bear to full-time work, for each year of continuous service as an eligible part-time justice of the peace. O. Reg. 400/01, s. 7.

(3) For the purpose of clause (2) (b),

"week's salary" means the salary the justice of the peace would receive if the justice of the peace were a full-time justice of the peace. O. Reg. 400/01, s. 7.

(4) Despite the definition of "continuous service" in section 1.1, for the purpose of this section, his or her period of continuous service under the *Legislative Assembly Act* immediately prior to his or her appointment as a justice of the peace under the Act or as a civil servant or public servant under the *Public Service of Ontario Act, 2006* or a predecessor to that Act shall be taken into account in computing the minimum period of continuous service mentioned in clause (1) (b) and in computing the severance pay mentioned in subsection (1), but the severance pay to which the justice of the peace is entitled under that subsection shall be reduced by an amount equal to the amount, if any, of the severance pay received by the justice of the peace in respect of the termination of his or her service under the *Legislative Assembly Act* for any period of such service that is also taken into account in computing his or her severance pay under subsection (1). O. Reg. 400/01, s. 7; O. Reg. 11/19, s. 25 (2).

(5) In subsection (4),

"service under the *Legislative Assembly Act*" includes continuous service for at least one year as an employee of the caucus of a political party or of a member of the Assembly where his or her salary is paid out of money appropriated for the use of the caucus or member under the *Legislative Assembly Act*. O. Reg. 400/01, s. 7.

35. Despite section 34, where in the opinion of the Chief Justice special circumstances exist, a payment may be made by way of termination allowance, with the approval of the Lieutenant Governor in Council, to a justice of the peace when he or she ceases to be a justice of the peace. O. Reg. 400/01, s. 7.

36. (1) The total of the amount paid to a justice of the peace in respect of accumulated attendance credits and the severance pay of the justice of the peace shall not exceed one-half of the annual salary of the justice of the peace,

- (a) at the date when he or she ceases to be a justice of the peace; or
- (b) in the case of a justice of the peace receiving benefits under the Long Term Income Protection Plan, at the date when the justice of the peace received his or her last salary prior to receiving benefits under the Plan. O. Reg. 400/01, s. 7.

(2) The calculation of severance pay of a justice of the peace is based on the salary of the justice of the peace,

- (a) at the date when he or she ceases to be a justice of the peace; or
 - (b) in the case of a justice of the peace receiving benefits under the Long Term Income Protection Plan, at the date when the justice of the peace received his or her last salary prior to receiving benefits under the Plan. O. Reg. 400/01, s. 7.
- (3) If a computation for severance pay involves part of a year, the computation in respect of that part shall be made on a monthly basis, and,
- (a) any part of a month that is less than 15 days is disregarded; and
 - (b) any part of a month that is 15 or more days shall be deemed to be a month. O. Reg. 400/01, s. 7.
- (4) For the purposes of this section, the salary of a part-time justice of the peace shall be determined as if he or she were a full-time justice of the peace. O. Reg. 400/01, s. 7.
- 37. (1)** A justice of the peace is entitled to receive only one termination payment for a given period of continuous service. O. Reg. 400/01, s. 7.
- (2) A justice of the peace whose total period of service is interrupted by a hiatus in service may, at his or her option, repay to the Minister of Finance any termination payment received as a result of that absence, and thereby restore termination pay entitlements for the period of continuous service for which the payment had been made. O. Reg. 400/01, s. 7.
- (3) A justice of the peace who intends to cease to be a justice of the peace and who would, upon doing so, be entitled to a termination payment under section 33, 34, 35 or 36 may elect, in lieu of the payment provided for in those sections, to take a leave of absence with pay of not more than the lesser of,
- (a) the length of time determined under those sections for computing the termination payment to which the justice of the peace would be entitled; and
 - (b) the length of time between the commencement of the leave of absence with pay and the end of the month in which the justice of the peace will attain 70 years of age. O. Reg. 400/01, s. 7.
- (4) The period of service of a justice of the peace who has elected under subsection (3) to take a leave of absence with pay continues until the end of the leave of absence. O. Reg. 400/01, s. 7.
- (5) Subject to subsection (6), his or her entitlement to a termination payment under section 31, 32, 33 or 34 shall be reduced to reflect the time taken by the justice of the peace under subsection (3) as a leave of absence with pay. O. Reg. 400/01, s. 7.
- (6) If a justice of the peace has been given a leave of absence with pay under section 21,
- (a) because he or she intends to cease to be a justice of the peace and has elected to take a leave of absence with pay under subsection (3); and
 - (b) for a period of time equal to the leave of absence with pay taken by the justice of the peace under subsection (3),
- his or her entitlement to a termination payment under section 31, 32, 33 or 34 is reduced to reflect one-half of the time taken by the justice of the peace under subsection (3) as a leave of absence with pay; and, one-half of each day of the total number of days of leave granted under section 21 and of leave taken under subsection (3) is allocated to each of the leaves of absence. O. Reg. 400/01, s. 7.
- (7) Subsections (3) to (6) apply despite section 31, 32, 33 or 34. O. Reg. 400/01, s. 7.

DEATH PAYMENT

- 38. (1)** When a full-time justice of the peace who has served for more than six months dies, there shall be paid to his or her personal representative or if there is no personal representative to such person as the Chief Justice determines, the sum of one-twelfth of his or her annual salary. O. Reg. 400/01, s. 7.

(2) Any severance pay to which a full-time justice of the peace is entitled under this Regulation is reduced by an amount equal to any entitlement under subsection (1). O. Reg. 400/01, s. 7.

BENEFITS FOR RETIRED JUSTICES OF THE PEACE

39. (1) The Crown may enter into agreements with insurance underwriters for the purpose of providing retired justices of the peace who are eligible persons under subsection 40 (3) with the following group insurance coverages:

1. A Basic Life Insurance Plan.
2. A Supplementary Health and Hospital Insurance Plan.

Note: On April 1, 2020, paragraph 2 of subsection 39 (1) of the Regulation is amended by adding “that includes an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage, Global Medical Assistance and Catastrophic Drug Coverage” at the end. (See: O. Reg. 11/19, s. 26 (2))

3. A Dental Insurance Plan. O. Reg. 201/05, s. 2; O. Reg. 11/19, s. 26 (1).

(2) Except as provided in sections 41, 42 and 43, the benefits provided under the insurance plans referred to in subsection (1) shall be those set out in the agreements made with the insurance underwriters. O. Reg. 201/05, s. 2.

(3) The premiums for the benefits provided in accordance with subsection (2) are payable as follows:

1. Except as provided in paragraph 2, the Crown shall pay the premiums.
2. In the case of an eligible person referred to in paragraph 2 of the definition of “eligible person” in subsection 40 (3), the Crown shall pay 50 per cent of the premiums for the coverages referred to in paragraphs 2 and 3 of subsection (1), and the eligible person shall pay the balance by deduction from the pension payments. O. Reg. 11/19, s. 26 (3).

40. (1) In this section and section 43,

“dependent child” means, in respect of an eligible person,

- (a) an unmarried child who has not attained the age of 21 years,
- (b) an unmarried child who has not attained the age of 26 years and who is in full-time attendance at an educational institution or on vacation from it, or
- (c) a child who is 21 or more years of age and is mentally or physically infirm and dependent on the eligible person. O. Reg. 201/05, s. 2.

(2) In this section and sections 42 and 43,

“eligible dependant” means, in respect of an eligible person,

- (a) the spouse of the eligible person, if the spouse would have been entitled to receive a benefit if the eligible person had continued holding the office in respect of which the pension is paid to the eligible person,
- (b) a dependent child of the eligible person, if the dependent child would have been entitled to receive a benefit if the eligible person had continued holding the office in respect of which the pension is paid to the eligible person,
- (c) the surviving spouse of the eligible person, if the eligible person is deceased and the surviving spouse is entitled to receive a pension as a result of the death of the eligible person, or
- (d) a child of the eligible person, if the eligible person is deceased and the child is entitled to receive a pension as a result of the death of the eligible person. O. Reg. 201/05, s. 2.

(3) In this section and sections 41, 42 and 43,

“eligible person” means any of the following persons:

1. A person who begins to receive a pension before April 1, 2020 and whose last contribution to a fund from which the pension is paid, or the last contribution made on his or her behalf to a fund from which the pension is paid, was made while the person was holding the office of justice of the peace, if the person,
 - i. has at least 10 years of credit in the pension plan governing the fund referred to in clause (a) of the definition of "pension" in subsection (5), or a combined total of at least 10 years of credit in the pension plans, or
 - ii. contributed or had contributions made on his or her behalf to the fund or funds from which the pension is paid in respect of continuous service of at least 10 years, and has credit in the corresponding pension plan or plans for some part of each of those 10 years.
2. A person who is appointed to office as a justice of the peace before April 1, 2020, who begins to receive a pension on or after that date, and whose last contribution to a fund from which the pension is paid, or the last contribution made on his or her behalf to a fund from which the pension is paid, was made while the person was holding the office of justice of the peace, if the person,
 - i. meets the requirements of subparagraph 1 i or ii, and, if those requirements are met on or after April 1, 2020, begins receiving an immediate unreduced pension upon retiring as a justice of the peace, and
 - ii. has elected to receive benefits under section 39.
3. A person who is receiving a pension that is a deferred pension which the person elected to receive on terminating membership in the pension plan governing the fund referred to in clause (a) of the definition of "pension" in subsection (5) in 1988 or 1989.
4. A person who is receiving a pension that is paid in respect of the person having held the office of justice of the peace or in respect of having held the office of justice of the peace and having been an employee and the person,
 - i. first held the office or was first employed in the period commencing January 1, 1987 and ending November 3, 1989 (excluding any period for which credit was purchased for past service), and
 - ii. had attained 55 years of age when he or she first held the office or was first employed. O. Reg. 11/19, s. 27.

(3.1) REVOKED: O. Reg. 11/19, s. 27.

(4) In sections 42 and 43,

"eligible recipient" means an eligible person or an eligible dependant of an eligible person. O. Reg. 201/05, s. 2.

(5) In this section and sections 41, 42 and 43,

"pension" means a pension paid from one or both of,

- (a) the Public Service Pension Fund or a pension fund established by statute to continue that Fund, and
- (b) any pension fund established within the Consolidated Revenue Fund for the purpose of providing supplementary pension benefits to justices of the peace; ("pension")

"pension plan" means a plan governing a fund referred to in the definition of "pension". ("régime de retraite") O. Reg. 201/05, s. 2; O. Reg. 233/09, s. 18 (3, 4); O. Reg. 56/16, s. 13 (5).

41. (1) The Basic Life Insurance Plan shall, subject to subsection (2), provide life insurance of \$2,000 on the life of each eligible person during his or her lifetime. O. Reg. 11/19, s. 28.

(2) The eligible person may, in writing, waive his or her entitlement to the life insurance, but any such waiver is irrevocable. O. Reg. 11/19, s. 28.

42. (1) The Supplementary Health and Hospital Insurance Plan shall provide the benefits set out under this section. O. Reg. 11/19, s. 29 (1).

(2), (3) REVOKED: O. Reg. 11/19, s. 29 (2).

(4) The Supplementary Health and Hospital Insurance Plan shall provide the following benefits by reimbursing an eligible recipient for the following in respect of goods and services provided to him or her:

1. 90 per cent of the cost of prescribed drugs and medicines that require the written prescription of a legally qualified medical practitioner.
2. 90 per cent of the cost of a generic equivalent of a drug or medicine described in paragraph 1, if a generic equivalent exists.
- 2.1 90 per cent of the cost of medically necessary vaccines or immunizations for which reimbursement is not provided under a provincial health plan.
3. Subject to paragraph 4, 100 per cent of the cost of semi-private or private hospital accommodation of eligible recipients to a maximum of \$120 each day over and above the cost of standard ward care.
4. Charges for semi-private or private accommodation in a licensed chronic care or convalescent hospital of eligible recipients who are at least 65 years of age, up to \$25 each day for a maximum of 120 days each calendar year.
5. Charges imposed by a licensed hospital for out-patient treatment not paid for under a provincial health plan.
6. Charges for private-duty nursing in the home by a registered nurse or a registered nursing assistant who is not normally resident in the eligible recipient's home and who is not related to the eligible person or any of his or her eligible dependants, if the nursing service is approved by a licensed physician or surgeon and is certified by the physician or surgeon to be necessary to the health care of the eligible recipient.
7. Charges in excess of amounts, if any, reimbursed by a provincial health plan for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist and massage therapist, if licensed and practising within the scope of their license, to a maximum of \$25 for each visit and with an annual maximum of \$1,200 per type of practitioner.
8. Charges for the services of a speech therapist who is licensed and practising within the scope of their licence, to a maximum of \$25 for each half-hour of service and an annual maximum of \$1,400.
9. Charges for the services of a psychologist, including a person holding a Master of Social Work degree, to a maximum of \$25 for each half-hour and with an annual maximum of \$1,400.

Note: On April 1, 2020, paragraph 9 of subsection 42 (4) of the Regulation is amended by striking out “\$25” and substituting “\$40”. (See: O. Reg. 11/19, s. 29 (4))

10. Charges for artificial limbs and eyes, crutches, splints, casts, trusses and braces.
11. 75 per cent of the cost of custom-made or specially modified orthopaedic shoes, to a maximum of \$500, with a limit of one pair per calendar year, if the shoes are medically necessary and are prescribed by a licensed physician.
12. Charges for the cost of custom-made orthotics that are prescribed by a licensed physician, podiatrist or chiropractor, to a maximum of \$500, with a limit of one pair per calendar year.
13. Rental charges for wheelchairs, hospital beds and iron lungs required for temporary therapeutic use.
14. The cost of a wheelchair recommended by the attending physician, if the rental charge would exceed the purchase cost.
15. 50 per cent of the cost of repairs, including batteries and modifications, to a purchased wheelchair, to a maximum of \$500 for any one repair, battery or modification.
16. Charges for ambulance services to and from a local hospital that is qualified to provide treatment, excluding benefits allowed under a provincial health plan.
17. Charges for oxygen and its administration.

18. Charges for blood transfusions outside a hospital.
 19. The cost of dental services and supplies provided by a dental surgeon within a period of 24 months following an accident for the treatment of accidental injury to natural teeth, including replacing teeth injured in the accident and setting a jaw that is fractured or dislocated in the accident, but excluding any benefits payable under a provincial health plan.
 20. The cost of hearing aids and eye glasses required as a result of accidental injury.
 21. The amount by which the lesser of the amount charged for services provided in Canada but outside Ontario by physicians, surgeons and specialists licensed to practise medicine in their particular jurisdictions and the amount provided for the same services in the current Ontario Medical Association Fee Schedule exceeds the amount in the O.H.I.P fee schedule for the same services.
 22. In addition to the benefits provided under paragraph 7, charges for surgery performed by a podiatrist in his or her office, to a maximum of \$100.
 23. Charges for diabetic pumps and supplies in accordance with the following:
 - i. For the purchase of insulin infusion pumps, to a maximum of \$2,000 for every five-year period, per person.
 - ii. For the purchase of insulin jet injectors, to a lifetime maximum of \$1,000 per person.
 - iii. For the purchase or repair of a single blood glucose monitoring machine, to a maximum of \$400 for every four-year period, per person.
 - iv. For the purchase of supplies, other than insulin, required for the use of an item referred to in subparagraph i, ii or iii, to an annual maximum of \$2,000 per person. O. Reg. 201/05, s. 2; O. Reg. 56/16, s. 15 (2-6); O. Reg. 11/19, s. 29 (3, 5-7).
- (5) Despite paragraph 1 of subsection (4), if an equivalent generic product exists and a brand name product is dispensed, the benefit payable under the Plan shall be limited to 90 per cent of the cost of the equivalent generic product. O. Reg. 201/05, s. 2.
- (6) Reimbursement in respect of drugs, medicine, vaccines and immunizations shall be reduced by a deductible amount of \$3 for each item in respect of which a benefit is paid. O. Reg. 56/16, s. 15 (7).
- (7) Benefits payable under the Supplementary Health and Hospital Insurance Plan for vision care and hearing aids shall,
- (a) be reduced by a \$10 deductible amount for single coverage and a \$20 deductible amount for family coverage, for each calendar year;
 - (b) reimburse the eligible recipient for the cost of vision care up to a maximum, per person for every 24 months, of \$340 and the cost of one eye examination; and
 - (c) reimburse the eligible recipient for the cost of hearing aids up to a maximum of \$1,200 per person every 48 months. O. Reg. 201/05, s. 2; O. Reg. 56/16, s. 15 (8, 9).
- (8) If a benefit is payable under paragraph 20 of subsection (4), no benefit referred to in clause (7) (b) or (c) is payable in respect of the same expense. O. Reg. 201/05, s. 2.
- (9) It is not necessary for an eligible recipient to be confined to a hospital to be eligible for benefits under the Supplementary Health and Hospital Insurance Plan. O. Reg. 201/05, s. 2.
- (9.1) The Supplementary Health and Hospital Insurance Plan shall provide a drug card permitting the holder of the card to obtain point of sale reimbursement of the costs of drugs and medicines under paragraphs 1 and 2 of subsection (4) to,
- (a) every eligible person; and

- (b) if the eligible person enrolls him or herself and all of his or her eligible dependants in the Plan, those of his or her eligible dependants that are selected under the Plan for the purpose. O. Reg. 56/16, s. 15 (10).

Note: On April 1, 2020, section 42 of the Regulation is amended by adding the following subsections: (See: O. Reg. 11/19, s. 29 (8))

(9.2) The Supplementary Health and Hospital Insurance Plan must include an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage, Global Medical Assistance and Catastrophic Drug Coverage in accordance with the conditions and restrictions set out in the applicable agreement made with the insurance underwriters. O. Reg. 11/19, s. 29 (8).

(9.3) Despite subsection 39 (3), the premiums for the optional upgrade shall be paid for by the eligible person by deduction from the pension payments. O. Reg. 11/19, s. 29 (8).

(9.4) The termination by an eligible person of his or her enrolment in the optional upgrade package is irrevocable. O. Reg. 11/19, s. 29 (8).

(10) The Crown shall make available to eligible recipients,

- (a) an information booklet relating to the Supplementary Health and Hospital Insurance Plan; and
- (b) periodic updates when necessary, within a reasonable period of time after changes are made. O. Reg. 201/05, s. 2.

43. (1) The Dental Insurance Plan shall provide the following coverages for eligible recipients:

- (a) examinations, consultations, specific diagnostic procedures and X-rays;
- (b) fillings, extractions and anaesthesia services;
- (c) preventive services such as scaling, polishing and fluoride treatments;
- (d) periodontal services, endodontic services, surgical services;
- (e) prosthodontic services necessary for relining, rebasing or repairing of an existing fixed bridgework, removable partial or complete dentures;
- (f) services relating to dentures;
- (g) services relating to orthodontics for unmarried eligible dependants who have attained the age of six years but are under 19 years of age;
- (h) services for major dental restoration. O. Reg. 201/05, s. 2.

(2) The Dental Insurance Plan shall include a \$50 single or family deductible amount for each calendar year. O. Reg. 201/05, s. 2; O. Reg. 56/16, s. 16 (1, 2).

(3) Dental recall coverage is six months for dependent children 12 years of age and under and nine months for all other eligible recipients. O. Reg. 201/05, s. 2.

(4) Dental coverage shall not include fluoride treatment for adults. O. Reg. 201/05, s. 2.

(5) Payments under the Dental Insurance Plan in respect of a given year shall be in accordance with the Ontario Dental Association schedule of fees for the previous year. O. Reg. 11/19, s. 30.

(6) Coverage under the Dental Insurance Plan shall be as follows:

1. For services described in clause (1) (a), (b), (c), (d) or (e), coverage is on the basis of 85 per cent to 15 per cent co-insurance.
2. For services described in clause (1) (f), coverage is on the basis of 50 per cent to 50 per cent co-insurance, to a lifetime maximum benefit of \$3,000 for each eligible recipient.

3. For services described in clause (1) (g), coverage is on the basis of 50 per cent to 50 per cent co-insurance, to a lifetime maximum benefit of \$3,000 per unmarried eligible dependant who has attained the age of six years but is under 19 years of age.
4. For services described in clause (1) (h), coverage is on the basis of 50 per cent to 50 per cent co-insurance, to a maximum benefit of \$2,000 each year for each eligible recipient. O. Reg. 11/19, s. 30.

(6.1), (7) REVOKED: O. Reg. 11/19, s. 30.

44. (1) The Crown may enter into agreements with insurance underwriters for the purpose of providing retired justices of the peace who are eligible persons under section 45 with the following group insurance coverages:

1. A Basic Life Insurance Plan.
2. A Supplementary Health and Hospital Insurance Plan that includes a Catastrophic Drug Coverage Plan and an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage and Global Medical Assistance.
3. A Dental Insurance Plan. O. Reg. 11/19, s. 31.

(2) Except as provided in sections 46 to 49, the benefits provided under the insurance plans referred to in subsection (1) shall be those set out in the agreements made with the insurance underwriters. O. Reg. 11/19, s. 31.

(3) The premiums for the benefits provided in accordance with subsection (2) are payable as follows:

1. In the case of an eligible person referred to in paragraph 1 of the definition of “eligible person” in section 45, the Crown shall pay the premiums.
2. In the case of an eligible person referred to in paragraph 2 of the definition of “eligible person” in section 45, the eligible person shall pay the premiums by deduction from the pension payments. O. Reg. 11/19, s. 31.

45. In this section and in sections 46 to 49,

“dependent child”, “eligible dependant” and “eligible recipient” have the same meaning as in section 40 in respect of an eligible person as defined in this section; (“bénéficiaire admissible”, “enfant à charge”, “personne à charge admissible”)

“eligible person” means any of the following persons:

1. A person who is appointed to office as a justice of the peace before April 1, 2020, who begins to receive a pension on or after that date, and whose last contribution to a fund from which the pension is paid, or the last contribution made on his or her behalf to a fund from which the pension is paid, was made while the person was holding the office of justice of the peace, if the person,
 - i. meets the requirements of subparagraph 1 i or ii of the definition of “eligible person” in subsection 40 (3), and, if those requirements are met on or after April 1, 2020, begins receiving an immediate unreduced pension upon retiring as a justice of the peace, and
 - ii. has either,
 - A. elected to receive benefits under section 44, or
 - B. not made an election with respect to the receipt of benefits under section 39 or 44.
2. A person who is appointed to office as a justice of the peace on or after April 1, 2020, who is receiving a pension, and whose last contribution to a fund from which the pension is paid, or the last contribution made on his or her behalf to a fund from which the pension is paid, was made while the person was holding the office of justice of the peace, if the person meets the requirements of subparagraph 1 i or ii of the definition of “eligible person” in subsection 40 (3) and begins receiving an immediate unreduced pension upon retiring as a justice of the peace; (“personne admissible”)

“pension” has the same meaning as in section 40. (“pension”) O. Reg. 11/19, s. 31.

46. In the case of an eligible person referred to in sub-subparagraph 1 ii B of the definition of “eligible person” in section 45, the coverages to be provided under section 44 and the benefits to be provided under sections 47 to 49 shall be provided in respect of the eligible person only, and those sections apply with necessary modifications. O. Reg. 11/19, s. 31.

47. (1) The Basic Life Insurance Plan shall, subject to subsection (2), provide life insurance of \$2,000 on the life of each eligible person during his or her lifetime. O. Reg. 11/19, s. 31.

(2) The eligible person may, in writing, waive his or her entitlement to the life insurance, but any such waiver is irrevocable. O. Reg. 11/19, s. 31.

48. (1) The Supplementary Health and Hospital Insurance Plan shall provide the benefits set out under this section. O. Reg. 11/19, s. 31.

(2) The Supplementary Health and Hospital Insurance Plan shall provide the following benefits by reimbursing an eligible recipient for the following in respect of goods and services provided to him or her:

1. The cost of prescribed drugs and medicines that require the written prescription of a legally qualified medical practitioner, to the following extent:
 - i. Before the eligible recipient reaches Ontario drug benefit eligibility age, 90 per cent of the cost, to a maximum for each calendar year of \$10,000.
 - ii. Once the eligible recipient reaches Ontario drug benefit eligibility age, 75 per cent of the cost, to a maximum for each calendar year of \$10,000.
2. The cost of a generic equivalent of a drug or medicine described in paragraph 1, to the extent specified in subparagraphs 1 i and ii.
3. The cost of medically necessary vaccines or immunizations for which reimbursement is not provided under a provincial health plan, to the extent specified in subparagraphs 1 i and ii.
4. Subject to paragraph 5, 100 per cent of the cost of semi-private or private hospital accommodation of eligible recipients to a maximum of \$120 each day over and above the cost of standard ward care.
5. Charges for semi-private or private accommodation in a licensed chronic care or convalescent hospital of eligible recipients who are at least 65 years of age, up to \$25 each day for a maximum of 120 days each calendar year.
6. 75 per cent of charges imposed by a licensed hospital for out-patient treatment not paid for under a provincial health plan.
7. 75 per cent of charges for private-duty nursing in the home by a registered nurse or a registered nursing assistant who is not normally resident in the eligible recipient’s home and who is not related to the eligible person or any of his or her eligible dependants, if the nursing service is approved by a licensed physician or surgeon and is certified by the physician or surgeon to be necessary to the health care of the eligible recipient, to an annual maximum of \$20,000.
8. Charges in excess of amounts, if any, reimbursed by a provincial health plan for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, massage therapist or speech therapist, if licensed and practising within the scope of their licence, or of a psychologist, including a person holding a Master of Social Work degree, to an annual maximum of \$500 in respect of all such services combined.
9. 75 per cent of the cost of artificial limbs and eyes, crutches, splints, casts, trusses and braces.
10. 80 per cent of either the cost of one pair of custom-made or specially modified orthopaedic shoes, or the cost of repairs to an existing pair, per calendar year up to a maximum of \$500, if the shoes are medically necessary and are prescribed by a licensed physician.

11. 80 per cent of the cost of either one pair of any custom-made orthotics that are prescribed by a licensed physician, podiatrist or chiropractor or of the cost of repairs to an existing pair per calendar year, up to a maximum of \$500.
12. 75 per cent of rental charges for wheelchairs, hospital beds and iron lungs required for temporary therapeutic use.
13. 75 per cent of the cost of a wheelchair recommended by the attending physician, if the rental charge would exceed the purchase cost.
14. 50 per cent of the cost of repairs, including batteries and modifications, to a purchased wheelchair, to a maximum of \$500 for any one repair, battery or modification.
15. 75 per cent of the cost of ambulance services to and from a local hospital that is qualified to provide treatment, excluding benefits allowed under a provincial health plan.
16. 75 per cent of charges for oxygen and its administration.
17. 75 per cent of charges for blood transfusions outside a hospital.
18. 75 per cent of the cost of dental services and supplies provided by a dental surgeon within a period of 24 months following an accident for the treatment of accidental injury to natural teeth, including replacing teeth injured in the accident and setting a jaw that is fractured or dislocated in the accident, but excluding any benefits payable under a provincial health plan.
19. The cost of hearing aids and eye glasses required as a result of accidental injury.
20. The amount by which the lesser of the amount charged for services provided in Canada but outside Ontario by physicians, surgeons and specialists licensed to practise medicine in their particular jurisdictions and the amount provided for the same services in the current Ontario Medical Association Fee Schedule exceeds the amount in the O.H.I.P fee schedule for the same services.
21. In addition to the benefits provided under paragraph 8, charges for surgery performed by a podiatrist in his or her office, to a maximum of \$100.
22. Charges for diabetic pumps and supplies in accordance with the following:
 - i. For the purchase of insulin infusion pumps, to a maximum of \$2,000 for every five-year period, per person.
 - ii. For the purchase of insulin jet injectors, to a lifetime maximum of \$1,000 per person.
 - iii. For the purchase or repair of a single blood glucose monitoring machine, to a maximum of \$400 for every four-year period, per person.
 - iv. For the purchase of supplies, other than insulin, required for the use of an item referred to in subparagraph i, ii or iii, to an annual maximum of \$2,000 per person. O. Reg. 11/19, s. 31.

(3) Despite paragraph 1 of subsection (2), if an equivalent generic product exists and a brand name product is dispensed, the benefit payable under the Plan shall be limited to applicable cost of the equivalent generic product, subject to the maximum referred to in that paragraph. O. Reg. 11/19, s. 31.

(4) Benefits payable under the Supplementary Health and Hospital Insurance Plan for vision care and hearing aids shall,

- (a) be reduced by a \$10 deductible amount for single coverage and a \$20 deductible amount for family coverage, for each calendar year;
- (b) reimburse the eligible recipient for the cost of vision care up to a maximum for every 36 months of \$340 and, until the eligible recipient reaches the Ontario drug benefit eligibility age, for the cost of one eye examination; and
- (c) reimburse the eligible recipient for the cost of hearing aids up to a maximum of \$900 every 48 months. O. Reg. 11/19, s. 31.

(5) No reimbursement respecting a benefit referred to in clause (4) (b) or (c) is payable if reimbursement in respect of the benefit is otherwise payable under subsection (2). O. Reg. 11/19, s. 31.

(6) It is not necessary for an eligible recipient to be confined to a hospital to be eligible for benefits under the Supplementary Health and Hospital Insurance Plan. O. Reg. 11/19, s. 31.

(7) The Supplementary Health and Hospital Insurance Plan shall provide a drug card permitting the holder of the card to obtain point of sale reimbursement of the costs of drugs and medicines under paragraphs 1 and 2 of subsection (2) to,

(a) every eligible person; and

(b) if the eligible person enrolls him or herself and all of his or her eligible dependants in the Plan, those of his or her eligible dependants who are selected under the Plan for the purpose. O. Reg. 11/19, s. 31.

(8) The Crown shall make available to eligible recipients,

(a) an information booklet relating to the Supplementary Health and Hospital Insurance Plan; and

(b) periodic updates when necessary, within a reasonable period of time after changes are made. O. Reg. 11/19, s. 31.

(9) The Supplementary Health and Hospital Insurance Plan must include a Catastrophic Drug Coverage Plan that provides reimbursement of 100 per cent of the costs of drugs, medicines, vaccines and immunizations referred to in paragraphs 1 to 3 of subsection (2) that exceed \$10,000 in a calendar year in respect of each eligible recipient. O. Reg. 11/19, s. 31.

(10) The Supplementary Health and Hospital Insurance Plan must include an optional upgrade package consisting of Emergency Out-of-Country Medical Coverage and Global Medical Assistance in accordance with the conditions and restrictions set out in the applicable agreement made with the insurance underwriters. O. Reg. 11/19, s. 31.

(11) Despite subsection 44 (3), the premiums for the optional upgrade shall be paid for by the eligible person by deduction from the pension payments. O. Reg. 11/19, s. 31.

(12) The termination by an eligible person of his or her enrolment in the optional upgrade package is irrevocable. O. Reg. 11/19, s. 31.

(13) In this section,

“Ontario drug benefit eligibility age” means the age set out in paragraph 4 of subsection 2 (1) of Ontario Regulation 201/96 (General) made under the *Ontario Drug Benefit Act*. O. Reg. 11/19, s. 31.

49. (1) The Dental Insurance Plan shall provide the following coverages for eligible recipients, to the extent set out in subsection (2):

1. Examinations, consultations, specific diagnostic procedures and X-rays.

2. Fillings, extractions and anaesthesia services.

3. Preventive services such as scaling, polishing and fluoride treatments.

4. Periodontal services, endodontic services, surgical services.

5. Prosthodontic services necessary for relining, rebasing or repairing of an existing fixed bridgework, removable partial or complete dentures. O. Reg. 11/19, s. 31.

(2) Dental recall coverage is six months for dependent children 12 years of age and under and nine months for all other eligible recipients. O. Reg. 11/19, s. 31.

(3) Dental coverage shall not include fluoride treatment for adults. O. Reg. 11/19, s. 31.

(4) Payments under the Dental Insurance Plan in respect of a given year shall be in accordance with the Ontario Dental Association schedule of fees for the previous year. O. Reg. 11/19, s. 31.

(5) Coverage under subsection (1) shall be on the basis of 75 per cent to 25 per cent co-insurance, to an annual maximum of \$1,500 for each eligible recipient. O. Reg. 11/19, s. 31.

50. (1) An eligible person who is receiving benefits under section 39 may, in December of any year, elect to receive benefits under section 44 instead, commencing January 1 of the following year. O. Reg. 11/19, s. 31.

(2) An eligible person who is receiving benefits under section 44 may, in December of any year, elect to receive benefits under section 39 instead, commencing January 1 of the following year. O. Reg. 11/19, s. 31.

(3) An election under subsection (1) or (2) may be made only once, and is irrevocable. O. Reg. 11/19, s. 31.

TAB 107

UNIFIED BARGAINING UNIT COLLECTIVE AGREEMENT

with respect to

**WORKING CONDITIONS, EMPLOYEE BENEFITS
AND SALARIES**

between

**THE ONTARIO PUBLIC SERVICE
EMPLOYEES UNION / SYNDICAT DES EMPLOYÉS
DE LA FONCTION PUBLIQUE DE L'ONTARIO**
(Hereinafter referred to as the "Union")

and

THE CROWN IN RIGHT OF ONTARIO

Represented by

**MANAGEMENT BOARD
OF CABINET**
(Hereinafter referred to as the "Employer")

January 1, 2022 to December 31, 2024



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PREAMBLE

1. The purpose of this Agreement between the Employer and the Union is to establish and maintain:
 - (a) satisfactory working conditions and terms of employment for all employees who are subject to this Agreement;
 - (b) a procedure for the prompt and equitable handling of grievances and disputes.
2. It is understood that the provisions of this Agreement apply equally to all employees and that the parties are committed to work together on joint initiatives that further support diversity in the workplace.

The parties, therefore, agree as follows:

UNIFIED BARGAINING UNIT COLLECTIVE AGREEMENT

made on the 18th day of October, 2022

between

**THE ONTARIO PUBLIC SERVICE
EMPLOYEES UNION / SYNDICAT DES EMPLOYÉS
DE LA FONCTION PUBLIQUE DE L'ONTARIO**

(Hereinafter referred to as the "Union")

and

THE CROWN IN RIGHT OF ONTARIO

Represented by

**MANAGEMENT BOARD
OF CABINET**

(Hereinafter referred to as the "Employer")

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PART 1

PART 1A – WORKING CONDITIONS

INDEX OF ACRONYMS

For ease of reference, acronyms have been added to visually indicate the applicability of an article to the following employee groups:

FXT – Fixed Term Employee
SE – Seasonal Employee
ST – Student Employee
FPT – Flexible Part Time Employee
RPT – Regular Part Time Employee
GO – Go Temp

These acronyms are not intended to substitute for the language of the Collective Agreement. Reliance should only be placed on the actual text of the Collective Agreement.

DEFINITIONS

- 1.1 A “regular employee” is a public servant appointed under section 32 of the *Public Service of Ontario Act, 2006* other than for a fixed term.
- 1.2 “Regular Service” is that part of the Public Service composed of regular employees.
- 1.3 A “fixed term employee” (FXT) is a public servant appointed under Part III of the *Public Service of Ontario Act, 2006* for a fixed term.
- 1.4 “Fixed Term Service” is that part of the Public Service composed of fixed term employees.
- 1.5 A “Regular part-time employee” (RPT) is a regular part-time employee who has been appointed to the Regular Service.
- 1.6 A “Seasonal employee” is a public servant appointed under Part III of the *Public Service of Ontario Act, 2006* for a period of at least eight (8) consecutive weeks to an annually recurring full-time position in the Fixed Term Service in a ministry. For purposes of this definition full-time means a minimum of thirty-six and one-quarter (36 ¼) or forty (40) hours per week, as applicable.
- 1.7 A “Flexible Part Time” (FPT) is an employee who has been appointed to the Regular Service who is assigned to one of two minimum annual hours of work categories, either a minimum of 1,096 hours per annum (Category 1), or a minimum of 1,500 hours per annum (Category 2).

ARTICLE 1 – RECOGNITION

(FXT, SE, ST, FPT, RPT, GO)

- 1.1 The Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l’Ontario (OPSEU/SEFPO) is recognized as the exclusive bargaining agent for the Unified Bargaining Unit consisting of all Crown Employees as defined in clause 1(1)(a) of the *Crown*

Employees Collective Bargaining Act, 1993 as amended from time to time, save and except:

- (a) all persons or employees excluded by subsection 1.1(3) of the *Crown Employees Collective Bargaining Act, 1993* as amended from time to time;
- (b) all persons or employees exercising managerial functions or employed in a confidential capacity in relation to labour relations;
- (c) all employees in bargaining units for which any other trade union or association holds bargaining rights as of January 1, 2009;
- (d) all employees in the OPSEU Correctional Bargaining Unit;
- (e) all employees employed in HR Ontario (as the organization's functions exist as of January 1, 2009),
- (f) all employees employed at the Ontario Police College (as the organization's functions exist as of January 1, 2009); and

For clarity, the Unified Bargaining Unit is the successor unit to the five (5) named bargaining units, being the Administrative Bargaining Unit, the Institutional and Health Care Bargaining Unit, the Office Administration Bargaining Unit, the Operation and Maintenance Bargaining Unit, and the Technical Bargaining Unit as described in subsection 22(2) of the *Crown Employees Collective Bargaining Act, 1993* and which are the successor bargaining units to the bargaining units as described by the Lieutenant Governor in Council in OIC 243/94 dated February 3, 1994, attached hereto as Appendix 2, in the Tripartite Agreement between the Crown, OPSEU and AMAPCEO dated April 21, 1995, plus those employees included in these five bargaining units or the Unified Bargaining Unit by the agreement of the Crown and OPSEU from February 3, 1994 to December 31, 2008, and as amended by the parties and such description is deemed to be incorporated in this collective agreement.

For greater certainty, the Unified Bargaining Unit is composed of Crown employees as defined in clause 1(1)(a) of the *Crown Employees Collective Bargaining Act, 1993* employed in positions concerned with or responsible for the activities described in OIC243/94 for the Administrative, Institutional & Health Care, Office Administration, Operational & Maintenance, and Technical Bargaining Units.

- 1.2 For greater certainty, such employees include regular, fixed term employees, students, GO Temps, and such other employees as may be mutually agreed.
- 1.3 For greater certainty, the Unified Bargaining Unit shall be deemed to be amended in accordance with any agreement of the parties. A list of classifications in the Unified Bargaining Unit is attached in the Salary Schedule.
- 1.4 Where the Employer establishes a new classification or creates a new position within an existing class, the Employer shall provide the Union with a copy of the class standard and/or position description, including bargaining unit status (if applicable), at the relevant MERC.

- 1.5 Upon written request to the employee's immediate supervisor, an employee in the bargaining unit shall be provided with a copy of their current position description and other documents, if they exist, related to the duties and responsibilities of the position, e.g. physical demands analysis. This information shall be provided within twenty (20) working days of request.
- 1.6 No position or person in the bargaining unit will be reclassified, nor will any other action be taken with respect to such position or person that is tantamount to reclassification, which reclassification or action tantamount to reclassification would have the effect of moving the position or person from the OPSEU/SEFPO Unified Bargaining Unit to another bargaining unit. Positions or persons may be transferred from the OPSEU/SEFPO Unified Bargaining Unit to the OPSEU Correctional Bargaining Unit by agreement of OPSEU/SEFPO and the Crown.
- 1.7 Upon written request to the Employer, the Union shall be provided with a copy of any position description (whether inside or outside of the bargaining unit). This information shall be provided within twenty (2) working days of the request.
- 1.8 For clarity, the Employer agreed that any new positions or any new classifications of employees that fall within the definition set out in Article UN 1.1 will be placed in the Unified Bargaining Unit represented by OPSEU/SEFPO.
- 1.9 If a person or position that was represented by OPSEU/SEFPO in one of its predecessor bargaining units or any new position or classification is not placed in the Unified Bargaining Unit and is not excluded pursuant to Article COR1.1 of the OPSEU Correctional Bargaining Unit Collective Agreement, that person, position or classification must be placed in the Correctional Bargaining Unit.
- 1.10 If a position or classification from the Correctional Bargaining Unit is transferred to the Unified Bargaining Unit and that position or classification does not already exist in the Unified Bargaining Unit, the entire class series shall be established in the Unified Bargaining Unit.

ARTICLE 2 – MANAGEMENT RIGHTS

(FXT, SE, ST, FPT, RPT, GO)

- 2.1 For the purpose of this Collective Agreement to which the parties are subject, the right and authority to manage the business and direct the workforce, including the right to hire and lay-off, appoint, assign and direct employees; evaluate and classify positions; discipline, dismiss or suspend employees for just cause; determine organization, staffing levels, work methods, the location of the workplace, the kinds and locations of equipment, the merit system, training and development and appraisal; and make reasonable rules and regulations; shall be vested exclusively in the Employer. It is agreed that these rights are subject only to the provisions of this Collective Agreement to which the parties are subject.

ARTICLE 3 – NO DISCRIMINATION / EMPLOYMENT EQUITY

(FXT, SE, ST, FPT, RPT, GO)

- 3.1 There shall be no discrimination practiced by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability, as defined in section 10(1) of the *Ontario Human Rights Code (OHRC)*.

- 3.2 There shall be no discrimination or harassment practiced by reason of an employee's membership or activity in the Union.
- 3.3 The Parties are committed to a workplace free from workplace harassment, including bullying, by other employees, supervisors, managers, any other person working or providing services to the Employer in the workplace, clients or the public, in accordance with the law. Workplace harassment is engaging in a course of vexatious comment or conduct against an employee in the workplace that is known or ought reasonably to be known to be unwelcome.
- 3.4 It is recognized that in accordance with section 14 of the *Ontario Human Rights Code*, the Employer's employment equity program shall not be considered a contravention of this article.

ARTICLE 4 – CHECK-OFF OF UNION DUES

(FXT, SE, ST, FPT, RPT, GO)

- 4.1 There shall be deducted from the regular bi-weekly pay of every employee appointed to the regular staff of the Regular service a sum in lieu of membership dues equivalent to the bi-weekly dues of the Ontario Public Service Employees Union.
- 4.2 The deductions referred to herein shall be remitted to the Ontario Public Service Employees Union.
- 4.3 The Union must advise the Employer in writing of the amount of its regular dues. The amount so advised shall continue to be deducted until changed by a further written notice to the Employer signed by authorized officials of the Union.
- 4.4 The Union agrees to indemnify and save the Employer harmless from any liability arising out of the operation of this article.
- 4.5 The parties agree on the arrangements for dues reconciliation data, see Appendix 1 (Data File on Union Dues) attached.

ARTICLE 5 – INFORMATION TO NEW EMPLOYEES

(FXT, SE, FPT, RPT, ST)

- 5.1 A newly hired employee shall be informed in writing whether the employee's position is within the bargaining unit, the name and address of the bargaining agent and the name and work location of the local Union steward which shall be provided as per Article 22.5.4 (Grievance Procedure).
- 5.2 The Employer shall make sufficient copies of the Collective Agreements available within the ministries to ensure that all employees have access to the Collective Agreements.
- 5.3 A newly hired fixed-term or seasonal employee shall be informed in writing of the option to join the OPSEU Pension Trust.
- 5.4 All newly hired Fixed-Term, Flexible Part-time, Seasonal, and Regular Part-Time employees shall be informed in writing within thirty (30) days of hire of their benefits and the option to enroll in these benefits.

- 5.5 All newly hired employees shall receive information about access to the Employee and Family Assistance Program (EFAP) and associated EFAP resources.
- 5.6 Where either an employee or the local Union representative is entirely working remotely on a permanent basis, OPSEU/SEFPO may utilize the Employer's email to contact such employees in respect of membership enrollment only.

ARTICLE 6 – POSTING AND FILLING OF VACANCIES OR NEW POSITIONS (RPT, FPT)

- 6.1.1 When a vacancy occurs in the Regular Service for a bargaining unit position or a new regular position is created in the bargaining unit, it shall be advertised for at least ten (10) working days prior to the established closing date. Notices of vacancies shall be posted either electronically or on bulletin boards and, upon request, shall be provided in large-sized print or braille where the posting location has the capacity to do so. (FXT, SE)
- 6.1.2.1 Notwithstanding Article 6.1.1 above, the Employer may hire qualified candidates in rank order who previously applied for the same vacancy or new position provided that a competition was held during the previous fourteen (14) months following the conclusion of the competition and was within 125 kilometres of the work location of the previously posted position, and provided that the position has cleared surplus. The Employer in these circumstances is not required to post or advertise the vacancy or new position. Where the Employer uses this provision, it shall notify the Local Union President where the vacancy or new position exists, five (5) working days prior to filling the vacancy or new position. The five (5) working day period can be waived with mutual agreement by the parties. (FXT, SE)
- 6.1.2.2 Candidates that decline a job offer under Article 6.1.1 shall continue to retain their rank on the eligibility list for future vacancies or new positions filled under Article 6.1.2.1. Where the Employer uses the provisions set out in Article 6.1.2.1, a candidate being offered a position may, at their option, decline the position and the position will be offered to the next highest ranked candidate. Once a position has been accepted by the candidate, the candidate will no longer be considered for future vacancies or new positions based on the original competition.
- The Employer shall establish an eligibility list of qualified candidates for each position based on the results of a competitive process. The Employer is not required to fill positions through Article 6.1.2.1 when exercising its discretion to fill a vacancy. The eligibility list shall only be shared with the respective Local Union President where the vacancy or new position exists when the Employer reaches back to a competition for the first time. (FXT, SE)
- 6.1.3 Effective April 26, 2022, notwithstanding that a position is advertised within a restricted area of search, any employee who works or resides outside the identified area of search may apply for the position. If they apply, they will be deemed to have waived entitlements to any relocation and related expenses, if any, pursuant to Employer policies or directives or Article 6.5 for restricted competitions, as a condition of gaining access to the competition process. For greater certainty, no claim can be made for any expenses incurred during the competition process arising from the decision to hire the employee into the position. (FXT, SE)

- 6.2 The notice of vacancy shall state, where applicable, the nature and title of position, salary, qualifications required, and the hours of work schedule as set out in Article UN2 (Hours of Work). Where a position is posted within the Ontario Public Service, the internal notice of vacancy shall also state the work location where the position currently exists, that the position is represented by the Union and the particular bargaining unit which contains the position. (FXT)
- 6.3 In filling a vacancy, the Employer shall give primary consideration to qualifications and ability to perform the required duties. Where qualifications and ability are relatively equal, seniority shall be the deciding factor. (FXT, SE)
- 6.4 An applicant who is invited to attend an interview within the Regular service shall be granted time off with no loss of pay and with no loss of credits to attend the interview, provided that the time off does not unduly interfere with operating requirements. (FXT, SE)
- 6.5 Relocation expenses shall be paid in accordance with the provisions of the Employer's policy.
- 6.6.1.1 With the agreement of the Union, the employee and the Employer, an employee shall be assigned to a vacancy where:
- (a) the vacant position is identical to the position occupied by the employee, and
 - (b) the vacant position is in the same ministry as the position occupied by the employee, and the provisions of Articles 6.1.1, 6.2, 6.3, 6.4 and 6.5 shall not apply.
- 6.6.1.2 Where an employee holds a French Language Services (FLS) designated position the employee can laterally transfer to a non-designated position.
- Furthermore, where an employee has a FLS designation at the required level achieved in the last two (2) years and has all current requirements, they can laterally transfer from a unilingual position to a FLS designated position.
- 6.6.2 The assignment of an employee to a vacancy in accordance with Articles 7 (Pay Administration), 20 (Employment Stability), 25 (Leave – Special), 42 (Long Term Income Protection), 50 (Pregnancy Leave) and 51 (Parental Leave) shall have priority over an assignment under Article 6.6.1.
- 6.7 Where the duties of a position are modified to accommodate an employee with a disability, the position shall not be considered a vacancy for the purposes of this article.
- 6.8 Where the job specification for a posted vacant position is not available online, or where an employee does not have access to the intranet, upon written request to the Employer, an employee shall be given a copy of the current position specification applicable to the position they are making application to prior to the closing of the job competition.
- 6.9 Reference checks are not required on candidates who are not being considered for a job offer.

ARTICLE 7 – PAY ADMINISTRATION

- 7.1.1 Promotion occurs when the incumbent of a regular position is assigned to another position in a class with a higher maximum salary than the class of their former position.
- 7.1.2 An employee who is promoted shall receive that rate of pay in the salary range of the new classification which is the next higher to their present rate of pay, except that:
- (a) where such a change results in an increase of less than three percent (3%), the employee shall receive the next higher salary rate again, which amount will be considered as a one-step increase;
 - (b) a promotional increase shall not result in the employee's new salary rate exceeding the maximum of the new salary range except where permitted by salary note.
- 7.1.3 Where an employee:
- (a) at the maximum rate of a salary range is promoted, a new anniversary date is established based upon the date of promotion;
 - (b) at a rate less than the maximum in the salary range is promoted and receives a promotional increase:
 - (1) greater than a one-step increase, a new anniversary date based on the date of promotion is established;
 - (2) of one step or less, the existing anniversary date is retained.
- 7.2.1 Where the duties of an employee are changed as a result of reorganization or reassignment of duties and the position is reclassified to a class with a lower maximum salary, an employee who occupies the position when the reclassification is made is entitled to salary progression based on merit to the maximum salary of the higher classification including any revision of the maximum salary of the higher classification that takes effect during the salary cycle in which the reclassification takes place.
- 7.2.2 An employee to whom Article 7.2.1 applies is entitled to be appointed to the first vacant position in their former class that occurs in the same administrative district or unit, institution or other work area in the same ministry in which the employee was employed at the time the reclassification was made.
- 7.3 Where a position is reassessed and is reclassified to a class with a lower maximum salary, any employee who occupies the position at the time of the reclassification shall continue to be entitled to salary progression based on merit to the maximum salary of the higher classification, including any revision of the maximum salary of the higher classification that takes effect during the salary cycle in which the reclassification takes place.

- 7.4.1 Where, because of the abolition of a position, an employee is assigned:
- (a) from one position in a ministry to another position in the same ministry, or
 - (b) from a position in one ministry to a position in another ministry,
- and the position to which the employee is assigned is in a class with a lower maximum salary than the maximum salary for the class of the position from which they were assigned, the employee shall continue to be entitled to salary progression based on merit to the maximum salary of the higher classification including any revision of the maximum salary of the higher classification that takes effect during the salary cycle in which the employee starts the new assignment.
- 7.4.2 Article 7.4.1 applies only where there is no position the employee is qualified for, and that they may be assigned to, and that is:
- (a) in the same classification that applied to the employee's position before the position was abolished, or
 - (b) in a classification having the same maximum salary rate as the maximum salary rate of the classification that applied to the employee's position before the position was abolished.
- 7.5 Where, for reasons of health, an employee is assigned to a position in a classification having a lower maximum salary, the employee shall not receive any salary progression or salary decrease for a period of six (6) months after their assignment, and if at the end of that period, the employee is unable to accept employment in their former classification, the employee shall be assigned to a classification consistent with their condition.
- 7.6 Except as provided above, an employee who is demoted shall be paid at the rate closest to but less than the rate they were receiving at the time of demotion, effective from the date of their demotion.
- 7.7 It is understood that where an employee is assigned to a position pursuant to Articles 7.4.1, 7.4.2, 7.5 or 7.6, the provisions of Article 6 (Posting and Filling of Vacancies or New Positions) shall not apply.

ARTICLE 8 – TEMPORARY ASSIGNMENTS

(FXT, SE, FPT, RPT)

- 8.1.1 Where an employee is assigned temporarily to perform the duties of a position in a classification with a higher salary maximum for a period in excess of five (5) consecutive working days, they shall be paid acting pay from the day the employee commenced to perform the duties of the higher classification in accordance with the next higher rate in the higher classification, provided that where such a change results in an increase of less than three percent (3%), the employee shall receive the next higher salary rate again.

- 8.1.2 Notwithstanding Article 8.1.1, acting pay shall not exceed the maximum of the salary range of the higher classification except where permitted by salary note.
- 8.2 When an employee is temporarily assigned to the duties and responsibilities of a position in a classification with a lower salary maximum where there is not work reasonably available for the employee in the position from which they were assigned, the employee shall be paid the lower applicable classification rate to which they were assigned, after the expiration of ten (10) consecutive working days in such lower classification.
- 8.3 When an employee is temporarily assigned to the duties and responsibilities of a position in a classification with a lower maximum salary where there is work reasonably available for the employee in the position from which they were assigned, the employee shall continue to be paid at the rate applicable to the classification from which they were assigned.
- 8.4 This article shall not apply to temporary assignments where an employee is temporarily assigned to perform the duties and responsibilities of another employee who is on vacation.
- 8.5.1 Where an employee is temporarily assigned to a position in another bargaining unit for a period of more than thirty (30) days, they will on the thirty-first (31st) day commence paying dues and be governed by the terms of the Collective Agreement of the position to which the employee has been assigned except that pensions, insured benefits entitlements, and entitlements under Article 20 (Employment Stability) will continue to be governed by the rules applicable to the employee's position in the OPSEU/SEFPO Unified bargaining unit.
- 8.5.2 When an employee is temporarily assigned to a non-bargaining unit position, the employee shall continue to pay dues to OPSEU/SEFPO and continue to be covered by the Collective Agreement for the entire term of the temporary assignment.
- 8.6.1 Where an employee is assigned temporarily to a position, Article 6 (Posting and Filling of Vacancies or New Positions) shall not apply except where:
- (a) the term of a temporary assignment is greater than six (6) months' duration, and
 - (b) the specific dates of the term are established at least two (2) months in advance of the commencement of the temporary assignment.
- 8.6.2 In no case shall any provision of this Collective Agreement with respect to the filling of, assignment or appointment to a vacancy apply to temporary assignments, except as provided in Article 8.6.1.
- 8.6.3 Where a vacancy as described in Article 8.6.1 has been filled pursuant to Article 6 (Posting and Filling of Vacancies or New Positions) and the incumbent has filled the position for at least eighteen (18) months, the Employer may assign the employee to the position on a permanent basis provided that the position has cleared surplus and Article 6 (Posting and Filling of Vacancies or New Positions) does not apply.

ARTICLE 9 – HEALTH AND SAFETY AND VIDEO DISPLAY TERMINALS

(FXT, SE, ST)

- 9.1 The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. It is agreed that both the Employer and the Union shall co-operate to the fullest extent possible in the prevention of accidents and in the reasonable promotion of safety and health of all employees.
- 9.2 The Employer shall provide safety equipment and protective clothing where it requires that such shall be worn by its employees.
- 9.3 The purchase of safety shoes or boots for on-the-job protection of the purchaser shall be subsidized as per the applicable practice in each ministry.
- 9.4 The current practices relating to the supply and maintenance of apparel for employees shall continue during the term of this Unified Collective Agreement, subject to any changes which may be entered into between the parties at the local or ministry level.

VIDEO DISPLAY TERMINALS (VDT)

- 9.5 After each hour of continuous operation of a VDT, a VDT operator shall be relieved of such duties for a period of ten (10) minutes to perform other duties away from the VDT.
- 9.6 At the beginning of assignment to a VDT and every twenty-four (24) months thereafter, a VDT operator who is regularly required to operate a VDT for two (2) hours or more per day shall be required to undergo an eye examination by an optometrist or an ophthalmologist who is qualified to conduct the following tests:
- (a) unaided visual acuity (letter chart test)
 - (b) refractive findings
 - (c) corrected visual acuity
 - (d) amplitude accommodation
 - (e) suppression
 - (f) muscle balance (near, one metre, distant)
 - (g) slit lamp biomicroscopy.

The cost of the eye examination, not to exceed \$50 for such examinations, shall be borne by the Employer, and the VDT operator shall authorize release of a copy of the examination report to the Employer.

- 9.7.1 A pregnant VDT operator who operates a VDT that contains cathode ray tubes may request reassignment from VDT duties for the remainder of their pregnancy by forwarding a written request to the Employer together with a certificate from a legally qualified medical practitioner certifying that the employee is pregnant.
- 9.7.2 Upon receipt of the written request specified in Article 9.7.1, the Employer shall, where possible, assign the employee to a vacancy in the bargaining unit within their ministry, provided that the employee is able and qualified to perform the required duties and the salary maximum of the vacancy is not greater than the salary maximum of the classification of their position.

Where more than one such vacancy is available, the Employer shall assign the employee to the vacancy with the highest salary maximum. The assignment of a surplus employee to a vacancy, in accordance with Article 20 (Employment Stability), shall have priority over an assignment under Article 9.7.

- 9.7.3 Where an employee is assigned to a vacancy in accordance with Article 9.7, the provisions of Article 6 (Posting and Filling of Vacancies or New Positions) shall have no application.
- 9.7.4 Where an employee is assigned, under Article 9.7.2, to a position in a classification with a lower salary maximum than the salary maximum of the classification of the position from which they were assigned, the employee shall be paid at the rate within the salary range of the classification of the position to which they have been assigned under Article 9.7.2, which is closest to but not more than the rate they were receiving immediately prior to the assignment.
- 9.7.5 Where it is not possible to assign an employee in accordance with Article 9.7.2, the employee shall, upon written request, be granted a leave of absence without pay to cover the period preceding the date on which the employee would be entitled to commence pregnancy leave of absence in accordance with Article 50 (Pregnancy Leave).
- 9.7.6 An employee who does not accept an assignment made in accordance with Article 9.7.2, may elect either to continue work in their original position or request leave of absence in accordance with Article 9.7.5.
- 9.8 Video display terminal work stations shall be equipped with tables or stands for the terminal to permit it to be at a height appropriate to the circumstances of its use and the seating available for the operator. The chair provided shall have a seat which is adjustable in height, a back rest which is adjustable in height, and a foot rest where necessary to accommodate a particular operator. Where appropriate to the nature of the work, paper stands or work stands shall be provided.

ARTICLE 10 – WORK ARRANGEMENTS

COMPRESSED WORK WEEK ARRANGEMENTS (FXT)

- 10.1 It is understood that other arrangements regarding hours of work and overtime may be entered into between the parties on a local or ministry level with respect to variable work days or variable work weeks. The model agreement with respect to compressed work week arrangements is set out below:

MODEL AGREEMENT WITH RESPECT TO COMPRESSED WORK WEEK ARRANGEMENTS

MEMORANDUM OF AGREEMENT

BETWEEN: THE MINISTRY OF

AND:

*THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION
(and its local)*

This compressed work week agreement is made in accordance with Article 16 (Local and Ministry Negotiations) of the Collective Agreement and Article UN2 (Hours of Work) of the Collective Agreement, between the Ontario Public Service Employees Union and the Crown in right of Ontario, represented by Management Board of Cabinet.

Unless otherwise specified in this Agreement, all articles of the Collective Agreement apply to employees covered by this Agreement.

Article 1 – Work Unit and Employees Covered

Detailed and specific description of work unit and employees covered.

Article 2 – Hours of Work

- 2.1 Detailed description of the regular hours of work with an attached schedule where appropriate.*
- 2.2 Article UN5.2 of the Collective Agreement shall not apply to employees covered by this compressed work week agreement.*

Article 3 – Overtime

- 3.1 Authorized periods of work in excess of the regular working periods specified in Article 2.1 or on scheduled day(s) off will be compensated for in accordance with Article UN8 (Overtime) of the Collective Agreement.*

Article 4 – Holiday Payment

- 4.1 Where an employee works on a holiday specified in Article 47 (Holidays) and opts for compensating leave under Article UN13.2, the employee may elect, at that time, to receive, in addition to their entitlement under Article UN13.2, further leave equal to the difference between the number of hours in the employee's normal work day and their entitlement under Article UN13.2. Where an employee makes this election, there shall be deducted from the employee's pay for time worked under Article UN13.1, an amount equal to the number of additional hours of leave granted under this article.*

(Additional leave to be determined by length of regular work day. For an employee on Schedule 4, whose regular work day is 10 hours and who works 10 hours on a holiday:

*Entitlement under Article UN13.1
10 hr. @ double time = 20 hr. (straight time)*

Entitlement under Article UN13.2 = 8 hr.

Where an employee elects additional leave under this article —

Entitlement under Article UN13.2 = 8 hr.

Additional leave under this article
(10 hr. – 8 hr.) = 2 hr.

Reduced entitlement under Article UN13.1
= 18 hr.)

Article 5 – Short Term Sickness Plan and Vacation Credits

5.1 *Short Term Sickness – Employees shall be entitled to full pay for the first (43½ or 48) hours of absence due to sickness or injury and seventy-five percent (75%) as set out in Article 44.1 for the next (899 or 992) hours of absence due to sickness or injury. Employees may exercise their option under Article 44.6 (Short Term Sickness Plan) of the Collective Agreement by deducting sufficient credits from accumulated credits for each (7¼ or 8) hours of absence.*

5.2 *Vacation Credits – A deduction from an employee’s vacation credits will be made for each day of approved vacation leave of absence as follows:*

(Prorating determined by length of workday. For an employee on Schedule 4, off on a ten (10) hour day, deduct $10/8 \times 1$ credit = 1.25 credits. For an employee on Schedule 4, off on a twelve (12) hour day, deduct $12/8 \times 1$ credit = 1.5 credits.)

A partial day’s absence will be prorated on the same formula.

Article 6 – Workplace Safety & Insurance

6.1 *For the purposes of Article 41.2 (Workplace Safety & Insurance) of the Collective Agreement “sixty-five (65) working days” shall be deemed to be (471¼ or 520) hours.*

Article 7 – Training Assignments

7.1 *When an employee covered by this compressed work week agreement attends a training program, the Employer may change the employee’s scheduled hours of work to the greater of:*

- (a) 7¼ or 8 hours per day, as applicable, or*
- (b) the actual number of hours spent receiving training, for each day that the employee participates in the training program.*

7.2.1 *Where the change prescribed in Article 7.1 results in fewer or more hours than the employee was previously scheduled to work on the day(s) in question, the “extra” or “deficit” hours shall be reduced to zero within sixty (60) working days of the completion of the training program, without any loss of pay by the employee or overtime payments by the Employer, as follows:*

- (a) the employee shall be required to work a corresponding number of hours to make up for any deficit hours; or*
- (b) the employee shall be scheduled off duty for a corresponding number of hours to offset any extra hours.*

7.2.2 *Where there is mutual agreement, an employee may receive pay at their basic hourly rate for extra hours in lieu of being scheduled off duty in accordance with Article 7.2.1 (b).*

7.2.3 *Where an employee's extra hours have not been reduced to zero within sixty (60) working days in accordance with Article 7.2.1, any such hours remaining to the employee's credit shall be paid at the employee's basic hourly rate.*

Article 8 – Special and Compassionate and Bereavement Leave

Such leaves are not to be prorated.

Article 9 – Term

9.1 *This Agreement shall be (x months, until either party notifies the other of its desire to renegotiate, etc.) and will be effective from the (day) of (month) , (year) to the (day) of (month) , (year) .*

9.2 *Either party may, on written notice of (days, weeks) to the other party, terminate this Agreement.*

DATED THIS DAY OF , (YEAR)

*For The Ontario Public
Service Employees Union*

For the Ministry of

10.2 JOB SHARING

10.2.1 Job sharing can occur where there is agreement between the employees who wish to job share, the Union, and the Employer.

10.2.2 It is agreed that job sharing results from two employees sharing a full- time regular position and as such the position shall continue to be identified as a full-time regular position.

10.2.3 Employees in a job sharing arrangement must share the same classification and level.

10.2.4 The sharing of the hours of work shall be determined by the parties to the sharing agreement but in no case shall one employee work less than fourteen (14) hours per week.

10.2.5 (a) Employees in a job sharing arrangement shall be accorded the Working Conditions and Employee Benefits contained in this Collective Agreement. However, where applicable, they shall be pro-rated in accordance with the employee's hours of work.

(b) This Collective Agreement will be used to provide administrative direction for the applicable pro-rating of the working conditions and benefits, and Article 57.1 (Pay and Benefits Administration) for the purposes of calculating a basic hourly rate.

- 10.2.6 In the event that one employee in the job sharing arrangement leaves that arrangement on a permanent basis for any reason the remaining employee would first be offered the opportunity to assume the position on a full-time basis.
- 10.2.7 If the remaining employee declines the full-time opportunity, the position may be posted and advertised as a job sharing vacancy, subject to the provisions of this Collective Agreement.
- 10.2.8 Failing successful filling of the job sharing position, the remaining employee shall be offered a further opportunity to assume the position on a full-time basis.
- 10.2.9 If the remaining employee still declines this opportunity, the position would continue to exist as a full-time position and the Employer may fill the balance of hours through temporary measures, if required.
- 10.2.10 The Employer undertakes to notify the President of the Union of all job sharing arrangements.
- 10.3 JOB TRADING
- 10.3.1 The following terms and conditions apply in respect of job trading as indicated in 10.3.2 to 10.3.13.
- 10.3.2 Regular employees who hold full-time, flexible part-time or regular part-time positions are eligible to trade jobs. An employee may trade jobs with an employee in receipt of notice of layoff pursuant to Article 20 (Employment Stability).
- 10.3.3 An employee can only trade jobs with an employee in the same category (i.e., a full-time employee can only trade jobs with another full-time employee; a regular part-time employee can only trade jobs with another regular part-time employee).
- 10.3.4 An employee who wishes to trade jobs with another employee must register with their ministry's human resources branch and complete the required documentation, which includes the employee portfolio. The employee must also indicate the specific location or locations to which they are willing to relocate.
- 10.3.5 An employee may only trade jobs with another employee who holds a position
- in the same classification; and
 - in the same ministry; and
- provided the employee is qualified to perform the normal requirements of the position without training.
- 10.3.6 Notwithstanding seniority, an employee will be considered for job trading prior to other employees registered for job trading if their spouse is also employed in the Ontario Public Service and has relocated to continue such employment at a different headquarters location.

- 10.3.7 If an employee has registered for job trading and they have also offered to be declared surplus pursuant to Article 20.7 (Voluntary Exit Option) of the Collective Agreement, their rights under that article will be exercised before any rights under this job trading agreement.
- 10.3.8 Relocation expenses incurred by employees who trade jobs will not be reimbursed by the Employer.
- 10.3.9 In the event more than one (1) employee meets the criteria to trade jobs with another employee, the Employer will choose the best qualified employee for the job to be traded. Where the qualifications and skills of two (2) or more employees are relatively equal, seniority will be the deciding factor, subject to Article 10.3.5 above.
- 10.3.10 Employees cannot trade jobs unless both of their managers approve of the trade.
- 10.3.11 Job trading is voluntary. Provided an employee has not been matched with another employee's job, the employee may withdraw at any time.
- 10.3.12 A job trade is not final until all four (4) parties to the trade have confirmed their agreement, in writing, i.e., the trading employees and their managers.
- 10.3.13 Should the employment situation or relocation decision of either employee change after sign-off, the job trade agreement remains binding. For example, if an employee receives surplus notice after a job trade is completed, then the employee will be subject to the appropriate procedures for redeployment.

ARTICLE 11 – HEADQUARTERS

- 11.1 This article applies to employees who do not attend at or work at or work from any permanent ministry facility in the course of their duties, but for whom a permanent ministry facility or other place is designated as an employee's "headquarters" for the purposes of the provisions of this Collective Agreement and of various allowances which require a headquarters to be specified.
- 11.2 A ministry may designate a headquarters when an employee is initially appointed to a position, or when a position is filled by an employee in accordance with Article 6 (Posting and Filling of Vacancies or New Positions), Article 7 (Pay Administration), Article 20 (Employment Stability) of this Collective Agreement. All job postings, notices and offers in relation to positions covered by this article shall include the designated headquarters for the position. This designation shall be the location considered by the ministry to be the most convenient for the efficient conduct of the ministry's business, having regard to the ministry's projection of the location of the employee's work assignments for a period of two (2) years. It is not a requirement that the designated headquarters be a facility whose functions are related to the work to be performed by the employee, and the employee's residence may also be designated as their headquarters. The Employer will supply to the Union, by December 30 of each year, a current list of headquarters designations for employees covered by this article.

- 11.3 By mutual agreement in writing between the ministry and an employee, a new headquarters may be designated for an employee at any time, and by mutual agreement in writing between the ministry and the employee, a temporary or seasonal headquarters may be designated for a stated period, following which the previously designated headquarters will be reinstated unless it has been changed in accordance with this article.
- 11.4 A ministry may change the headquarters of an employee covered by this article, if:
- (a) the employee's residence has been designated as their headquarters and the employee subsequently initiates a change of residence; or
 - (b) a ministry facility which has been designated as the employee's headquarters ceases to operate as a ministry facility; or
 - (c) the employee is assigned to a work location or work locations at least forty (40) kilometres by road from their existing headquarters, and it is anticipated that the employee will continue to work in the area of the new work location or work locations for at least two (2) years.
- 11.5 Where a ministry exercises its right to change the headquarters of an employee otherwise than by mutual agreement with the employee, the following procedure will apply:
- (a) The ministry shall first give notice to the employee of its intent, and shall consult with the employee to determine the employee's interests and the employee's preferences as to the new headquarters location.
 - (b) The ministry shall determine the new headquarters location in a way which is equitable to both the employee and the ministry.
 - (c) The employee shall be given three (3) months' notice of the change in designation of the headquarters.
- 11.6 Where it is necessary to identify which one or more of a group of employees is to be assigned to a new headquarters, the employees to be reassigned shall be identified by considering the qualifications, availability, and current location (home, closest facility and work location). Where qualifications, availability and location are relatively equal, length of continuous service shall be used to identify the employee to be reassigned.
- 11.7 Employees who relocate their residences because of a change in headquarters, other than a temporary or seasonal change, in accordance with this article, shall be deemed to have been relocated for the purposes of the Employer's policy on relocation expenses.

ARTICLE 12 – ISOLATION PAY

- 12.1 An employee who is stationed at a work location which receives a total of eight (8) or more points under the factors outlined in Articles 12.3.1 and 12.3.2 shall be paid an isolation allowance in accordance with the following scale:

8 points	\$ 3.45 per week
9 – 12 points	\$ 5.18 per week
13 – 16 points	\$ 6.90 per week
17 – 20 points	\$ 8.63 per week
21 – 24 points	\$ 10.35 per week
25 – 28 points	\$ 12.08 per week
29 – 32 points	\$ 13.80 per week
33 – 36 points	\$ 15.53 per week
37 – 40 points	\$ 17.25 per week
41 – 44 points	\$ 18.98 per week
45 – 48 points	\$ 20.70 per week

- 12.2 For purposes of this article, “work location” is defined as the address of the working place at which the employee is normally stationed or, in certain special cases, another location designated as headquarters by the ministry.

- 12.3 This article shall not apply to employees whose work locations are south of the following boundary lines: Border of the State of Minnesota and Ontario easterly along the northern shores of Lake Superior and Lake Huron (inclusive of such islands as Manitoulin) to the French River; French River to Lake Nipissing; Lake Nipissing easterly to Highway 17; Highway 17 to Mattawa.

- 12.3.1 Population of the largest centre of population within eighty (80) kilometres of the employee’s work location:

<u>Population</u>	<u>Points Assigned</u>
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1 – 249	14
250 – 499	12
500 – 999	10
1000 – 1999	8

<i>Population</i>	<i>Points Assigned</i>
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2000 – 2999	6
3000 – 3999	4
4000 – 4999	2
5000 or more	0

- 12.3.2 Distance from the employee's work location to a centre of population of five thousand (5,000) or more:

<u>Distance</u>	<u>Travel by road</u>	<u>Travel only by means other than road</u>
80 km or less	0	0
81 – 160 km	6	9
161 – 320 km	12	17
321 – 480 km	18	26
Over 480 km	24	34

- 12.4.1 In establishing the points to be assigned to each location in accordance with Article 12.3.1, population shall be determined by reference to the following publications:

For Incorporated Communities:

The Municipal Directory, published by the Ministry of Municipal Affairs and Housing.

For Unincorporated Communities and Indian Reserves:

Directory, Northern Ontario, published by the Ministry of Northern Development and Mines.

- 12.4.2 In establishing the points to be assigned to each location in accordance with Article 12.3.2, distance shall be determined by reference to the following publications:

Ontario/Canada Official Road Map,
published by the Ministry of Transportation.

Distance Tables, King's Secondary Highways and Tertiary Roads,
published by the Ministry of Transportation.

- 12.5.1 Points assigned to each location in accordance with Articles 12.3.1 and 12.3.2 shall be reviewed annually.

- 12.5.2 Amendments to any isolation allowance entitlement under Article 12.1 resulting from the review shall be implemented effective from April 1 of each year.

ARTICLE 13 – KILOMETRIC RATES

(FXT, SE, FPT, RPT)

- 13.1 If an employee is required to use their own automobile on the Employer's business, the following rates shall be paid effective January 1, 2009:

<u>Kilometres Driven</u>	<u>Southern Ontario</u>	<u>Northern Ontario</u>
0 – 4,000 km	40 cents / km	41 cents / km
4,001 – 10,700 km	35 cents / km	36 cents / km
10,701 – 24,000 km	29 cents / km	30 cents / km
over 24,000 km	24 cents / km	25 cents / km

- 13.2 Kilometres are accumulated on the basis of a fiscal year (April 1 to March 31, inclusive).
- 13.3 Attached hereto as Appendix 3 (Use of Privately Owned Automobiles).

ARTICLE 14 – TIME CREDITS WHILE TRAVELLING

(FXT, SE, FPT, RPT)

- 14.1 Employees shall be credited with all time spent in travelling outside of working hours when authorized by the ministry.
- 14.2 When travel is by public carrier, except municipally operated transit systems, time will be credited from one (1) hour before the scheduled time of departure of the carrier until one (1) hour after the actual arrival of the carrier at the destination.
- 14.3 When travel is by automobile and the employee travels directly from their home or place of employment, time will be credited from the assigned hour of departure until the employee reaches their destination and from the assigned hour of departure from the destination until the employee reaches their home or place of employment.
- 14.4 When sleeping accommodation is provided, the hours between eleven (11:00) p.m. and the regular starting time of the employee shall not be credited.
- 14.5 When an employee is required to travel on their regular day off or a holiday listed in Article 47 (Holidays), the employee shall be credited with a minimum of four (4) hours.
- 14.6 All travelling time shall be paid at the employee's basic hourly rate or, where mutually agreed, by compensating leave.

ARTICLE 15 – NON-PYRAMIDING OF PREMIUM PAYMENTS

(FXT, SE, FPT, RPT)

- 15.1 There shall be no duplication or pyramiding of any premium payments or compensating leave provided by the Collective Agreement.

ARTICLE 16 – LOCAL AND MINISTRY NEGOTIATIONS

(FXT, SE, FPT, RPT)

- 16.1 It is agreed that all ministries may enter into local and ministry employee relations negotiations such that are appropriate as not being excluded by the provisions of the *Crown Employees Collective Bargaining Act, 1993*. Such negotiations shall not be subject to the mediation and arbitration procedures under the *Act*, provided however, that nothing shall preclude a grievance alleging a violation of the Collective Agreement, as provided in the said *Act*.
- 16.2 The ministry Employee Relations Committee (ERC) shall be co-chaired by a member of the ministry's Senior Management Group.
- 16.3 The Union may forward to the Deputy Minister matters which are not resolved at the ministry ERC, and the Deputy Minister shall respond in writing to the matters raised within twenty-one (21) days of receipt by the Deputy Minister of the unresolved item.
- 16.4 A Central Employee Relations Committee (CERC) shall be established consisting of equal numbers of up to four (4) members from each party. The Committee will discuss matters of interest between the parties which may include matters unresolved at ministry level negotiations. CERC discussions shall not be subject to mediation or arbitration. Either party may invite an additional representative for specific issues.
- 16.5.1 MERC Co-chairs will be provided with a listing of fixed-term employees (including students) on a quarterly basis. The listing of fixed-term employees shall include:
- Employee name
 - Position Title
 - Division & Branch
 - Location, City
 - Employee Status
 - Employee ID
 - Classification & Job Code
 - Position Entry Date
 - Current position length
 - Expected End Date
 - Months in Current Position
- 16.5.2 Seniority lists of seasonal employees for each ministry, where applicable, including the employees' names, employee ID number, date of original hire and total seniority hours where available, ministry, classification, position title and location shall be maintained and provided to the appropriate MERC Co-Chairs twice annually. The appropriate timing for this disclosure should be discussed at the MERC.

ARTICLE 17 – JOINT CONSULTATION COMMITTEE

(FPT, RPT)

Deleted January 26, 2022

ARTICLE 18 – SENIORITY (LENGTH OF CONTINUOUS SERVICE)

(FXT, RPT)

18.1.1 An employee's length of continuous service will accumulate upon completion of a probationary period of not more than nine (9) months and shall commence:

- (a) from the date of appointment to the Regular Service for those employees with no prior service in the Ontario Public Service; or
- (b) for service accumulated before October 30, 2015, from the date established by adding the actual number of full-time weeks worked by a full-time fixed-term employee during their full-time employment back to the first break in employment which is greater than thirteen (13) weeks; or

For service accumulated on or after October 30, 2015 up to January 25, 2022, full-time fixed-term employees shall be entitled to have their service counted towards the accumulation of seniority, based upon 1725.5 straight-time hours or 1,904 straight-time hours, as appropriate, counting as equivalent to one year's service, or pro-rated to the equivalent of less than one year as appropriate; or

For service accumulated on or after January 26, 2022, fixed-term employees shall be entitled to have their service counted towards the accumulation of seniority, based upon 1725.5 straight-time hours or 1,904 straight-time hours, as appropriate, counting as equivalent to one year's service, or pro-rated to the equivalent of less than one year as appropriate; or

- (c) for a Regular part-time employee, from January 1, 1984 or from the date on which the employee commenced a period of unbroken, part-time employment in the public service, immediately prior to appointment to a regular part-time position in the Regular Service, whichever is later; or (FPT)
- (d) effective January 1, 1984, from the date established by adding the actual number of full-time weeks worked by a full-time seasonal employee during their full-time employment back to the first break in employment which is greater than thirteen (13) weeks.

"Unbroken service" is that which is not interrupted by separation from the public service; "full-time" is continuous employment as set out in the hours of work schedules for the appropriate classifications; and "part-time" is continuous employment in accordance with the hours of work specified in Article 58.1 (Hours of Work).

Effective December 20, 1990, any leaves of absence granted under Article 31.9 (Fixed-Term Employees – Pregnancy and Parental Leave) and Article 32.19 (Seasonal Employees – Pregnancy and Parental Leave) shall be included in the calculation of length of continuous service.

18.1.2 An employee's probationary period may be extended up to a total of twelve (12) months by mutual agreement between the employee, the Union and the Employer.

- 18.2 Notwithstanding Article 18.1, where a Regular part-time employee within the meaning of the Collective Agreement becomes a full-time regular employee of the Collective Agreement, any service as a Regular part-time employee which forms part of their unbroken service in the Regular Service shall be calculated according to the following formula:

$$\frac{\text{Weekly Hours of Work as a Regular Part-time employee}}{\text{Full-time hours of work for class(weekly)}} \times \frac{\text{Years of Continuous Service as a Part-time Regular employee}}$$

Changes in the employee's weekly hours of work shall be taken into account.

Example:

- Weekly hours of work as a Regular part-time employee
= 6 years at 20 hours per week, and 2.5 years at 16 hours per week
- Full-time hours of work for class (weekly) = 40
(Schedule 4)
- Seniority (Length of Continuous Service) on becoming a full-time regular employee
= $\frac{(20 \times 6 \text{ years})}{40} + \frac{(16 \times 2.5 \text{ years})}{40}$

= 3 years + 1 year = 4 years

(FPT)

- 18.3 Where an employee has been released in accordance with Article 20 (Employment Stability) and rehired within two (2) years, the period of absence shall not be computed in determining the length of continuous service. However, periods of continuous service before and after such absence shall be considered continuous and are included in determining the length of continuous service.

- 18.4 Continuous service shall be deemed to have terminated if:

- (a) an employee resigns or retires; or
- (b) an employee is dismissed unless such dismissal is reversed through the grievance procedure; or
- (c) an employee is absent without leave in excess of ten (10) consecutive working days; or
- (d) an employee is released in accordance with Article 20 (Employment Stability) and remains released for more than two (2) years.

- 18.5 An OPS-wide seniority list and seniority lists for each ministry, including the employees' names, employee ID number, date of continuous service, ministry, classification, position title and location shall be maintained and provided to OPSEU/SEFPO on a quarterly basis. In addition, the ministry seniority list shall be provided to the MERC Co-Chair upon request to the Employee Relations Division but in no case shall such requests be made more than once per month.

ARTICLE 19 – MULTIPLE LAY-OFFS

(FPT, RPT)

- 19.1 Where a reorganization, closure, transfer, or the divestment, relocation or contracting-out of an operation in whole or in part will result in thirty (30) or more surplus employees in a ministry,
- (a) affected employees shall receive six (6) months' notice of lay-off or pay in lieu thereof as provided in Article 20.2 (Notice and Pay in Lieu), and
 - (b) the President of the Union shall be notified of the reorganization, closure, transfer, or the divestment, relocation or contracting-out prior to notification to affected employees, and
 - (c) the Ministry Employee Relations Committee (MERC) shall consult on issues related to lay-off, displacement and recall.

19.2 JOINT EMPLOYMENT STABILITY SUBCOMMITTEE (JESS)

- 19.2.1 There shall be a subcommittee of the Central Employee Relations Committee (CERC), which shall be known as the Joint Employment Stability Subcommittee of the CERC. It shall be composed, at any one time, of three (3) representatives appointed by each party. At meetings of the subcommittee, one (1) representative from each party from the particular ministry where the issue arose shall be invited to make representations before the subcommittee.
- 19.2.2 The mandate of the subcommittee shall include the consideration of issues arising out of decisions by the Employer which may affect the continued employment of fifty (50) or more employees within a ministry. Notwithstanding the role of the MERCs, in such circumstances, either party may table the matter for consideration by the subcommittee, or the subcommittee may make any recommendation that seems appropriate in the circumstances. Such consideration shall be concluded in a timely fashion with disclosure as circumstances warrant.

ARTICLE 20 – EMPLOYMENT STABILITY

20.1 PREAMBLE

- 20.1.1 Where a lay-off may occur for any reason, the identification of a surplus employee in an administrative district or unit, institution or other such work area and the subsequent redeployment, displacement, lay-off or recall shall be in accordance with seniority subject to the conditions set out in this article.

20.1.2.1 SURPLUS NOTICE ALERT

Where one or more positions in an administrative district or unit, institution or other such work area will be declared surplus, all employees in the work unit will be provided with a written Surplus Notice Alert not less than six (6) working days prior to the issuance of any notice of layoff and which shall not be included in the notice period in Article 20.2. The Surplus Notice Alert will describe the work unit, the job functions to be reduced and the number of positions to be reduced.

20.1.2.2 The Surplus Notice Alert will also:

- (a) Offer the employees, whose positions are specifically identified for surplussing, to exit the OPS with one of the options outlined in Article 20.1.2.3, if they plan to exit the OPS and not seek a targeted direct assignment under Article 20.3 or a displacement under Article 20.4.
- (b) Invite all employees working in the affected job functions to volunteer to exit the OPS with one of the options outlined in Article 20.1.2.3. Volunteers to exit the OPS will be approved on the basis of seniority up to the numbers required. Volunteers not approved may register under Article 20.7.

20.1.2.3 Volunteers under Article 20.1.2.2 must respond to the Employer in writing within five (5) working days of the issuance of the Surplus Notice Alert. The response must indicate which one of the following options the employee selects:

- (a) Pay in lieu option under 20.2.1.3 in which case no other provisions under Article 20.2 shall apply; or
- (b) Immediate retirement if eligible for a permanent pension factor (90, 60/20, Age 65) under the OPSEU Pension Plan; or
- (c) Pension Bridging pursuant to paragraph 2 of Appendix 9 (Employment Stability), if eligible, to the employee's first permanent unreduced pension factor (90, 60/20, Age 65), under the OPSEU Pension Plan

For clarity, termination payments under Article 53 and 78, and enhanced severance under paragraph 4(b) of Appendix 9 (Employment Stability), where eligible, apply to options (a) through (c).

20.1.2.4 The Employer will respond in writing within five (5) days of receipt of an employee's request. An employee's last day at work will be five (5) days from receipt of the Employer's acceptance, or such other period as the employee and the Employer shall agree.

20.1.2.5 For clarity, if an employee does not exit under Article 20.1.2.2, it will not affect or preclude their entitlement to any option if the employee subsequently receives a notice of layoff.

20.1.3 ELIGIBILITY FOR EMPLOYMENT INSURANCE

The parties agree that all employees who accept a pay-in-lieu option under Article 20.2 are doing so pursuant to a program of downsizing undertaken by the Employer and in so doing are preventing another employee from being laid off. Accordingly the Employer agrees to take all necessary steps to attempt to ensure that Human Resources and Skills Development Canada recognizes that the entitlement to Employment Insurance of employees who are laid off and who take a pay-in-lieu of notice option qualifies as registered “workforce reduction processes” under the *Employment Insurance Act*.

20.1.4 EMPLOYEE PORTFOLIO

20.1.4.1 An Employee Portfolio will be deemed to include the qualifications and knowledge as identified in the employee’s current position description for the purposes of Article 20.3 (Targeted Direct Assignment), 20.4 (Displacement) and 20.8 (Temporary Vacancies) and Appendix 66 (Transition and Reskilling MOA) unless otherwise modified by the employee.

20.1.4.2 All new employees must complete an Employee Portfolio within their probationary period. The Employee Portfolio will be provided in electronic format, such that it can be edited by the employee. The Employee Portfolio will be placed on the employee’s personnel file, or stored on an electronic system accessible by the employee and Employer.

Notwithstanding the above, the Employer shall require any employee that it has reasonable grounds to believe may be declared surplus to complete an Employee Portfolio within six (6) days.

20.1.4.3 Where an electronic system is not yet available to an employee, they may advise the Employer in writing at any time of their desire to update the employee portion of an Employee Portfolio to reflect the acquisition of new or improved skills, knowledge and abilities, and/or change the geographic parameters. Such changes shall be implemented within three (3) working days of the Employer receiving the updated employee portion of the Employee Portfolio. Where an electronic system is implemented and available to an employee, they may directly access and edit their employee portfolio.

20.1.4.4 Once an employee has completed an employee portfolio and submitted it to the Employer, it shall remain on file or on an electronic system and will be considered to be current. It is the responsibility of the employee to update their portfolio to reflect the acquisition of new or improved skills, knowledge and abilities.

- 20.2 NOTICE AND PAY IN LIEU
- 20.2.1.1 Employees whose positions have been specifically identified for surplussing in accordance with Article 20.1.2.2 (a) and who do not choose to exit the OPS, and where no volunteer has been identified in accordance with Article 20.1.2.2 (b) shall receive notice of layoff following the expiry of the period set out in Article 20.1.2.1. Following receipt of notice, the employee shall advise the Employer, in writing, within a ten (10) working day period, of their decision either:
- (a) to exercise rights under Article 20.2; or
 - (b) to remain employed during the six-month notice period for possible redeployment pursuant to Article 20.3; or
 - (c) to remain employed during the six-month notice period for possible redeployment pursuant to Article 20.3, and to exercise rights under Article 20.4 (Displacement).
- 20.2.1.2 An employee who fails to provide their written decision as required by Article 20.2.1.1 above shall be deemed to have decided to remain employed during the notice period.
- 20.2.1.3 An employee identified as surplus shall receive six (6) months' notice of lay-off or, with mutual consent, an employee may resign and receive equivalent pay in lieu of notice. Pay in lieu for the balance of the notice period shall only be granted where the Employer determines that operational requirements permit an employee's exit from the workplace prior to the expiration of six (6) months' notice.
- 20.2.1.4 Pay-in-lieu options under this agreement, where the Employer determines that operational requirements will be met, means either:
- (a) A lump sum of six months' pay, plus severance as provided for in Article 53 or 78 and enhanced severance under Paragraph 4 of Appendix 9, if eligible, payable as soon as possible, in which case all salary and benefit entitlements which would have accrued to the employee from the last day worked to the layoff date are forfeited; or
 - (b) Continuance of salary plus benefits (except STSP and LTIP) commencing on the surplus date for the duration of the notice period, plus severance as provided for in Article 53 or 78, and enhanced severance under Paragraph 4 of Appendix 9, if eligible, paid out at the layoff date.
- 20.2.1.5 Where an employee accepts a pay-in-lieu option pursuant to this Article, the employee's last day at work shall be five (5) working days after the employee advises or is deemed to advise the Employer of the acceptance of a pay-in-lieu option, or such other period as the employee and the Employer shall agree.
- 20.2.1.6 When an employee is to receive a notice of layoff, the Employer will notify the union of the time and place of the Surplus Notice Alert and notice of layoff meeting.
- 20.2.2.1 Notwithstanding 20.2.1.3 the notice period will begin when the employee receives official written notice. Copies of all such notices shall be provided to the Employer and to the Union.

- 20.2.2.2 For clarification, where there is a hiatus in the notice period under this article, all redeployment activities, except as set out in Articles 20.2.2.8 and 20.8.6, cease during the hiatus.

IMPACT OF LEAVES OF ABSENCE AND TEMPORARY ASSIGNMENTS

- 20.2.2.3 Where the employee's position is declared surplus while the employee is away on a sick leave (Short Term Sickness Plan (STSP), Long Term Income Protection (LTIP) or Workers Safety Insurance Board (WSIB) claim), the ministry shall notify the employee that their position has been declared surplus and that, when the employee returns to full-time work, the surplus notice shall be issued.
- 20.2.2.4 Where the employee's position is declared surplus while the employee is away on a leave of absence, the ministry shall notify the employee that their position has been declared surplus and inform the employee of the option to:
- (a) return early from the leave of absence and receive the surplus notice at that time; or
 - (b) return at the end of the leave and receive the surplus notice at that time.
- 20.2.2.5 Where an employee's position is declared surplus while the employee is on a temporary assignment or secondment, the home ministry shall have the option of:
- (a) returning the employee to their home position and issuing the surplus notice at that time; or
 - (b) giving the employee their surplus notice and allowing the employee to remain on temporary assignment until directly assigned into a permanent vacancy or the temporary assignment ends, whichever occurs first.

TREATMENT OF SURPLUS NOTICES ISSUED BEFORE LEAVE OF ABSENCE OR TEMPORARY ASSIGNMENT

- 20.2.2.6 (a) Where the employee's position is declared surplus before a LTIP or WSIB sick leave of absence begins, the employee's notice shall be put on hiatus for the duration of the leave. When the employee is able to return to work, the balance of the notice period shall continue.
- (b) Where the employee's position is declared surplus before a STSP leave of absence, the employee's notice shall be put on hiatus if from the beginning of the STSP leave the medical evidence (e.g. stroke) indicates that the leave will be greater than one (1) month. Where the employee is on a sick leave and is expected to return to work within one (1) month (e.g. cold or flu), the surplus notice is not placed on hiatus. However, if after one (1) month on STSP the employee's prognosis for returning to work remains uncertain, the surplus notice is put on hiatus at that point until the employee is able to return to work.

If the employee displaces or is directly assigned to a new position before going on STSP/LTIP/WSIB, the accepting ministry must honour the leave of absence.

- 20.2.2.7 Where the employee's position is declared surplus before a leave of absence begins, the employee may choose to:
- (a) accept a hiatus in the surplus notice period during the leave of absence, (when the employee returns from the leave of absence the balance of the notice period shall continue); or
 - (b) decline a hiatus in the surplus period during the leave of absence; or
 - (c) return early from the leave of absence, (when the employee returns from the leave of absence the balance of the notice period shall continue).

If the employee displaces or is directly assigned to a new position before going on the leave of absence, the accepting ministry must honour the leave of absence.

- 20.2.2.8 Where the employee's position is declared surplus before the beginning of a temporary assignment or secondment within the OPS (and before the employee is eligible for a targeted direct assignment into a temporary assignment under the Agreement), the employee's surplus notice is put on hiatus, however the employee may continue to identify and be considered for vacancies under Article 20.3. This provision only applies where the temporary assignment or secondment is filled competitively.

- 20.2.3 Where an employee accepts pay in lieu of notice pursuant to this article, any further entitlements under this Collective Agreement are forfeited save and except any rights under Article 53 or 78 (Termination Payments) or paragraph 4 (b) of Appendix 9 (Employment Stability). The employee will be eligible to apply for restricted competitions from the last day of work until twenty-four (24) months from the date on which lay-off would otherwise have occurred. Such an employee shall keep their Designated Human Resources Contact informed of any change of address and/or telephone numbers and/or home e-mail (if any). Such changes must be sent in writing or electronically.

Notwithstanding Article 18.3, where an employee applies for any competition within twenty-four (24) months from the date the lay-off would otherwise have occurred, the employee's continuous service before the absence shall be considered in determining the length of continuous service for the sole purpose of any determination made by the Employer under Article 6.3 (Posting and Filling of Vacancies or New Positions).

- 20.2.4 Where an employee accepts pay in lieu of notice and is re-appointed to a position in the Ontario Public Service prior to the originally projected lay-off date, the employee will repay to the ministry a sum of money equal to the amount paid for the period between the date of re-appointment and the original projected lay-off date. In addition, the employee will repay to the ministry all monies received under paragraph 4 of Appendix 9 (Employment Stability). The employee's continuous service date, for all purposes except Article 53 or 78 (Termination Payments), shall be deemed to include both service up to the last day of active work and the accumulation of service after the date of re-appointment. The new service date for purposes of termination pay shall be the date on which the employee recommences work.

- 20.2.5 Where an employee who accepts a pay in lieu of notice is re-appointed to a position in the Ontario Public Service after the originally projected lay-off date, and prior to the expiration of a further twenty-four (24) months, the employee will repay to the ministry all monies received under paragraph 4 of Appendix 9 (Employment Stability). The employee's continuous service

date for all purposes except Article 53 or 78 (Termination Payments), shall be deemed to include both service up to the last day of active work and the accumulation of service after the date of re-appointment. The new service date for purposes of termination pay shall be the date on which the employee recommences work.

20.3 TARGETED DIRECT ASSIGNMENT

20.3.1.1 An employee who has received notice of lay-off in accordance with this article shall be assigned to a position that becomes vacant in their ministry or in another ministry during their notice period provided that:

- (a) the employee applies for and indicates on their application for the vacancy that they have received notice of layoff and are eligible for a targeted direct assignment; and
- (b) the employee meets the entry level qualifications for the position; and
- (c) the vacancy is either:
 - (i) in the same classification, or in the same class series within a range of two classifications below the employee's current home position; or
 - (ii) in the same classification of a position that the employee previously held either on a full-time basis or where the employee performed the full range of job duties on a temporary basis for at least twelve (12) months; and
- (d) there is no other person who meets the entry level qualifications for the position, who has a greater length of continuous service and who is eligible for assignment to the vacancy pursuant to Article 20.3 or there is no other person who is qualified to perform the required duties, who has a greater length of continuous service and who is eligible for assignment to the vacancy pursuant to Article 20.6 (Recall). Where two or more employees with the same continuous service are matched to the same targeted direct assignment and one of the employees' surplussed positions is in the same Ministry where the vacancy is, the employee will be assigned to the vacancy.

20.3.1.2 Where an employee eligible for a targeted direct assignment is in a position that is listed in Appendix 50 (Job Trades) and the employee applies for the same position in the same classification, the employee shall be deemed to be qualified for the position and shall be assigned provided there is no other person who is qualified to perform the required duties, who has a greater length of continuous service and who is eligible for assignment to the vacancy either pursuant to Article 20.3 or Article 20.6 (Recall).

20.3.2 It is understood that the employee may apply for a position outside of the forty (40) kilometre radius of their headquarters and that relocation expenses will not be paid.

20.3.3 Where an employee eligible for a targeted direct assignment applies for a vacancy, the Employer shall advise the employee within ten (10) working days of the competition's closing date as defined in the job posting whether they will be directly assigned to the position. The employee shall be required to inform the Designated Human Resource Contact in writing within five (5) full working days of receiving notification of a targeted direct assignment whether the assignment will be accepted.

If an employee is deemed to have not met the entry level qualifications for a targeted direct assignment, the employee may contact their designated Human Resource contact for further assistance and feedback.

20.3.4 If, in accordance with Article 20.3.1 or 20.3.2 an employee is offered an assignment, refusal of the job offer will result in lay-off at the end of the notice period.

20.3.5 If an employee is assigned into a lower-paying position through targeted direct assignment, the employee will continue to be paid the salary of their former position and is entitled to salary progression to the maximum salary of their former position for the term of the Collective Agreement. Any revision of the maximum salary of the former position that takes effect during the term of the Collective Agreement in which an employee starts the new assignment will be deemed to be the red-circled maximum salary.

20.4 DISPLACEMENT

20.4.1.1 An employee who has completed their probationary period, who has received notice of layoff pursuant to Article 20.2 (Notice and Pay in Lieu), who has elected for displacement, and who has not been assigned to a targeted direct assignment by the beginning of the sixth month of the surplus notice period, in accordance with the criteria of Article 20.3 (Targeted Direct Assignment) to another position shall have the right to displace an employee who shall be identified by the Employer in the following manner as set out in Articles 20.4.1.2 to 20.4.1.10. To be eligible to displace, the employee must advise in writing as per Article 20.2.1.1 by submitting the Displacement Election Form which indicates the employee elects to exercise their right to displacement pursuant to Article 20.4.

20.4.1.2 The Employer will identify the employee with the least seniority in the same classification and the same ministry as the employee's surplus position. If such employee has less seniority than the surplus employee, the employee with less seniority shall be displaced by the surplus employee provided that:

(a) such employee's headquarters is located within a forty (40) kilometre radius of the headquarters of the surplus employee; and

(b) the surplus employee is qualified to perform the work of the identified employee.

20.4.1.3 If the surplus employee is not qualified to perform the work of the least senior employee identified under Article 20.4.1.2 above, the Employer will continue to identify, in reverse order of seniority, employees in the same classification and in the same ministry until a less senior employee is found within forty (40) kilometres of the surplus employee's headquarters whose work the surplus employee is qualified to perform.

20.4.1.4 Failing displacement under Article 20.4.1.2 or 20.4.1.3 above, the Employer will identify, in reverse order of seniority, employees in the classes in the same class series in descending order until an employee with less seniority is found in the same ministry within forty (40) kilometres of the surplus employee's headquarters. The identified employee shall be displaced by the surplus employee provided the identified employee is qualified to perform the work.

- 20.4.1.5 Failing displacement under Articles 20.4.1.2 or 20.4.1.3 or 20.4.1.4 above, the Employer will review other classes which the employee held either on a full-time basis, or who performed the full range of job duties on a temporary basis for at least twelve (12) months in the same ministry within forty (40) kilometres of the surplus employee's headquarters. The Employer will identify, in reverse order of seniority, a less senior employee in the class with the maximum salary closest to but not greater than the maximum salary of the surplus employee's current classification. The identified employee shall be displaced by the surplus employee provided the identified employee is qualified to perform the work.
- 20.4.1.6 Failing displacement under Articles 20.4.1.2, 20.4.1.3, 20.4.1.4 or 20.4.1.5 above, if the employee requests, the Employer will repeat the steps specified in Articles 20.4.1.2, 20.4.1.3, 20.4.1.4 and 20.4.1.5 with respect to positions beyond a forty (40) kilometre radius of their headquarters. No relocation expenses will be paid.
- 20.4.1.7 Failing displacement under Article 20.4.1.2, 20.4.1.3, 20.4.1.4, 20.4.1.5 or 20.4.1.6 above, the Employer will identify, in reverse order of seniority, a less senior employee who is:
- (a) in another ministry; and
 - (b) whose headquarters is within a forty (40) kilometre radius of the displacing employee's headquarters; and
 - (c) whose position the displacing employee previously held either on a full-time basis, or who performed the full range of job duties on a temporary basis for at least twelve (12) months in that ministry; and
 - (d) if the employee previously held more than one position in that ministry, the position with a maximum salary closest to but not greater than the maximum salary of the displacing employee's current classification.
- The identified employee shall be displaced provided the displacing employee is qualified to perform the work.
- 20.4.1.8 Upon the completion of five (5) months following commencement of the notice period, the Employer will advise the surplus employee of the position into which they are eligible to displace.
- 20.4.1.9 The surplus employee must indicate in writing to the Employer their intention to displace the employee identified pursuant to Articles 20.4.1.2, 20.4.1.3, 20.4.1.4, 20.4.1.5, 20.4.1.6, or 20.4.1.7 above, as applicable. Written intention to displace must be received by the Designated Human Resource Contact no later than one (1) week following the date the surplus employee received advice that they were eligible to displace an employee pursuant to Article 20.4.1.8 above.
- 20.4.1.10 An employee who does not indicate in writing to the Employer their intention to displace within the time period stipulated by Article 20.4.1.9 above shall be deemed to have given up their right to displace and opted for redeployment under Article 20.3 (Targeted Direct Assignment).

- 20.4.2 The first employee who is displaced by an employee exercising their right to displace under Article 20.4.1 will have displacement rights. The employee displaced by the first displaced employee will also have displacement rights but the employee they subsequently displace will not have any such right.
- 20.4.3 An employee who is displaced by an employee who exercises their displacement right under Article 20.4 shall receive notice of lay-off or salary continuance, at the Employer's discretion. The displaced employee's notice period or salary continuance shall be for a six (6) month period.
- 20.4.4 Article 7.4 (Pay Administration) shall not apply where an employee displaces a less senior employee pursuant to Articles 20.4.1.4, 20.4.1.5, 20.4.1.6 or 20.4.1.7 above, save and except that Article 7.4 (Pay Administration) shall apply for the balance of the employee's notice period only.
- 20.4.5 Except as provided in Article 20.4, employees who are displaced will have full access to the provisions of Article 20.
- 20.5 TUITION REIMBURSEMENT
- 20.5.1 On production of receipts from an approved educational program within twelve (12) months of layoff, an employee shall be reimbursed for tuition fees up to a maximum of three thousand dollars (\$3,000.00).
- 20.5.2 Where an employee takes a program or course with the approval of the Employer, for the purpose of upgrading their employment-related skills, the Employer shall defray all or part of the tuition in accordance with the Employer's normal policy.
- 20.5.3.1 The provisions of Article 20.5.3 shall only apply where an employee's position has been identified for surplussing in connection with the transfer of bargaining unit work/functions such that either Appendix 14 (Successor Rights) or Appendix 9/18 applies, and only where Article 20.6 applies to such employees. Article 20.5.1 shall not apply to employees to which Article 20.5.3 applies.
- 20.5.3.2 On production of receipts from an approved educational program within twelve (12) months of layoff, an employee may be reimbursed for tuition fees up to a maximum of fifteen thousand dollars (\$15,000.00). In the alternative, on production of an invoice from an approved educational program within twelve (12) months of layoff, the invoice for tuition fees will be paid directly to the institution up to a maximum of fifteen thousand dollars (\$15,000.00). The Employer shall ensure such funds are advanced in a timely manner so that registration can be assured, and that such requests are not unreasonably denied.
- 20.5.3.3 The parties will confirm the period of length of any such education/retraining program, but agree that in no case will it extend beyond twelve (12) months from the date of approval from the Employer. This education/training time period shall not be counted for the purposes of the twenty-four (24) month recall period (Article 20.6.5(e)), and thereby can extend the recall period from twenty-four (24) months to up to thirty-six (36) months.

- 20.5.3.4 In the event the Employer makes an offer(s) to recall the employee at any point during education/retraining period, the employee may:
- (i) elect to return to accept the offer and begin work before the completion of any remaining education/retraining period; or
 - (ii) elect to reject the recall offer because there is still time remaining in the education/retraining period and the employee wishes to complete the education/retraining. In this case, 20.6.5(d) (forfeit of recall rights if fail to accept appointment to position) shall not apply.

CAREER TRANSITION ALLOWANCE

- 20.5.4.1 If the employee does not elect to access the enhanced education/training entitlements set out above in 20.5.3.2, upon the expiry of the twenty-four (24) month recall period and exit from the Ontario Public Service, the employee will receive a career transition allowance of \$15,000.00.

20.6 RECALL

- 20.6.1 A person who has been laid off is entitled to be assigned to a position that becomes vacant within twenty-four (24) months after their lay-off provided that:
- (a) they identify in writing to the Designated Human Resources Contact on or before the closing date of the competition, the vacant position they should be recalled to under this Article; and
 - (b) the vacant position is in the same classification and ministry as their former position; and
 - (c) they are qualified to perform the required duties; and
 - (d) there is no other person who is qualified to perform the required duties, who has a greater length of continuous service and who is eligible for assignment to the vacancy either pursuant to Article 20.6 or Article 20.3 (Targeted Direct Assignment).
- 20.6.2 Where a person who has been laid off is re-appointed under Article 20.6, they shall be re-appointed at a rate within the position's salary range equivalent to the rate at which they were paid immediately prior to lay-off.
- 20.6.3 Employees who are laid off and subject to recall shall keep the Designated Human Resources Contact informed of any change of address and/or telephone numbers, and/or home email (if any). Such changes must be sent in writing or electronically.
- 20.6.4 Where a person who has been laid off is re-appointed to a position under Article 20.6, the Employer shall serve written notice of such re- appointment to the person to the last address filed with the Employer. Written notice of re-appointment shall be sent by certified mail or another means whereby receipt of such notice is confirmed by the deliverer. Laid off employees re-appointed under Article 20.6 must accept the notice of recall and report for duty within the time limits stipulated below:

- (a) the employee must accept the recall, in writing, within seven (7) days of receipt of written notice;
- (b) an employee accepting recall shall report for duty within two (2) weeks of receiving written notice thereof, or on such other date specified in the notice.

20.6.5 A person shall lose their rights to recall pursuant to Article 20.6 upon the earlier of:

- (a) the date they take termination pay pursuant to Article 53 or 78 (Termination Payments) of this Agreement; or
- (b) the date they do not attend a recall interview when requested by the Employer; or
- (c) having accepted an appointment in accordance with Article 20.6.1, they fail to report for duty on the date specified in Article 20.6.4(b); or
- (d) the date they do not accept an appointment in accordance with Article 20.6.1; or
- (e) twenty-four (24) months after the date of their lay-off.

20.6.6 A laid off employee who applies for a vacancy advertised in accordance with Article 6 (Posting and Filling of Vacancies or New Positions) and who is subsequently appointed to that position shall lose their rights to recall pursuant to Article 20.6.

20.7 VOLUNTARY EXIT OPTION

20.7.1 Subject to the conditions outlined in Article 20.7, an employee who has not received notice of lay-off may offer to be declared surplus and give up their job for possible redeployment of an employee who has received notice of lay-off provided the position meets the criteria set out in Article 20.3. No relocation expenses will be paid.

20.7.2 An employee shall advise the Designated Human Resources Contact, in writing, of their desire to make an offer referred to in Article 20.7.1.

20.7.3 The position of an employee making an offer under Article 20.7.1 will be considered to be a vacancy for the targeted direct assignment of a surplus employee pursuant to Article 20.3 (Targeted Direct Assignment), provided the Employer determines the position will continue to be filled. All other considerations being equal, a surplus employee will be matched to the position of the voluntary exit option employee over assignment to a vacancy.

20.7.4 A non-surplus employee's offer to be declared surplus will not be acted upon by the Employer until such time as a surplus employee is assigned to their position in accordance with Article 20.3 (Targeted Direct Assignment).

- 20.7.5 For purposes of Article 20.7, a surplus employee will be assigned to the non-surplus employee's position only if they apply for and indicate on their application for the Voluntary Exit Option opportunity that they have received notice of layoff and are eligible for a targeted direct assignment, and provided they are able to perform the normal requirements of the position without training.
- 20.7.6 Voluntary Exit Option and Absence Due to Illness/Injury
- (a) Where a non-surplus employee is absent on STSP and has applied for the voluntary exit option under Article 20.7 or wishes to apply for it, the employee's job will be considered for matching to a surplus employee throughout the period of absence. The volunteer's employment and STSP benefits will be terminated and they will be eligible for voluntary exit payments on the date when a surplus employee has reported for duty after being assigned to the volunteer's job.
 - (b) Where a non-surplus employee has applied or wishes to apply for the voluntary exit option and is absent on LTIP or WSIB, their application shall be considered "inactive" until such time as the employee is able to return to work. A voluntary exit job will not be considered for matching to a surplus employee while its incumbent is absent on LTIP or WSIB.
- 20.7.7 Voluntary Exit Option and Absence Due to Leave of Absence
- Where a non-surplus employee is away on an approved leave of absence other than due to illness/injury, the employee may apply for the voluntary exit option. The employee's job will be considered for matching to a surplus employee while on an approved leave. If a surplus employee is assigned to the volunteer's job, the volunteer's employment and leave of absence will be terminated on the date the surplus employee reports for duty and the volunteer will be eligible for voluntary exit payments.
- 20.7.8 Voluntary Exit Option and Absence Due to Temporary Assignment
- Where a non-surplus employee is on a temporary assignment, the employee may apply for the voluntary exit option. The volunteer's home job will be considered for matching to a surplus employee while on the temporary assignment. If a surplus employee is assigned to the volunteer's job while they are on a temporary assignment, the manager of that temporary assignment will decide whether the volunteer will exit immediately or complete the temporary assignment before exiting with voluntary exit payments.
- 20.7.9 Notwithstanding anything in any other provision of Article 20, the rights specified in Article 20.7 shall be exercised before any displacement or redeployment rights.
- 20.7.10 A person who has offered to be declared surplus pursuant to Article 20.7 will, if otherwise qualified, be entitled to the provisions of Paragraph 4 of Appendix 9 (Employment Stability). If more than one surplus employee is deemed qualified for the targeted direct assignment to a single volunteer's position, the most senior surplus employee will take over the volunteer's job.

20.8 TEMPORARY VACANCIES

20.8.1 Surplus employees shall be eligible for assignment into temporary assignments of at least six (6) months in their own ministry that are posted for recruitment in accordance with Article 8 in the last two (2) months of their notice provided that:

- (a) the employee applies for and indicates on their application for the vacancy that they have received notice of layoff and are eligible for a temporary assignment; and
- (b) the employee meets the entry level qualifications for the position.

Such assignments are meant to provide additional employment opportunities for surplus employees prior to lay-off. Where more than one surplus employee matches the temporary assignment, the employee with greater seniority shall be offered the temporary assignment. It is understood that such assignment of a surplus employee to a temporary vacancy has priority over Article 8 (Temporary Assignments).

20.8.2 A surplus employee shall retain their status in the Regular Service and current salary entitlements while placed in a temporary assignment. Placement in a temporary assignment will not constitute a promotion for pay purposes. Subject to Article 20.8.1, for placement into temporary assignments, the employer shall use the same criteria and rules as for assignment into vacancies under Article 20.3 (Targeted Direct Assignment).

20.8.3 An offer of a temporary assignment to a surplus employee must be in writing and must specify the duration of the temporary assignment. The surplus employee shall have five (5) working days in which to accept or reject the offer of a temporary assignment.

20.8.4 The original temporary assignment may be extended by a maximum of three (3) months.

20.8.5 When a temporary assignment takes place, the employee shall not be unreasonably denied the opportunity to complete any portion of training already underway. Surplus employees who refuse a temporary assignment shall continue to be considered for assignment into permanent vacancies for the duration of their surplus notice period, but not for further temporary assignments.

20.8.6 Where an employee accepts a temporary assignment or secondment under Article 20.8, it shall be considered to be a hiatus in their notice period under Article 20.2 for the duration of their temporary assignment and all redeployment activities shall cease. Notwithstanding this hiatus, the employee may continue to identify and be considered for vacancies under Article 20.3. At the end of the temporary assignment or secondment, the balance of the notice period, as well as all redeployment activities, shall resume.

20.9 ATTRITION

20.9.1 It is understood that attrition can be used effectively as a redeployment strategy. The Employer agrees that, wherever possible, it will utilize attrition as a means of reducing the workforce.

20.10 VOLUNTARY LEAVES

20.10.1 In the spirit of co-operative attempts to create training and employment opportunities, the parties agree to the following full-time unpaid leaves, which will be advertised widely to employees and granted subject to local operating requirements:

- (a) Extended Educational Leave: The Employer agrees to provide extended education leave, without accumulation of credits, for periods of a minimum of one (1) school year;
- (b) Family Leave: An employee at their option shall be entitled to a leave of absence, without accumulation of credits, of up to one (1) year for care of a dependent person.

20.11 CAREER TRANSITION SUPPORT

20.11.1 Surplus employees who do not take pay in lieu under Article 20.2.1.3 will be provided with transition support which shall include skills assessment, counselling and job search skills.

20.11.2 Time spent by the surplus employee in activities outlined in Article 20.11 shall be with pay and no loss of credits.

20.12 PROBATIONARY EMPLOYEES

20.12.1 The Employer will extend to probationary employees the benefit of the employment stability provisions found in this article, as follows:

- (a) The probationary employee's "seniority" shall be calculated from the first day of their probationary period, including any service which is credited to the employee pursuant to Article 31A.13.1 (fixed-term Employees).
- (b) For the purposes of the application of Articles 20.2 (Notice and Pay in Lieu), 20.3 (Targeted Direct Assignment), 20.6 (Recall) and 20.7 (Voluntary Exit Option) to probationary employees, the probationary employee's "continuous service" and "period of employment" shall be deemed to have commenced with their most recent actual period of employment.
- (c) The provisions of Article 20.4 (Displacement) shall not be applied to probationary employees nor shall they have the benefit of any rights arising pursuant to Article 20.4.

20.12.2 Nothing in Article 20.12 shall be deemed to be a recognition of "seniority" or "continuous service" in probationary employees as those terms appear in Article 18 (Seniority).

20.13 TECHNOLOGICAL CHANGE

20.13.1 Where it is necessary to release an employee who has completed their probationary period, because of the introduction of technological change in equipment or methods of operation, at least three (3) months' notice in advance of the change shall be given to the employee affected and to the Union. For greater certainty, it is understood that such notice shall not operate so as to extend any other notice to be given under this Agreement, and it may run concurrently with any such other notice.

- 20.13.2 The matter will then be referred to the MERC to discuss and to attempt to resolve the problem with relation to the reallocation and retraining of the affected employees with a view to minimizing the effects of the Employer action required to be taken. The committee may refer to the CERC items that have been discussed at this level but remain unresolved.
- 20.14 CONTINUANCE OF INSURED BENEFITS
- 20.14.1 Except as provided in Article 20.14, all benefits coverage under the Collective Agreement (Employee Benefits for Full-Time and Regular Part-Time Employees) will cease at the end of the month in which the employee is laid off or resigns, save and except coverage as provided under Article 36.3 or 64.3 (Insured Benefits Plans) and Article 40.5 or 68.7 (Dental Plan).
- 20.14.2 An employee who, pursuant to Article 20, is laid off or resigns and receives pay in lieu of notice may continue benefits coverage at their own expense, except for coverage under Article 44 (Short Term Sickness Plan) and Article 42 (Long Term Income Protection), for a period of twelve (12) months following lay-off or resignation by arranging to pay the full premiums, in advance, on a quarterly basis.
- 20.14.3 Failure by the employee to pay the premiums as specified in Article 20.14.2 will disentitle the employee to any further benefits under Article 20.14.
- 20.15 JOB REGISTRY SYSTEM
- 20.15.1 The parties agree that an OPS-wide job registry system shall be developed by the Employer and shared with the CERC, to track all funded vacancies in the Regular Service as approved to be filled by the Employer. Such vacancies shall be reported by ministries to the Employer for inclusion in the registry. Names of surplus employees shall be reported by ministries to the Employer and the Union once an employee is given written notice of lay-off. Monitoring of the job registry and targeted direct assignment results will be reported to Management Board of Cabinet and CERC by the Employer on a quarterly basis.
- 20.15.2 The parties agree that there will be a registry system for reporting the posted temporary vacancies that are approved to be filled and may be required to meet the Employer's Article 20.8 (Temporary Vacancies) obligations. Such reporting of ministry vacancies will be reported to the union through the JESS.
- 20.15.3 The Employer will maintain an electronic site of available vacancies and provide access to employees with Article 20 rights. The employees on recall shall be notified of any changes to the website address.
- 20.16 MONITORING AND REPORTING
- 20.16.1 There shall be central monitoring and reporting of vacancies with respect to the job registry and targeted direct assignment processes in accordance with Article 20.15 (Job Registry System).
- 20.16.2 The Employer agrees to share job registry and redeployment data with the CERC in a sortable format.

20.16.3 The JESS may establish standards and norms governing the review of qualifications and assessment of surplus employees.

20.17 GENERAL

20.17.1 It is understood that when it is necessary to assign a surplus employee to a vacant position in accordance with Article 20.3 (Targeted Direct Assignment) or a temporary position in accordance with Article 20.8 (Temporary Assignment) or recall a laid off employee in accordance with Article 20.6 (Recall), the provisions of Article 6 (Posting and Filling of Vacancies or New Positions) except as modified to give effect to Article 20.3, 20.8 and 20.6 shall not apply.

20.17.2 For purposes of Article 20, lay-off means the same as release per Section 39 of the *Public Service of Ontario Act, 2006*, S.O. 2006, c. 35, Sched. A., as amended.

20.18 PAYMENT OF MONIES

20.18.1 The Employer shall endeavour to phase in lump sum and severance payments over two (2) calendar years, if the employee so requests and if legislation permits.

20.18.2 Lump sum and severance payments shall be paid within six (6) weeks of the last day of work, unless the employee advises of their Article 20.18.1 request, prior to the last day of work.

ARTICLE 21 – DISCIPLINE AND DISMISSAL

(FXT, SE, FPT, RPT)

21.1 It is understood that the right of the Employer to discipline or dismiss employees shall be for just cause. The Employer's right to discipline or dismiss is subject to the right of an employee to grieve such action.

21.2 For greater certainty, it is understood that nothing in Article 21.1 confers on a probationary employee any right to grieve or arbitrate their dismissal.

ARTICLE 22 – GRIEVANCE PROCEDURE

(FXT, SE, ST, FPT, RPT, GO)

22.1 It is the intent of this Agreement to adjust as quickly as possible any complaints or differences between the parties arising from the interpretation, application, administration or alleged contravention of this Agreement, including any question as to whether a matter is arbitrable.

22.1.1 If an employee has a complaint, the employee shall meet, where practical, and discuss it with the employee's immediate supervisor in order to give the immediate supervisor an opportunity of adjusting the complaint.

FORMAL RESOLUTION STAGE

- 22.2 If the complaint or difference is not resolved at the local level an employee may file a grievance, in writing, through the Union, with their manager within thirty (30) days after the circumstances giving rise to the complaint have occurred or have come or ought reasonably to have come to the attention of the employee, who will in turn forward the grievance to the designated management representative.
- 22.3 The designated management representative shall hold a meeting with the employee within fifteen (15) days of the receipt of the grievance and shall give the grievor their decision in writing within seven (7) days of the meeting with a copy to the Union steward.
- 22.4 The employee, at their option, may be accompanied and represented by a Union representative at the Formal Resolution Stage of the grievance procedure.
- 22.5.1 An employee who is a grievor or complainant and who makes application, through the Union, for a hearing before the GSB or the Ontario Labour Relations Board (OLRB) shall be allowed leave of absence with no loss of pay and with no loss of credits, if required to be in attendance by the Board or Tribunal. Article 22.5.1 shall also apply to pre-hearings, mediation/arbitration or mediation under auspices of the GSB or OLRB.
- 22.5.2 An employee who has a grievance and is required to attend meetings at the Formal Resolution Stage of the grievance procedure shall be given time off with no loss of pay and with no loss of credits to attend such meetings.
- 22.5.3 Article 22.5.2 shall also apply to the Union Steward who is authorized to represent the grievor at the Formal Resolution Stage of the grievance procedure.
- 22.5.4 The Union shall advise the senior human resources representative for the affected ministries with copies to the Director, Centre for Employee Relations of the Union Stewards together with the areas they are authorized to represent, which list shall be updated at least every six (6) months. The ministry will advise the Union corporately when the senior human resources representative for the ministry changes.
- 22.6 REFERRAL TO ARBITRATION
- 22.6.1 If the grievor is not satisfied with the decision of the designated management representative or if they do not receive the decision within the specified time, the grievor may apply, through the Union, to the Grievance Settlement Board (GSB) for a hearing of the grievance within fifteen (15) days of the date they received the decision or within fifteen (15) days of the specified time limit for receiving the decision.
- 22.7 LAY-OFF
- 22.7.1 Where an employee files a grievance, through the Union, claiming improper lay-off and the grievance is referred to the GSB in accordance with Article 22.6, the Union shall notify the Employer, in writing, at least three (3) weeks prior to the date established for the Board's hearing, of the title and location of the position which will be the subject matter of the claim before the Board.

- 22.8 DISMISSAL
- 22.8.1 Any probationary employee who is dismissed or released shall not be entitled to file a grievance.
- 22.8.2 Any employee other than a probationary employee who is dismissed shall be entitled to file a grievance, through the Union, at the Formal Resolution Stage of the grievance procedure provided the employee does so within thirty (30) days of the date of the dismissal.
- 22.9 INSURED BENEFITS GRIEVANCE
- 22.9.1 An allegation that the Employer has not provided an insured benefit that has been contracted for in this Agreement shall be pursued as a Union grievance filed under Article 22.13 (Union Grievance).
- 22.9.2 Any other complaint or difference shall be referred to the Claims Review Subcommittee of Joint Insurance Benefits Review Committee (JIBRC), established under Appendix 4 (Joint Insurance Benefits Review Committee), for resolution.
- 22.10 SEXUAL HARASSMENT
- 22.10.1 All employees covered by this Agreement have a right to freedom from harassment in the workplace because of sex by their Employer or agent of the Employer or by another employee. Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.
- 22.10.2 Every employee covered by this Collective Agreement has a right to be free from:
- (a) a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the employee where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or
 - (b) a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the employee.
- 22.10.3.1 The time limits set out in Article 22.2 do not apply to complaints under Article 22.10, provided that the complaint is made within a reasonable time of the conduct complained of, having regard to all the circumstances.
- 22.10.3.2 Where, at any time either before the making of a complaint or the filing of a grievance under Article 22, the Employer establishes an investigation of the complaint, or the employee agrees to the establishment of such an investigation, pursuant to any staff relations policy or other procedure of the Employer, the time limits for the processing of the complaint or grievance under Article 22 shall be suspended until the employee is given notice in writing of the results of the investigation, which shall be completed within ninety (90) days or less, which time limits may be extended by mutual consent.

- 22.10.3.3 Where a complaint under Article 22.10 is made against an employee's supervisor, or any person with supervisory responsibilities at a higher level over the employee, any oral complaint which is expressed in Article 22 to be presented to the supervisor may be presented directly to the senior human resources representative or their designee, specifically assigned to deal with complaints or grievances under this provision. It is agreed that the designee assigned will not be a person who is the subject of the complaint giving rise to the grievance.
- 22.10.4 Where it appears to the GSB that an employee who is a grievor under Article 22.10 has made a complaint under the *Ontario Human Rights Code* relating to the conduct which is the subject of the grievance, the GSB may, as it sees fit, adjourn the grievance, stay the grievance, or dismiss the grievance.
- 22.10.5 An employee who makes a complaint under Article 22.10 may be accompanied and represented by a Union representative at the time of the discussion of the complaint, at each stage of the grievance procedure, and in the course of any investigation established by the Employer under any staff relations policy.
- 22.11 GROUP GRIEVANCE
- 22.11.1 In the event that more than one (1) employee is directly affected by one specific incident or circumstance and such employees would be entitled to grieve, a group grievance shall be presented in writing by the Union signed by such employees to the Director, Centre for Employee Relations at the Formal Resolution Stage, within the time limits as specified in Article 22.2. Up to three (3) grievors of the group shall be entitled to be present at all Stages unless otherwise mutually agreed.
- 22.11.2 The consolidation of group grievances across several branches, departments or ministries shall be discussed in accordance with the provisions of Article 22.17.
- 22.12 CLASSIFICATION
- 22.12.1 An employee who alleges that their position is improperly classified may discuss their claim with their immediate supervisor at any time, provided that such discussions shall not be taken into account in the application of the time limits set out in Article 22. An employee, however, shall have the right to file a grievance in accordance with the grievance procedure, specifying in their grievance what classification they claim.
- 22.12.2 A classification grievance as provided in Article 22.12.1 which has not been resolved by the end of the Formal Resolution Stage of this grievance procedure may be referred to the Joint System Subcommittee (JSSC) provided in Appendix 7 (Classification System Subcommittees) of this Agreement, for final resolution. Any grievances being referred to the JSSC, must be forwarded to the Employer representatives of the Committee, no later than one (1) month after the Employer's response at the Formal Resolution Stage. The JSSC may decide on any grievance referred to it. Where the parties at the JSSC concur, their decision shall be binding on the parties and any affected employee. Where the parties at the JSSC do not concur, the matter shall remain unresolved unless and until concurrence is reached.

- 22.12.3 The Employer upon written request either by the employee or by the Union shall make available all information and provide copies of all documents which are relevant to the grievance.
- 22.13 UNION GRIEVANCE
- 22.13.1 Where any difference between the Employer and the Union arises from the interpretation, application, administration or alleged contravention of the Agreement, the Union shall be entitled to file a grievance at the Formal Resolution Stage of the grievance procedure provided it does so within thirty (30) days following the occurrence or origination of the circumstances giving rise to the grievance.
- 22.13.2 Where the difference between the Employer and the Union involves more than one (1) ministry, the Union shall be entitled to file a grievance with the Director, Centre for Employee Relations provided it does so within sixty (60) days following the occurrence or origination of the circumstances giving rise to the grievance.
- 22.13.3 A submission of the grievance to the Director, Centre for Employee Relations under Article 22.13 shall be considered to be the Formal Resolution Stage for the purpose of Article 22. Union grievances shall be signed by the President or Vice-President. It is further agreed that no grievance processed under Article 22.13 shall be dealt with under the provisions of the mediation/arbitration referred to hereunder except with the mutual agreement of the parties.
- 22.14 GENERAL
- 22.14.1 Where a grievance is not processed within the time allowed or has not been processed by the employee or the Union within the time prescribed it shall be deemed to have been withdrawn.
- 22.14.2 In Article 22, “days” shall include all days exclusive of Saturdays, Sundays and designated holidays.
- 22.14.3 The time limits contained in Article 22 may be extended by agreement of the parties in writing.
- 22.14.4 The parties agree that principles of full disclosure of issues in dispute as alleged by a grievance advanced by the Union on behalf of a member or members, or the Union itself, and full disclosure of facts relied upon by management in a decision that is subject to a grievance, are key elements in amicable and expeditious dispute resolution processes.
- 22.14.5 The parties agree that at the earliest stage of the grievance procedure, either party upon request is entitled to receive from the other, full disclosure.
- 22.14.6 The GSB shall have no jurisdiction to alter, change, amend or enlarge any provision of the Collective Agreements.
- 22.14.7 Notwithstanding Article 22.14.6, the GSB has the jurisdiction to apply section 48(16) of the *Ontario Labour Relations Act* to extend the timelines specified in the collective agreement at all stages of the grievance and arbitration processes.

22.15 DISCIPLINARY RECORD AND LETTERS OF COUNSEL

- 22.15.1 Any letter of reprimand, suspension or other sanction will be removed from the record/files of an employee three (3) years following the receipt of such a letter, suspension or other sanction provided that the employee's record/files have been clear of similar offences for the past three (3) years, unless the parties agree to an earlier date to remove such letter, suspension or other sanction. Any such letter of reprimand, suspension or other sanction so removed cannot be used in any subsequent proceedings.
- 22.15.2 A letter of counsel is non-disciplinary and cannot be grieved. A letter of counsel cannot be relied upon past two (2) years following its receipt.

22.16 MEDIATION/ARBITRATION PROCEDURE

- 22.16.1 Except for grievances concerning dismissal, sexual harassment, and/or human rights, and Union grievances with corporate policy implications, all grievances shall proceed through the GSB to a single mediator/ arbitrator for the purpose of resolving the grievance in an expeditious and informal manner.
- 22.16.2 The mediator/arbitrator shall endeavour to assist the parties to settle the grievance by mediation. If the parties are unable to settle the grievance by mediation, the mediator/arbitrator shall determine the grievance by arbitration. When determining the grievance by arbitration, the mediator/arbitrator may limit the nature and extent of the evidence and may impose such conditions as they consider appropriate. The mediator/arbitrator shall give a succinct decision within five (5) days after completing proceedings, unless the parties agree otherwise.
- 22.16.3 The mediator/arbitrator shall begin proceedings within six (6) months of the date of the referral to the GSB unless a later date is agreed to by the parties.
- 22.16.4 The GSB will adopt such procedures as are necessary to ensure the resolution of disputes within the procedures and time frames set out above.
- 22.16.5 The parties will make every effort to schedule grievances for hearing, that have been referred to the GSB, within six (6) months of the referral.
- 22.16.6 Grievances concerning dismissal, sexual harassment, and/or human rights, and Union grievances with corporate policy implications shall proceed through the regular arbitration procedure and shall not utilize this mediation/arbitration procedure except with the mutual agreement of the parties.
- 22.16.7 Decisions reached through the mediation/arbitration process shall have no precedential value unless the parties agree otherwise.

22.17 JOINT REVIEW PROCESS

22.17.1 The parties agree that any dispute arising out of Article 22.14.4 shall be referred to the Joint Review Process. Should the matter not be resolved at that level, it shall proceed within fifteen (15) days to an available mediator- arbitrator drawn from a list of agreed upon mediator-arbitrators. The parties agree that the standard to be used by the mediator-arbitrator shall be arguable relevance. The burden of proof in Article 22.17 will rest with the party asserting the need for the information. Any such hearing on issues referred to a mediator-arbitrator under Article 22.17, shall be limited to hearings of no more than one (1) day.

22.17.2 The Joint Review Process is an integral part of the dispute resolution mechanism. The parties agree to meet in such process for the following reasons:

- (a) review of such cases as the parties choose prior to submission to arbitration
- (b) consolidation of cases, where applicable, with agreement in advance as to application of an award on similar issues, subject to the right of the parties to seek judicial review of any award.
- (c) review arbitration awards as deemed necessary to determine application
- (d) any other mutually acceptable reason.

22.18 INTEREST

22.18.1 Where monetary compensation and/or damages are decided to be owing for a grievance, interest shall be payable as follows:

- (a) for the period commencing thirty (30) days prior to the date the grievance was filed until the decision:
 - (1) interest shall be calculated at the quarterly prime rates, set by the Bank of Canada, averaged yearly for that period.
 - (2) interest will be paid on all amounts owing, except where compensation is payable for back pay or any other amount that accrues over time, interest shall be calculated on one half of the compensation.
- (b) for the period from the date of the decision until the compensation and/or damages is paid, interest shall be payable on all amounts owing, payable at the prime rate set by the Bank of Canada, for the quarter before the decision.

ARTICLE 23 – LEAVE – UNION ACTIVITIES

(FXT, SE, FPT, RPT)

23.1 Upon at least fourteen (14) days' written notice by the Union, leave of absence without pay but with no loss of credits shall be granted for not more than four (4) consecutive days for each employee delegate for the purpose of attending the Annual Convention.

- 23.2.1 Leave of absence with no loss of pay and with no loss of credits shall be granted to a member of the Union who participates in negotiations up to the release of a conciliation “no board” report or the release of the report of a conciliation board, as the case may be, provided that not more than fifteen (15) employees at any one time shall be permitted such leave for the negotiation of the Collective Agreement. Leaves of absence granted under Article 23.2.1 shall include reasonable travel time. A member of one of the Union’s bargaining teams who is a fixed-term or regular employee shall be paid as if the employee worked full time in the appropriate schedule (not to exceed eight (8) hours per day) during the days from Monday to Friday during which bargaining occurs or travel time occurs.
- 23.2.2 Notwithstanding Article 23.2.1, the Union may at its discretion require up to five (5) additional members to participate in negotiations for the Collective Agreement up to the release of a conciliation “no board” report or the release of the report of a conciliation board, as the case may be, who shall be granted leaves of absence without pay but with no loss of credits. Leaves of absence granted under Article 23.2.2 shall include reasonable travel time.
- 23.2.3 Members of the Union granted leaves of absence under Articles 23.2.1 or 23.2.2 shall also be granted reasonable time off to attend Union bargaining team caucus sessions held immediately prior to such negotiations, mediation or arbitration.
- 23.2.3.1 The Union may at its discretion require up to twenty-seven (27) members, at any one time, to be granted a leave of absence without pay but with no loss of credits for the purpose of assisting the Union in advising and educating the members with respect to the essential services and/or collective bargaining process and the issues in bargaining.
- 23.2.3.2 The leaves of absence under Article 23.2.3.1 shall commence no sooner than 180 days prior to the expiry of the collective agreement, and shall end on the date of ratification of the collective agreement. The Union will advise the Directors of Human Resources of the affected ministries, with copies to the Director, Employee Relations OPS, of the names and locations of such employees, as soon as practical, and in any event at least 15 days prior to the commencement date of the leaves.
- 23.2.3.3 During the process of essential services bargaining, the Union may request a reasonable number of employees to attend at the bargaining table for short periods to assist the bargaining team. As much notice as possible shall be given to the supervisor of the employee in question and the Director of Human Resources of the relevant ministry. The Employer shall grant the necessary time off without pay and with no loss of credits.
- 23.2.4 The leave under Articles 23.2.2, 23.2.3, 23.2.3.1, and 23.2.3.3 shall be with pay and without loss of credits and reimbursement to the ministry shall include wages plus an amount of twenty percent (20%) in lieu of benefit costs and other Employer contributions.
- 23.3 At the written request of the Union of at least fourteen (14) days, leaves of absence without pay but with no loss of credits shall be granted to an employee for the purpose of setting demands for negotiations. It is understood that such meetings will be held on Saturdays or Sundays and that the total time granted for each instance shall not exceed two (2) consecutive days for each employee.

- 23.4 Leaves of absence with no loss of pay and with no loss of credits shall be granted to a member of the Union who participates in meetings of the JIBRC as set out in Appendix 4 (Joint Insurance Benefits Review Committee), provided that not more than two (2) employees at one time shall be permitted such leave. Leaves of absence granted under Article 23.4 shall include reasonable travel time.
- 23.5.1 (a) Upon request by the Union, confirmed in writing, and provided that reasonable notice is given, leave of absence with no loss of pay and with no loss of credits shall be granted to employees elected as Executive Board Members and Executive Officers of the Union, for the purpose of conducting the internal business affairs of the Union.
- (b) On the understanding that leaves requested under (a) will be kept to a minimum, it is agreed that extended leave of absence will be granted to four (4) employees in any calendar year for the purpose of conducting the internal business affairs of the Union. Each leave will be for a period of ninety (90) consecutive calendar days and only one (1) such employee will be absent at one time.
- The leave shall be with pay and without loss of credits and reimbursement to the ministry shall be made as set out in Article 23.6.2.
- 23.5.2 The Union will advise the Directors of Human Resources of the affected ministries, with copies to the Director, Corporate Labour Relations/ Negotiations Secretariat, of the names and locations of such employees, immediately following their election.
- 23.5.3 Leaves of absence with no loss of pay and with no loss of credits shall be granted to accommodate reasonable travel time.
- 23.5.4 The Union will reimburse the ministry for the salary paid to members of the Executive Board and the Executive Officers granted leave under Article 23.5.
- 23.6.1 When an employee is elected as the Union's President or First Vice- President, the Union will, immediately following such election, advise the Employer of the name and ministry of the employee so elected. Leave of absence with pay shall be granted from the employee's place of employment for the duration of the current term of office.
- 23.6.2 During the term of such leave of absence, the Union will reimburse the ministry for the salary paid to the employee on such leave of absence and contribute the Employer's share of contributions to the OPSEU Pension Plan and the Canada Pension Plan. The Union will make the Employer's contribution to any prevailing health or other plans applicable to the elected employee and pay the costs of attendance credits accumulated during the leave of absence. The Union will make the Employer's contribution for Employment Insurance.
- 23.6.3 On completion of the employee's term of office, the President or First Vice-President may return to their previous employment and service shall be deemed to be continuous for all purposes. Any leave of absence extending beyond the initial term of office of the President or First Vice- President shall be a matter to be determined between the parties and any such additional leave shall be subject to the same conditions and terms as prevailed in the initial leave of absence.

- 23.7 The employee shall discuss any required leave with their supervisor at the earliest opportunity.
- 23.8 All requests for leave of absence permitted in Article 23 shall be sent to the Directors of Human Resources of the affected ministries with copies to the Director, Corporate Labour Relations/Negotiations Secretariat. It is understood that leaves requested by the Union may be withheld if such leaves unduly interfere with the operating requirements of the Employer.
- 23.9 Either the president or designee of a local shall be granted a leave of absence with pay and no loss of credits to conduct the internal affairs of the local on the following basis:
- (a) only the local president or designee shall be granted such leave;
 - (b) the leave shall be for a single period of not more than four (4) hours every two (2) weeks, or upon mutual agreement and in advance of such leave taking effect, combined in a four (4) or six (6) week period depending on shift length. Unused leave shall not be cumulative;
 - (c) the leave shall, to the extent possible, be taken at the same time on the same day every two (2) weeks, as pre-arranged between the local president and their supervisor;
 - (d) the local president or their designee shall not, during their period of leave, engage any other employee during that employee's working hours, or interfere in any manner with the conduct of the Employer's business, or use any of the Employer's equipment or other resources; and
 - (e) Article 23.5.3 shall not apply.

A list of the name, employee ID number, and work location of every local president, together with the total number of employees in each president's local, shall be sent to the Directors of Human Resources in affected ministries with copies to the Director, Corporate Labour Relations/ Negotiations Secretariat. The Union shall provide updated lists as changes are made, and shall provide a master list to the Director, Corporate Labour Relations/Negotiations Secretariat at least annually.

ARTICLE 24 – LEAVE WITHOUT PAY

(FXT, SE, FPT, RPT)

- 24.1 An employee may request a leave of absence without pay and without accumulation of credits. A Deputy Minister shall not unreasonably deny such requests.
- 24.2 Family Medical Leave and Personal Emergency Leave will be granted to employees in accordance with the *Employment Standards Act, 2000*, as may be amended.

ARTICLE 25 – LEAVE – SPECIAL

(FPT, RPT)

- 25.1 Leave of absence with pay may be granted for special or compassionate purposes to an employee for a period of:
- (a) not more than six (6) months with the approval of their Deputy Minister; and
 - (b) over six (6) months upon the certificate of the Public Service Commission.
- 25.2 SELF FUNDED LEAVE
- 25.2.1 An employee may apply to participate in the self funded leave plan as permitted under the *Income Tax Act* (Canada) in order to defer pre-tax salary dollars to fund a leave of absence. The deferral period must be at least one (1) year and not more than four (4) years.
- 25.2.2 The funds being deferred will be held in a trust account with the financial institution the Employer selects, with interest being paid annually. The funds will be paid out to the employee on a monthly or lump sum basis during the leave of absence.
- 25.2.3 Notwithstanding Article 36.2 (Insured Benefits Plans – General), during the leave the employee's insured benefits will be continued where the employee continues to pay for their portion.
- 25.2.4 On return from the leave, an employee shall return to the position held immediately prior to going on leave and shall be paid at the step in the salary range that the employee had attained when the leave commenced. If the position no longer exists the employee shall be assigned to a position at the same class and level.
- 25.2.5 Details of the self-funded leave plan are contained in the information booklet described in Articles 39.6 and 67.6 (Supplementary Health and Hospital Insurance).

ARTICLE 26 – LEAVE – FOREIGN, INTERGOVERNMENTAL

(FXT, FPT, RPT)

- 26.1 Leave of absence with or without pay may be granted to an employee for a period of one (1) year or more for the purpose of undertaking employment with the Government of Canada in connection with a foreign aid program or employment with a foreign government or other public agency.

ARTICLE 27 – LEAVE – JURY DUTY

(FXT, SE, FPT, RPT)

- 27.1 Where an employee is absent by reason of a summons to serve as a juror or a subpoena as a witness, the employee may, at their option:
- (a) treat the absence as leave without pay and retain any fee they receive as a juror or as a witness; or

- (b) deduct the period of absence from their vacation leave of absence credits or their accumulated compensating leave and retain any fee they receive as a juror or as a witness; or
- (c) treat the absence as leave with pay and pay to the ministry any fee they have received as a juror or as a witness.

ARTICLE 28 – LEAVE – MILITARY SERVICE

(FXT, SE, FPT, RPT)

- 28.1 A Deputy Minister may grant leave of absence for not more than one (1) week with pay and not more than one (1) week without pay in a fiscal year to an employee in their ministry for the purpose of Canadian Forces Reserve training.

ARTICLE 29 – LEAVE – PENSION TRUSTEES

(FXT, FPT, RPT)

- 29.1 Union Trustees of the OPSEU Pension Plan shall be granted leave of absence without pay and without loss of credits to attend trustee and committee meetings, education, training and conferences related to pensions. Leave of absence under this article shall include reasonable travel time.
- 29.2 The Union will advise the Directors of Human Resources of the affected ministries of the names and locations of such employees, immediately following their appointment to the Board of Trustees of the OPSEU Pension Plan.

ARTICLE 30 – EMPLOYEE RIGHT TO REPRESENTATION

- 30.1 Where a supervisor or other Employer representative intends to meet with an employee:
- (a) for disciplinary purposes;
 - (b) to investigate matters which may result in disciplinary action;
 - (c) for a formal counselling session with regard to unsatisfactory performance or behaviour;
 - (d) for termination of employment;
 - (e) for matters related to the development, implementation and administration of an accommodation or return to work plan;
 - (f) to discuss attendance management issues under the Employer's attendance management program;
 - (g) for layoff/surplus;
 - (h) any other provision in the collective agreement where the right to representation is referenced;

the employee shall have the right to be accompanied by and represented by a Union representative.

The Employer shall notify the employee of this right and advise the employee and the Union of the time and place for the meeting. If no union representative is reasonably available to meet at the time established, the Employer may set a meeting within the next twenty-four (24) hours taking into consideration, to the extent possible, the union's availability.

ARTICLE 31 – FIXED-TERM EMPLOYEES

31. The only terms of this Agreement that apply to employees who are not regular employees are those that are set out in Articles 31A, 32, 33 and 34.

ARTICLE 31A – FIXED-TERM EMPLOYEES OTHER THAN SEASONAL, STUDENT AND GO TEMP EMPLOYEES (FXT)

- 31A.1 Articles 31A.2 to 31A.16 apply only to fixed-term employees other than seasonal, student and GO Temp employees.
- 31A.2 **WAGES**
- 31A.2.1 The rate of the equivalent Regular Service classification shall apply. If there is no equivalent classification, the rate shall be set by the ministry involved and the Union shall have the right to negotiate the rate during the appropriate salary negotiations.
- 31A.2.2 A fixed-term employee covered by Article 31A shall be entitled to the same provisions regarding progression through the salary range and retroactivity of salary revisions as those agreed upon for the Bargaining Unit to which they correspond.
- 31A.2.3 For the purposes of Article 31A.2.2, an employee shall progress through the salary range upon the completion of a minimum of one thousand seven hundred and twenty-five and a half (1,725.50) straight-time hours or one thousand nine hundred and four (1,904) straight-time hours, as applicable, including authorized leaves of absences.
- 31A.3 **OVERTIME**
- 31A.3.1 One and one-half (1½) times the basic hourly rate shall be paid for authorized hours of work performed:
- (a) in excess of seven and one-quarter (7¼) or eight (8) hours per day, as applicable, where employees work a regular thirty-six and one-quarter (36¼) or forty (40) hour work week, as applicable, or
 - (b) in excess of the scheduled hours for employees who work on a regularly scheduled work day exceeding eight (8) hours, or
 - (c) in excess of the employees' regularly scheduled work week, or
 - (d) in excess of thirty-six and one-quarter (36¼) or forty (40) hours per week where

employees do not have regularly scheduled work days.

31A.4 REPORTING PAY

- 31A.4.1 Where an employee reports for work at their scheduled starting time and work is not available, the employee shall receive two (2) hours' pay at their basic hourly rate.
- 31A.4.2 Notwithstanding Article 31A.4.1, where an employee has been scheduled to work for less than two (2) hours, the employee shall receive payment for the hours scheduled.
- 31A.4.3 Article 31A.4 shall not apply where the employee has been notified, at least two (2) hours prior to their scheduled starting time, not to report for work.

31A.5 HOLIDAYS

- 31A.5.1 Four and six tenths percent (4.6%) of gross pay, not including vacation pay, shall be added to the employee's regular pay to compensate for the holidays as defined in Article 47 (Holidays). When the employee is required to work on any of these holidays, the employee shall be paid two (2) times their basic hourly rate for all hours worked in addition to the four and six tenths percent (4.6%). However, where the employee's equivalent regular service classification is in Schedule 6, the employee shall receive their regular day's pay when required to work on such a holiday in addition to the four and six tenths percent (4.6%).

31A.6 VACATION PAY

- 31A.6.1 Four percent (4%) of gross pay for a period of employment of less than five years, or six percent (6%) of gross pay for a period of employment of five or more years where required by the *Employment Standards Act, 2000* as may be amended, shall be added to the employee's regular pay in lieu of vacation leave with pay.
- 31A.6.2 The entitlements under 31A.5.1 and 31A.6.1 shall not be compounded.

31A.7 BENEFITS – PERCENT IN LIEU AND OPTIONAL INSURED PLAN

- 31A.7.1 Effective upon ratification by both parties, all fixed-term employees shall, upon completion of one (1) month of continuous service, receive in lieu of all employee benefits listed in the Collective Agreement, save and except holiday and vacation pay, an amount equal to six percent (6%) of their basic hourly rate for all hours worked exclusive of overtime. Such in lieu payment shall not apply to seasonal employees as defined in Article 32.2 (Definition) who qualify for coverage pursuant to Article 32.8 (Seasonal Employee Benefits – General).
- 31A.7.2 Effective as soon as practical upon ratification by both parties, all active fixed-term employees employed as of January 26, 2022, shall, within thirty-one (31) days following the effective date, have a one-time option to elect to pay 100% of the premium toward insured benefit plans set out in Articles 39 (Supplementary Health and Hospital Insurance) and 40 (Dental Plan) for the duration of their contract and any subsequent extensions or reappointment not broken by a 13 week or greater period of non-employment. Employees will be insured under the insured benefits plan effective the first of the month immediately following their election and following at least two (2) months of continuous service.

- 31A.7.3 Within sixty (60) days following the date of hire, all active fixed-term employees shall have a one-time option to elect to pay 100% of the premium toward insured benefit plans set out in Articles 39 (Supplementary Health and Hospital Insurance) and 40 (Dental Plan) for the duration of their contract and any subsequent extensions or reappointment not broken by a 13 week or greater period of non-employment. Employees will be insured under the insured benefits plan effective the first of the month immediately following two (2) months of continuous service.
- 31A.7.4 Within thirty-one (31) days following a subsequent extension for a longer period than the original contract period, a fixed-term employee who did not elect to participate as provided for in Articles 31A.7.2 or 31A.7.3 shall have a one-time option to elect to pay 100% of the premium toward insured benefit plans set out in Article 39 (Supplementary Health and Hospital Insurance) and 40 (Dental Plan) for the duration of their contract and any additional extensions or reappointment not broken by a 13 week or greater period of non-employment. For clarity, this window for election shall only be made available to each employee once, regardless of the number of contract extensions. Employees will be insured under the insured benefits plan effective the first of the month immediately following their election and following at least two (2) months of continuous service.
- 31A.7.5 Once an employee has opted for insured benefits coverage under Article 31A.7.2, Article 31A.7.3 or 31A.7.4, they will be required to maintain coverage for the duration of their fixed term employment, including any subsequent extensions or reappointments not broken by a 13 week or greater period of non-employment.
- 31A.7.6 Notwithstanding Article 31A.7.5, a fixed-term employee working full- time hours may opt out of coverage within thirty-one (31) days following the start of a subsequent fixed-term reappointment where the hours of work are less than full-time.
- 31A.8 ATTENDANCE CREDITS AND SICK LEAVE
- 31A.8.1 Employees who work thirty-six and one-quarter (36¼) or forty (40) hours per week shall earn attendance credits of one and one quarter (1¼) days for each calendar month of full attendance or for each calendar month of leave of absence granted under Article 31A.9 (Pregnancy and Parental Leave). Attendance credits may be used for protection purposes only in the event that an employee is unable to attend to their official duties by reason of illness or injury. However, accumulated attendance credits earned prior to April 1, 1978 may be transferred to the Regular Service when the appointment to the Regular Service is made from continuous, unbroken, full-time fixed-term Service.
- For clarity, where a fixed-term employee uses an attendance credit the hours covered by that credit will be counted as ‘attendance’ for the purposes of this Article.
- 31A.8.2 After five (5) days’ absence caused by sickness, no leave with pay shall be allowed unless a certificate of a legally qualified medical practitioner is forwarded to the employee’s manager, certifying that the employee is unable to attend to their official duties.

- 31A.8.3 Notwithstanding Article 31A.8.2, where it is suspected that there may be an abuse of sick leave, the employee's manager may require an employee to submit a medical certificate for a period of absence of less than five (5) days.
- 31A.9 PREGNANCY AND PARENTAL LEAVE
- 31A.9.1 Pregnancy and parental leaves will be granted to employees under the terms of the *Employment Standards Act 2000*. Pregnancy leave shall be granted for up to seventeen (17) weeks and may begin no earlier than seventeen (17) weeks before the expected birth date.
- 31A.9.2 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, parental leaves shall be granted for up to thirty-five (35) weeks for an employee who took pregnancy leave, or up to thirty-seven (37) weeks after it began otherwise.
- Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time on or after December 3, 2017, parental leaves shall be granted for up to sixty-one (61) weeks for an employee who took pregnancy leave, or up to sixty-three (63) weeks after it began otherwise.
- 31A.10 BEREAVEMENT LEAVE
- 31A.10.1 A fixed-term employee who would otherwise have been at work shall be allowed up to three (3) days leave of absence with pay in the event of the death of their spouse, mother, father, mother-in-law, father-in-law, son, daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepson, step- daughter, stepmother, stepfather, step-grandparent, step-grandchild or same-sex spouse.
- 31A.10.2 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence without pay in the event of the death and to attend the funeral of their aunt, uncle, niece or nephew.
- 31A.10.3 It is understood that a leave of absence under Articles 31A.10.2 and 48.3 will be counted as 'attendance' for the purposes of Article 31A.8.
- 31A.11 HEALTH AND SAFETY
- 31A.11.1 The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. It is agreed that both the Employer and the Union shall co-operate to the fullest extent possible in the prevention of accidents and in the reasonable promotion of safety and health of all employees.
- 31A.12 TERMINATION OF EMPLOYMENT
- 31A.12.1 Employment may be terminated by the Employer at any time with two (2) weeks' notice, or pay in lieu thereof.

31A.13 APPOINTMENT TO THE REGULAR SERVICE

31A.13.1 Where an employee is appointed to the Regular Service and has worked more than twenty-four (24) hours per week on a continuous basis immediately prior to appointment to the Regular Service, the time the employee actually worked within the previous year may be considered to be part of their probationary period to a maximum of six (6) months.

31A.13.2 Notwithstanding Article 31A.13.1, where an employee is appointed to the Regular Service as a Regular part-time employee and has worked at least the minimum hours specified in Article 58.1 (Hours of Work) on a continuous basis immediately prior to appointment to the Regular Service, the time the employee actually worked within the previous year may be considered to be part of their probationary period to a maximum of six (6) months.

31A.14 UNION DUES

31A.14.1 Union dues shall be deducted from an employee covered by Article 31A. These dues shall be remitted to the Union quarterly, accompanied by the name, employee ID number, ministry and where applicable, the regular service classification used to establish the wage rate of the employee on whose behalf the deductions have been made. See Appendix 1 (Data File on Union Dues) attached.

31A.14.2 The Union must advise the Employer in writing of the amount of its dues for employees covered by Article 31A. The amount so advised shall continue to be deducted until changed by a further written notice to the Employer signed by authorized officials of the Union.

31A.14.3 The Union agrees to indemnify and save the Employer harmless from any liability arising out of the operation of Article 31A.14.

31A.15 CONVERSION OF FIXED-TERM POSITIONS TO POSITIONS IN THE REGULAR SERVICE

31A.15.1.1 Where the same work has been performed by an employee in the Fixed- Term Service for a period of at least eighteen (18) consecutive months, except for situations where the fixed-term employee is replacing a regular employee on a leave of absence authorized by the Employer or as provided for under the Unified Collective Agreement, and where the ministry has determined that there is a continuing need for that work to be performed on a full-time basis, the ministry shall establish a position within the Regular Service to perform that work.

31A.15.1.2 Where the ministry has determined that it will convert a position in accordance with Article 31A.15.1.1, the status of the incumbent in the position will be converted from fixed-term to regular, provided that the incumbent has been in the position in question for at least eighteen (18) months and provided the position has been cleared through surplus.

31A.15.1.3 For the purpose of Article 31A.15, “full-time” shall mean a minimum of one thousand seven hundred and twenty-five and a half (1,725.50) straight-time hours or one thousand nine hundred and four (1,904) straight-time hours in each year, as applicable, including authorized leaves of absence. However, all hours worked by a fixed-term employee while they are replacing a regular employee who is on an authorized leave of absence shall not be included in computing the annual hours worked by the fixed-term employee.

31A.16 OTHER APPLICABLE ARTICLES

31A.16.1 The following articles of the Unified Collective Agreement shall also apply to fixed-term employees other than seasonal, student and GO Temp employees: 1, 2, 3, 4, 5, 6.1, 6.2, 6.3, 6.4, 8, 9, 10.1, 13, 14, 15, 16, 18, 21, 22, 23, 24, 26, 27, 28, 29, 39.9, 45, 48.3, 49, and 80.

31A.16.2 The following articles of the Unified Collective Agreement shall also apply to fixed-term employees other than seasonal, student and GO Temp employees: UN4, UN6, UN7, UN10, UN11, UN12.

31A.17 SENIORITY ACCUMULATION FOR FIXED-TERM EMPLOYEES FOR THE PURPOSE OF FILLING VACANCIES OR NEW POSITIONS

31A.17.1 Notwithstanding Article 18.1.1(b), a fixed-term employee shall be entitled to have their service counted towards the accumulation of seniority on the same basis under Article 18.1 and Article 18.4 before the employee is appointed to the Regular Service for the sole purpose of any determination made by the Employer under Article 6.3 (Posting and Filling of Vacancies or New Positions), if applicable. For this specified purpose, fixed-term employees shall be entitled to have their service counted towards the accumulation of seniority based upon one thousand seven hundred and twenty-five and a half (1,725.50) straight time hours or one thousand nine hundred and four (1,904) straight time hours, as appropriate, counting as equivalent to one year's service, or pro-rated to the equivalent of less than one year as appropriate.

31A.17.2 No fixed-term employee shall have their name added to the OPS-wide seniority list and Article 18.5 has no application.

ARTICLE 32 – SEASONAL EMPLOYEES (SE)

32.1 Articles 32.2 to 32.21 apply only to seasonal employees.

32.2 DEFINITION

32.2.1 A seasonal employee is an employee appointed for a period of at least eight (8) consecutive weeks to an annually recurring full-time position in the Fixed-Term Service in a ministry. For purposes of this definition full-time means a minimum of thirty-six and one-quarter (36¼) or forty (40) hours per week, as applicable.

32.2.2 For the purposes of Article 32.2, same position is defined as the position in the same classification, in the same organizational or administrative unit and work location which the employee held prior to the seasonal break.

32.3 PROBATIONARY PERIOD

32.3.1 The probationary period for a seasonal employee shall be two (2) full periods of seasonal employment of at least eight (8) consecutive weeks each, worked in consecutive years in the same class series (e.g. Resource Technician 1 to 4) in the same ministry.

- 32.4 SENIORITY
- 32.4.1 A seasonal employee's seniority within a ministry will accumulate upon completion of their probationary period and shall include:
- (a) all hours worked as a seasonal employee at the straight-time rate;
 - (b) periods of authorized paid leave in accordance with Article 32.16 (Attendance Credits and Sick Leave).
- 32.4.2.1 A seasonal employee will lose their seniority when the employee:
- (a) voluntarily terminates their employment,
 - (b) is dismissed (unless such dismissal is reversed through the grievance procedure),
 - (c) is absent without leave in excess of ten (10) consecutive working days,
 - (d) is unavailable for or declines an offer for re-employment as provided in Article 32.5 (Employment Stability), or
 - (e) ceases to be in the employ of the ministry for a period of more than twelve (12) months.
- 32.4.2.2 Notwithstanding Article 32.4.2.1(d) and (e), a seasonal employee shall not lose their seniority, where the employee is unavailable for or declines an offer for re-employment for the reason that:
- (a) the employee is pregnant and is expected to give birth on a date which falls within the contract period for which the employee is offered re-employment, or up to seventeen (17) weeks before the commencement of the contract period for which the employee is offered re-employment, or
 - (b) the employee or the employee's spouse has given birth or adopted a child and the employee is on a parental leave, within thirty-seven (37) weeks of the commencement of the contract period for which the employee is offered re-employment,
 - (c) and the employee submits a certificate from a legally qualified medical practitioner verifying the anticipated or actual date of birth, or documentation establishing the date of placement of a child in the employee's home, as applicable.
- 32.4.2.3 Notwithstanding Article 32.4.2.1(d) and (e), a seasonal employee shall not lose their seniority where the employee is unavailable for or declines an offer of re-employment if the employee is injured or suffering an occupational disease and is receiving an award under the *Workplace Safety and Insurance Act*.
- 32.4.3 During the period the employee is on a leave described in Articles 32.4.2.2 (a) and (b) and 32.4.2.3 above, their seniority and benefits (as described in Article 32.8.4 (Seasonal Employee Benefits – General)) shall continue for the period of time the employee would otherwise have been recalled.

32.5 EMPLOYMENT STABILITY

- 32.5.1.1 Seasonal employees who have completed their probationary period shall only be offered employment in the same position in the following season on the basis of seniority.
- 32.5.1.2 If the same position is no longer available, the Employer may offer the employee another position within forty (40) kilometres.
- 32.5.2 Where the Employer reduces the number of seasonal employees prior to the expiry date of employment specified in the contracts of employment, seasonal employees in the same position shall be laid off in reverse order of seniority.
- 32.5.3 A seasonal employee is responsible for advising their ministry, in the manner established by their ministry, of their current phone number and address and is responsible for the accuracy and completeness of the information provided.

32.6 WAGES

- 32.6.1 The rate of the equivalent regular service classification shall apply. If there is no equivalent classification, the rate shall be set by the ministry and the Union shall have the right to negotiate the rate during the appropriate salary negotiations.
- 32.6.2 Seasonal employees shall be entitled to the same provisions regarding retroactivity of salary revisions as those agreed upon for the Bargaining Unit to which they correspond.
- 32.6.3 Seasonal employees shall be eligible, based upon merit, to progress through the salary range at the start of each period of seasonal employment in the same position in the same ministry after they have completed their probationary period.

32.7 OVERTIME

- 32.7.1 The overtime rate shall be one and one-half (1½) times the employee's basic hourly rate.
- 32.7.2 In Article 32.7, "overtime" means an authorized period of work calculated to the nearest half-hour and performed on a scheduled working day in addition to the regular working period or performed on a scheduled day(s) off.
- 32.7.3 Overtime shall be paid within two (2) months of the pay period within which the overtime was actually worked.
- 32.7.4 Employees who are in positions whose corresponding classifications are assigned to Schedule 6 shall not qualify for overtime on a normal working day. When required to work on a day off they shall receive equivalent time off.
- 32.7.5 Notwithstanding Article 32.7.4, seasonal employees who are in positions whose corresponding classifications are assigned to Schedule 6 and who are assigned to forest fire fighting or related duties shall be paid one and one-half (1½) times the employee's basic hourly rate, to be calculated on the basis of thirty-six and one-quarter (36¼) hours per week, for all such work after eight (8) hours in a twenty-four (24) hour period.

32.8 SEASONAL EMPLOYEE BENEFITS – GENERAL

32.8.1 Salary shall mean only those earnings from scheduled straight-time hours during the contract period.

32.8.2 Coverage for Basic Life, Supplementary Health and Hospital (including Vision Care and Hearing Aid benefits), and Dental Plan benefits shall commence on the first of the month coinciding with or immediately following two (2) months of continuous employment, except that on subsequent consecutive periods of seasonal employment which qualify the employee for these benefits, coverage shall commence on the first of the month coinciding with or immediately following the start of the period of employment.

32.8.3 All coverage under the Basic Life Insurance Plan, the Supplementary Health and Hospital Plan (including Vision Care and Hearing Aid benefits) and the Dental Plan will cease at the end of the month in which the contract of employment terminates, except that an employee may continue the coverage at their own expense during the periods between seasonal employment by arranging to pay the full premiums at least one (1) week in advance of the first of the month in which the coverage is to take effect. Failure by the employee to pay the full premiums as specified will disentitle the employee to any further benefits under Article 32.8.3. There is a thirty-one (31) day grace period following the month in which employment terminates during which the Basic Life insurance remains in force.

32.8.4 During leaves of absence without pay during periods of seasonal employment, employees may continue participating in Basic Life, Supplementary Health and Hospital (including Vision Care and Hearing Aid benefits), and the Dental Plan by arranging to pay full premiums at least one (1) week in advance of the first of the month in which coverage is to take effect.

32.8.5 Where the employee has a responsibility to pay premiums for benefits under this section, the premium shall be paid directly by the employee to the insurance carrier.

It is understood that while on hiatus, if a seasonal employee chooses to purchase benefits, the employee is still covered under the same benefits plan as per Article 32.8 and shall have the right to appeal benefits to the Joint Insurance Benefits Review Committee (JIBRC).

It is further understood that benefits will resume as per Article 32.8.2.

32.8.6 Notwithstanding Article 32.8.3, all benefits coverage under any of the provisions of this article shall cease at the end of the month in which a seasonal employee's employment terminates:

- (a) for any of the reasons set out in Article 32.4.2 (Seniority), whether or not the employee has completed their probationary period, or
- (b) as a result of termination of employment under Article 32.18 (Termination of Employment).

- 32.9 BASIC LIFE
- 32.9.1 The Employer shall pay one hundred percent (100%) of the monthly premium of the Basic Life plan.
- 32.9.2 The Basic Life Insurance Plan shall provide:
- (a) coverage of ten thousand dollars (\$10,000) during the period of employment,
 - (b) a conversion option on termination of insurance coverage may be exercised without evidence of insurability and providing coverage up to the amount for which the employee was insured prior to termination (less the amount of coverage provided by the Employer in the case of retirement). The premium of such policy shall be at the current rates of the insuring company. Application must be made within thirty-one (31) days of the date of termination of insurance. The Employer will advise terminating employees of this conversion privilege. The minimum amount that may be converted is two thousand dollars (\$2,000).
- The conversion options shall be:
- 1. Any standard life or endowment plans (without disability or double- indemnity benefits) issued by the insurance carrier.
 - 2. A one (1) year term insurance plan which is convertible to the standard life or endowment plans referred to in option 1, above.
 - 3. A term to age sixty-five (65) insurance plan.
- 32.10 SUPPLEMENTARY HEALTH AND HOSPITAL (INCLUDING VISION CARE AND HEARING AID)
- 32.10.1 The Employer shall pay one hundred percent (100%) of the monthly premium of the Supplementary Health and Hospital plan. Effective June 1, 2002, the Employer agrees to pay eighty percent (80%) of the monthly premiums for vision care and sixty percent (60%) of the monthly premiums for hearing aid coverage, under the Supplementary Health and Hospital Plan, with the balance of the monthly premiums being paid by the employee through payroll deduction.
- 32.10.2 Benefits provided under the Supplementary Health and Hospital plan, including Vision Care and Hearing Aid benefits, shall be the same as those provided for full-time regular employees and described in Article 39 (Supplementary Health and Hospital Insurance).
- 32.11 DENTAL PLAN
- 32.11.1 The Employer shall pay one hundred percent (100%) of the monthly premium for the Dental Plan.

- 32.11.2 Benefits provided under the Dental Plan shall be the same as those provided for full-time regular employees and described in Article 40 (Dental Plan), except that there shall be a limit of one thousand dollars (\$1,000) in benefits payable for expenses incurred in a calendar year, unless the employee maintains coverage during the whole period between seasonal employment, pursuant to Article 32.8.3 (Seasonal Employee Benefits – General), in which case there shall be no limit on benefits payable in a calendar year.
- 32.12 COMPRESSED WORK WEEK
- 32.12.1 It is understood that other arrangements regarding hours of work and overtime may be entered into between the parties on a local or ministry level with respect to variable work days or variable work weeks.
- 32.13 VACATION PAY
- 32.13.1 Five and three-quarters percent (5.75%) of gross pay for a period of employment of less than five years, or six (6%) of gross pay for a period of employment of five or more years where required by the *Employment Standards Act, 2000* as may be amended, shall be added to the employee's regular pay in lieu of vacation leave with pay.
- 32.13.2 The entitlements under 32.14.1 and 32.13.1 shall not be compounded.
- 32.14 HOLIDAYS
- 32.14.1 Four and six tenths percent (4.6%) of gross pay, not including vacation pay, shall be added to the employee's regular pay to compensate for the holidays as defined in Article 47 (Holidays). When the employee is required to work on any of these holidays, the employee shall be paid two (2) times their basic hourly rate for all hours worked in addition to the four and six tenths percent (4.6%). However, where the employee's equivalent regular service classification is in Schedule 6, the employee shall receive their regular day's pay when required to work on such a holiday in addition to the four and six tenths percent (4.6%).
- 32.15 BEREAVEMENT LEAVE
- 32.15.1 A seasonal employee who would otherwise have been at work shall be allowed up to three (3) days leave of absence with pay in the event of the death of their spouse, mother, father, mother-in-law, father-in-law, son, daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepson, step- daughter, stepmother, stepfather, step-grandparent, step-grandchild or same-sex spouse.
- 32.15.2 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence without pay in the event of the death and to attend the funeral of their aunt, uncle, niece or nephew.
- 32.15.3 In addition to the foregoing, an employee shall be allowed up to two (2) days' leave of absence without pay to attend the funeral of a relative listed in Articles 48.1 and 48.2 if the location of the funeral is greater than eight hundred kilometres (800 km) from the employee's residence.

32.15.4 It is understood that a leave of absence under Article 32.15 will be counted as ‘attendance’ for the purposes of Article 32.16.

32.16 ATTENDANCE CREDITS AND SICK LEAVE

32.16.1.1 A seasonal employee shall earn attendance credits of one and one-quarter (1¼) days for each calendar month of full attendance or for each calendar month of leave of absence granted under Article 32.19 (Pregnancy and Parental Leave). Attendance credits may only be used for income protection purposes in the event that an employee is unable to attend to their duties by reason of illness or injury.

For clarity, where a seasonal employee uses an attendance credit the hours covered by that credit will be counted as ‘attendance’ for the purposes of this Article.

32.16.1.2 Effective June 15, 1990, an employee shall accumulate unused attendance credits earned from period to period of seasonal employment within the same ministry.

32.16.1.3 Attendance credits earned and accumulated by an employee pursuant to Article 32.16.1.1 may be used only during the employee’s periods of seasonal employment within a ministry.

32.16.1.4 An employee shall lose their accumulated attendance credits where:

- (a) the employee loses their seniority for any reason set out in Article 32.4.2 (Seniority);
- (b) the employee’s employment is terminated pursuant to Article 32.18 (Termination of Employment); or
- (c) the employee is appointed to the Regular Service.

32.16.2 After five (5) days’ absence caused by sickness or injury, no leave with pay shall be allowed unless a certificate of a legally qualified medical practitioner is forwarded to the employee’s manager, certifying that the employee is unable to attend to their duties.

32.16.3 Notwithstanding Article 32.16.2, the employee’s manager may, at their discretion, require an employee to submit a medical certificate for a period of absence of less than five (5) days.

32.17 HEALTH AND SAFETY

32.17.1 The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. It is agreed that both the Employer and the Union shall co-operate to the fullest extent possible in the prevention of accidents and in the reasonable promotion of safety and health of all employees.

32.18 TERMINATION OF EMPLOYMENT

32.18.1 Seasonal employees who have not completed their probationary period may be terminated by the Employer at any time with two (2) weeks’ notice, or pay in lieu thereof.

32.19 PREGNANCY AND PARENTAL LEAVE

32.19.1 Pregnancy and parental leaves will be granted to employees under the terms of the *Employment Standards Act 2000*. Pregnancy leave shall be granted for up to seventeen (17) weeks and may begin no earlier than seventeen (17) weeks before the expected birth date.

32.19.2 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, parental leaves shall be granted for up to thirty-five (35) weeks for an employee who took pregnancy leave, or up to thirty-seven (37) weeks after it began otherwise.

Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time on or after December 3, 2017, parental leaves shall be granted for up to sixty-one (61) weeks for an employee who took pregnancy leave, or up to sixty-three (63) weeks after it began otherwise.

32.20 UNION DUES

32.20.1 Union dues shall be deducted from an employee covered by Article 32. These dues shall be remitted to the Union quarterly, accompanied by the name, employee ID number, ministry, and where applicable, the Regular Service classification used to establish the wage rate of the employee on whose behalf the deduction is made. See Appendix 1 (Data File on Union Dues) attached.

32.20.2 The Union must advise the Employer in writing of the amount of its dues for employees covered by Article 32. The amount so advised shall be deducted until changed by a further written notice to the Employer signed by authorized officials of the Union.

32.20.3 The Union agrees to indemnify and save the Employer harmless from any liability arising out of the operation of Article 32.20.

32.21 OTHER APPLICABLE ARTICLES

32.21.1 The following articles of the Unified Collective Agreement shall also apply to seasonal employees: 1, 2, 3, 4, 5, 6.1, 6.3, 6.4, 8, 9, 13, 14, 15, 16, 21, 22, 23, 24, 27, 28, 45, and 49.

32.21.2 The following articles of the Unified Collective Agreement shall also apply to seasonal employees: UN4, UN6, UN7, UN10, UN11, UN12, UN17.

ARTICLE 33 – STUDENT EMPLOYEES (ST)

33.1 A student is a fixed-term employee occupying a “student position” during their regular school, college or university vacation period, or in an OPS Special Youth and/or Student Employment Program during their regular school, college or university session or vacation period or occupying a “co-operative education student position” under a co-operative education program.

33.2 A “regular vacation period” within the meaning of a student position includes summer vacation, inter-semester breaks, academic breaks, December Holidays, the holidays in Article 47 (Holidays) and a period of time of six (6) months following completion of the requirements for

graduation from an educational institution.

33.3 A “student position” or “co-operative education student position” is a fixed-term position with terms and conditions specifically applicable to students.

33.4 A co-operative educational training program within the meaning of “co-operative education student position” is a co-operative education training program in a college, university or other post secondary institution.

33.5 WAGE RATES

33.5.1 During the term of this agreement, student wage rates shall be as follows:

January 1, 2022

Level 1 \$15.00

Level 2 \$15.85

(b) Effective January 1, 2022

First Year Law Student \$16.56

Second Year Law Student \$18.58

Effective January 1, 2023

First Year Law Student \$16.73

Second Year Law Student \$18.77

Effective January 1, 2024

First Year Law Student \$16.90

Second Year Law Student \$18.96

In the event that there is a legislated increase to the minimum wage in Ontario and students at Level 1 have a minimum hourly rate of pay that falls below the minimum wage, students at Level 1 will receive the new hourly rate of pay.

Students at Level 2 rate of pay shall be adjusted to an amount that is \$0.85 greater than the new Level 1 Student rate of pay.

33.6 The following articles shall apply to student employees as defined in Article 33.1: 1, 2, 3, 4, 5, 9, 22 and 80. No other articles shall apply.

33.7 A student who has completed three (3) consecutive months of work will be eligible for bereavement leave as follows:

(a) An employee who would otherwise have been at work shall be allowed up to three (3) days leave of absence with pay in the event of the death of their spouse, mother, father, mother-in-law, father-in-law, son, daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepson, step-daughter, stepmother, stepfather, step- grandparent, step-grandchild or same-sex spouse.

- (b) An employee who would otherwise have been at work shall be allowed one (1) day leave of absence without pay in the event of the death and to attend the funeral of their aunt, uncle, niece or nephew.

ARTICLE 34 – GO TEMP EMPLOYEES

- 34.1 A GO Temp is a fixed-term employee who is on a temporary work assignment arranged by the Public Service Commission under the GO Temporary Services Program. A GO Temp ceases to be an employee upon completion or termination, for any reason, of the temporary work assignment.
- 34.2.1 Effective upon the date of ratification, where the same work has been performed by a GO Temp employee for a period of at least two (2) consecutive years, except for situations where the GO Temp employee is replacing a regular employee on a leave of absence authorized by the Employer or as provided for under the Collective Agreement, and where the ministry has determined that there is a continuing need for that work to be performed on a full-time basis, the ministry shall establish a position within the Regular Service to perform that work.
- 34.2.2 Where the ministry has determined that it will convert a position in accordance with Article 34.2.1, the status of the incumbent in the position will be converted from GO Temp to regular, provided that the incumbent has been in the position in question for at least two (2) years.
- 34.3 GO Temp employees shall be entitled to the same provisions regarding progression, where applicable, through the salary range, retroactivity and salary revisions as specified within the Bargaining Unit Collective Agreements to which they correspond.
- 34.4 The following articles shall apply to GO Temp employees: 1, 2, 3, 4, 22 and 80. No other articles shall apply.

PART 1B – EMPLOYEE BENEFITS FOR FULL-TIME REGULAR EMPLOYEES

ARTICLE 35 – APPLICATION OF PART 1B, EMPLOYEE BENEFITS

- 35.1 The benefits described in Articles 36 to 53 apply to all full-time regular employees in the bargaining unit represented by the Ontario Public Service Employees Union.

ARTICLE 36 – INSURED BENEFITS PLANS – GENERAL

COMMENCEMENT OF COVERAGE

- 36.1 Employees will be insured for Basic Life, Supplementary and Dependent Life (when elected), Long Term Income Protection, and Supplementary Health and Hospital benefits effective the first of the month immediately following two (2) months' continuous service.

COVERAGE DURING LEAVE OF ABSENCE WITHOUT PAY

- 36.2 During leaves of absence without pay, employees may continue participating in Basic Life, Supplementary Life, Dependent Life, Supplementary Health and Hospital, Long Term Income Protection, and the Dental Plan by arranging to pay full premiums at least one (1) week in advance of the first of each month of coverage through their ministry personnel or payroll branch.

DAYS OF GRACE

- 36.3 There is a thirty-one (31) day grace period following termination during which the insurance remains in force for Basic, Supplementary and Dependent Life Insurance.

ARTICLE 37 – BASIC LIFE INSURANCE

- 37.1 The Employer shall pay one hundred percent (100%) of the monthly premium of the basic life insurance plan.
- 37.2 The basic life insurance plan shall provide:
- (a) Effective June 1, 2002, coverage equal to one hundred percent (100%) of annual salary or ten thousand dollars (\$10,000), whichever is greater;
 - (b) where an employee is continuously disabled for a period exceeding six (6) months, the Employer will continue to pay monthly premiums on behalf of the employee until the earliest of recovery, death, or the end of the month in which the employee reaches age sixty-five (65). Any premiums paid by the employee for this coverage between the date of disability and the date this provision comes into force shall be refunded to the employee;

- (c) a conversion option for terminating employees to be obtained without evidence of insurability and providing coverage up to the amount for which the employee was insured prior to termination (less the amount of coverage provided by the Employer in the case of retirement). The premium of such policy shall be at the current rates of the insuring company. Application must be made within thirty- one (31) days of the date of termination of insurance. The Employer will advise terminating employees of this conversion privilege. The minimum amount that may be converted is two thousand dollars (\$2,000).

The conversion options shall be:

1. Any standard life or endowment plans (without disability or double-indemnity benefits) issued by the insurance carrier.
2. A one (1) year term insurance plan which is convertible to the standard life or endowment plans referred to in option 1 above.
3. A term to age sixty-five (65) insurance plan.

37.3 The amount of basic life insurance will be adjusted with changes in the employee's salary from the date of approval of the increase or the effective date, whichever is later. If an employee is absent from work because of sickness or disability on the date an increase in insurance would have occurred, the increase will not take effect until the employee returns to work on a full-time basis (i.e., for at least one (1) full day).

37.4 Basic life insurance will terminate at the end of the month in which an employee ceases to be a regular employee unless coverage is extended under the total disability provision. Employees who receive a monthly benefit from the Public Service Superannuation Fund or the OPSEU Pension Trust are entitled to free coverage of two thousand dollars (\$2,000) not earlier than thirty-one (31) days after the first of the month coinciding with or following date of retirement and this amount will be kept in force for the remainder of the employee's life.

ARTICLE 38 – SUPPLEMENTARY AND DEPENDENT LIFE INSURANCE

38.1.1 Employees, at their option, may purchase Supplementary Life Insurance in the amount of one (1), two (2) or three (3) times annual salary. The employee pays the full premium for this coverage.

38.1.2 The employee's Supplementary Life Insurance provides:

- (a) a waiver of premium on disablement to become effective after nine (9) months' continuous disability or entitlement to Long Term Income Protection benefits, whichever comes first, and to remain in force while the employee is totally disabled until the earliest of recovery, death, or the end of the month in which the employee reaches age sixty-five (65). The premiums paid by the employee for this coverage between the date of disability and the date the premium waiver comes into force shall be refunded to the employee;

- (b) a conversion option on the employee's termination to be obtained without evidence of insurability and providing coverage up to the amount for which the employee was insured prior to termination. The premium of such policy shall be at the current rates of the insuring company. Application must be made within thirty-one (31) days of the date of termination of insurance. The Employer will advise terminating employees of this conversion privilege. The conversion option shall be as stated in Article 37.2(c) (Basic Life Insurance).

- 38.2 The amount of Supplementary Life Insurance will be adjusted with changes in the employee's salary from the date of the approval of the increase or the effective date, whichever is later. If an employee is absent from work because of sickness or disability on the date an increase in insurance would have occurred, the increase will not take effect until the employee returns to work on a full-time basis (i.e., for at least one (1) full day). In the event of a reduction in salary, an employee, at their option, may maintain the insurance coverage at the former higher level.
- 38.3 Supplementary Life Insurance will terminate at the end of the calendar month in which the employee ceases to be a regular employee.
- 38.4.1 Effective as soon as practical, following ratification, employees, at their option, are entitled to purchase dependent life insurance. Employees must pay the full premium for this coverage. Spousal life insurance choices are from \$10,000 to \$200,000 and dependent child life insurance choices are \$1,000, \$5,000, \$7,500 or \$10,000.
- 38.4.2 Dependent Life Insurance will terminate at the earlier of the end of the calendar month in which the employee ceases to be a regular employee or the date a dependent ceases to be an eligible dependent.
- 38.4.3 Conversion option: When an employee terminates, Dependent Life Insurance on a spouse may be converted to an individual policy which may be obtained without evidence of insurability and providing coverage for the same amount for which the spouse was insured as a dependent prior to termination. The premium of such policy shall be at the current rates of the insuring company. Application for the converted policy must be made within thirty-one (31) days of the date of termination of insurance.
- 38.4.4 Eligible dependents shall include spouse, unmarried children under twenty-one (21) years of age, unmarried children between twenty-one (21) and twenty-five (25) years of age and in full-time attendance at an educational institution or on vacation therefrom, and children twenty-one (21) years of age and over, mentally or physically infirm and who are dependent.
- 38.5 An employee may elect to purchase Supplementary or Dependent Life Insurance without evidence of insurability within thirty-one (31) days of:
- appointment as a regular employee,
 - marriage, or
 - birth or adoption of the employee's child.

An employee who applies to purchase or increase this insurance at any other time must provide evidence of insurability satisfactory to the insurer.

ARTICLE 39 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

39.1 The Employer shall pay one hundred percent (100%) of the monthly premium of the Supplementary Health and Hospital Plan.

39.2.1 Effective June 1, 2002, the Supplementary Health and Hospital Plan shall provide for the reimbursement of ninety percent (90%) of the cost of prescribed drugs and medicines that require a physician's prescription. The Supplementary Health and Hospital Plan shall provide reimbursement for ninety percent (90%) of the generic equivalent where a generic equivalent exists. Where the brand name product is dispensed, the employee will pay the difference between the cost of the brand name product and the ninety percent (90%) of the generic equivalent product cost that is reimbursed by the Supplementary Health and Hospital Plan. Notwithstanding the foregoing, if no generic product exists the Supplementary Health and Hospital Plan shall provide reimbursement for ninety percent (90%) of the cost of the brand name product.

Effective June 1, 2002, the Supplementary Health and Hospital Plan shall provide for the reimbursement of one hundred percent (100%) of the cost of semi-private or private hospital accommodation to a maximum of one hundred and twenty dollars (\$120) per day over and above the cost of standard ward care, and one hundred percent (100%) of the cost for the following services, as set out in Articles 39.2.2 to 39.2.15.

Effective January 1, 2003 reimbursement of prescription drugs will include a three dollar (\$3) deductible per prescription to be paid by the employee.

Effective April 1, 2009, the Supplementary Health and Hospital Plan shall provide reimbursement for ninety percent (90%) of the cost of medically necessary vaccinations or immunizations when prescribed and administered by a qualified health care practitioner where such vaccine or immunization is not covered by a provincial health plan.

39.2.1.1 Not later than November 1, 2006 the Employer agrees to provide employees with a Drug Card, which shall provide for direct payment of drug costs at the point of purchase, subject to the limitations set out below. The Employer will provide a copy of the drug card plan prior to the implementation date.

39.2.1.2 The Drug Card program shall include the following elements:

- 1) Employees shall be obliged to enrol themselves and all eligible participants in the Drug Card program before coverage shall be provided to the respective employee or eligible participant. If an employee fails to enrol, paper claims will continue to be accepted.
- 2) The Employer and the carrier shall have the right to ensure that the benefits of the employee and other eligible participants under the Drug Card program shall be coordinated with any other drug plan under which the employee and the eligible participants may be entitled to coverage.
- 3) The Drug Card program shall include a feature known as "drug utilization review", which ensures that drugs are dispensed safely and responsibly to employees.

- 4) The sum of \$3.00 shall be paid by the employee for each individual drug dispensed.
- 39.2.2 Charges for accommodation, for employees sixty-five (65) and over, in a licensed chronic or convalescent hospital up to twenty-five dollars (\$25) per day and limited to one hundred and twenty (120) days per calendar year for semi-private or private accommodation;
- 39.2.3 Charges made by a licensed hospital for out-patient treatment not paid for under a provincial plan;
- 39.2.4 Charges for private-duty nursing in the employee's home, by a registered nurse or a registered nursing assistant who is not normally resident in the employee's home, and who is not related to either the employee or their dependents, provided such registered nursing service is approved by a licensed physician or surgeon as being necessary to the employee's health care;
- 39.2.5.1 Effective June 1, 2002, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of twenty-five dollars (\$25) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to twenty five dollars (\$25) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400);
- 39.2.5.2 Effective January 1, 2023, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of thirty dollars (\$30) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to thirty dollars (\$30) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400);
- 39.2.5.3 Effective January 1, 2024, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of thirty-five dollars (\$35) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to thirty-five dollars (\$35) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400);
- 39.2.6 Effective January 1, 2018, and up to December 31, 2021, charges for the services of a psychologist (which shall include Master of Social Work) up to forty dollars (\$40) per half-hour to an annual maximum of one thousand and four hundred dollars (\$1400);
- Effective January 1, 2022, charge for the services of a psychologist (which shall include Master of Social Work) up to eighty dollars (\$80) per half-hour to an annual maximum of one thousand and six hundred dollars (\$1600);
- 39.2.7 Effective June 1, 2002, artificial limbs and eyes, crutches, splints, casts, trusses and braces; seventy-five percent (75%) of the cost of specially modified orthopaedic shoes (factory custom) ready-made, off-the-shelf with a limit of one (1) pair to a maximum of five hundred dollars (\$500) per pair per calendar year, if medically necessary and prescribed by a licensed physician; and one hundred percent (100%) of the cost of orthotics, if medically prescribed, up to a limit of one (1) pair, to a maximum of five hundred dollars (\$500) per calendar year. Notwithstanding

the forgoing, coverage for employees of institutions shall be two (2) pairs of orthotics per calendar year to a maximum of five hundred dollars (\$500) per pair and two (2) pairs of orthopaedic shoes per calendar year to a maximum of five hundred dollars (\$500) per pair;

- 39.2.8 Rentals of wheel chairs, hospital beds or iron lungs required for temporary therapeutic use. A wheel chair may be purchased if recommended by the attending physician and if rental cost would exceed the purchase cost. Fifty percent (50%) of the cost of repair (including batteries) and modifications to purchased wheel chairs provided that reimbursement for any one repair, battery or modification shall in no event exceed five hundred dollars (\$500);
- 39.2.9 Ambulance services to and from a local hospital qualified to provide treatment, excluding benefits allowed under a provincial hospital plan;
- 39.2.10 Oxygen and its administration;
- 39.2.11 Blood transfusions outside hospital;
- 39.2.12 Dental services and supplies, provided by a dental surgeon within a period of twenty-four (24) months following an accident, for the treatment of accidental injury to natural teeth, including replacement of such teeth or for the setting of a jaw fractured or dislocated in an accident, excluding any benefits payable under any provincial medicare plan;
- 39.2.13 Hearing aids and eye glasses, if required as a result of accidental injury;
- 39.2.14 Effective June 1, 2002, charges for services of physicians, surgeons and specialists legally licensed to practise medicine which, when provided within Canada but outside the Province of Ontario, exceed the O.H.I.P. fee schedule, the allowance under this benefit being up to one hundred percent (100%) of the O.M.A. fee schedule when added to government payments under the O.H.I.P. fee schedule;
- 39.2.15 Charges for surgery by a podiatrist, performed in a podiatrist's office, to a maximum of one hundred dollars (\$100);
- 39.2.16 Effective August 1, 2005, the services and supplies set out in the Liberalization List, dated May 1, 2003 shall be incorporated into the Supplementary Health and Hospital Plan. Details may be found in the information booklet described in article 39.6 and on the Employer's intranet and Union's website;
- 39.2.17 Effective October 30, 2015, the Supplementary Health & Hospital Plan will be amended to include expanded coverage for Diabetic Pumps and Supplies as follows:
- 1) Purchase and/or repair of Insulin Infusion Pumps and Continuous Glucose Monitoring machine and supplies to a maximum of two thousand dollars (\$2,000) every 5 years per person.
 - 2) Purchase of Insulin Jet Injectors to a maximum of one thousand dollars (\$1,000), lifetime.

- 3) Purchase and/or repair of one Blood Glucose monitoring machine per consecutive four (4)-year period to a maximum of four hundred (\$400) per person.
- 4) 100% of the purchase of supplies required for the use of the above referenced diabetic appliances to a calendar year maximum of two thousand dollars (\$2,000) per person (Insulin will continue to be reimbursed as an eligible drug, not through this article).

39.3 Effective June 1, 2002, the employer agrees to pay eighty percent (80%) of the monthly premiums for vision care and sixty percent (60%) of the monthly premiums for hearing aid coverage, under the Supplementary Health and Hospital Plan. This coverage includes a ten dollar (\$10.00) (single) and twenty dollar (\$20.00) (family) deductible in any calendar year and provides for vision care (maximum three hundred dollars (\$300.00) per person in any twenty-four (24) month period) and the purchase of hearing aids (maximum twelve hundred dollars (\$1200.00) per person every four (4) years) equivalent to the vision and hearing aid component of the Blue Cross Extended Health Care Plan.

Effective September 1, 2005, the eligible expenses outlined in the vision care coverage under the Supplementary Health and Hospital Plan will be amended to include one routine eye examination every twenty-four (24) months and laser eye correction surgery. The vision care coverage maximum will be increased to three hundred and forty dollars (\$340) per person every twenty-four (24) month period.

Effective April 1, 2009, the Supplementary Health and Hospital Plan shall provide for the reimbursement of the cost of one routine eye examination every twenty four (24) months independent of the vision care maximum.

Effective January 1, 2010, the employer agrees to pay 100% of the monthly premiums for vision care and hearing aid coverage under the Supplementary Health and Hospital Plan.

39.4 It is not necessary for an employee or dependents to be confined to hospital to be eligible for benefits under this plan. If an employee is totally disabled or their dependent is confined to hospital on the date their Supplementary Health and Hospital Insurance terminates, benefits shall be payable until the earliest of: the date the total disability ceases, the date their dependent is discharged from hospital, or the expiration of six (6) months from the date of termination of insurance.

39.5 Where an employee is totally disabled, coverage for Supplementary Health and Hospital Insurance will cease at the end of the month in which the employee receives their last pay from the Employer, except as provided in Article 42.3 (Long Term Income Protection). If an employee wishes to have Supplementary Health and Hospital Insurance continue, arrangements may be made through the employee's personnel branch. The employee shall pay the full premium.

39.6 The Employer shall make available to employees an information booklet with periodic updates, when necessary, within a reasonable period of time following the signing of a new collective agreement or following major alterations to the Plans.

- 39.7 Effective January 1, 2009, the employee's share of the annual Employment Insurance (EI) rebate will be redirected by the Employer towards offsetting the cost of the benefits contained in this Agreement.
- 39.8 Effective January 1, 2018, all active employees will be enrolled in a mandatory, employee-paid catastrophic drug coverage plan that will provide 100% coverage for drug costs over an eligible drug claim cost threshold of \$10,000 per eligible patient (employee, spouse and eligible dependent children), in a calendar year.
- (a) A patient's eligible claims for drug purchases up to the \$10,000 per calendar year threshold will be reimbursed at 90% subject to the coverage terms set out in Article 39.2.1.
 - (b) Eligible patient shall mean the employee, the employee's spouse, and the employee's dependent child or children.
 - (c) Monthly premium payments for the catastrophic drug coverage plan shall be deducted from an employee's monthly pay.
- 39.9 Effective January 1, 2018, the Employer will provide all employees with the option to enrol in out-of-country medical coverage. Employees who choose to enrol in this coverage will be responsible for 100% of the monthly premium.

An employee may apply to enrol in this coverage upon hire or at any time thereafter. Where an employee enrolls and later decides to terminate coverage, their decision is irrevocable and they will not be able to re-enrol.

ARTICLE 40 – DENTAL PLAN

BENEFITS

- 40.1.1 This plan provides for basic dental care equivalent to the Blue Cross Dental Care Plan 7 and includes such items as examinations, consultations, specific diagnostic procedures, X-rays, preventive services such as scaling, polishing and fluoride treatments, fillings, extractions and anesthesia services. This plan also includes benefits equivalent to Rider 1 of the Ontario Blue Cross as additions to the basic dental plan and includes such items as periodontal services, endodontic services and surgical services, as well as prosthodontic services necessary for relining, rebasing or repairing of an existing appliance (fixed bridgework, removable partial or complete dentures).

Effective June 1, 2002 and until December 31, 2008, the dental coverage includes a one-hundred dollar (\$100) single or family deductible per calendar year.

Effective January 1, 2009, the dental coverage includes a fifty dollar (\$50) single or family deductible per calendar year.

Effective June 1, 2002, dental recall coverage is extended from six (6) to nine (9) months except for dependent children twelve (12) and under.

Effective June 1, 2002, coverage does not include fluoride treatment for adults.

Effective April 1, 2009, the dental coverage includes pit and fissure sealant for dependent children aged six (6) to eighteen (18) years.

- 40.1.2 (a) Payments under the plan will be in accordance with the current Ontario Dental Association Schedule of Fees for the subscriber and eligible dependents. Effective January 1, 2004, reimbursements to the employee will be based on a dental fee guide lag of one year in each year of the collective agreement.
- (b) The Employer shall pay the full premiums under this plan on the basis of eighty-five percent/fifteen percent (85%/15%) co-insurance. The employee shall pay the cost of dental care directly and the carrier shall reimburse the employee eighty-five percent (85%) based on Article 40.1.2 (a).
- 40.1.3 The Employer agrees to pay one hundred percent (100%) of the monthly premium for services relating to dentures, with benefits equivalent to Rider 2 of the Ontario Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance, in accordance with Article 40.1.2(a), up to a lifetime maximum benefit of three thousand dollars (\$3,000) for the insured employee and each eligible dependent.
- 40.1.4 Except for benefits described under Article 40.2, eligible dependents shall include spouse, unmarried children under twenty-one (21) years of age, unmarried children between twenty-one (21) and twenty-five (25) years of age and in full-time attendance at an educational institution or on vacation therefrom, and children twenty-one (21) years of age and over, mentally or physically infirm and who are dependent.
- 40.2 The Employer agrees to pay one hundred percent (100%) of the monthly premium for services relating to orthodontics, to apply only to dependent unmarried children of the employee between the ages of six (6) and eighteen (18), with benefits equivalent to Rider 3 of the Ontario Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance, in accordance with Article 40.1.2(a), up to a lifetime maximum benefit of three thousand dollars (\$3,000) for each such dependent unmarried child.
- 40.3 Effective June 1, 2002 and until December 31, 2009, the Employer agrees to pay one hundred percent (100%) of the monthly premium for services related to major restorative, with benefits equivalent to Rider 4 of the Ontario Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance. The employee shall pay the cost of the dental care directly and the carrier shall reimburse the employee fifty percent (50%) based on Article 40.1.2(a), up to the maximum benefit of twelve hundred dollars (\$1,200) per year for the insured employee and each eligible dependent.

Effective January 1, 2010, the maximum benefit for major dental services will be increased to two thousand dollars (\$2,000) per year for the insured employee and each eligible dependent. The co- insurance will remain at fifty percent/fifty percent (50%/50%).

ELIGIBILITY

- 40.4 Employees are eligible for coverage on the first day of the month following the month in which the employee has completed two (2) months of continuous service.

CANCELLATION

- 40.5 All coverage under this plan will cease on the date of termination of employment.

ARTICLE 41 – WORKPLACE SAFETY AND INSURANCE

- 41.1 Where an employee is absent by reason of an injury or an occupational disease for which a claim is made under the *Workplace Safety and Insurance Act*, their salary shall continue to be paid for a period not exceeding thirty (30) days. If an award is not made, any payments made under the foregoing provisions in excess of that to which the employee is entitled under Articles 44.1 and 44.6 (Short Term Sickness Plan) shall be an amount owing by the employee to the Employer.
- 41.2 Where an employee is absent by reason of an injury or an occupational disease for which an award is made under the *Workplace Safety and Insurance Act*, their salary shall continue to be paid for a period not exceeding three (3) consecutive months or a total of sixty-five (65) working days where such absences are intermittent, following the date of the first absence because of the injury or occupational disease, and any absence in respect of the injury or occupational disease shall not be charged against their credits.
- 41.3 Where an award is made under the *Workplace Safety and Insurance Act* to an employee that is less than the regular salary of the employee and the award applies for longer than the period set out in Article 41.2 and the employee has accumulated credits, their regular salary may be paid and the difference between the regular salary paid after the period set out in Article 41.2 and the compensation awarded shall be converted to its equivalent time and deducted from their accumulated credits.
- 41.4 Where an employee receives an award under the *Workplace Safety and Insurance Act*, and the award applies for longer than the period set out in Article 41.2 (i.e. three (3) months), the Employer will continue subsidies for Basic Life, Long Term Income Protection, Supplementary Health and Hospital and the Dental Plans for the period during which the employee is receiving the award. The Employer shall continue to make the Employer's pension contributions unless the employee gives the Employer a written notice that the employee does not intend to pay the employee's pension contributions.
- 41.5 Where an employee is absent by reason of an injury or an occupational disease for which an award is made under the *Workplace Safety and Insurance Act*, the employee shall not be entitled to a leave of absence with pay under Article 44 (Short Term Sickness Plan) as an option following the expiry of the application of Article 41.2.
- 41.6 Effective January 1, 2016, salary payments under Article 41.2 shall be reduced to the extent necessary to provide that an employee's net earnings equals one hundred percent (100%) of their net earnings prior to the commencement of their absence.

ARTICLE 42 – LONG TERM INCOME PROTECTION

42.1 Effective June 1, 2002, the Employer shall pay one hundred percent (100%) of the monthly premium of the Long Term Income Protection (LTIP) plan.

42.2.1 (a) Effective January 1, 1992 and until December 31, 2009, the LTIP benefit is sixty-six and two-thirds percent (66 2/3%) of an employee's gross salary at the date of disability, including any retroactive salary adjustment to which the employee is entitled.

Effective January 1, 2010, the LTIP benefit is sixty-six and two thirds percent (66 2/3%) of the employee's gross salary at the first date of eligibility to receive LTIP benefits, including any retroactive salary adjustment to which the employee is entitled.

(b) Effective January 1, 1992, the LTIP benefit an employee was receiving on December 31, 1991, will be increased for each employee in accordance with the following table:

Year in which employee commenced to receive LTIP benefit	Monthly Amount
1975	\$425.00
1976	\$365.00
1977	\$350.00
1978	\$270.00
1979	\$200.00
1980	\$115.00
1981	\$ 75.00
1982	\$ 45.00
1983	\$ 40.00
1984	\$ 35.00
1985	\$ 30.00
1986	\$ 25.00
1987	\$ 20.00
1988	\$ 15.00
1989	\$ 10.00
1990	\$ 0.00
1991	\$ 0.00

(c) Effective December 31, 1993, and annually thereafter, until December 31, 1998, the total monthly payment under Articles 42.2.1(a) and 42.2.1(b) shall be increased by up to two percent (2%) based on the average annual increase in the Ontario Consumer Price Index (CPI) as published by Statistics Canada each January.

(d) Effective January 1, 1999, the LTIP benefit an employee was receiving on December 31, 1998, shall be increased for each employee by an amount equal to 1.0% of such amount, and on January 1, 2000, the amount the employee was receiving on December 31, 1999 shall be increased by a further 1.35%, and on January 1, 2001, the amount the employee was receiving on December 31, 2000 shall be increased by a further 1.95%.

- (e) Effective January 1, 2002, the LTIP benefit an employee was receiving on December 31, 2001, shall be increased for each employee by an amount equal to 3.5% of such amount, and on January 1, 2003, the amount the employee was receiving on December 31, 2002 shall be increased by a further 2.45%, and on January 1, 2004, the amount the employee was receiving on December 31, 2003 shall be increased by a further 2.5%.
- (f) Effective January 1, 2005, the LTIP benefit an employee was receiving on December 31, 2004, shall be increased for each employee by an amount equal to 2% of such amount, and on January 1, 2006, the amount the employee was receiving on December 31, 2005 shall be increased by a further 2.25%, and on January 1, 2007, the amount the employee was receiving on December 31, 2006 shall be increased by a further 2.5%, and on January 1, 2008, the amount the employee was receiving on December 31, 2007 shall be increased by a further 3%.
- (g) Effective January 1, 2009, the LTIP benefit an employee was receiving on December 31, 2008 shall be increased for each employee by an amount equal to 1.75% of such amount, and on January 1, 2010, the amount the employee was receiving on December 31, 2009 shall be increased by a further 2.0%, and on January 1, 2011, the amount the employee was receiving on December 31, 2010 shall be increased by a further 2.0%, and on January 1, 2012, the amount the employee was receiving on December 31, 2011 shall be increased by a further 2.0%.
- (h) Effective January 1, 2013, the LTIP benefit an employee was receiving on December 31, 2012 shall be increased for each employee by an amount equal to 0.5% of such amount, and on January 1, 2014, the amount the employee was receiving on December 31, 2013 shall be increased by a further 0.5%.
- (i) The Employer shall provide a list of employees on LTIP to JIBRC upon request.
- (j) Effective January 1, 2015, and thereafter, the total monthly LTIP benefit payment under the plan shall be adjusted by an increase equal to those provided for under Article UN 16.

42.2.2 The LTIP benefit to which an employee is entitled under Article 42.2.1 shall be reduced by the total of other disability or retirement benefits payable under any other plan toward which the Employer makes a contribution except for Workplace Safety & Insurance benefits paid for an unrelated disability and such benefits are payable until recovery, death or the end of the month in which the employee reaches age sixty-five (65).

42.2.3 The LTIP benefits commence after a qualification period of six (6) months from the date the employee becomes totally disabled, unless the employee elects to continue to use accumulated attendance credits on a day-to-day basis after the six (6) month period.

Total disability means the continuous inability as the result of illness, mental disorder, or injury of the insured employee to perform the essential duties of their normal occupation during the qualification period, and during the first twenty-four (24) months of the benefit period; and thereafter during the balance of the benefit period, the inability of the employee to perform the essential duties of any gainful occupation for which the employee is reasonably

fitted by education, training or experience.

- 42.3.1 The Employer will continue to make pension contributions and premium payments for the Dental Plan and for Supplementary Health and Hospital on behalf of the employee, at no cost to the employee, while the employee receives or is qualified to receive LTIP benefits under the plan, unless the employee is supplementing a Workplace Safety and Insurance award.
- 42.4 A record of employment, if required in order to claim Employment Insurance sickness and disability benefits, will be granted to an employee and this document shall not be considered as termination of employment.
- 42.5 The LTIP coverage will terminate at the end of the calendar month in which an employee ceases to be a regular employee. If the employee is totally disabled on the date their insurance terminates, the employee shall continue to be insured for that disability.
- 42.6 If, within three (3) months after benefits from the LTIP plan have ceased, an employee has a recurrence of a disability due to the same or a related cause, the LTIP benefit approved for the original disability will be reinstated immediately.
- 42.7.1 Rehabilitative plans and programs for employees receiving LTIP benefits, whether with the OPS or another Employer, shall be required where recommended by the Carrier. “Rehabilitative employment” is a rehabilitative plan or program and means remunerative employment while not yet fully recovered, following directly after the period of total disability for which benefits were received. When considering rehabilitative plans and programs, LTIP will take into account the employee’s training, education and experience. If a person does not participate or cooperate in a rehabilitation plan or program that has been recommended or approved by the Carrier, the employee will no longer be entitled to benefits. If an employee who is in receipt of LTIP benefits is resuming employment on a gradual basis during recovery, partial benefits shall be continued during rehabilitative employment. The rehabilitative benefit will be the monthly LTIP benefit less fifty percent (50%) of rehabilitative employment earnings. The benefit will continue during the rehabilitative employment period up to but not more than twenty-four (24) months.
- 42.7.2 Where a person does not participate or cooperate in a rehabilitation plan or program that has been recommended or approved by the Carrier and the employee is no longer entitled to benefits, the employee will have the ability to file for an expedited review of the decision to end benefits directly to the Claims Review Subcommittee under Appendix 4 (Joint Insurance Benefits Review Committee) within 30 days of the decision to end benefits. The parties agree that such matters will be heard within 60 days by the Claims Review Subcommittee as per paragraph 6 (a) of Appendix 4, unless the parties mutually agree otherwise.
- 42.8 The LTIP benefits under rehabilitative employment shall be reduced when an employee’s total earnings exceed one hundred percent (100%) of their earnings as at the date of commencement of total disability.
- 42.9 Employees while on rehabilitative employment with the Ontario Government will earn vacation credits as set out in Article 46 (Vacations and Vacation Credits).

42.10 The Employer shall not permanently fill the position of an employee during the qualifying period and the first twenty-four (24) months of the benefit period, unless the parties agree otherwise.

When an employee who has been receiving or was eligible to receive LTIP benefits is able to return to full-time employment, the provisions of Article 20 (Employment Stability), shall apply.

- 42.11 (a) Effective up to and including December 31, 2005:
An employee who is assigned, under Article 42.10, to a vacancy in accordance with Articles 20A.5.1, 20A.5.2, 20A.5.3 or 20A.5.4 of Article 20A (Employment Stability) shall, for a period of six (6) months, be paid at the same step the employee had attained in the salary range of the classification of the position the employee occupied prior to disability. At the end of that period the employee shall be paid at a rate within the salary range of the classification of the position to which the employee has been assigned.
- (b) Effective January 1, 2006:
An employee who is assigned, under Article 42.10, to a vacancy in accordance with Articles 20.3.1.1, 20.3.1.2 or 20.3.2 of Article 20 (Employment Stability) shall, for a period of six (6) months, be paid at the same step the employee had attained in the salary range of the classification of the position the employee occupied prior to disability. At the end of that period the employee shall be paid at a rate within the salary range of the classification of the position to which the employee has been assigned.

ARTICLE 43 – JOINT INSURANCE BENEFITS REVIEW COMMITTEE

43.1 The parties agree to continue the Joint Insurance Benefits Review Committee. The terms of reference are set out in Appendix 4 (Joint Insurance Benefits Review Committee) attached.

ARTICLE 44 – SHORT TERM SICKNESS PLAN

- 44.1 An employee who is unable to attend to their duties due to sickness or injury is entitled to leave of absence with pay as follows:
- (a) with regular salary for the first six (6) working days of absence,
- (b) with seventy-five percent (75%) of regular salary for an additional one hundred and twenty-four (124) working days of absence, in each calendar year.
- 44.2 An employee is not entitled to leave of absence with pay under Article 44.1 until the employee has completed twenty (20) consecutive working days of employment.
- 44.3 Where an employee is on a sick leave of absence which commences in one (1) calendar year and continues into the following calendar year, the employee is not entitled to leave of absence with pay under Article 44.1 for more than one hundred and thirty (130) working days in the two (2) years until the employee has returned to work for twenty (20) consecutive working days.

- 44.4 An employee who has used leave of absence with pay for one hundred and thirty (130) working days in a calendar year under Article 44.1 must complete twenty (20) consecutive working days before the employee is entitled to further leave under Article 44.1 in the next calendar year.
- 44.5 The pay of an employee under this article is subject to deductions for insurance coverage and pension contributions that would be made from regular pay. The Employer-paid portion of all payments and subsidies will continue to be made.

USE OF ACCUMULATED CREDITS

- 44.6 An employee on leave of absence under Article 44.1 may, at their option, have sufficient credits deducted from their accumulated credits (attendance, vacation or overtime credits) for each such day of absence and receive regular pay.
- 44.7 An employee who is absent from their duties due to sickness or injury beyond the total number of days provided for in Article 44.1 shall have their accumulated attendance credits reduced by a number of days equal to such absence and the employee shall receive regular pay for that period.
- 44.8 Article 44.7 does not apply to an employee when they qualify for and elect to receive benefits under the Long Term Income Protection Plan.
- 44.9 Where, for reasons of health, an employee is frequently absent or unable to perform their duties, the Employer may require the employee to submit to a medical examination at the expense of the Employer.
- 44.10 After five (5) days' absence caused by sickness, no leave with pay shall be allowed unless a certificate of a legally qualified medical practitioner is forwarded to the employee's manager, certifying that the employee is unable to attend to their official duties. Notwithstanding this provision, where it is suspected that there may be an abuse of sick leave, the employee's manager may require an employee to submit a medical certificate for a period of absence of less than five (5) days.
- 44.11 Employees returning from Long Term Income Protection Plan to resume employment in accordance with Article 42.10 must complete twenty (20) consecutive working days of employment to qualify for benefits under the Short Term Sickness Plan.
- 44.12 For the purposes of this article, twenty (20) consecutive working days of employment shall not include vacation leave of absence or any leaves without pay, but days worked before and after such leave shall be considered consecutive. Notwithstanding the above, where an employee is unable to attend to their duties due to sickness or injury, the days worked before and after such absence shall not be considered consecutive.

ATTENDANCE REVIEW MEETINGS

- 44.13 Where an employee is interviewed by a member or members of management in respect of the employee's record of attendance at work, no evidence of that interview or of the particular aspects of the attendance record upon which that interview was based shall be admissible before the Grievance Settlement Board in the arbitration of a disciplinary grievance unless the

employee was given reasonable notice of the interview and of the right to have Union representation at that interview, and the employee either had such Union representation or declined that representation in writing prior to the interview.

ARTICLE 45 – LEAVE CREDITS REPORTS

(FXT, SE, FPT, RPT)

- 45.1 As soon as practicable following the end of each quarter, every employee shall be advised of the number of vacation and attendance credits to which they are entitled.

ARTICLE 46 – VACATIONS AND VACATION CREDITS

- 46.1 Effective January 1, 1992, an employee shall earn vacation credits at the following rates:
- (a) One and one-quarter ($1\frac{1}{4}$) days per month during the first eight (8) years of continuous service;
 - (b) One and two-thirds ($1\frac{2}{3}$) days per month after eight (8) years of continuous service;
 - (c) Two and one-twelfth ($2\frac{1}{12}$) days per month after fifteen (15) years of continuous service;
 - (d) Two and one-half ($2\frac{1}{2}$) days per month after twenty-six (26) years of continuous service.
- 46.2 An employee is entitled to vacation credits under Article 46.1 in respect of a month or part thereof in which the employee is at work or on leave with pay.
- 46.3 An employee is not entitled to vacation credits under Article 46.1 in respect of a whole month in which the employee is absent from duty for any reason other than vacation leave of absence or leave of absence with pay.
- 46.4 An employee shall be credited with their vacation for a calendar year at the commencement of each calendar year.
- 46.5 An employee may accumulate vacation to a maximum of twice their annual accrual but shall be required to reduce their accumulation to a maximum of one (1) year's accrual by December 31 of each year.
- 46.6 On commencing employment an employee shall be credited with pro rata vacation for the balance of the calendar year, but shall not be permitted to take vacation until the employee has completed six (6) months of continuous service.
- 46.7 An employee with over six (6) months of continuous service may, with the approval of the Deputy Minister, take vacation to the extent of their vacation entitlement and their vacation credits shall be reduced by any such vacation taken. For this purpose, an employee may include any continuous service as an employee in the Public Service of Ontario immediately prior to their appointment to the Regular Service.

- 46.8 Where an employee has completed twenty-five (25) years of continuous service, there shall be added, on that occasion only, five (5) days of vacation to their accumulated vacation entitlement.
- 46.9 An employee who completes twenty-five (25) years of continuous service on or before the last day of the month in which they attain sixty-four (64) years of age is entitled to receive five (5) days of pre-retirement leave with pay in the year ending with the end of the month in which they attain the age of sixty-five (65) years.
- 46.10 Where an employee leaves the service prior to the completion of six (6) months service as computed in accordance with Article 46.7, the employee is entitled to vacation pay at the rate of four percent (4%) of the salary paid during the period of their employment.
- 46.11 An employee who has completed six (6) or more months of continuous service shall be paid for any earned and unused vacation standing to their credit at the date the employee ceases to be an employee, or at the date the employee qualifies for payments under the Long Term Income Protection plan as defined under Article 42, and any salary paid for unearned vacation used up to that time shall be recovered by the Employer from any monies owing to that employee.
- 46.12 An employee who has completed their probationary period shall, upon giving at least two (2) months' written notice on or after April 1, 1977, receive, before commencing vacation, an advance against the pay cheques that fall due during the vacation period, based upon the following conditions:
- (a) such an advance shall be provided only where the employee takes at least two (2) consecutive weeks' vacation;
 - (b) such an advance shall be in an amount equal to the employee's lowest net regular pay cheque in the two (2) month period immediately preceding commencement of their vacation leave, and rounded to the closest ten dollars (\$10) below such net amount;
 - (c) where more than two (2) pay cheques are due and payable during the vacation period, in no case will the advance exceed twice the amount set out in (b) above.

Any additional amount due the employee as a result of the application of (b) and (c) above will be paid to the employee in the normal manner.

ARTICLE 47 – HOLIDAYS

- 47.1 An employee shall be entitled to the following paid holidays each year:

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	Family Day

Any special holiday as proclaimed by the Governor General or Lieutenant Governor.

- 47.2 Except as provided in Article 47.3 when a holiday specified in Article 47.1 falls on a Saturday or Sunday or when any two of them fall on a successive Saturday and Sunday, the regular working day or days next following is a holiday or are holidays, as the case may be, in lieu thereof, but when such next following regular working day is also a holiday the next regular working day thereafter is in lieu thereof a holiday.
- 47.3 Those employees whose work schedules are subject to rotating work weeks which include scheduled weekend work on a regular or recurring basis shall have the Canada Day, Remembrance Day, Christmas Day, Boxing Day and New Year's Day holidays designated as July 1st, November 11th, December 25th, December 26th and January 1st, respectively, and Article 47.2 shall have no application to these employees in respect of these holidays.

ARTICLE 48 – BEREAVEMENT LEAVE

- 48.1 An employee shall be allowed up to three (3) days' leave of absence with pay in the event of the death of their spouse, mother, father, mother-in-law, father-in-law, son, daughter, stepson, step-daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepmother, stepfather, step- grandparent, step-grandchild or same-sex spouse.
- 48.2 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence with pay in the event of the death and to attend the funeral of their aunt, uncle, niece or nephew.
- 48.3 In addition to the foregoing, an employee shall be allowed up to two (2) days' leave of absence without pay to attend the funeral of a relative listed in Articles 48.1 and 48.2 above if the location of the funeral is greater than eight hundred kilometres (800 km) from the employee's residence. (FXT)

ARTICLE 49 – SPECIAL AND COMPASSIONATE LEAVE

(FXT, SE)

- 49.1 A Deputy Minister or their designee may grant an employee leave of absence with pay for not more than three (3) days in a year upon special or compassionate grounds.
- 49.2 The granting of leave under this article shall not be dependent upon or charged against accumulated credits.
- 49.3 An employee shall be entitled to special leave of up to two (2) days per year to attend to unforeseen dependent and elder related care for the leave referenced in Article 49.1. For clarity, the parties agree this leave shall be granted so long as the employee has remaining special and compassionate leave under Article 49.1. The employee will attempt to give reasonable notice, where possible, in respect of any leave of absence under Article 49.3.

ARTICLE 50 – PREGNANCY LEAVE

- 50.1 A Deputy Minister shall grant leave of absence without pay to a pregnant employee who has served at least thirteen (13) weeks including service as a Public Servant immediately prior to the employee's appointment to the Regular Service.

- 50.2.1 The leave of absence shall be in accordance with the provisions of the *Employment Standards Act 2000*.
- 50.2.2 Notwithstanding Article 44.12 (Short Term Sickness Plan), Articles 46.2 and 46.3 (Vacations and Vacation Credits) and Article 53.6 (Termination Payments), vacation credits, seniority and service continue to accrue during the pregnancy leave.
- 50.3.1 An employee entitled to pregnancy leave under this article, who provides the Employer with proof that they are in receipt of employment insurance pursuant to the *Employment Insurance Act, (Canada)* shall be paid an allowance in accordance with the Supplementary Unemployment Benefit Plan.
- 50.3.2.1 The following applies for any pregnancy leave which begins before April 26, 2022. In respect of the period of pregnancy leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (a) for the first two (2) weeks (the waiting period), payments equivalent to ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented,
- and
- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly *EI* benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented.
- 50.3.2.2 The following applies for any pregnancy leave which begins on or after April 26, 2022. In respect of the period of pregnancy leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (a) for the first week (waiting period), payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented,
- and
- (b) up to a maximum of fifteen (15) additional weeks, payment equivalent to the difference between the sum of the weekly *EI* benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual

weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented.

and

- (c) on production of proof of payments in accordance with employment insurance pursuant to the *Employment Insurance Act, (Canada)* have terminated, the employee shall be entitled to a further one week of pregnancy leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented. This further one week of leave must be taken immediately after the date when the EI benefits referenced in Article 50.3.2.2(b) have terminated and prior to returning to the workplace.
- (d) where an employee takes parental leave in conjunction with pregnancy leave, Article 50.3.2.2(c) shall not apply.

50.3.3 Notwithstanding Articles 50.3.2.1 and 50.3.2.2, where an employee assigned to a vacancy in accordance with Article 9.7.2 (Health and Safety and Video Display Terminals) is eligible to receive an allowance under this article, and the salary rate the employee was receiving on the last day worked prior to the pregnancy leave is less than the salary rate the employee was receiving on the last day worked prior to the assignment, the allowance shall be based on the actual weekly rate of pay for the employee's classification which the employee was receiving on the last day worked prior to the assignment.

50.4 Notwithstanding Article 36.2 (Insured Benefits Plans – General), an employee on pregnancy leave shall have their benefits coverage continued unless the employee elects in writing not to do so.

50.5 (a) Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, an employee on pregnancy leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a leave of absence without pay but with accumulation of credits for not more than thirty-five (35) weeks. This leave shall be in accordance with the provisions of parental leave granted under Article 51 (Parental Leave).

(b) Where the child in respect of whom the employee takes parental leave was or came into the employee's custody, care and control for the first time on or after December 3, 2017, an employee on pregnancy leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a leave of absence without pay but with accumulation of credits for not more than sixty-one (61) weeks. This leave shall be in accordance with the provisions of parental leave granted under Article 51 (Parental Leave).

- 50.6.1 An employee returning from a leave of absence under Articles 50.1 or 50.5 to the ministry in which they were employed immediately prior to such leave shall be assigned to the position the employee most recently held, if it still exists, or to a comparable position, if it does not, and continue to be paid at the step in the salary range that the employee would have attained had the employee worked during the leave of absence.
- 50.6.2 An employee who has been assigned in accordance with Article 9.7.2 (Health and Safety and Video Display Terminals) and who returns to their former ministry from a leave of absence under this article, shall be assigned to the position the employee most recently held prior to the assignment under Article 9.7.2, if it still exists, or to a comparable position, if it does not, and continue to be paid at the step in the salary range that the employee would have attained had the employee worked during the leave of absence.
- 50.7 In accordance with Articles 50.3.2.1, 50.3.2.2 and 50.3.3, the Supplementary Unemployment Benefit shall be based on the salary the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, including any retroactive salary adjustment to which the employee may become entitled during the leave.
- 50.8 Where the pregnancy leave of a person who is not entitled to take parental leave began before January 1, 2018, the pregnancy leave ends on the later of the day that is seventeen (17) weeks after the pregnancy leave began or the day that is six (6) weeks after the birth, still birth or miscarriage of the child unless the employee chooses to end the leave earlier and submits a certificate from a legally qualified medical practitioner.
- Where the pregnancy leave of a person who is not entitled to take parental leave began on or after January 1, 2018, the pregnancy leave ends on the later of the day that is seventeen (17) weeks after the pregnancy leave began or the day that is twelve (12) weeks after the birth, still birth or miscarriage of the child unless the employee chooses to end the leave earlier and submits a certificate from a legally qualified medical practitioner.

ARTICLE 51 – PARENTAL LEAVE

- 51.1.1 A Deputy Minister shall grant a parental leave of absence without pay to an employee who has served at least thirteen (13) weeks, including service as a Public Servant immediately prior to their appointment to the Regular Service.
- 51.1.2 Notwithstanding Article 44.12 (Short Term Sickness Plan), Articles 46.2 and 46.3 (Vacations and Vacation Credits) and Article 53.6 (Termination Payments), vacation credits, seniority and service continue to accrue during the parental leave.
- 51.2.1 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, parental leave may begin,
- (a) no earlier than the day the child is born or comes into the custody, care and control of the employee for the first time; and
 - (b) no later than fifty-two (52) weeks after the day the child is born or comes into the

custody, care and control of the employee for the first time;

- (c) the parental leave of an employee who takes pregnancy leave must begin when the pregnancy leave ends unless the child has not yet come into the custody, care and control of the employee for the first time. Parental leave shall end thirty-five (35) weeks after it begins for an employee who takes pregnancy leave and thirty-seven (37) weeks after it begins for an employee who did not take pregnancy leave, or on an earlier day if the person gives the Employer at least four (4) weeks' written notice of that day.

51.2.2 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time on or after December 3, 2017, parental leave may begin,

- (a) no earlier than the day the child is born or comes into the custody, care and control of the employee for the first time; and
- (b) no later than seventy-eight (78) weeks after the day the child is born or comes into custody, care and control of the employee for the first time;
- (c) the parental leave of an employee who takes pregnancy leave must begin when the pregnancy leave ends unless the child has not yet come into the custody, care and control of an employee for the first time. Parental leave shall end sixty-one (61) weeks after it begins for an employee who takes pregnancy leave and sixty-three (63) weeks after it begins for an employee who did not take pregnancy leave, or on an earlier day if the person gives the Employer at least four (4) weeks' written notice of that day

51.3 Notwithstanding Article 36.2 (Insured Benefits Plans – General), an employee on parental leave shall have their benefits coverage continued unless the employee elects in writing not to do so.

51.4 Except for an employee to whom Article 50 (Pregnancy Leave) applies, an employee on parental leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a further consecutive leave of absence without pay but with accumulation of credits for not more than six (6) weeks.

51.5.1 An employee who is entitled to parental leave and who provides the Employer with proof that they are in receipt of employment insurance benefits pursuant to the *Employment Insurance Act, (Canada)* shall be paid an allowance in accordance with the Supplementary Unemployment Benefit Plan.

51.5.2.1 The following applies for any parental leave which begins before April 26, 2022. In respect of the period of parental leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

- (a) where an employee elects to serve the two (2) week waiting period under the *Employment Insurance Act, (Canada)* before receiving benefits under that *Act*, for the first two (2) weeks, payments equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which the employee was receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their

classification as they are implemented,

and

- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly EI benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for their classification, which the employee was receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.

51.5.2.2 The following applies for any parental leave which begins on or after April 26, 2022. In respect of the period of parental leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

- (a) where an employee elects to serve the one week waiting period under the *Employment Insurance Act*, (Canada) before receiving benefits under that *Act*, for the first one week, payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which the employee was receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.

and

- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly Standard EI parental benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.

and

- (c) where the employee served the one week waiting period in accordance with Article 51.5.2.2(a), and on production of proof that payments in accordance with employment insurance pursuant to the *Employment Insurance Act*, (Canada) have terminated, the employee shall be entitled to a further one week of parental leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented. This further one week of leave must be taken immediately after the date when the EI benefits referenced in Article 51.5.2.2(b) have terminated and prior to returning to the workplace.

or

- (d) where the employee served the waiting period in accordance with Article 50.3.2.2(a), has taken parental leave in conjunction with pregnancy leave, and on production of proof that payments in accordance with employment insurance pursuant to the *Employment Insurance Act, (Canada)* have terminated, the employee shall be entitled to a further one week of parental leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented. This further one week of leave must be taken immediately after the date when the EI benefits referenced in Article 51.5.2.2(b) have terminated and prior to returning to the workplace.

- 51.6 An employee returning from a leave of absence under Articles 51.1 or 51.4 to the ministry in which the employee was employed immediately prior to such leave, shall be assigned to the position they most recently held, if it still exists, or to a comparable position, if it does not, and continue to be paid at the step in the salary range that they would have attained had they worked during the leave of absence.
- 51.7 In accordance with Article 51.5.2.1 and 51.5.2.2, the Supplementary Unemployment Benefit shall be based on the salary the employee was receiving on the last day worked prior to the commencement of the leave, including any retroactive salary adjustment to which the employee may have been entitled during the leave.

ARTICLE 52 – ENTITLEMENT ON DEATH

- 52.1 Where an employee who has served more than six (6) months dies, there shall be paid to their personal representative or, if there is no personal representative, to such person as the Public Service Commission determines, the sum of:
- (a) one-twelfth (1/12) of their annual salary; and
 - (b) their salary for the period of vacation leave of absence and overtime credits that have accrued.
- 52.2 Where an employee dies, there shall be paid to their personal representative or, if there is no personal representative, to such person as the Public Service Commission determines, an amount in respect of attendance credits or severance pay computed in the manner and subject to the conditions set out in Article 53 (Termination Payments). Any severance pay to which an employee is entitled shall be reduced by the amount equal to one-twelfth (1/12) of their annual salary.

ARTICLE 53 – TERMINATION PAYMENTS

- 53.1 An employee whose seniority commences from a date prior to January 1, 1970, and who ceases to be an employee is entitled to be paid an amount in respect of their accumulated attendance credits for continuous service up to and including March 31, 1978, in an amount computed by multiplying half of the number of days of their accumulated attendance credits at the date they cease to be an employee by their annual salary at the date they cease to be an employee and

dividing the product by two hundred and sixty-one (261). For the period from April 1, 1978, the benefits described under Article 53.4 shall apply.

53.2 Notwithstanding Article 53.1, an employee whose seniority commences from a date on or after October 1, 1965, and before January 1, 1970, who ceases to be an employee because of,

- (a) death;
- (b) retirement pursuant to,
 - (1) Articles 8.4, 8.6, 9, 10.1, 10.2, 10.3 or 17 of the OPSEU Pension Plan and who is found by the OPSEU Pension Trust to be unable to perform their duties by reason of mental or physical incapacity and whose service is terminated in circumstances under which they are not entitled to a disability pension; or
- (c) release from employment under section 39 of the *P.S.O.A.*,

is entitled to receive, for continuous service up to and including March 31, 1978:

- (d) severance pay equal to one-half (½) week of salary for each year of continuous service before January 1, 1970, and one (1) week of salary for each year of continuous service from and including January 1, 1970; or
- (e) the amount in respect of their accumulated attendance credits computed in accordance with Article 53.1,

whichever is the greater, but the employee is not entitled to receive both of these benefits.

For the period from April 1, 1978, the benefits described under Article 53.4 shall apply.

53.3 An employee whose seniority commences from a date on or after January 1, 1970, is entitled to severance pay for each year of continuous service up to and including March 31, 1978,

- (a) where the employee has completed one (1) year of continuous service and ceases to be an employee because of,
 - (1) death,
 - (2) retirement pursuant to,
 - (a) Articles 8.4, 8.6, 9, 10.1, 10.2, 10.3 or 17 of the OPSEU Pension Plan and who is found by the OPSEU Pension Trust to be unable to perform their duties by reason of mental or physical incapacity and whose service is terminated in circumstances under which the employee is not entitled to a disability pension; or
 - (3) release from employment under section 39 of the *P.S.O.A.*,

in an amount equal to one (1) week of salary for each year of continuous service; or

- (b) where the employee has completed five (5) years of continuous service and ceases to be an employee for any reason other than,
 - (1) dismissal for cause under section 34 of the *P.S.O.A.*, or

- (2) abandonment of position under section 42 of the *P.S.O.A.*,

in an amount equal to one (1) week of salary for each year of continuous service.

For the period from April 1, 1978, the benefits described under Article shall apply.

53.4.1

An employee,

- (a) who has completed a minimum of one (1) year of continuous service and who ceases to be an employee because of:
 - (1) death,
 - (2) retirement pursuant to,
 - (a) Articles 8.4, 8.6, 9, 10.1, 10.2, 10.3 or 17 of the OPSEU Pension Plan and who is found by the OPSEU Pension Trust to be unable to perform their duties by reason of mental or physical incapacity and whose service is terminated in circumstances under which the employee is not entitled to a disability pension; or
 - (3) dismissal for certain reasons under section 39 of the *P.S.O.A.*, or
 - (4) resignation during the surplus notice period; or
- (b) who has completed a minimum of five (5) years of continuous service and who ceases to be an employee for any reason other than:
 - (1) dismissal for cause under section 34 of the *P.S.O.A.*, or
 - (2) abandonment of position under section 42 of the *P.S.O.A.*, or

is entitled to severance pay for continuous service from and after April 1, 1978, equal to one (1) week of salary for each year of continuous service from and after April 1, 1978.

53.4.2

Notwithstanding Article 53.4.1 an employee who voluntarily resigns is only entitled to termination payments for services accrued up to December 31, 2008.

53.4.3

Notwithstanding Article 53.4.1 an employee appointed on or after January 1, 2013 is not entitled to termination payments as provided for in this article where the employee retires under the OPSEU Pension Plan.

For clarity, this does not apply to a fixed term employee who on or after January 1, 2013 is appointed to the regular service, where that regular employee's continuous service will include any fixed term service accumulated on or before January 1, 2013.

53.4.4

Notwithstanding Article 53.4.1, an employee who retires under the OPSEU Pension Plan will only be entitled to termination payments for service accrued up to December 31, 2016. The termination pay will be based on the rate the employee was being compensated at on December 31, 2016.

53.5.1

The total of the amount paid to an employee in respect of accumulated attendance credits, severance pay, or both, shall not exceed one-half (½) of the annual salary of the employee at the date when they cease to be an employee.

- 53.5.2 The calculation of severance pay of an employee shall be based on the regular salary of the employee at the date when they cease to be an employee.
- 53.5.3 Where a computation for severance pay involves part of a year, the computation of that part shall be made on a monthly basis, and,
- (a) any part of a month that is less than fifteen (15) days shall be disregarded; and
 - (b) any part of a month that is fifteen (15) or more days shall be deemed to be a month.
- 53.6 For purposes of determining qualification for severance pay and the amount of severance pay to which an employee is entitled, an employee's continuous service shall not include any period when the employee is on leave of absence without pay for greater than thirty (30) days, or for a period which constitutes a hiatus in their service, i.e.:
- (a) Political Activity (*P.S.O.A., Part V*)
 - (b) Lay-off (Article 20, Employment Stability)
 - (c) Educational Leave (*Public Service Commission Key Directive on HR Administration – sections 14 and 15*).
- 53.7 An employee may receive only one (1) termination payment for a given period of continuous service.
- 53.8 Notwithstanding Article 53.7, an employee who has been released in accordance with Article 20 (Employment Stability) and who is subsequently re-appointed in accordance with Article 18.3 (Seniority) may, at their option, repay any termination payments received under this Article to the Minister of Finance, and, thereby, restore termination pay entitlements for the period of continuous service represented by the payment.
- 53.9 In a case where an employee leaves employment with the Employer and acquires a job with a Crown Agency, the Employer may pay out the termination pay immediately or, by arrangement with the Crown Agency, transfer liability for the termination pay to the Crown Agency, in which case such liability will be assumed by the Crown Agency and the Employer will be relieved from any further obligation in this regard, save and except that where the Crown Agency does not satisfy its obligation, the Employer shall do so.

PART 1C – REGULAR PART-TIME EMPLOYEES

ARTICLE 54 – APPLICATION OF PART 1C, REGULAR PART-TIME EMPLOYEE (RPT)

- 54.1 The only terms of this Collective Agreement that apply to employees who are Regular part-time employees are those that are set out in this Part. No provisions in this Collective Agreement other than those included in this Part shall apply to regular employees in regular part-time positions.

ARTICLE 55 – OTHER APPLICABLE ARTICLES, REGULAR PART-TIME EMPLOYEE

- 55.1 The following Articles of this Collective Agreement shall also apply to Regular part-time employees

ARTICLE 1	Recognition
ARTICLE 2	Management Rights
ARTICLE 3	No Discrimination/ Employment Equity
ARTICLE 4	Check-off of Union Dues
ARTICLE 5	Information to New Employees
ARTICLE 6	Posting and Filling of Vacancies or New Positions
ARTICLE 8	Temporary Assignments
ARTICLE 13	Kilometric Rates
ARTICLE 14	Time Credits While Travelling
ARTICLE 15	Non- Pyramiding of Premium Benefits
ARTICLE 16	Local and Ministry Negotiations
ARTICLE 18	Seniority (Length of Continuous Service)
ARTICLE 19	Multiple Lay-offs
ARTICLE 21	Discipline and Dismissal
ARTICLE 22	Grievance Procedure
ARTICLE 23	Leave – Union Activities
ARTICLE 24	Leave Without Pay
ARTICLE 25	Leave – Special
ARTICLE 26	Leave – Foreign, Intergovernmental
ARTICLE 27	Leave – Jury Duty
ARTICLE 28	Leave– Military Service
ARTICLE 29	Leave – Pension Trustees
ARTICLE 45	Leave Credits Report

- 55.2 The following Articles of the Collective Agreement shall also apply to Regular part-time employees:

UN4 – Scheduled Tour of Duty or Shift
UN5 – Shift Schedules
UN6 – Shift Premium
UN7 – Rest Periods
UN9 – Call Back
UN11 – On-call Duty

UN12 – Meal Allowance
UN17 – Salary
UN18 – Term of Agreement

ARTICLE 56 – POSTING AND FILLING OF REGULAR PART-TIME POSITIONS

- 56.1.1 When a vacancy occurs in the Regular Service for a regular part-time position in the bargaining unit or a new regular part-time position is created in the bargaining unit, it shall be advertised for at least ten (10) working days prior to the established closing date. Notice of vacancies shall be posted either electronically or on bulletin boards and, upon request, shall be provided in large-sized print or braille where the posting location has the capacity to do so.
- 56.1.2 Notwithstanding Article 56.1.1 above, the Employer may hire qualified candidates who previously applied for the same regular part-time vacancy or new position provided that a competition was held during the previous fourteen (14) months following the conclusion of the competition. The Employer in these circumstances is not required to post or advertise the vacancy or new position. Where the Employer uses this provision, it shall notify the Local Union President where the vacancy or new position exists, ten (10) working days prior to filling the vacancy or new position.
- 56.1.3 Effective April 26, 2022, notwithstanding that a position is advertised within a restricted area of search, any employee who works or resides outside the identified area of search may apply for the position. If the employee applies, they will be deemed to have waived entitlements to any relocation and related expenses, if any, pursuant to Employer policies or directives, as a condition of gaining access to the competition process. For greater certainty, no claim can be made for any expenses incurred during the competition process or arising from the decision to hire the employee into the position.
- 56.2 The notice of vacancy shall state, where applicable, the nature and title of the position, the qualifications required, the “weekly hours of work” and the “basic hourly rate” or the “weekly rate” of pay as defined in Article 57 (Pay and Benefits Administration). Where a regular part-time position is posted within the Ontario Public Service, the internal notice of vacancy shall also state the work location where the position currently exists, that the position is represented by the Union and the particular bargaining unit which contains the position.
- 56.3 In filling a vacancy, the Employer shall give primary consideration to qualifications and ability to perform the required duties. Where qualifications and ability are relatively equal, seniority shall be the deciding factor.
- 56.4 An applicant who is invited to attend an interview within the Regular Service shall be granted time off with no loss of pay and with no loss of credits to attend the interview, provided that the time off does not unduly interfere with operating requirements. (FPT)

- 56.5.1 With the agreement of the Union, the employee and the Employer, an employee shall be assigned to a vacancy where:
- (a) the vacant position is identical to the position occupied by the employee, and
 - (b) the vacant position is in the same ministry as the position occupied by the employee, and the provisions of Articles 56.1, 56.2, 56.3, and 56.4 shall not apply.
- 56.5.2 The assignment of an employee to a vacancy in accordance with Article 25 (Leave – Special), Article 70 (Long Term Income Protection), Article 76 (Pregnancy Leave) and Article 77 (Parental Leave) shall have priority over an assignment under Article 56.5.1.
- 56.6 Where the duties of a position are modified to accommodate an employee with a disability, the position shall not be considered a vacancy for the purposes of this article.

ARTICLE 57 – PAY AND BENEFITS ADMINISTRATION

- 57.1 The “basic hourly rate” of pay for Regular part-time employees is the basic hourly rate for the class, except where the basic hourly rate for the class does not exist in which case it is the weekly rate of the class divided by thirty-six and a quarter ($36\frac{1}{4}$) or forty (40) as applicable.
- 57.2 The “weekly rate” of pay for Regular part-time employees is the basic hourly rate times the applicable weekly hours of work.
- 57.3 “Weekly hours of work” shall be the average of the regularly scheduled weekly hours of a position calculated over a period of four (4) consecutive weeks.

ARTICLE 58 – HOURS OF WORK

- 58.1 The regularly scheduled hours of work for a regular part-time position in the Regular Service shall be as determined by the Employer, provided that the employee is:
- (a) less than thirty-six and one-quarter ($36\frac{1}{4}$) or forty (40) hours per week, as applicable to the classification to which the regular part-time position is assigned, but not less than fourteen (14) hours per week; or
 - (b) less than twenty (20) full days over a period of four (4) consecutive weeks, but not less than nine (9) full days of seven and one-quarter ($7\frac{1}{4}$) or eight (8) hours, as applicable to the classification to which the regular part-time position is assigned.

ARTICLE 59 – NON-WORKING DAY

- 59.1 “Non-Working Day” means a day on which the employee is not scheduled to work to complete their regularly scheduled hours.

ARTICLE 60 – HEALTH AND SAFETY AND VIDEO DISPLAY TERMINALS

(FPT)

- 60.1.1 The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. It is agreed that both the Employer and the Union shall co-operate to the fullest extent possible in the prevention of accidents and in the reasonable promotion of safety and health of all employees.
- 60.1.2 The Employer shall provide safety equipment and protective clothing where it requires that such shall be worn by its employees.
- 60.1.3 The purchase of safety shoes or boots for on-the-job protection of the purchaser shall be subsidized as per the applicable practice in each ministry.
- 60.1.4 The current practices relating to the supply and maintenance of apparel for employees shall continue during the term of this Collective Agreement, subject to any changes which may be entered into between the parties at the local or ministry level.

VIDEO DISPLAY TERMINALS (VDT)

- 60.2 After each hour of continuous operation of a VDT, a VDT operator shall be relieved of such duties for a period of ten (10) minutes to perform other duties away from the VDT.
- 60.3 At the beginning of assignment to a VDT and every twenty-four (24) months thereafter, a VDT operator who is regularly required to operate a VDT for two (2) hours or more per day shall be required to undergo an eye examination by an optometrist or an ophthalmologist who is qualified to conduct the following tests:
 - (a) unaided visual acuity (letter chart test)
 - (b) refractive findings
 - (c) corrected visual acuity
 - (d) amplitude accommodation
 - (e) suppression
 - (f) muscle balance (near, one metre, distant)
 - (g) slit lamp biomicroscopy

The cost of the eye examination, not to exceed fifty dollars (\$50) for such examinations, shall be borne by the Employer, and the VDT operator shall authorize release of a copy of the examination report to the Employer.

- 60.4.1 A pregnant VDT operator who operates a VDT that contains cathode ray tubes may request re-assignment from VDT duties for the remainder of their pregnancy by forwarding a written request to the Employer together with a certificate from a legally qualified medical practitioner certifying that the employee is pregnant.
- 60.4.2 Upon receipt of the written request specified in Article 60.4.1, the Employer shall, where possible, assign the employee to a vacancy in the bargaining unit within their ministry, provided that the employee is able and qualified to perform the required duties and the salary maximum of the vacancy is not greater than the salary maximum of the classification of the employee's

position. Where more than one such vacancy is available, the Employer shall assign the employee to the vacancy with the highest salary maximum. The assignment of a surplus employee to a vacancy, in accordance with Article 20 (Employment Stability), shall have priority over an assignment under Article 60.4.

- 60.4.3 Where an employee is assigned to a vacancy in accordance with Article 60.4, the provisions of Article 56 (Posting and Filling of Regular Part- Time Positions) shall have no application.
- 60.4.4 Where an employee is assigned, under Article 60.4.2, to a position in a classification with a lower salary maximum than the salary maximum of the classification of the position from which the employee was assigned, the employee shall be paid at the rate within the salary range of the classification of the position to which they have been assigned under Article 60.4.2, which is closest to but not more than the rate the employee was receiving immediately prior to the assignment.
- 60.4.5 Where it is not possible to assign an employee in accordance with Article 60.4.2, the employee shall, upon written request, be granted a leave of absence without pay to cover the period preceding the date on which the employee would be entitled to commence pregnancy leave of absence in accordance with Article 76 (Pregnancy Leave).
- 60.4.6 An employee who does not accept an assignment made in accordance with Article 60.4.2, may elect either to continue work in their original position or request leave of absence in accordance with Article 60.4.5.
- 60.5 Video display terminal work stations shall be equipped with tables or stands for the terminal to permit it to be at a height appropriate to the circumstances of its use and the seating available for the operator. The chair provided shall have a seat which is adjustable in height, a back rest which is adjustable in height, and a foot rest where necessary to accommodate a particular operator. Where appropriate to the nature of the work, paper stands or work stands shall be provided.

ARTICLE 61 – ISOLATION PAY

- 61.1 Isolation Pay as provided by Article 12 (Isolation Pay) shall apply; however, it shall be pro-rated based on the proportion of the Regular part-time employee's weekly hours of work to the normal hours of work for the class as follows:

$$\frac{\text{weekly hours of work}}{\text{normal hours of work for class (weekly)}} \times \text{allowance per week for appropriate point rating}$$

ARTICLE 62 – EMPLOYMENT STABILITY

- 62.1 Article 20 (Employment Stability) of this Collective Agreement shall apply to regular part-time employees with the following modifications:
- (a) when identifying the vacancies into which the surplus regular part-time employee can be assigned, the Employer shall use the same criteria used for full-time employees;

- (b) it is understood that in exercising any of the rights referred to in Article 62.1(a) above, the seniority of a regular part-time employee shall be as calculated under Article 18 (Seniority).

62.2 A surplus regular part-time employee shall only have rights to displace another regular part-time employee.

62.3 A regular part-time employee who is laid off shall only have recall rights to regular part-time positions.

ARTICLE 63 – BENEFITS GENERAL

63.1 The benefits described in Articles 64 to 78 apply only to Regular part-time employees in the Unified Bargaining Unit represented by the Ontario Public Service Employees Union.

63.2 In Articles 64 to 78, salary means earnings from weekly hours of work, exclusive of premium payments.

ARTICLE 64 – INSURED BENEFITS PLANS – GENERAL (FPT)

COMMENCEMENT OF COVERAGE

64.1 Employees will be insured for Basic Life, Supplementary and Dependent Life (when elected), Long Term Income Protection, and Supplementary Health and Hospital benefits effective the first of the month coinciding with or immediately following two (2) months service.

COVERAGE DURING LEAVE OF ABSENCE WITHOUT PAY

64.2 During leaves of absence without pay, employees may continue participating in Basic Life, Supplementary Life, Dependent Life, Supplementary Health and Hospital, Long Term Income Protection, and the Dental Plan by arranging to pay full premiums at least one (1) week in advance of the first of each month of coverage through their ministry personnel or payroll branch.

DAYS OF GRACE

64.3 There is a thirty-one (31) day grace period following termination during which the insurance remains in force for Basic, Supplementary and Dependent Life Insurance.

ARTICLE 65 – BASIC LIFE INSURANCE (FPT)

65.1 The Employer shall pay one hundred percent (100%) of the monthly premium of the basic life insurance plan.

65.2 The basic life insurance plan shall provide:

- (a) Effective June 1, 2002, coverage equal to one hundred percent (100%) of annual salary or five thousand dollars (\$5,000), whichever is greater;
- (b) that where an employee is continuously disabled for a period exceeding six (6) months, the Employer will continue to pay monthly premiums on behalf of the employee until the earliest of recovery, death, or the end of the month in which the employee reaches age sixty-five (65). Any premiums paid by the employee for this coverage between the date of disability and the date this provision comes into force shall be refunded to the employee;
- (c) a conversion option for terminating employees to be obtained without evidence of insurability and providing coverage up to the amount for which the employee was insured prior to termination (less the amount of coverage provided by the Employer in the case of retirement). The premium of such policy shall be at the current rates of the insuring company. Application must be made within thirty-one (31) days of the date of termination of insurance. The Employer will advise terminating employees of this conversion privilege. The minimum amount that may be converted is two thousand dollars (\$2,000).

The conversion options shall be:

- 1. Any standard life or endowment plans (without disability or double- indemnity benefits) issued by the insurance carrier.
- 2. A one (1) year term insurance plan which is convertible to the standard life or endowment plans referred to in option 1 above.
- 3. A term to age sixty-five (65) insurance plan.

65.3 The amount of basic life insurance will be adjusted with changes in the employee's salary from the date of approval of the increase or the effective date, whichever is later. If an employee is absent from regularly scheduled hours of work because of sickness or disability on the date an increase in insurance would have occurred, the increase will not take effect until the employee returns to work (i.e. for the equivalent of at least one (1) regular full-time day of employment).

65.4 Basic life insurance will terminate at the end of the month in which an employee ceases to be a regular employee unless coverage is extended under the total disability provision. Employees who receive a monthly benefit from the Public Service Superannuation Fund or OPSEU Pension Trust are entitled to free coverage of two thousand dollars (\$2,000) not earlier than thirty-one (31) days after the first of the month coinciding with or following date of retirement and this amount will be kept in force for the remainder of the employee's life.

ARTICLE 66 – SUPPLEMENTARY AND DEPENDENT LIFE INSURANCE

(FPT)

- 66.1.1 Employees, at their option, may purchase Supplementary Life Insurance in the amount of one (1), two (2) or three (3) times annual salary. The employee pays the full premium for this coverage.
- 66.1.2 The employee's Supplementary Life Insurance provides:
- (a) a waiver of premium on disablement to become effective after nine (9) months' continuous disability or entitlement to Long Term Income Protection benefits, whichever comes first, and to remain in force while the employee is totally disabled until the earliest of recovery, death, or the end of the month in which the employee reaches age sixty-five (65). The premiums paid by the employee for this coverage between the date of disability and the date the premium waiver comes into force shall be refunded to the employee;
 - (b) a conversion option on the employee's termination to be obtained without evidence of insurability and providing coverage up to the amount for which the employee was insured prior to termination. The premium of such policy shall be at the current rates of the insuring company. Application must be made within thirty-one (31) days of the date of termination of insurance. The Employer will advise terminating employees of this conversion privilege. The conversion option shall be as stated in Article 65.2(c) (Basic Life Insurance).
- 66.2 The amount of Supplementary Life Insurance will be adjusted with changes in the employee's salary from the date of the approval of the increase or the effective date, whichever is later. If an employee is absent from regularly scheduled hours of work because of sickness or disability on the date an increase in insurance would have occurred, the increase will not take effect until the employee returns to work (i.e. for the equivalent of at least one (1) regular full-time day of employment). In the event of a reduction in salary, an employee, at their option, may maintain the insurance coverage at the former higher level.
- 66.3 Supplementary Life Insurance will terminate at the end of the calendar month in which the employee ceases to be a Regular Employee.
- 66.4.1 Effective as soon as practical, following ratification, employees, at their option, are entitled to purchase dependent life insurance. Employees must pay the full premium for this coverage. Spousal life insurance choices are from \$10,000 to \$200,000 and dependent child life insurance choices are \$1,000, \$5,000, \$7,500 or \$10,000.
- 66.4.2 Dependent Life insurance will terminate at the earlier of the end of the calendar month in which the employee ceases to be a Regular Employee or the date a dependent ceases to be an eligible dependent.
- 66.4.3 Conversion option: When an employee terminates, Dependent Life Insurance on a spouse may be converted to an individual policy which may be obtained without evidence of insurability and providing coverage for the same amount for which the spouse was insured as a dependent prior to termination. The premium of such policy shall be at the current rates of the insuring

company. Application for the converted policy must be made within thirty-one (31) days of the date of termination of insurance.

66.4.4 Eligible dependents shall include spouse, unmarried children under twenty-one (21) years of age, unmarried children between twenty-one (21) and twenty-five (25) years of age and in full-time attendance at an educational institution or on vacation therefrom, and children twenty- one (21) years of age and over, mentally or physically infirm and who are dependent.

66.5 An employee may elect to purchase Supplementary or Dependent Life Insurance without evidence of insurability within thirty-one (31) days of:

- appointment as a regular employee,
- marriage, or
- birth or adoption of the employee's child.

An employee who applies to purchase or increase this insurance at any other time must provide evidence of insurability satisfactory to the insurer.

ARTICLE 67 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

(FPT)

67.1.1 If an employee elects to participate in this plan, the Employer shall pay forty percent (40%), fifty percent (50%), sixty percent (60%), seventy percent (70%), or eighty percent (80%) of the monthly premium for the Supplementary Health and Hospital Plan, whichever is closest to the percentage that the employee's weekly hours of work bear to full-time employment. The employee shall pay the balance of the monthly premium through payroll deduction.

67.1.2 An employee who does not elect to join the plan on first becoming eligible to participate, or who elects to rejoin the plan after opting out earlier, may make application in December of any year to commence coverage effective January 1st following, provided the employee has satisfied the service requirement specified in Article 64.1 (Insured Benefits Plans General).

67.1.3 An employee who is participating in the plan, and, while still employed wishes to opt out of the plan may make application in December of any year to terminate coverage effective January 1st following.

67.1.4 Notwithstanding Article 67.1.2, on providing proof that similar coverage provided by a plan in which their spouse participates has been terminated, an employee may opt into the plan at any time, for coverage commencing at the beginning of the month coinciding with or immediately following the presentation of such evidence to the Employer.

67.2.1 Effective June 1, 2002, the Supplementary Health and Hospital Plan shall provide for the reimbursement of ninety percent (90%) of the cost of prescribed drugs and medicines that require a physician's prescription. The Supplementary Health and Hospital Plan shall provide reimbursement for ninety percent (90%) of the generic equivalent where a generic equivalent exists. Where the brand name product is dispensed, the employee will pay the difference between the cost of the brand name product and the ninety percent (90%) of the generic equivalent product cost that is reimbursed by the Supplementary Health and Hospital Plan. Notwithstanding the foregoing, if no generic product exists the Supplementary Health and

Hospital Plan shall provide reimbursement for ninety percent (90%) of the cost of the brand name product.

Effective June 1, 2002, the Supplementary Health and Hospital Plan shall provide for the reimbursement of one hundred percent (100%) of the cost of semi-private or private hospital accommodation to a maximum of one hundred and twenty dollars (\$120) per day over and above the cost of standard ward care, and one hundred percent (100%) of the cost for the following services, as set out in Articles 67.2.2 to 67.2.15.

Effective January 1, 2003, reimbursement of prescription drugs will include a three dollar (\$3) deductible per prescription to be paid by the employee.

Effective April 1, 2009, the Supplementary Health and Hospital Plan shall provide reimbursement for ninety (90%) of the cost of medically necessary vaccinations or immunizations when prescribed and administered by a qualified health care practitioner where such vaccine or immunization is not covered by a provincial health plan.

67.2.1.1 Not later than November 1, 2006, the Employer agrees to provide employees with a Drug Card, which shall provide for direct payment of drug costs at the point of purchase, subject to the limitations set out below. The Employer will provide a copy of the drug card plan prior to the implementation date.

67.2.1.2 The Drug Card program shall include the following elements:

- 1) Employees shall be obliged to enrol themselves and all eligible participants in the Drug Card program before coverage shall be provided to the respective employee or eligible participant. If an employee fails to enrol, paper claims will continue to be accepted.
- 2) The Employer and the carrier shall have the right to ensure that the benefits of the employee and other eligible participants under the Drug Card program shall be coordinated with any other drug plan under which the employee and the eligible participants may be entitled to coverage.
- 3) The Drug Card program shall include a feature known as “drug utilization review”, which ensures that drugs are dispensed safely and responsibly to employees.
- 4) The sum of \$3.00 shall be paid by the employee for each individual drug dispensed.

67.2.2 Charges for accommodation, for employees aged sixty-five (65) and over, in a licensed chronic or convalescent hospital up to twenty-five dollars (\$25) per day and limited to one hundred and twenty (120) days per calendar year for semi-private or private accommodation;

67.2.3 Charges made by a licensed hospital for out-patient treatment not paid for under a provincial plan;

67.2.4 Charges for private-duty nursing in the employee’s home, by a registered nurse or registered nursing assistant who is not normally resident in the employee’s home, and who is not related to either the employee or their dependents, provided such registered nursing service is approved by a licensed physician or surgeon as being necessary to the employee’s health care;

- 67.2.5.1 Effective June 1, 2002, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of twenty-five dollars (\$25) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to twenty five dollars (\$25) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400);
- 67.2.5.2 Effective January 1, 2023, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of thirty dollars (\$30) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to thirty dollars (\$30) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400).
- 67.2.5.3 Effective January 1, 2024, charges for the services of a chiropractor, osteopath, naturopath, podiatrist, physiotherapist, and masseur (if licensed and practising within the scope of their license), to a maximum of thirty-five (\$35) for each visit to an annual maximum of one thousand and two hundred dollars (\$1200) per type of practitioner following O.H.I.P. and speech therapist, up to thirty-five dollars (\$35) per half hour, to an annual maximum of one thousand and four hundred dollars (\$1400).
- 67.2.6 Effective January 1, 2018, and up to December 31, 2021, charges for the services of a psychologist (which shall include Master of Social Work) up to forty dollars (\$40) per half-hour to an annual maximum of one thousand and four hundred dollars (\$1400).
- Effective January 1, 2022, charges for the services of a psychologist (which shall include Master of Social Work) up to eighty dollars (\$80) per half-hour to an annual maximum of one thousand and six hundred dollars (\$1600).
- 67.2.7 Effective June 1, 2002, artificial limbs and eyes, crutches, splints, casts, trusses and braces; seventy-five percent (75%) of the cost of specially modified orthopaedic shoes (factory custom) ready-made, off-the-shelf with a limit of one (1) pair to a maximum of five hundred dollars (\$500) per pair per calendar year, if medically necessary and prescribed by a licensed physician; and one hundred percent (100%) of the cost of orthotics, if medically prescribed, up to a limit of one (1) pair, to a maximum of five hundred dollars (\$500) per calendar year. Notwithstanding the forgoing, coverage for employees of institutions shall be two (2) pairs of orthotics per calendar year to a maximum of five hundred dollars (\$500) per pair and two (2) pairs of orthopaedic shoes per calendar year to a maximum of five hundred dollars (\$500) per pair;
- 67.2.8 Rentals of wheel chairs, hospital beds or iron lungs required for temporary therapeutic use. A wheel chair may be purchased if recommended by the attending physician and if rental cost would exceed the purchase cost. Fifty percent (50%) of the cost of repair (including batteries) and modifications to purchased wheel chairs provided that reimbursement for any one repair, battery or modification shall in no event exceed five hundred dollars (\$500);
- 67.2.9 Ambulance services to and from a local hospital qualified to provide treatment, excluding benefits allowed under a provincial hospital plan;

- 67.2.10 Oxygen and its administration;
- 67.2.11 Blood transfusions outside hospital;
- 67.2.12 Dental services and supplies, provided by a dental surgeon within a period of twenty-four (24) months following an accident, for the treatment of accidental injury to natural teeth, including replacement of such teeth or for the setting of a jaw fractured or dislocated in an accident, excluding any benefits payable under any provincial medicare plan;
- 67.2.13 Hearing aids and eye glasses, if required as a result of accidental injury;
- 67.2.14 Effective June 1, 2002, charges for services of physicians, surgeons and specialists legally licensed to practise medicine which, when provided within Canada but outside the Province of Ontario, exceed the O.H.I.P. fee schedule, the allowance under this benefit being up to one hundred percent (100%) of the O.M.A. fee schedule when added to government payments under the O.H.I.P. fee schedule;
- 67.2.15 Charges for surgery by a podiatrist, performed in a podiatrist's office, to a maximum of one hundred dollars (\$100).
- 67.2.16 Effective August 1, 2005, the services and supplies set out in the Liberalization List, dated May 1, 2003 shall be incorporated into the Supplementary Health and Hospital Plan. Details may be found in the information booklet described in Article 67.6 and on the Employer's intranet and the Union's website.
- 67.2.17 Effective October 30, 2015, the Supplementary Health & Hospital Plan will be amended to include expanded coverage for Diabetic Pumps and Supplies as follows:
- 1) Purchase and/or repair of Insulin Infusion Pumps and Continuous Glucose Monitoring machine and supplies to a maximum of two thousand dollars (\$2,000) every five (5) years per person.
 - 2) Purchase of Insulin Jet Injectors to a maximum of one thousand dollars (\$1,000), lifetime.
 - 3) Purchase and/or repair of one Blood Glucose monitoring machine per consecutive four (4)-year period to a maximum of four hundred (\$400) per person.
 - 4) One hundred percent (100%) of the purchase of supplies required for the use of the above referenced diabetic appliances to a calendar year maximum of two thousand dollars (\$2,000) per person (Insulin will continue to be reimbursed as an eligible drug, not through this article).
- 67.3 Effective June 1, 2002, the Employer agrees to pay eighty percent (80%) of the monthly premiums for vision care and sixty percent (60%) of the monthly premiums for hearing aid coverage, under the Supplementary Health and Hospital Plan, with the balance of the monthly premiums being paid by the employee through payroll deduction. This coverage includes a ten dollar (\$10.00) (single) and twenty dollar (\$20.00) (family) deductible in any calendar year and provides for vision care (maximum three hundred dollars [\$300.00] per person in any twenty-

four [24] month period) and the purchase of hearing aids (maximum twelve hundred dollars [\$1200.00] per person every four [4] years) equivalent to the vision and hearing aid component of the Blue Cross Extended Health Care Plan.

Effective September 1, 2005, the eligible expenses outlined in the vision care coverage under the Supplementary Health and Hospital Plan will be amended to include one routine eye examination every twenty-four (24) months, and laser eye correction surgery. The vision care coverage maximum will be increased to three hundred and forty dollars (\$340) per person every twenty-four (24) month period.

Effective April 1, 2009, the Supplementary Health and Hospital Plan shall provide for the reimbursement of the cost of one routine eye examination every twenty-four (24) months independent of the vision care maximum.

Effective January 1, 2010, the employer agrees to pay 100% of the monthly premiums for vision care and hearing aid coverage under the Supplementary Health and Hospital Plan.

- 67.4 It is not necessary for an employee or dependents to be confined to hospital to be eligible for benefits under this plan. If an employee is totally disabled or their dependent is confined to hospital on the date their Supplementary Health and Hospital Insurance terminates, benefits shall be payable until the earliest of: the date the total disability ceases, the date their dependent is discharged from hospital, or the expiration of six (6) months from the date of termination of insurance.
- 67.5 Where an employee is totally disabled, coverage for Supplementary Health and Hospital Insurance will cease at the end of the month in which the employee receives their last pay from the Employer, except as provided in Article 70.3 (Long Term Income Protection). If an employee wishes to have Supplementary Health and Hospital Insurance continue, arrangements may be made through the employee's personnel branch. The employee shall pay the full premium.
- 67.6 The Employer shall make available to employees an information booklet with periodic updates, when necessary, within a reasonable period of time following the signing of a new collective agreement or following major alterations to the Plans.
- 67.7 Effective January 1, 2009, the employee's share of the annual Employment Insurance (EI) rebate will be redirected by the Employer towards offsetting the cost of the benefits contained in this Agreement.
- 67.8 Effective January 1, 2018, all active employees will be enrolled in a mandatory, employee-paid catastrophic drug coverage plan that will provide 100% coverage for drug costs over an eligible drug claim cost threshold of \$10,000 per eligible patient (employee, spouse and eligible dependent children), in a calendar year.
- (a) A patient's eligible claims for drug purchases up to the \$10,000 per calendar year threshold will be reimbursed at 90% subject to the coverage terms set out in Article 67.2.1.

(b) Eligible patient shall mean the employee, the employee's spouse, and the employee's dependent child or children.

(c) Monthly premium payments for the catastrophic drug coverage plan shall be deducted from an employee's monthly pay.

67.9 Effective January 1, 2018, the Employer will provide all employees with the option to enrol in out-of-country medical coverage. Employees who choose to enrol in this coverage will be responsible for 100% of the monthly premium.

An employee may apply to enrol in this coverage upon hire or at any time thereafter. Where an employee enrolls and later decides to terminate coverage, their decision is irrevocable and they will not be able to re-enrol.

ARTICLE 68 – DENTAL PLAN

(FPT)

BENEFITS

68.1.1 This plan provides for basic dental care equivalent to the Blue Cross Dental Care Plan 7 and includes such items as examinations, consultations, specific diagnostic procedures, X-rays, preventive services such as scaling, polishing and fluoride treatments, fillings, extractions and anaesthesia services. This plan also includes benefits equivalent to Rider 1 of the Ontario Blue Cross as additions to the basic dental plan and includes such items as periodontal services, endodontic services and surgical services, as well as prosthodontic services necessary for relining, rebasing or repairing of an existing appliance (fixed bridgework, removable partial or complete dentures).

Effective June 1, 2002 and until December 31, 2008, the dental coverage includes a one hundred dollar (\$100) single or family deductible per calendar year.

Effective January 1, 2009, the dental coverage includes a fifty dollar (\$50) single or family deductible per calendar year.

Effective June 1, 2002 dental recall coverage is extended from six (6) to nine (9) months except for dependent children twelve (12) and under.

Effective June 1, 2002, coverage does not include fluoride treatment for adults.

Effective April 1, 2009, the dental coverage includes pit and fissure sealant for dependent children aged six (6) to eighteen (18) years.

68.1.2 (a) Payments under the plan will be in accordance with the current Ontario Dental Association Schedule of Fees for the subscriber and eligible dependents. Effective January 1, 2004, reimbursements to the employee will be based on a dental fee guide lag of one (1) year in each year of the collective agreement.

(b) The Employer shall pay the full premiums under this plan on the basis of eighty-five percent/fifteen percent (85%/15%) co-insurance. The employee shall pay the cost of

dental care directly and the carrier shall reimburse the employee eighty-five percent (85%) based on Article 68.1.2(a).

- 68.1.3 This plan includes dentures, with benefits equivalent to Rider 2 of the Ontario Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance, in accordance with Article 68.1.2(a), up to a lifetime maximum benefit of three thousand dollars (\$3,000) for the insured employee and each eligible dependent.
- 68.1.4 Except for benefits described under Article 68.2, eligible dependents shall include spouse, unmarried children under twenty-one (21) years of age, unmarried children between twenty-one (21) and twenty-five (25) years of age in full-time attendance at an educational institution or on vacation therefrom, and children twenty-one (21) years of age and over, mentally or physically infirm and who are dependent.
- 68.2 This plan includes services relating to orthodontics, to apply only to dependent unmarried children of the employee between the ages of six (6) and eighteen (18), with benefits equivalent to Rider 3 of the Ontario Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance, in accordance with Article 68.1.2(a), up to a lifetime maximum benefit of three thousand dollars (\$3,000) for each such dependent unmarried child.
- 68.3 Effective June 1, 2002, this plan includes services relating to major restorative, with benefits equivalent to Rider 4 of the Blue Cross Plan on the basis of fifty percent/fifty percent (50%/50%) co-insurance. The employee shall pay the cost of the dental care directly and the carrier shall reimburse the employee fifty percent (50%) based on Article 68.1.2(a), up to a maximum benefit of twelve hundred dollars (\$1200) per year for the insured employee and each eligible dependent.

Effective January 1, 2010, the maximum benefit for major dental services will be increased to two thousand dollars (\$2,000) per year for the insured employee and each eligible dependent. The co-insurance will remain at fifty/fifty (50%/50%).

PREMIUMS

- 68.4 If an employee elects to participate in the Dental Plan, the Employer shall pay forty percent (40%), fifty percent (50%), sixty percent (60%), seventy percent (70%) or eighty percent (80%) of the monthly premium for the Dental Plan, whichever is closest to the percentage that the employee's weekly hours of work bear to full-time employment. The employee shall pay the balance of the monthly premium through payroll deduction.

ELIGIBILITY

- 68.5 Employees are eligible for coverage on the first day of the month coinciding with or following two (2) months of service.

PARTICIPATION

- 68.6.1 An employee who does not elect to join the plan on first becoming eligible to participate, or who elects to rejoin the plan after opting out earlier, may make application in December of any year to commence coverage effective January 1st following, provided the employee has satisfied the service requirement specified in Article 64.1 (Insured Benefits Plans – General).
- 68.6.2 An employee who is participating in the plan, and, while still employed wishes to opt out of the plan, may make application in December of any year to terminate coverage effective January 1st following.
- 68.6.3 Notwithstanding Article 68.6.1, on providing proof that similar coverage provided by a plan in which their spouse participates has been terminated, an employee may opt into the plan at any time, for coverage commencing at the beginning of the month coinciding with or immediately following the presentation of such evidence to the Employer.

CANCELLATION

- 68.7 All coverage under this plan will cease on the date of termination of employment.

ARTICLE 69 – WORKPLACE SAFETY AND INSURANCE (FPT)

- 69.1 Where an employee is absent by reason of an injury or an occupational disease for which a claim is made under the *Workplace Safety and Insurance Act*, their weekly rate of pay shall continue to be paid for a period not exceeding thirty (30) regularly scheduled working days.
- If an award is not made, any payments made under the foregoing provisions in excess of that to which the employee is entitled under Articles 71.1 and 71.6 (Short Term Sickness Plan) shall be an amount owing by the employee to the Employer.
- 69.2 Where an employee is absent by reason of an injury or an occupational disease for which an award is made under the *Workplace Safety and Insurance Act*, their weekly rate of pay shall continue to be paid for a period not exceeding three (3) consecutive months or a total of sixty-five (65) regularly scheduled working days, where such absences are intermittent, following the date of the first absence because of the injury or occupational disease, and any absence in respect of the injury or occupational disease shall not be charged against their credits.
- 69.3 Where an award is made under the *Workplace Safety and Insurance Act* to an employee that is less than the weekly rate of pay of the employee and the award applies for longer than the period set out in Article 69.2 and the employee has accumulated credits, their weekly rate of pay may be paid and the difference between the weekly rate of pay paid after the period set out in Article 69.2 and the compensation awarded shall be converted to its equivalent time and deducted from their accumulated credits.
- 69.4 Where an employee receives an award under the *Workplace Safety and Insurance Act*, and the award applies for longer than the period set out in Article 69.2 (i.e. three (3) months), the Employer will continue subsidies for Basic Life, Long Term Income Protection, Supplementary

Health and Hospital and the Dental Plans for the period during which the employee is receiving the award. The Employer shall continue to make the Employer's pension contributions unless the employee gives the Employer a written notice that the employee does not intend to pay the employee's pension contributions.

- 69.5 Where an employee is absent by reason of an injury or an occupational disease for which an award is made under the *Workplace Safety and Insurance Act*, the employee shall not be entitled to a leave of absence with pay under Article 71 (Short Term Sickness Plan) as an option following the expiry of the application of Article 69.2.
- 69.6 Effective January 1, 2016, salary payments under Article 69.2 shall be reduced to the extent necessary to provide that an employee's net earnings equal one hundred percent (100%) of their net earnings prior to the commencement of their absence.

ARTICLE 70 – LONG TERM INCOME PROTECTION

- 70.1 Effective June 1, 2002, the Employer shall pay one hundred percent (100%) of the monthly premium of the Long Term Income Protection (LTIP) plan.

- 70.2.1 (a) Effective January 1, 1992 and until December 31, 2009, the LTIP benefit is sixty-six and two-thirds percent (66 2/3%) of an employee's gross salary at the date of disability, including any retroactive salary adjustment to which the employee is entitled.

Effective January 1, 2010, the LTIP benefit is sixty-six and two thirds percent (66 2/3%) of the employee's gross salary at the date that the carrier deems to be the effective date on which the employee is entitled to receive LTIP benefits, including any retroactive salary adjustment to which the employee is entitled.

- (b) The LTIP benefit provided under Article 42.2.1(b) (Long Term Income Protection) shall apply; however it shall be pro-rated based on the proportion of the Regular part-time employee's weekly hours of work to the normal hours of work for the class as follows:

$$\frac{\text{Weekly hours of work}}{\text{Normal hours of work for class (weekly)}} \times \text{Monthly amount}$$

- (c) Effective December 31, 1993, and annually thereafter, until December 31, 1998, the total monthly payment under Articles 70.2.1(a) and 70.2.1(b) shall be increased by up to two percent (2%) based on the average annual increase in the Ontario Consumer Price Index (CPI) as published by Statistics Canada each January.
- (d) Effective January 1, 1999, the LTIP benefit an employee was receiving on December 31, 1998, shall be increased for each employee by an amount equal to 1.0% of such amount, and on January 1, 2000, the amount the employee was receiving on December 31, 1999 shall be increased by a further 1.35%, and on January 1, 2001, the amount the employee was receiving on December 31, 2000 shall be increased by a further 1.95%.
- (e) Effective January 1, 2002, the LTIP benefit an employee was receiving on December 31, 2001, shall be increased for each employee by an amount equal to 3.5% of such

amount, and on January 1, 2003, the amount the employee was receiving on December 31, 2002 shall be increased by a further 2.45%, and on January 1, 2004, the amount the employee was receiving on December 31, 2003 shall be increased by a further 2.5%.

- (f) Effective January 1, 2005, the LTIP benefit an employee was receiving on December 31, 2004, shall be increased for each employee by an amount equal to 2% of such amount, and on January 1, 2006, the amount the employee was receiving on December 31, 2005 shall be increased by a further 2.25%, and on January 1, 2007, the amount the employee was receiving on December 31, 2006 shall be increased by a further 2.5%, and on January 1, 2008, the amount the employee was receiving on December 31, 2007 shall be increased by a further 3%.
- (g) Effective January 1, 2009, the LTIP benefit an employee was receiving on December 31, 2008 shall be increased for each employee by an amount equal to 1.75% of such amount, and on January 1, 2010, the amount the employee was receiving on December 31, 2009 shall be increased by a further 2.0%, and on January 1, 2011, the amount the employee was receiving on December 31, 2010 shall be increased by a further 2.0%, and on January 1, 2012, the amount the employee was receiving on December 31, 2011 shall be increased by a further 2.0%.
- (h) Effective January 1, 2013, the LTIP benefit an employee was receiving on December 31, 2012 shall be increased for each employee by an amount equal to 0.5% of such amount, and on January 1, 2014, the amount the employee was receiving on December 31, 2013 shall be increased by a further 0.5%.
- (i) The Employer shall provide a list of employees on LTIP to JIBRC upon request.
- (j) Effective January 1, 2015, and thereafter, the total monthly LTIP benefit payment under the plan shall be adjusted by an increase equal to those provided for under Article UN 16.

70.2.2 The LTIP benefit to which an employee is entitled under Article 70.2.1 shall be reduced by the total of other disability or retirement benefits payable under any other plan toward which the Employer makes a contribution except for Workplace Safety and Insurance benefits paid for an unrelated disability, and such benefits are payable until the earliest of recovery, death or the end of the month in which the employee reaches age sixty-five (65).

70.2.3 The LTIP benefits commence after a qualification period of six (6) months from the date the employee becomes totally disabled, unless the employee elects to continue to use accumulated attendance credits on a day-to-day basis after the six (6) month period.

70.2.4 Total disability means the continuous inability as the result of illness, mental disorder, or injury of the insured employee to perform the essential duties of their normal occupation during the qualification period, and during the first twenty-four (24) months of the benefit period; and thereafter during the balance of the benefit period, the inability of the employee to perform the essential duties of any gainful occupation for which the employee is reasonably fitted by education, training or experience.

- 70.3 The Employer will continue to make pension contributions as well as the normal portion of premium payments for the Dental Plan and for Supplementary Health and Hospital on behalf of the employee while the employee receives or is qualified to receive LTIP benefits under the plan, unless the employee is supplementing a Workplace Safety and Insurance award. For the purposes of Article 70.3, the “normal portion” of premium payments will be as described in Article 67.1.1 (Supplementary Health and Hospital Insurance) and Article 68.4 (Dental Plan).
- 70.4 A record of employment, if required in order to claim Employment Insurance sickness and disability benefits, will be granted to an employee and this document shall not be considered as termination of employment.
- 70.5 The LTIP coverage will terminate at the end of the calendar month in which an employee ceases to be a regular employee. If the employee is totally disabled on the date their insurance terminates, the employee shall continue to be insured for that disability.
- 70.6 If, within three (3) months after benefits from the LTIP plan have ceased, an employee has a recurrence of a disability due to the same or a related cause, the LTIP benefit approved for the original disability will be reinstated immediately.
- 70.7.1 Rehabilitative plans and programs for employees receiving LTIP benefits, whether with the OPS or another Employer, shall be required where recommended by the Carrier.
- “Rehabilitative employment” is a rehabilitative plan or program and means remunerative employment while not yet fully recovered, following directly after the period of total disability for which benefits were received. When considering rehabilitative plans and programs, LTIP will take into account the employee’s training, education and experience. If a person does not participate or cooperate in a rehabilitation plan or program that has been recommended or approved by the Carrier, the employee will no longer be entitled to benefits. The rehabilitative benefit will be the monthly LTIP benefit less fifty percent (50%) of rehabilitative employment earnings. The benefit will continue during the rehabilitative employment period up to but not more than twenty-four (24) months.
- 70.7.2 Where a person does not participate or cooperate in a rehabilitation plan or program that has been recommended or approved by the Carrier and the employee is no longer entitled to benefits, the employee will have the ability to file for an expedited review of the decision to end benefits directly to the Claims Review Subcommittee under Appendix 4 (Joint Insurance Benefits Review Committee) within 30 days of the decision to end benefits. The parties agree that such matters will be heard within 60 days by the Claims Review Subcommittee as per paragraph 6 (a) of Appendix 4, unless the parties mutually agree otherwise.
- 70.8 The LTIP benefits under rehabilitative employment shall be reduced when an employee’s total earnings exceed one hundred percent (100%) of their earnings as at the date of commencement of total disability.
- 70.9 Employees while on rehabilitative employment with the Ontario Government will earn vacation credits as set out in Article 72 (Vacations and Vacation Credits).

ARTICLE 71 – SHORT TERM SICKNESS PLAN

- 71.1 An employee who is unable to attend to their duties due to sickness or injury is entitled in each calendar year to leave of absence with pay as follows:
- (a) at regular salary for the portion of six (6) days that the ratio of the employee's weekly hours of work bear to full-time employment,
 - (b) at seventy-five percent (75%) of regular salary for an additional period of that portion of one hundred and twenty-four (124) days that the ratio of the employee's weekly hours of work bear to full-time employment.
- 71.2 An employee is not entitled to leave of absence with pay under Article 71.1 until the employee has completed all of their regularly scheduled hours of work within a period of four (4) consecutive weeks.
- 71.3 An employee on a sick leave of absence which commences on a regularly scheduled working day in one (1) calendar year and continues to include a regularly scheduled working day in the following calendar year, is not entitled to leave of absence with pay under Article 71.1 for more than the number of days provided in Article 71.1 in the two (2) years until the employee has returned to work and again completed the service requirement described in Article 71.2.
- 71.4 An employee who has used the total number of days available under Article 71.1 in a calendar year must complete the service requirement described in Article 71.2 before the employee is entitled to further leave under Article 71.1 in the next calendar year.
- 71.5 The pay of an employee under this article is subject to deductions for insurance coverage and pension contributions that would be made from their regular weekly rate of pay. The Employer-paid portion of all payments and subsidies will continue to be made.

USE OF ACCUMULATED CREDITS

- 71.6 An employee on leave of absence under Article 71.1 may, at their option, have sufficient credits deducted from their accumulated credits (attendance, vacation or overtime) to receive their regular weekly rate of pay.
- 71.7 An employee who is absent from their duties due to sickness or injury beyond the total number of days provided for in Article 71.1 shall have their accumulated attendance credits reduced by the number of days equal to such absence and the employee shall receive their regular weekly rate of pay for that period.
- 71.8 Article 71.7 does not apply to an employee when they qualify for and elects to receive benefits under the Long Term Income Protection plan.
- 71.9 Where, for reasons of health, an employee is frequently absent or unable to perform their duties, the Employer may require them to submit to a medical examination at the expense of the Employer.

- 71.10 Where an employee's absence caused by sickness exceeds a calendar week, no leave with pay shall be allowed unless a certificate of a legally qualified medical practitioner is forwarded to the employee's manager, certifying that the employee is unable to attend to their official duties. Notwithstanding this provision, the employee's manager may require an employee to submit a medical certificate for a period of absence of less than a calendar week.
- 71.11 Employees returning from Long Term Income Protection plan to resume employment must complete the service requirement described in Article 71.2 to qualify for benefits under the Short Term Sickness Plan.
- 71.12 For the purposes of this article the service requirement described in Article 71.2 shall not include vacation leave of absence or any leaves without pay, but days worked before and after such leave shall be considered consecutive. Notwithstanding the above, where an employee is unable to attend to their duties due to sickness or injury, the days worked before and after such absence shall not be considered consecutive.

ARTICLE 72 – VACATIONS AND VACATION CREDITS

(FPT)

- 72.1 Effective January 1, 1992, an employee shall earn a pro-rated portion of the vacation credits shown below based on the ratio that their weekly hours of work bear to full-time employment:
- (a) One and one-quarter ($1\frac{1}{4}$) days per month during the first eight (8) years of continuous service;
 - (b) One and two-thirds ($1\frac{2}{3}$) days per month after eight (8) years of continuous service;
 - (c) Two and one-twelfth ($2\frac{1}{12}$) days per month after fifteen (15) years of continuous service;
 - (d) Two and one-half ($2\frac{1}{2}$) days per month after twenty-six (26) years of continuous service.
- 72.2 An employee is entitled to vacation credits under Article 72.1 in respect of a month or part thereof in which the employee is at work or on leave with pay.
- 72.3 An employee is not entitled to vacation credits under Article 72.1 in respect of a whole month in which the employee is absent from duty for any reason other than vacation leave of absence or leave of absence with pay.
- 72.4 An employee shall be credited with their vacation for a calendar year at the commencement of each calendar year.
- 72.5 An employee may accumulate vacation to a maximum of twice their annual accrual but shall be required to reduce their accumulation to a maximum of one (1) year's accrual by December 31 of each year.
- 72.6 On commencing employment an employee shall be credited with pro rata vacation for the balance of the calendar year, but shall not be permitted to take vacation until the employee has completed six (6) months of service.

- 72.7 An employee with over six (6) months of service may, with the approval of the Deputy Minister, take vacation to the extent of their vacation entitlement and their vacation credits shall be reduced by any such vacation taken. For this purpose, an employee may include any continuous employment as a regular part-time employee, or as a full-time employee, in the Public Service of Ontario immediately prior to their appointment to the Regular Service.
- 72.8 Where an employee has completed twenty-five (25) years of service, there shall be added to their accumulated vacation, on that occasion only, that portion of five (5) days' vacation represented by the ratio their weekly hours of work bear to full-time employment.
- 72.9 An employee who completes twenty-five (25) years of service on or before the last day of the month in which they become sixty-four (64) years of age, is entitled to that portion of five (5) days pre-retirement leave with pay, represented by the ratio their weekly hours of work bear to full-time employment, at the beginning of the month following their sixty-fourth (64th) birthday.
- 72.10 Where an employee leaves the Regular Service prior to the completion of six (6) months' service as computed in accordance with Article 72.7, the employee is entitled to vacation pay at the rate of four percent (4%) of total earnings paid during the period of their employment.
- 72.11 An employee who has completed six (6) or more months of service shall be paid for any earned and unused vacation standing to their credit at the date they cease to be an employee, or, at the date the employee qualifies for payments under the Long Term Income Protection plan as defined under Article 70 and any salary paid for unearned vacation used up to that time shall be recovered by the Employer from any monies owing to that employee.
- 72.12 An employee's service shall not include any period when the employee is on leave of absence without pay for more than thirty (30) days or a period which constitutes a hiatus in service, i.e.:
- (a) Political Activity (*Public Service of Ontario Act*) (*P.S.O.A*), Part V)
 - (b) Lay-off (Article 62 – Employment Stability)
 - (c) Educational Leave (*Public Service Commission Key Directive on HR Administration* – sections 14 and 15).
- 72.13 An employee who has completed their probationary period shall, upon giving at least two (2) months' written notice, receive before commencing vacation, an advance against the pay cheques that fall due during the vacation period, based upon the following conditions:
- (a) such an advance shall be provided only where the employee takes at least two (2) consecutive weeks' vacation;
 - (b) such an advance shall be in an amount equal to the employee's lowest net regular pay cheque in the two (2) month period immediately preceding commencement of their vacation leave, and rounded to the closest ten dollars (\$10) below such net amount;
 - (c) where more than two (2) pay cheques are due and payable during the vacation period, in no case will the advance exceed twice the amount set out in (b) above.

Any additional amount due the employee as a result of the application of (b) and (c) above will be paid to the employee in the normal manner.

ARTICLE 73 – HOLIDAY PAYMENT

73.1.1 An employee shall be entitled to a paid holiday each year on each of the following days which fall on a day that is a regularly scheduled work day for the employee:

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	Family Day

Any special holiday as proclaimed by the Governor General or the Lieutenant Governor.

73.1.2 An employee shall be compensated for each of the holidays to which they are entitled under Article 73.1.1. The compensation shall be equivalent to that of their regularly scheduled working day, but shall not exceed seven and one-quarter (7¼) or eight (8) hours, as applicable.

73.2 When an employee works on a holiday listed in Article 73.1.1, in addition to any compensation to which the employee may be entitled under Article 73.1.2, the employee shall be paid at the rate of two (2) times the basic hourly rate for all hours worked with a minimum credit of the number of hours in their regularly scheduled working day. This Article 73.2 does not apply to employees in classifications assigned to Schedule 6.

73.3 In addition to any compensation to which the employee may be entitled under Article 73.1.2, an employee in a classification assigned to Schedule 6 shall receive equivalent time off for work on a holiday listed in Article 73.1.1.

ARTICLE 74 – BEREAVEMENT LEAVE

(FPT)

74.1 An employee shall be allowed up to three (3) consecutive calendar days' leave of absence with pay in the event of the death of their spouse, mother, father, mother-in-law, father-in-law, son, daughter, step-son, step-daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepmother, stepfather, step-grandparent, step-grandchild or same-sex spouse.

74.2 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence with pay in the event of the death and to attend the funeral of their aunt, uncle, niece or nephew.

74.3 In addition to the foregoing, an employee shall be allowed up to two (2) days' leave of absence without pay to attend the funeral of a relative listed in Articles 74.1 and 74.2 above if the location of the funeral is greater than eight hundred kilometres (800 km) from the employee's residence.

ARTICLE 75 – SPECIAL AND COMPASSIONATE LEAVE

(FPT)

- 75.1 A Deputy Minister or their designee may grant an employee leave of absence with pay for not more than three (3) days in a year upon special or compassionate grounds.
- 75.2 The granting of leave under this article shall not be dependent upon or charged against accumulated credits.
- 75.3 An employee shall be entitled to special leave of up to two (2) days per year to attend to unforeseen dependent and elder related care for the leave referenced in Article 75.1. For clarity, the parties agree this leave shall be granted so long as the employee has remaining special and compassionate leave under 75.1. The employee will attempt to give reasonable notice, where possible, in respect of any leave of absence under Article 75.3.

ARTICLE 76 – PREGNANCY LEAVE

(FPT)

- 76.1 A Deputy Minister shall grant leave of absence without pay to a pregnant employee who has served at least thirteen (13) weeks including service as a Public Servant immediately prior to the employee's appointment to the Regular service.
- 76.2.1 The leave of absence shall be in accordance with the provisions of the *Employment Standards Act 2000*.
- 76.2.2 Notwithstanding Article 71.12 (Short Term Sickness Plan), Articles 72.2, 72.3, 72.12 (Vacation and Vacation Credits) and Article 78.3 (Termination Payments), vacation credits, seniority and service continue to accrue during the pregnancy leave.
- 76.3.1 An employee entitled to pregnancy leave under this article, who provides the Employer with proof that the employee is in receipt of Employment Insurance benefits pursuant to the *Employment Insurance Act, (Canada)* shall be paid an allowance in accordance with the Supplementary Unemployment Benefit Plan.
- 76.3.2.1 The following applies for any pregnancy leave which begins before April 26, 2022. In respect of the period of pregnancy leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (a) for the first two (2) weeks (the waiting period), payments equivalent to ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented,

and

- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly *EI* benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented.

76.3.2.2 The following applies for any pregnancy leave which begins on or after April 26, 2022. In respect of the period of pregnancy leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

- (a) for the first one week (waiting period), payment equivalent to ninety-three (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented,

and

- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly *EI* benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented.

and

- (c) on production of proof of payments in accordance with employment insurance pursuant to the *Employment Insurance Act, (Canada)* have terminated, the employee she shall be entitled to a further one week of pregnancy leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for the employee's classification, which the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for the employee's classification as they are implemented. This further one week of leave must be taken immediately after the date when the *EI* benefits referenced in Article 76.3.2.2(b) have terminated and prior to returning to the workplace.
- (d) where an employee takes parental leave in conjunction with pregnancy leave, Article 76.3.2.2 (c) shall not apply.

- 76.3.3 Notwithstanding Article 76.3.2.1 and 76.3.2.2, where an employee assigned to a vacancy in accordance with Article 60.4.2 (Health and Safety and Video Display Terminals) is eligible to receive an allowance under this article, and the salary rate the employee was receiving on the last day worked prior to the pregnancy leave is less than the salary rate the employee was receiving on the last day worked prior to the assignment, the allowance shall be based on the actual weekly rate of pay for the employee's classification which the employee was receiving on the last day worked prior to the assignment.
- 76.4 Notwithstanding Article 64.2 (Insured Benefits Plans – General), an employee on pregnancy leave shall have her benefits coverage continued unless the employee elects in writing not to do so.
- 76.5 (a) Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, an employee on pregnancy leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a leave of absence without pay but with accumulation of credits for not more than thirty- five (35) weeks. This leave shall be in accordance with the provisions of parental leave granted under Article 77 (Parental Leave).
- (b) Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time on or after December 3, 2017, an employee on pregnancy leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a leave of absence without pay but with accumulation of credits for not more than sixty-one (61) weeks. This leave shall be in accordance with the provisions of parental leave granted under Article 77 (Parental Leave).
- 76.6.1 An employee returning from a leave of absence under Article 76.1 or 76.5 to the ministry in which the employee was employed immediately prior to such leave shall be assigned to the position the employee most recently held, if it still exists, or to a comparable position, if it does not and continue to be paid at the step in the salary range that the employee would have attained had the employee worked during the leave of absence.
- 76.6.2 An employee who has been assigned in accordance with Article 60.4.2 (Health and Safety and Video Display Terminals) and who returns to their former ministry from a leave of absence under this article, shall be assigned to the position the employee most recently held prior to the assignment under Article 60.4.2, if it still exists, or to a comparable position, if it does not, and continue to be paid at the step in the salary range that the employee would have attained had they worked during the leave of absence.
- 76.7 In accordance with Articles 76.3.2.1, 76.3.2.2 and 76.3.3, the Supplementary Unemployment Benefit shall be based on the salary the employee was receiving on the last day worked prior to the commencement of the pregnancy leave, including any retroactive salary adjustment to which the employee may become entitled during the leave.
- 76.8 Where the pregnancy leave of a person who is not entitled to take parental leave began before January 1, 2018, the pregnancy leave ends on the later of the day that is seventeen (17) weeks after the pregnancy leave began or the day that is six (6) weeks after the birth, still birth or miscarriage of the child unless the employee chooses to end the leave earlier and submits a certificate from a legally qualified medical practitioner.

Where the pregnancy leave of a person who is not entitled to take parental leave began on or after January 1, 2018, the pregnancy leave ends on the later of the day that is seventeen (17) weeks after the pregnancy leave began or the day that is twelve (12) weeks after the birth, still birth or miscarriage of the child unless the employee chooses to end the leave earlier and submits a certificate from a legally qualified medical practitioner.

ARTICLE 77 – PARENTAL LEAVE

(FPT)

- 77.1.1 A Deputy Minister shall grant a parental leave of absence without pay to an employee who has served at least thirteen (13) weeks, including service as a Public Servant immediately prior to their appointment to the Regular Service.
- 77.1.2 Notwithstanding Article 71.12 (Short Term Sickness Plan), Articles 72.2, 72.3, 72.12 (Vacation and Vacation Credits) and Article 78.3 (Termination Payments), vacation credits, seniority and service continue to accrue during the parental leave.
- 77.2.1 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time before December 3, 2017, parental leave may begin,
- (a) no earlier than the day the child is born or comes into the custody, care and control of the employee for the first time; and
 - (b) no later than fifty-two (52) weeks after the day the child is born or comes into the custody, care and control of the employee for the first time;
 - (c) the parental leave of an employee who takes pregnancy leave must begin when the pregnancy leave ends unless the child has not yet come into the custody, care and control of the employee for the first time. Parental leave shall end thirty-five (35) weeks after it begins for an employee who takes pregnancy leave and thirty-seven (37) weeks after it begins for an employee who did not take pregnancy leave, or on an earlier day if the person gives the Employer at least four (4) weeks' written notice of that day.
- 77.2.2 Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time on or after December 3, 2017, parental leave may begin,
- (a) no earlier than the day the child is born or comes into the custody, care and control of the employee for the first time; and
 - (b) no later than seventy-eight (78) weeks after the day the child is born or comes into the custody, care and control of the employee for the first time;
 - (c) the parental leave of an employee who takes pregnancy leave must begin when the pregnancy leave ends unless the child has not yet come into the custody, care and control of an employee for the first time. Parental leave shall end sixty-one (61) weeks after it begins for an employee who takes pregnancy leave and sixty-three (63) weeks after it begins for an employee who did not take pregnancy leave, or on an earlier day if the

person gives the Employer at least four (4) weeks' written notice of that day.

- 77.3 Notwithstanding Article 64.2 (Insured Benefits Plans – General), an employee on parental leave shall have their benefits coverage continued unless the employee elects in writing not to do so.
- 77.4 Except for an employee to whom Article 76 (Pregnancy Leave) applies, an employee on parental leave is entitled, upon application in writing at least two (2) weeks prior to the expiry of the leave, to a further consecutive leave of absence without pay but with accumulation of credits for not more than six (6) weeks.
- 77.5.1 An employee who is entitled to parental leave and who provides the Employer with proof that the employee is in receipt of employment insurance benefits pursuant to *Employment Insurance Act, (Canada)* shall be paid an allowance in accordance with the Supplementary Unemployment Benefit Plan.
- 77.5.2.1 The following applies for any parental leave which begins before April 26, 2022. In respect of the period of parental leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (a) where the employee elects to serve the two (2) week waiting period under the *Employment Insurance Act, (Canada)* before receiving benefits under that *Act*, for the first two (2) weeks, payments equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which the employee was receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented,
 - and
 - (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly *EI* benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for their classification, which the employee was receiving on the last day worked prior to the commencement of the leave which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.
- 77.5.2.2 The following applies for any parental leave which begins on or after April 26, 2022. In respect of the period of parental leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (a) where an employee elects to serve the one week waiting period under the *Employment Insurance Act, (Canada)* before receiving benefits under that *Act*, for the first one week, payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.

and

- (b) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly standard EI parental benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented.

and

- (c) where the employee served the one week waiting period in accordance with Article 77.5.2.2(a), and on production of proof that payments in accordance with employment insurance pursuant to the *Employment Insurance Act, (Canada)* have terminated, the employee shall be entitled to a further one week of parental leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented. This further one week of leave must be taken immediately after the date when the EI benefits referenced in Article 77.5.2.2(b) have terminated and prior to returning to the workplace.

or

- (d) where the employee served the waiting period in accordance with Article 76.3.2.2(a), has taken parental leave in conjunction with pregnancy leave, and on production of proof that payments in accordance with employment insurance pursuant to the *Employment Insurance Act, (Canada)* have terminated, the employee shall be entitled to a further one week of parental leave with payment equivalent to ninety-three percent (93%) of the actual weekly rate of pay for their classification, which they were receiving on the last day worked prior to the commencement of the leave, but which shall also include progression on the wage grid and any negotiated or amended wage rates for their classification as they are implemented. This further one week of leave must be taken immediately after the date when the EI benefits referenced in Article 77.5.2.2(b) have terminated and prior to returning to the workplace.

77.6 An employee returning from a leave of absence under Articles 77.1 or 77.4 to the ministry in which the employee was employed immediately prior to such leave, shall be assigned to the position they most recently held, if it still exists, or to a comparable position, if it does not, and continue to be paid at the step in the salary range that they would have attained had the employee worked during the leave of absence.

77.7 In accordance with Article 77.5.2.1 and 77.5.2.2, the Supplementary Unemployment Benefit shall be based on the salary the employee was receiving on the last day worked prior to the commencement of the leave, including any retroactive salary adjustment to which the employee may have been entitled during the leave.

ARTICLE 78 – TERMINATION PAYMENTS

(FPT)

78.1.1 An employee who has completed a minimum of

- (a) one (1) year of service and who ceases to be an employee because of,
 - (1) death,
 - (2) retirement pursuant to,
 - (a) Articles 8.4, 8.6, 9, 10.1, 10.2, 10.3 or 17 of the OPSEU Pension Plan and who is found by the OPSEU Pension Trust to be unable to perform their duties by reason of mental or physical incapacity and whose service is terminated in circumstances under which the employee is not entitled to a disability pension; or
 - (3) dismissal for certain reasons under section 39 of the *P.S.O.A.*, or
 - (4) resignation during the surplus notice period; or
- (b) five (5) years service and who ceases to be an employee for any reason other than:
 - (1) dismissal for cause under section 34 of the *P.S.O.A.*, or
 - (2) abandonment of position under section 42 of the *P.S.O.A.*

is entitled to severance pay equal to that portion of a week's pay represented by the ratio of their weekly hours of work to full-time employment, for each year of continuous service.

78.1.2 Notwithstanding Article 78.1.1, an employee who voluntarily resigns is only entitled to termination payments for services accrued up to December 31, 2008.

78.1.3 Notwithstanding Article 78.1.1 an employee appointed on or after January 1, 2013 is not entitled to termination payments as provided for in this article where the employee retires under the OPSEU Pension Plan.

For clarity, this does not apply to a fixed term employee who on or after January 1, 2013 is appointed to the regular service, where that regular employee's continuous service will include any fixed term service accumulated on or before January 1, 2013.

78.1.4 Notwithstanding Article 78.1.1, an employee who retires under the OPSEU Pension Plan will only be entitled to termination payments for service accrued up to December 31, 2016. The termination pay will be based on the rate the employee was being compensated at on December 31, 2016.

78.2.1 The total of the amount paid to an employee in respect of severance pay shall not exceed one-half (½) of the annual full-time salary of the employee at the date when they cease to be an employee.

78.2.2 The calculation of severance pay of an employee shall be based on the annual salary of the employee as though the employee was employed full-time at the date when they cease to be an employee.

- 78.2.3 Where a computation for severance pay involves a part of a year of the total period under consideration, the computation of that part shall be made on a monthly basis, and,
- (a) any part of a month that is less than fifteen (15) days shall be disregarded; and
 - (b) any part of a month that is fifteen (15) or more days shall be deemed to be a month.
- 78.3 For purposes of determining qualification for severance pay and the amount of severance pay to which an employee is entitled, an employee's service shall not include any period when the employee is on leave of absence without pay for greater than thirty (30) days or for a period which constitutes a hiatus in their service, i.e.:
- (a) Political Activity (*P.S.O.A., Part V*)
 - (b) Lay-off (Article 62 – Employment Stability)
 - (c) Educational Leave (*Public Service Commission Key Directive on HR Administration – sections 14 and 15*).
- 78.4 An employee may receive only one (1) termination payment for a given period of service.
- 78.5 Notwithstanding Article 78.4, an employee who has been released in accordance with Article 62 (Employment Stability) and who is subsequently re-appointed within two (2) years may, at their option, repay any termination payments received under this article to the Minister of Finance, and, thereby, restore termination pay entitlements for the period of service represented by the payment.
- 78.6 An employee, when they cease to be an employee, shall have any accrued severance pay entitlements from their service when covered under Employee Benefits of the Collective Agreement calculated on the basis of their salary as though the employee was employed full-time.
- 78.7 In a case where an employee leaves employment with the Employer and acquires a job with a Crown Agency, the Employer may pay out the termination pay immediately or, by arrangement with the Crown Agency, transfer liability for the termination pay to the Crown Agency, in which case such liability will be assumed by the Crown Agency and the Employer will be relieved from any further obligation in this regard, save and except that where the Crown Agency does not satisfy its obligation, the Employer shall do so.

PART 2

PART 2A – WORKING CONDITIONS

ARTICLE UN 1 – RECOGNITION

UN 1.1 Refer to Article 1.

ARTICLE UN 2 – HOURS OF WORK

UN 2.1 SCHEDULE 3 and 3.7

The normal hours of work for employees on these schedules shall be thirty-six and one quarter (36¼) hours per week and seven and one quarter (7¼) hours per day.

UN 2.2 SCHEDULE 4 and 4.7

The normal hours of work for employees on these schedules shall be forty (40) hours per week and eight (8) hours per day.

UN 2.3 SCHEDULE 6

The normal hours of work for employees on this schedule shall be a minimum of thirty-six and one-quarter (36¼) hours per week.

UN 2.4 SCHEDULE A

Averaging of Hours of Work see Appendix UN 1 (Schedule A – Averaging of Hours of Work) attached.

UN 2.5 Where the Employer adjusts the number of hours per week on a schedule, the employee's weekly salary based on their basic hourly rate shall be adjusted accordingly. The adjustment will be discussed with the Union prior to such adjustment being made.

UN 2.6 Where the Employer intends to transfer employees or an employee from one schedule to another schedule, the Employer will discuss the transfer with the Union prior to such transfer. When the transfer occurs, the employee's weekly salary based on their basic hourly rate shall be adjusted accordingly.

ARTICLE UN 3 – DAYS OFF

UN 3.1 There shall be two (2) consecutive days off which shall be referred to as scheduled days off, except that days off may be non-consecutive if agreed upon between the employee and the ministry.

ARTICLE UN 4 – SCHEDULED TOUR OF DUTY OR SHIFT (FXT, SE, RPT)

UN 4.1 A shift that does not commence and end on the same calendar day shall be considered as falling wholly within the calendar day on which the shift commences.

ARTICLE UN 5 – SHIFT SCHEDULES

(RPT)

- UN 5.1 Shift schedules shall be posted not less than fifteen (15) days in advance and there shall be no change in the schedule after it has been posted unless notice is given to the employee ninety-six (96) hours in advance of the starting time of the shift as originally scheduled. If the employee concerned is not notified ninety-six (96) hours in advance the employee shall be paid time and one half (1½) for the first eight (8) hours worked on the changed shift provided that no premium shall be paid where the change of schedule is caused by events beyond the ministry's control.
- UN 5.2 Every reasonable effort shall be made to avoid scheduling the commencement of a shift within twelve (12) hours of the completion of the employee's previous shift provided however, that if an employee is required to work before twelve (12) hours have elapsed the employee shall be paid time and one-half (1½) for those hours that fall within the twelve (12) hour period. It is understood that the term "shift" does not include any period of time in respect of which an employee is entitled to overtime payments or compensating leave in accordance with Article UN 8 (Overtime) or Article UN 9 (Call Back).
- UN 5.3 A shift may be changed without any premium or penalty if agreed upon between the employee and the ministry.
- UN 5.4 It is the intent of the parties that there shall be no split shifts provided however, that in circumstances where split shifts are currently in existence reasonable efforts should be made to eliminate the split shifts.
- UN 5.5 The current practice of giving notice of shift schedules in advance under existing agreements where notice is in excess of fifteen (15) days shall be maintained.

ARTICLE UN 6 – SHIFT PREMIUM

(FXT, SE, FPT, RPT)

- UN 6.1 Effective January 1, 2011, an employee shall receive a shift premium of ninety-eight cents per hour (\$0.98) for all hours worked between 5:00 p.m. and 7:00 a.m. Where more than fifty percent (50%) of the hours worked fall within this period, the premium shall be paid for all hours worked.
- Effective January 1, 2023, an employee shall receive a shift premium of one dollar and twenty-three cents per hour (\$1.23) for all hours worked between 5:00 p.m. and 7:00 a.m. Where more than fifty percent (50%) of the hours worked fall within this period, the premium shall be paid for all hours worked.
- Effective January 1, 2024, an employee shall receive a shift premium of one dollar and forty-three cents per hour (\$1.43) for all hours worked between 5:00 p.m. and 7:00 a.m. Where more than fifty percent (50%) of the hours worked fall within this period, the premium shall be paid for all hours worked.

- UN 6.2 Notwithstanding Article 6.1 where an employee's hours of work normally fall within 7:00 a.m. and 5:00 p.m., the employee shall not be entitled to receive a shift premium for hours worked between 5:00 p.m. and 7:00 a.m.
- UN 6.3 Shift premiums shall not be considered as part of an employee's basic hourly rate.
- UN 6.4 Shift premium shall not be paid to an employee who for mutually agreed upon reasons works a shift for which the employee would otherwise be entitled to a shift premium.

ARTICLE UN 7 – REST PERIODS

(FXT, SE, FPT, RPT)

- UN 7.1 The present practice for rest periods in each shift shall be maintained.

ARTICLE UN 8 – OVERTIME

- UN 8.1 The overtime rate for the purposes of this Agreement shall be one and one-half (1½) times the employee's basic hourly rate.
- UN 8.2.1 In the assignment of overtime, the Employer agrees to develop methods of distributing overtime at the local workplace that are fair and equitable after having ensured that all its operational requirements are met.
- UN 8.2.2 In this Article, "overtime" means an authorized period of work calculated to the nearest half-hour and performed on a scheduled working day in addition to the regular working period, or performed on a scheduled day(s) off.
- UN 8.3.1 Employees in Schedule 3.7 and 4.7 who perform authorized work in excess of seven and one-quarter (7¼) hours or eight (8) hours as applicable, shall be paid at the overtime rate.
- UN 8.3.2 Overtime shall be paid within two (2) months of the pay period within which the overtime was actually worked.
- UN 8.4 Employees in Schedules 3 and 4 who perform authorized work in excess of seven and one-quarter (7¼) hours or eight (8) hours as applicable, shall receive compensating leave of one and one-half (1½) hours for each hour of overtime worked, at a time mutually agreed upon. Failing agreement, the ministry shall reasonably determine the time of the compensating leave.
- UN 8.5 Where there is mutual agreement, employees may receive compensating leave in lieu of pay at the overtime rate or may receive pay at the overtime rate in lieu of compensating leave.
- UN 8.6 Compensating leave accumulated in a calendar year which is not used before March 31 of the following year, shall be paid at the rate it was earned. The March 31 date may be extended by agreement at the local or ministry level.

- UN 8.7.1 Effective August 15, 2005 employees in Schedule 6 who perform authorized work in excess of 7.25 hours on a regularly scheduled work day shall receive:
- (a) compensating leave of one (1) hour for each hour worked between 36.25 and 44 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days; and
 - (b) compensating leave of one and one-half (1.5) hours for each hour worked in excess of 44 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days.
 - (c) The compensating leave shall be taken at a time mutually agreed upon. Failing agreement, the ministry shall reasonably determine the time of the compensating leave.
- UN 8.7.2 Notwithstanding UN 8.6, where at the end of the calendar year an employee has remaining accumulated compensating leave under UN 8.7.1, the employee and Employer shall endeavour to agree on the scheduling of such compensating leave in an effort to utilize the compensating leave by June 30, and neither the Employer nor employee will unreasonably withhold agreement. Failing agreement, the Employer shall reasonably determine the time of the compensating leave.
- UN 8.7.3 Notwithstanding UN 8.6, compensating leave accumulated under UN 8.7.1 in a calendar year which is not used before June 30 of the following year, shall be paid on a lump sum basis, at the rate it was earned. An employee may be paid, on a lump sum basis, for compensating leave prior to June 30, where the employee and Employer agree. On termination of employment, or on an employee assuming a permanent position outside the bargaining unit, an employee who has not used all of their compensating leave earned under UN 8.7.1 shall be paid, on a lump sum basis, for all remaining compensating leave hours.
- UN 8.7.4 Effective August 15, 2005 employees who are in classifications assigned to Schedule 6 and who are required to work on a day off shall receive compensating leave of one and one-half (1.5) hours for each hour worked.
- UN 8.7.5 Notwithstanding Article UN 8.7.1 and Article UN 13.7 (Holiday Payment), employees who are in classifications assigned to Schedule 6 and who are assigned to forest fire fighting or related duties, shall be paid one and one-half (1½) times the employee's basic hourly rate, to be calculated on the basis of thirty-six and one-quarter (36¼) hours per week, for all such work after eight (8) hours in a 24 hour period.

ARTICLE UN 9 – CALL BACK

(FPT, RPT)

- UN 9.1 An employee who leaves their place of work and is subsequently called back to work prior to the starting time of their next scheduled shift shall be paid a minimum of four (4) hours pay at one and one-half (1½) times their basic hourly rate.

UN 9.2 Where an employee is contacted by the Employer outside the workplace prior to the starting time of their next scheduled shift, in circumstances where such contact is considered to be a “call back to work” but the employee is not required to physically attend at the workplace, the employee shall be paid a minimum of four (4) hours’ of pay at one and one-half (1½) times their basic hourly rate. The initial call and any subsequent calls during that same four-hour period, will be treated as a single “call back to work” for pay purposes.

ARTICLE UN 10 – STAND-BY TIME

(FXT, SE)

UN 10.1 “Stand-By Time” means a period of time that is not a regular working period during which an employee is required to keep:

- (a) immediately available to receive a call to return to work, and
- (b) immediately available to return to the workplace.

UN 10.2 No employee shall be required to be on stand-by unless such stand-by was authorized in writing by the supervisor prior to the stand-by period, except in circumstances beyond the Employer’s control.

UN 10.3 Where stand-by is not previously authorized in writing, payment as per UN 10.4 shall only be made where the supervisor has expressly advised the employee that stand-by duty is required.

UN 10.4 When an employee is required to stand-by, the employee shall receive payment of the stand-by hours at one half (½) their basic hourly rate with a minimum credit of four (4) hours pay at their basic hourly rate.

ARTICLE UN 11 – ON-CALL DUTY

(FXT, SE, FPT, RPT)

UN 11.1 “On-Call Duty” means a period of time that is not a regular working period, overtime period, stand-by period or call back period during which an employee is required to respond within a reasonable time to a request for:

- (a) recall to the work place, or
- (b) the performance of other work as required.

UN 11.2 It is understood that a return to the workplace may not be necessary in all situations.

UN 11.3 It is understood that there shall be no pyramiding of premium payments and where work is performed as outlined in Articles UN 11.1(a) or UN 11.1(b), call back pay or overtime pay shall be substituted, respectively, for the on-call premium.

UN 11.4 Should recall to the workplace be required the employee is expected to be able to return to the workplace within a reasonable time.

- UN 11.5 No employee shall be required to be on-call unless such on-call duty was authorized in writing by the supervisor prior to the on-call period, except in circumstances beyond the Employer's control. The Employer shall continue its practice of taking into account employee preferences in determining which employees are required to be on-call, and when.
- UN 11.6 Where on-call is not previously authorized in writing, payment as per Article UN 11.7 shall only be made where the supervisor has expressly advised the employee that they are on-call.
- UN 11.7 Effective, January 1, 2011, where an employee is required to be on-call, the employee shall receive one dollar and forty cents (\$1.40) per hour for all hours that is the employee is required to be on-call.
- Effective, January 1, 2022, where an employee is required to be on-call, the employee shall receive one dollar and ninety-five cents (\$1.95) per hour for all hours that the employee is required to be on-call.

ARTICLE UN 12 – MEAL ALLOWANCE

(FXT, SE, RPT)

- UN12.1.1 An employee who continues to work more than two (2) hours of overtime immediately following their scheduled hours of work without notification of the requirement to work such overtime, prior to the end of their previously scheduled shift, shall be reimbursed for the cost of one (1) meal to eleven dollars and twenty-five cents (\$11.25) except where free meals are provided or where the employee is being compensated for meals on some other basis.
- UN 12.1.2 A reasonable time with pay shall be allowed the employee for the meal break either at or adjacent to their work place.
- UN 12.2.1 Cost of meals may be allowed only:
- UN 12.2.2 If during a normal meal period the employee is travelling on government business other than:
- (a) on patrol duties, except as provided under UN 12.2.3 or
 - (b) within twenty-four (24) kilometers of their assigned head-quarters, or
 - (c) within the metropolitan area in which the employee is normally working;
- UN 12.2.3 If an employee on patrol duties is reimbursed for overnight accommodation required for the trip;
- UN 12.2.4 If, in an unusual non-recurring situation, the department head authorizes such payment;
- UN 12.2.5 If, in any recurring situation, Management Board has authorized such payments because of the special nature of the assignments.

- UN12.2.6 In accordance with the Employer's *Travel, Meal and Hospitality Expenses Directive*, as revised January 1, 2020, which shall not be altered for this bargaining unit without the consent of OPSEU/SEFPO, reimbursement rates for meals, including taxes and gratuities are the following:
- | | |
|-----------|----------|
| Breakfast | \$ 10.00 |
| Lunch | \$ 12.50 |
| Dinner | \$ 22.50 |
- UN 12.2.7 To the extent that the provisions of this article are improved by OPS-wide changes, then those amounts will apply.
- UN 12.3 Gratuities and taxes are to be included in the actual cost of meals claimed.
- UN 12.4 The total cost of meals for each day is to be shown.
- UN 12.5 Before approving claims for meals, the branch head should be satisfied that the charges are reasonable for the locality.
- UN 12.6 When an employee is authorized to pay meal expenses for guests and the group also includes other Public Servants, the employee may pay for the meals of the employees and claim the cost. These employees should, if they are submitting a claim for the same trip, indicate any meals covered in another employee's claim. They must not claim the cost again.
- UN 12.7 Costs of meals will not be allowed in cases where meals are made available by the Employer at no cost to the employee, except in circumstances where an employee is required to follow a particular diet which has been medically prescribed or is mandated by the employee's religion and the Employer does not provide meals which meet the requirements of that diet.

ARTICLE UN 13 – HOLIDAY PAYMENT

- UN 13.1 Where an employee works on a holiday included under Article 47 (Holidays) of the Collective Agreement, the employee shall be paid at the rate of two (2) times their basic hourly rate for all hours worked with a minimum credit of seven and one-quarter (7¼), eight (8), or the number of regularly scheduled hours, as applicable.
- UN 13.2 In addition to the payment provided by Article UN 13.1, an employee who works on the holiday shall receive either seven and one-quarter (7¼) or eight (8) hours pay as applicable at their basic hourly rate or compensating leave of seven and one-quarter (7¼) or eight (8) hours as applicable, provided the employee opts for compensating leave prior to the holiday.
- UN 13.3 It is understood that UN 13.1 and UN 13.2 apply only to an employee who is authorized to work on the holiday and who actually works on the holiday, and that an employee who, for any reason, does not actually work on the holiday shall not be entitled to the payments described herein.
- UN 13.4 When a holiday included under Article 47 (Holidays) of the Collective Agreement coincides with an employee's scheduled day off and the employee does not work on that day, the employee shall be entitled to receive another day off.

- UN 13.5 Any compensating leave accumulated under UN 13.2 and UN 13.4 may be taken off at a time mutually agreed upon. Failing agreement, such time off may be taken in conjunction with the employee's vacation leave or regular day(s) off, if requested one (1) month in advance.
- UN 13.6 Any compensating leave accumulated under UN 13.2 and UN 13.4 in a calendar year which is not used before March 31 of the following year shall be paid at the rate it was earned. The March 31 date may be extended by agreement at the local or ministry level.
- UN13.7 Notwithstanding anything in Article UN13, employees who are in classifications assigned to schedule 6 and who are authorized by the Employer to work on a holiday included in Article 47 (Holidays) of the Agreement shall receive compensating leave of one and one-half (1.5) hours for each hour worked.

PART 2B – REGULAR PART-TIME EMPLOYEES

ARTICLE UN 14 – OVERTIME

- UN 14.1.1 “Overtime” means an authorized period of work, calculated to the nearest half hour, and performed in excess of seven and one-quarter (7¼) or eight (8) hours, as applicable, on a normal working day and for all hours worked on a non-working day.
- UN 14.1.2 In the distribution of overtime, the Employer agrees to develop methods of distributing overtime at the local workplace that are fair and equitable after having ensured that all its operational requirements are met.
- UN 14.2.1 Employees in classifications assigned to Schedules 3.7 and 4.7 who work authorized overtime shall be paid at one and one-half (1½) times the basic hourly rate.
- UN 14.2.2 Overtime shall be paid within two (2) months of the pay period within which the overtime was actually worked.
- UN 14.3 Employees in classifications assigned to Schedules 3 and 4 who perform authorized overtime, shall receive compensating leave of one and one-half (1½) hours for each hour of overtime worked, at a mutually agreed upon time. Failing agreement, the Employer shall determine the time of the compensating leave.
- UN 14.4 Where there is mutual agreement, employees may receive compensating leave in lieu of pay at the overtime rate or may receive pay at the overtime rate in lieu of compensating leave.
- UN 14.5 Compensating leave accumulated in a calendar year which is not used before March 31 of the following year, shall be paid at the rate it was earned. The March 31 date may be extended by mutual agreement.
- UN 14.6 Employees who are in classifications assigned to Schedule 6 and who are required to work on a non-working day shall receive equivalent time off.

ARTICLE UN 15 – STAND-BY TIME

(FPT)

- UN 15.1 “Stand-By Time” means a period of time that is not a regular working period during which an employee is required to keep:
- (a) immediately available to receive a call to return to work, and
 - (b) immediately available to return to the work place.
- UN 15.2 No employee shall be required to be on stand-by unless such stand-by was authorized in writing by the supervisor prior to the stand-by period, except in circumstances beyond the Employer’s control.
- UN 15.3 Where stand-by is not previously authorized in writing, payment as per UN 15.4 shall only be made where the supervisor has expressly advised the employee that stand-by duty is required.

UN 15.4 When an employee is required to stand-by, the employee shall receive payment of the stand-by hours at one-half ($\frac{1}{2}$) their basic hourly rate with a minimum credit of two (2) hours pay at their basic hourly rate.

PART 2C – SALARY AND TERM

ARTICLE UN 16 – SALARY

UN 16.1. All salary rates to be increased across the board as follows:

January 1, 2022 – 1%

January 1, 2023 – 1%

January 1, 2024 – 1%

The salary rates in effect are contained in the Salary Schedule attached.

IMPLEMENTATION

UN 16.2 The parties agree to co-operate to facilitate the expeditious implementation of this Agreement.

MINIMUM WAGE

UN 16.3 In the event that there is a legislated increase to the minimum wage in Ontario and a classification that has a minimum hourly rate of pay that falls below the minimum wage, the minimum hourly rate of pay for that classification will be adjusted to be equal to the minimum wage, and all hourly rates of pay in the same classification shall be adjusted to maintain the dollar difference in hourly rates of pay that existed prior to the adjustment.

ARTICLE UN 17 – TERM OF AGREEMENT

UN 17.1 This agreement covers the period from January 1, 2022, until December 31, 2024. The effective date of any changes to the terms of this Unified Collective Agreement from the previous Unified Collective Agreement, unless otherwise indicated, shall be January 26, 2022. This Unified Collective Agreement shall continue automatically thereafter for annual periods of one (1) year each unless either party serves notice to the other in writing that it wishes to bargain for a new Collective Agreement in accordance with the *Labour Relations Act, 1995*, and the *Crown Employees Collective Bargaining Act, 1993*.

Signed this 18th day of October, 2022 in Toronto, Ontario.

For the Union:

Coleen Houlder

Neil Martin

Leslie Aiston

Brenton Beeston

Shawn Burr

For the Employer:

Steven MacKay

Joanna Macri

Matthew Fox

Theresa Hillis

Minerva Papasin

Chris Eckert

Patrick J. Fry-Smith

Grace Grieve

Will Larose

Melissa Penner

Melanie Powers

Kevin Sprague

Matthieu St-Jean

Riese Stuber

Amanda Usher

Len Elliott

Roxanne Barnes

Lisa Rawlings

Will Baird

Parm Bhatthal

Debbie Dunn

Helen Longato

Stephen McDonald

Donald Pierce

PART 3

APPENDICES

APPENDIX 1

June 24, 2005
DATA FILE ON UNION DUES

Mr. Terry Baxter, Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Union Dues Data File

Dear Mr. Baxter,

This letter will confirm the understanding reached regarding the provision of union dues data for all bargaining unit employees and replaces the previous Appendix 1 and Appendix 2. This letter describes the parties' administration of Union dues check-off for all bargaining unit employees.

The Employer shall provide the Union with a monthly data file on Union dues. The data file shall contain the following information fields:

Ministry, Employee Name, Employee ID Number, Employment Status (i.e., active, leave with pay, leave without pay, terminated), Continuous Service Date, LTIP Reason (i.e., pending, approved, rehabilitation, reoccurrence), Full/Part Time Indicator, Employee Class (i.e., Regular, fixed-term), Sex, Geographic Work Location, Benefit Base Salary, Job Classification Code, Title and Category/Module, Payrate Amount and Code, Scheduled Hours, Class Schedule, Job Dues/Fees Code, Total Dues Deducted, Total Earnings, Home Position Indicator, Union Group, Change Indicator, and Reason Code.

Currently SIN numbers are being used in the place of the Employee ID number. The parties agree that the SIN number will be replaced by the Employee ID number within one year of ratification, during which time the parties will coordinate their electronic databases to facilitate this change.

Yours truly,

Elizabeth McKnight
Director, OPSEU Negotiations
Centre for Leadership and Human resource Management

Letter of Understanding

Mr. Terry Baxter
Chief Negotiator, OPSEU
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Recognition Clause in Article 1 of Collective Agreement

Dear Mr. Baxter:

The parties have agreed to incorporate the language of OIC 243/94, dated February 24, 1994, into the current collective agreement. The parties recognize that the addition of this language is a confirmation of the scope of the bargaining unit as it existed prior to the expiration of the collective agreement on December 31, 2004 and that it should not be interpreted as limiting or expanding the scope of the OPSEU bargaining unit outside of what existed on December 31, 2004.

The parties recognize that the language of Appendix 1 of OIC 243/94 is presented as originally drafted due to its historical context and may include outdated terminology that could be considered offensive.

This letter of understanding forms part of the collective agreement.

Elizabeth McKnight
Director, OPSEU Negotiations

Attached: OIC 243/94



Order in Council
Décret

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and concurrence of the Executive Council, orders that:

Sur la recommandation du soussigné, le lieutenant-gouverneur, sur l'avis et avec le consentement du Conseil des ministres, décrète ce qui suit :

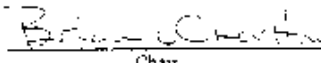
WHEREAS, subsection 23(1) of the *Public Service and Labour Relations Statute Law Amendment Act, 1993*, authorizes the Lieutenant Governor in Council to establish, by order, seven bargaining units consisting of Crown employees who are public servants as defined in the *Public Service Act*;

WHEREAS, subsection 23(2) of the Act authorizes the Lieutenant Governor in Council to determine the description of six of these bargaining units;

WHEREAS, under subsection 23(3) of the Act, the seventh bargaining unit is to be composed of all Crown employees who are public servants and whose positions are not included in the other six bargaining units, but shall not include (a) persons who exercise managerial functions or are employed in a confidential capacity in matters relating to labour relations, or (b) lawyers and engineers who are employed in their professional capacity;

PURSUANT to the aforementioned subsections of the *Public Service and Labour Relations Statute Law Amendment Act* and under the terms of the said Act, seven bargaining units of Crown employees who are public servants are hereby established and described as provided in Appendix 1.

Recommended


Chair
Management Board of Cabinet

Concurred


Chair of Cabinet

Approved
and Ordered

FEB 3 - 1994

Date


Lieutenant Governor

O.C./Décret: 243/94

APPENDIX 1

1. ADMINISTRATIVE BARGAINING UNIT.

The Administrative Bargaining Unit is composed of Crown employees who are public servants employed in positions concerned with:

- administrative activities such as the researching, planning, designing, organizing, or co-ordinating to deliver programs or support government operations; or
- the administrative activities required, for example, to examine, inspect, investigate, audit, analyze, promote, regulate, or enforce government programmes, policies, standards, statutes and regulations; or

the application of scientific knowledge as it relates to resource planning and management; and includes employees in positions falling under the following classes:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
04104	Accident Claims Supervisor 1
04106	Accident Claims Supervisor 2
00990	Accommodation Officer 1
00992	Accommodation Officer 2
00994	Accommodation Officer 3
13688	Agricultural Officer 1
13690	Agricultural Officer 2
60700	Agricultural Specialist 1
13710	Agricultural Specialist 1, Dairy
60702	Agricultural Specialist 2
13712	Agricultural Specialist 2, Dairy
60704	Agricultural Specialist 3
07860	Archivist 1
07862	Archivist 2
07864	Archivist 3
07870	Artifacts Officer
07390	Athletics Supervisor And Dean Of Men
14021	Biologist 1
14022	Biologist 2A
14024	Biologist 2B
14026	Biologist 3 (B/U)
05312	Boiler Inspector
05925	Chief Inspector Of Theatres
05920	Classifier 1, Board Of Censors
05922	Classifier 2, Board Of Censors
05510	Community Development Officer 1
05512	Community Development Officer 2
05513	Community Development Officer 3
12100	Community Planner 1
12102	Community Planner 2
12104	Community Planner 3

12106	Community Planner 4
12108	Community Planner 5
60108	Contract Review Officer
30606	Deputy 1, Administration Of Justice
30608	Deputy 2, Administration Of Justice
30612	Deputy Senior 1, Administration Of Justice
02281	Economist 1 (B/U)
02283	Economist 2 (B/U)
02285	Economist 3 (B/U)
02287	Economist 4 (B/U)
02289	Economist 5 (B/U)
07489	Education Adviser
07081	Education Officer
05344	Elevator Inspector 1
05350	Elevator Inspector 3
05520	Employment Standards Auditor 1
05522	Employment Standards Auditor 2
05530	Employment Standards Officer 1
12700	Engineering Officer 1
12702	Engineering Officer 2
12704	Engineering Officer 3
12706	Engineering Officer 4
12680	Engineering Services Officer 2
12682	Engineering Services Officer 3
12684	Engineering Services Officer 4
12686	Engineering Services Officer 5
61500	Environmental Officer 1
61502	Environmental Officer 2
61504	Environmental Officer 3
61506	Environmental Officer 4
61508	Environmental Officer 5
61510	Environmental Officer 6
00911	Estate Assessor 1
00913	Estate Assessor 2
03521	Executive Officer 1 (B/U)
03523	Executive Officer 2 (B/U)
03525	Executive Officer 3 (B/U)
13640	Farm Products Inspector 1
13642	Farm Products Inspector 2
10560	Field Worker 1, Homes For Special Care
10562	Field Worker 2, Homes For Special Care
20205	Financial Officer 1 (B/U)
20203	Financial Officer 2 (B/U)
20201	Financial Officer 3 (B/U)
20207	Financial Officer 4 (B/U)
20209	Financial Officer 5 (B/U)
20226	Financial Officer Trainee
05701	Fire Safety Officer 1
05703	Fire Safety Officer 2

05705	Fire Safety Officer 3
05700	Fire Services Adviser 1
05702	Fire Services Adviser 2
05710	Fire Services Investigator 1
05712	Fire Services Investigator 2
13991	Forester 1
13992	Forester 2A
13994	Forester 2B
13995	Forester 3
13997	Forester 4
13999	Forester 5
14502	Geoscientist 1
14504	Geoscientist 2
14506	Geoscientist 3
14508	Geoscientist 4
07850	Historical Research Officer 1
07852	Historical Research Officer 2
02270	Housing Analyst 1
02272	Housing Analyst 2
05402	Human Rights Officer 1
05404	Human Rights Officer 2
02891	Immigration Officer
10512	Indian Development Officer
12120	Industrial Development Officer 1
12122	Industrial Development Officer 2
12124	Industrial Development Officer 3
02701	Information Officer 1
02703	Information Officer 2
02705	Information Officer 3
02707	Information Officer 4
95100	Information (Bargaining Unit) AIF-16
95101	Information (Bargaining Unit) AIF-17
12460	Inspector Of Signs And Buildings Permits 1
12462	Inspector Of Signs And buildings Permits 2
12144	Inspector Of Surveys 2
05932	Inspector Of Vital Statistics
07414	Instructor 1, Ontario Fire College
07444	Instructor 1, Ontario Police College
07416	Instructor 2, Ontario Fire College
07445	Instructor 2, Ontario Police College
07446	Instructor 3, Ontario Police College
51074	Insurance Representative
13796	Investigator 1, Agricultural Products
05670	Investigator 1, Ontario Securities Commission
05672	Investigator 2, Ontario Securities Commission
00926	Investigator Of Estates
07620	Language And Citizenship Training Specialist 1
07602	Lecturer 1, Agricultural School
07604	Lecturer 2, Agricultural School

07606	Lecturer 3, Agricultural School
12174	Legal Survey Examiner 3
12176	Legal Survey Examiner 4
02725	Legislative Assistant Editor
07930	Librarian 1
07932	Librarian 2
07934	Librarian 3
07938	Librarian 5
12705	Maintenance Operation Analyst
09566	Meat Inspector 1
01885	Neighbourhood/Functional Assessor
03896	Northern Affairs Officer 1
03898	Northern Affairs Officer 2
09526	Nursing Home Officer, Environmental Health
05473	Occupational Health And Safety Advisor
05469	Occupational Health And Safety Inspector 1
05471	Occupational Health And Safety Inspector 3
15600	Occupational Hygienist
09532	Organizer 2, X-Ray Surveys
14160	Parks Planner 1
14163	Parks Planner 2 (B/U)
14164	Parks Planner 3
00960	Personalty Valuator 1
09600	Pesticides Control Officer 1
09602	Pesticides Control Officer 2
09604	Pesticides Control Officer 3
01880	Property Assessor 1
01882	Property Assessor 2
01884	Property Assessor 3
01886	Property Assessor 4
00116	Provincial Prosecutor 1
00117	Provincial Prosecutor 2
09539	Public Health Inspector 1
09541	Public Health Inspector 2
09547	Public Health Inspector 3
95102	Purchasing & Supply (Bargaining Unit) APS-13
01000	Real Estate Officer 1
01002	Real Estate Officer 2
01004	Real Estate Officer 3
17142	Records Officer 1
17144	Records Officer 2
17140	Records Officer Junior
10202	Rehabilitation Officer 1, Health
10204	Rehabilitation Officer 2, Health
10206	Rehabilitation Officer 3, Health
41106	Resource Technician 4 - Conservation Officer
14009	Resources Manager 1
14011	Resources Manager 2
14014	Resources Manager 3 (B/U)

14015	Resources Manager 4
05426	Returning Officer, OLRB
05994	Review Officer
05996	Review Supervisor 2
02850	Safety Instruction Officer 1
02852	Safety Instruction Officer 2
02854	Safety Instruction Officer 3
41301	Security Officer 1
41303	Security Officer 2
41305	Security Officer 3
41307	Security Officer 4
14027	Senior Biologist
05942	Service Areas Inspector
05940	Service Areas Manager
30600	Sheriff's Officer 1
30602	Sheriff's Officer 2
10159	Staff Training Officer, Community & Social Services (B/U)
02200	Statistician 1
02202	Statistician 2
02204	Statistician 3
02206	Statistician 4
01808	Supervisor, Municipal Organization And Administration Trainee
01810	Supervisor 1, Municipal Organization And Administration
01812	Supervisor 2, Municipal Organization And Administration
03531	Supervisor Of Operations (B/U)
17152	Systems Officer 1
17154	Systems Officer 2
17156	Systems Officer 3
17158	Systems Officer 4
17160	Systems Officer 5
17150	Systems Officer Junior
03300	Tax Auditor 1
03302	Tax Auditor 2
03304	Tax Auditor 3
12114	Technical Consultant 1
06080	Technician 1, Fuel
06082	Technician 2, Fuel
06084	Technician 3, Fuel
07856	Toponymist
02790	Translator 1
02792	Translator 2
02794	Translator 3
06010	Transportation Compliance Program Administrator
06001	Transportation Enforcement Officer 1
06003	Transportation Enforcement Officer 2
06005	Transportation Enforcement Officer 3
51080	Travel Counsellor 1
51082	Travel Counsellor 2
51084	Travel Counsellor 3

05998	Vehicle Inspection Administrator
09570	Veterinary Scientist 1
09572	Veterinary Scientist 2
10090	Volunteer Services Assistant
10092	Volunteer Services Organizer
10501	Welfare Field Worker 1
10503	Welfare Field Worker 2
10500	Welfare Field Worker (Probationary)
10570	Workers' Compensation Adviser 1
10572	Workers' Compensation Adviser 2

and under such other classes as may be established within the above description.

II. CORRECTIONAL BARGAINING UNIT.

The Correctional Bargaining Unit is composed of Crown employees who are public servants employed in positions responsible for:

- the security, control, care and rehabilitation of adult inmates and young offenders in provincial correctional facilities (including maximum security units at the provincial psychiatric hospitals; or
- providing related community-based probation, parole and rehabilitation services to adult and young offenders;

and includes employees in positions falling under the following classes:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
50090	Attendant 1, Oak Ridge
50092	Attendant 2, Oak Ridge
50094	Attendant 3, Oak Ridge
50096	Attendant 4, Oak Ridge
50561	Correctional Officer 1
50563	Correctional Officer 2
50565	Correctional Officer 3
50550	Industrial Officer 1
50552	Industrial Officer 2
50554	Industrial Officer 3
09480	Observation And Detention Home Worker 1
09482	Observation And Detention Home Worker 2
09484	Observation And Detention Home Worker 3
10170	Probation Officer 1
10172	Probation Officer 2
50540	Provincial Bailiff 1
50541	Provincial Bailiff 2
50492	Recreation Officer 1, Correctional Services
50494	Recreation Officer 2, Correctional Services
50495	Recreation Officer 3, Correctional Services (B/U)

10216	Rehabilitation Officer 1, Correctional Services
10218	Rehabilitation Officer 2, Correctional Services
50515	Supervisor Of Juveniles 1
50516	Supervisor Of Juveniles 2
07550	Trade Instructor 1
07552	Trade Instructor 2
07554	Trade Instructor 3
50104	Vocational Instruction Officer 1 , Oak Ridge
50106	Vocational Instruction Officer 2, Oak Ridge

and under such other classes as may be established within the above description.

III. INSTITUTIONAL & HEALTH CARE BARGAINING UNIT.

The Institutional & Health Care Bargaining Unit is composed of Crown employees who are public servants employed in positions responsible for:

- providing care, treatment, counseling and/or rehabilitation services to individuals or groups who are residents of or patients in provincial health care, social service or educational institutions (excluding correctional facilities; or to individuals or groups who are residing in the community;
- providing provincial ambulance services and emergency communications and dispatch services; or
- housekeeping and the provision of personal services to patients or residents;

and includes employees in positions falling under the following classes:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
41510	Ambulance Officer 1
41512	Ambulance Officer 2
41514	Ambulance Officer 3
41516	Ambulance Officer 4
16778	Audiological Services Technician
09341	Audiologist
50200	Baker 1
50202	Baker 2
50206	Butcher 1
50400	Canteen Operator 1
50402	Canteen Operator 2
10558	Case Worker, Homes For Special Care
09500	Child Care Assistant 1
09502	Child Care Assistant 2
09508	Child Care Worker 1
09510	Child Care Worker 2
09512	Child Care Worker 3
09514	Child Care Worker 4

16707	Communications Operator 1
16708	Communications Operator 2
16709	Communications Operator 3
50212	Cook 1
50214	Cook 2
50217	Cook 3 (B/U)
50130	Counsellor 1 (Residential Life)
50132	Counsellor 2 (Residential Life)
50134	Counsellor 3 (Residential Life)
09330	Dental Assistant
09068	Dental Hygienist
18231	Dietitian 1
17400	E.E.G. Technician 1
17402	E.E.G. Technician 2
17403	E.E.G. Technician 3
50456	Hairdresser
95300	Health Care Scientific Support (Bargaining Unit) TSS-12
95301	Health Care Scientific Support (Bargaining Unit) TSS-15
50230	Helper, Food Service
13770	Home Economics Assistant 1
13772	Home Economics Assistant 2
13610	Home Economist 1
13612	Home Economist 2
13613	Home Economist 3
50020	Hospital Attendant 1
50421	Hospital Housekeeper 1 (Bargaining Unit)
50423	Hospital Housekeeper 2 (Bargaining Unit)
50485	Instructor 1, Recreation & Crafts
50140	Instructor 1 (Occupational)
50486	Instructor 2, Recreation & Crafts
50142	Instructor 2 (Occupational)
50144	Instructor 3 (Occupational)
50487	Instructor 3(A), Recreation & Crafts
50146	Instructor 4 (Occupational)
41600	Laundry Worker 1
41602	Laundry Worker 2
41604	Laundry Worker 3
41606	Laundry Worker 4
41608	Laundry Worker 5
50150	Medical Assistant 1
50152	Medical Assistant 2
50154	Medical Assistant 3
50128	Nurse, Occupational Health & Safety
50064	Nurse, Outpatient Clinics
50070	Nurse 1, Clinic
50050	Nurse 1, General
50080	Nurse 1, Nursing Education
50120	Nurse 1, Public Health
50072	Nurse 2, Clinic

50052	Nurse 2, General
50082	Nurse 2, Nursing Education
50122	Nurse 2, Public Health
50110	Nurse 2, Special Schools
50054	Nurse 3, General
50084	Nurse 3, Nursing Education
50124	Nurse 3, Public Health
50112	Nurse 3, Special Schools
09524	Nursing Home Officer, Dietary
09520	Nutritionist 1
09320	Occupational Therapist 1
09322	Occupational Therapist 2
09324	Occupational Therapist 3
61204	Pharmacist - Staff
61200	Pharmacy Technician 1
61202	Pharmacy Technician 2
41500	Psychiatric Nursing Assistant 1
41502	Psychiatric Nursing Assistant 2
41504	Psychiatric Nursing Assistant 3
41506	Psychiatric Nursing Assistant 4
09380	Psychologist 1
09382	Psychologist 2
09383	Psychologist 3
09373	Psychometrist 1
09375	Psychometrist 2
50464	Residence Counsellor 1
50466	Residence Counsellor 2
50468	Residence Counsellor 3
50430	Sewer 1
50432	Sewer 2
10100	Social Work Assistant
10105	Social Work Supervisor 1 (B/U)
10108	Social Work Supervisor 2 (B/U)
10102	Social Worker 1
10104	Social Worker 2
09336	Speech Therapist
50241	Supervisor 1, Food Services (B/U)
50434	Tailor
50160	Trainee (MRC Course), Health
10112	Vocational Rehabilitation Services Counsellor

and under such other classes as may be established within the above description.

IV. OFFICE ADMINISTRATION BARGAINING UNIT.

The Office Administration Bargaining Unit is composed of Crown employees who are public servants employed in which provide clerical and office support services.

This bargaining unit includes employees in positions falling under the following classes:

CLASS CODE CLASS TITLE

51223	Area Supply Supervisor (B/U)
51200	Clerk 1, Supply
51202	Clerk 2, Supply
51204	Clerk 3, Supply
51206	Clerk 4, Supply
51208	Clerk 5, Supply
51210	Clerk 6, Supply
51211	Clerk 7, Supply (B/U)
95400	Clerical Services (Bargaining Unit) CCL-08
95401	Clerical Services (Bargaining Unit) CCL-09
95402	Clerical Services (Bargaining Unit) CCL-10
95403	Clerical Services (Bargaining Unit) CCL-11
95404	Clerical Services (Bargaining Unit) CCL-12
95405	Clerical Services (Bargaining Unit) CCL-13
95406	Clerical Services (Bargaining Unit) CCL-14
95407	Clerical Services (Bargaining Unit) CCL-15
00482	Court Reporter 1
00484	Court Reporter 2
00485	Court Reporter 3
00490	Court Reporter Apprentice
31500	Data Processing Technician 1
31502	Data Processing Technician 2
31504	Data Processing Technician 3
31506	Data Processing Technician 4
31508	Data Processing Technician 5
31510	Data Processing Technician 6
31512	Data Processing Technician 7
51230	District Stockroom & Warehouse Clerk
05914	Driver Examination Supervisor 1
05911	Driver Examiner
05910	Driver Examiner (Probationary)
01OAD	Office Administration 1
02OAD	Office Administration 2
03OAD	Office Administration 3
04OAD	Office Administration 4
05OAD	Office Administration 5
06OAD	Office Administration 6
07OAD	Office Administration 7
08OAD	Office Administration 8
09OAD	Office Administration 9
10OAD	Office Administration 10
11OAD	Office Administration 11
12OAD	Office Administration 12
13OAD	Office Administration 13
95408	Office Equipment Operation (Bargaining Unit) CEQ-10

95409	Office Equipment Operation (Bargaining Unit) CEQ-11
95410	Office Equipment Operation (Bargaining Unit) CEQ-12
95411	Office Equipment Operation (Bargaining Unit) CEQ-13
02040	Purchasing Officer 1
02042	Purchasing Officer 2
02044	Purchasing Officer 3
00038	Senior Usher & Messenger
51217	Stores/Reproduction Clerk
00486	Supreme Court Reporter 1
00036	Usher & Messenger

and under such other classes as may be established within the above description.

V. OPERATIONAL & MAINTENANCE BARGAINING UNIT.

The Operational & Maintenance Bargaining Unit is composed of Crown employees who are public servants employed in positions involving the operation and upkeep of vehicles, equipment, systems of machinery and the upkeep of buildings, installations, grounds or land.

This bargaining unit includes employees in positions falling under the following classes:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
95500	Agricultural Support OAG-11
19120	Agricultural Worker 1
19122	Agricultural Worker 2
19124	Agricultural Worker 3
19126	Agricultural Worker 4
17656	Air Engineer
17657	Air Engineer 1
17659	Air Engineer 2
17661	Air Engineer 3
17663	Air Engineer 4
17660	Assistant Plant Superintendent, Air Service
94010	Bookbinder 1
94012	Bookbinder 2
12830	Bridge Operator
50630	Building Caretaker 1
50632	Building Caretaker 2
50640	Building Caretaker 6
50625	Building Cleaner And Helper 3 (B/U)
17270	Cable Ferry Operator 1
17272	Cable Ferry Operator 2
50650	Cleaner, Office Buildings
50614	Cleaner 1
50616	Cleaner 2
50618	Cleaner 3
13800	Dairy Herd Improvement Officer 1

17232	Deckhand
50600	Elevator Attendant
17234	Ferry Mate
17600	Garage Attendant
17602	Garage Attendant Supervisor 93103
93105	Gunsmith 2
17250	Highway Equipment Operator 1
17252	Highway Equipment Operator 2
17254	Highway Equipment Operator 3
17256	Highway Equipment Operator 4
17619	Highway Equipment Supervisor 1
17621	Highway Equipment Supervisor 2
17623	Highway Equipment Supervisor 3
12494	Highway General Foreman/Woman 1
12482	Highway Labour Foreman/Woman
17624	Highway Maintenance Supervisor
17617	Highway Services Supervisor
05324	Inspector, Operating Engineers' Branch
18608	Manual Worker
17280	Marine Engineer 1
17282	Marine Engineer 2
17201	Motor Vehicle Operator 1
17203	Motor Vehicle Operator 2
95501	Operational (Bargaining Unit) OST-12
95502	Operational (Bargaining Unit) OST-13
95503	Operational (Bargaining Unit) OST-14
95504	Operational (Bargaining Unit) OST-15
95505	Operational (Bargaining Unit) OST-16
52560	Operator 1, Bindery Equipment
52500	Operator 1, Offset Equipment
52562	Operator 2, Bindery Equipment
52502	Operator 2, Offset Equipment
52564	Operator 3, Bindery Equipment
52504	Operator 3, Offset Equipment
52506	Operator 4, Offset Equipment
50604	Parking Attendant
17261	Pilot 1
17263	Pilot 2
17265	Pilot 3
17267	Pilot 4
17269	Pilot 5
52524	Platemaker 1
52526	Platemaker 2
95507	Printing (Bargaining Unit) OPR-10
95508	Printing (Bargaining Unit) OPR-12
02050	Printing Estimator
50470	Residence Supervisor 1
17658	Senior Air Engineer
12832	Senior Bridge Operator

17286	Senior Marine Engineer 1
17288	Senior Marine Engineer 2
40120	Steam Plant Chief 2
40110	Steam Plant Engineer 1
40112	Steam Plant Engineer 2
40114	Steam Plant Engineer 3
40100	Steam Plant Technician 1
40102	Steam Plant Technician 2
40200	Thermal Operator 1
40202	Thermal Operator 2
40204	Thermal Operator 3
40206	Thermal Operator 4
12590	Traffic Patroller 1, Transportation & Communications
12592	Traffic Patroller 2, Transportation & Communications
17208	Transport Dispatcher
17206	Transport Driver
93032	Utility Plant Electrician
13972	Water Level Control Supervisor

and under such other classes as may be established within the above description.

VI. TECHNICAL BARGAINING UNIT.

The Technical Bargaining Unit is composed of Crown employees who are public servants employed in positions:

- engaged in “hands-on” analytical laboratory, field or library work requiring the development or application of specialized scientific or technical knowledge, techniques and procedures; or
- requiring specialized knowledge and mechanical skills in specific trades;

and includes employees in positions falling under the following classes:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
13760	Agricultural Technician 1
13762	Agricultural Technician 2
13764	Agricultural Technician 3
13980	Arboriculturist 1
13982	Arboriculturist 2
13983	Arboriculturist 3
12230	Architectural Job Captain 1
12232	Architectural Job Captain 2
12234	Architectural Job Captain 3
94020	Artisan 1
94022	Artisan 2
94024	Artisan 3
94028	Artisan 4

12840	Cartographer 1
12842	Cartographer 2
12844	Cartographer 3
12846	Cartographer 4
12416	Cartographic Technician 1
12418	Cartographic Technician 2
12419	Cartographic Technician 3
12854	Cartographic Technologist
12602	Commercial Artist 1
12604	Commercial Artist 2
12606	Commercial Artist 3
16770	Communications Technician 1
16772	Communications Technician 2
16774	Communications Technician 3
12490	Construction Inspector
12960	Construction Superintendent 1
12962	Construction Superintendent 2
12964	Construction Superintendent 3
13780	Dairy Fieldworker 1
13782	Dairy Fieldworker 2
13784	Dairy Fieldworker 3
12240	Designer 1
12242	Designer 2
12402	Drafter 1
12404	Drafter 2
12406	Drafter 3
12401	Drafter, Tracer
95600	Drafting, Design & Estimating (Bargaining Unit) TDD-13
17647	Electronics Repairer
17646	Electronics Technician
62000	Electronics Technician 1, Government Services
62002	Electronics Technician 2, Government Services
05380	Elevator Mechanic 1
05382	Elevator Mechanic 2
05384	Elevator Mechanic 3
95601	Engineering & Surveying Support (Bargaining Unit) TEN-13
95602	Engineering & Surveying Support (Bargaining Unit) TEN-14
95603	Engineering & Surveying Support (Bargaining Unit) TEN-15
17604	Equipment Spray Painter
12450	Estimator & Quantity Surveyor 1
12452	Estimator & Quantity Surveyor 2
94031	Exhibit Fabricator 1
94033	Exhibit Fabricator 2
94035	Exhibit Fabricator 3
12270	Exhibition Designer 1
12272	Exhibition Designer 2
12274	Exhibition Designer 3
13758	Extension Assistant
61800	Forensic Analyst 1

61802	Forensic Analyst 2
61804	Forensic Analyst 3
12148	Geodetic Control Analyst
14520	Geologist Assistant 1
14522	Geologist Assistant 2
14524	Geologist Assistant 3
12576	Highway Construction Inspector 1
12578	Highway Construction Inspector 2
12580	Highway Construction Inspector 3
16750	Highways Assistant Communications Supervisor
05354	Industrial Training Officer 1
05355	Industrial Training Officer 2
06030	Inspector 1, Drilling And Production
06032	Inspector 2, Drilling And Production
12978	Inspector Of Weighers And Checkers 1
12980	Inspector Of Weighers And Checkers 2
07600	Instructor, Agricultural School
93106	Instrument Repairer, Foreman/Woman
93102	Instrument Repairer 1
93104	Instrument Repairer 2
12506	Interior Designer, Trainee
12509	Interior Designer 1
12511	Interior Designer 2
12600	Junior Commercial Artist
12400	Junior Drafter
15500	Laboratory Attendant 1
15502	Laboratory Attendant 2
12820	Landscape Worker
07940	Library Technician 1
07942	Library Technician 2
07944	Library Technician 3
07946	Library Technician 4
17648	Lineman/Woman
93020	Maintenance Bricklayer
93024	Maintenance Carpenter
93026	Maintenance Carpenter, Foreman/Woman
93030	Maintenance Electrician
93034	Maintenance Electrician, Foreman/Woman
93010	Maintenance Foreman/Woman
93040	Maintenance Machinist
93042	Maintenance Machinist, Foreman/Woman
93046	Maintenance Mason
93002	Maintenance Mechanic 1
93004	Maintenance Mechanic 2
93006	Maintenance Mechanic 3
93050	Maintenance Painter & Decorator
93052	Maintenance Painter & Decorator, Foreman/Woman
93056	Maintenance Plasterer
93058	Maintenance Plasterer, Foreman/Woman

93060	Maintenance Plumber
93062	Maintenance Plumber, Foreman/Woman
17996	Maintenance Refrigeration Mechanic
17998	Maintenance Refrigeration Mechanic, Foreman/Woman
93066	Maintenance Sheet Metal Worker
93070	Maintenance Steamfitter
18800	Maintenance Superintendent 1
18802	Maintenance Superintendent 2
93074	Maintenance Welder
17609	Mechanic 1
17611	Mechanic 2
17613	Mechanic Foreman/Woman
93148	Mechanical/Electrical Building Systems Specialist
15590	Mill Worker 1
15592	Mill Worker 2
17640	Mine Rescue Training Officer 1
17642	Mine Rescue Training Officer 2
02922	Museum Assistant 1
02924	Museum Assistant 2
02926	Museum Assistant 3
02920	Museum Assistant (Trainee)
07842	Museums Adviser
52550	Operator 1, Microfilm
52552	Operator 2, Microfilm
52554	Operator 3, Microfilm
52556	Operator 4, Microfilm
52510	Operator 1, Whiteprint Equipment
52512	Operator 2, Whiteprint Equipment
52514	Operator 3, Whiteprint Equipment
17458	Operator 4, X-Ray Unit
12880	Photogrammetrist 1
12882	Photogrammetrist 2
12884	Photogrammetrist 3
12886	Photogrammetrist 4
95604	Photography (Bargaining Unit) TPH-14
12824	Powderman/Woman
02880	Publicity Photographer 1
02882	Publicity Photographer 2
02884	Publicity Photographer 3
16020	Radiation Protection Physicist 1
94016	Radio & TV Repairer
12088	Research Officer 1, Transportation & Communications
12090	Research Officer 2(A), Transportation & Communications
12092	Research Officer 2(B), Transportation & Communications
15400	Research Scientist 1, Natural Resources
15402	Research Scientist 2, Natural Resources
15404	Research Scientist 3, Natural Resources
15406	Research Scientist 4, Natural Resources
15408	Research Scientist 5, Natural Resources

41109	Resource Technician, Senior 1 (B/U)
41111	Resource Technician, Senior 2 (B/U)
41113	Resource Technician, Senior 3 (B/U)
41115	Resource Technician, Senior 4 (B/U)
41100	Resource Technician 1
41102	Resource Technician 2
41104	Resource Technician 3
95605	Resources, Technical (Bargaining Unit) TRT-12
93150	Roofing Specialist
12710	Schedule Co-Ordinator 1
12712	Schedule Co-Ordinator 2
12714	Schedule Co-Ordinator 3
95606	Scientific Support (Bargaining Unit) TSS-12
95607	Scientific Support (Bargaining Unit) TSS-15
15542	Scientist 1
15544	Scientist 2
15546	Scientist 3
15548	Scientist 4
12959	Senior Transportation Design Technician
93146	Services Officer 1 (B/U)
93142	Services Supervisor 2
93084	Sign Painter
93086	Sign Painter, Foreman/Woman
93080	Sign Painter, Helper
93082	Sign Painter, Improver
95608	Skills and Trade (Bargaining Unit) OST-12
95609	Skills and Trade (Bargaining Unit) OST-13
95610	Skills and Trade (Bargaining Unit) OST-14
95611	Skills and Trade (Bargaining Unit) OST-15
95612	Skills and Trade (Bargaining Unit) OST-16
60100	Specification Officer 1
60102	Specification Officer 2
60104	Specification Officer 3
05500	Standards Officer 1, Industrial Training
05502	Standards Officer 2, Industrial Training
12738	Technician, Equipment Development
17446	Technician, X-Ray Supervisor
16050	Technician 1, Chemical Laboratory
12930	Technician 1, Construction
12722	Technician 1, Engineering Office
12916	Technician 1, Engineering Survey
12990	Technician 1, Field
12922	Technician 1, Legal Survey
12970	Technician 1, Municipal Engineering
52581	Technician 1, Photographic
16070	Technician 1, Physical Laboratory
16080	Technician 1, Radiation
12950	Technician 1, Road Design
12900	Technician 1, Survey

12940	Technician 1, Traffic
17442	Technician 1(A), X-ray
17443	Technician 1(B), X-ray
16052	Technician 2, Chemical Laboratory
12932	Technician 2, Construction
12724	Technician 2, Engineering Office
12917	Technician 2, Engineering Survey (B/U)
12992	Technician 2, Field
12923	Technician 2, Legal Survey
12972	Technician 2, Municipal Engineering
52583	Technician 2, Photographic
16072	Technician 2, Physical Laboratory
12952	Technician 2, Road Design
12902	Technician 2, Survey
12942	Technician 2, Traffic
16054	Technician 3, Chemical Laboratory
12934	Technician 3, Construction
12919	Technician 3, Engineering Survey
12994	Technician 3, Field
12924	Technician 3, Legal Survey
52585	Technician 3, Photographic
16074	Technician 3, Physical Laboratory
16084	Technician 3, Radiation
12954	Technician 3, Road Design
12904	Technician 3, Survey
12944	Technician 3, Traffic
16056	Technician 4, Chemical Laboratory
12936	Technician 4, Construction
12920	Technician 4, Engineering Survey
12996	Technician 4, Field
52587	Technician 4, Photographic
16076	Technician 4, Physical Laboratory
16086	Technician 4, Radiation
12956	Technician 4, Road Design
12946	Technician 4, Traffic
16058	Technician 5, Chemical Laboratory
12998	Technician 5, Field
16078	Technician 5, Physical Laboratory
16088	Technician 5, Radiation
16061	Technologist 1, Medical Laboratory
16063	Technologist 2, Medical Laboratory
16065	Technologist 3, Medical Laboratory
93120	Telephone Installer 1
93122	Telephone Installer 2
93124	Telephone Installer 3
93128	Telephone Services Officer
93000	Trades Apprentice
12750	Traffic Analyst 1
12752	Traffic Analyst 2

12754	Traffic Analyst 3
12756	Traffic Analyst 4
12758	Traffic Analyst 5
12958	Transportation Design Technician
50442	Upholstery Repairer
17645	Utility Plant Instrument Technician
07370	Vocational Training Supervisor 1
40405	Waste Treatment Operator
40402	Waste And Water Project Operator 1
40404	Waste And Water Project Operator 2
40400	Waste And Water Project Trainee Operator
12836	Weigher

and under such other classes as may be established within the above description.

VII. SEVENTH BARGAINING UNIT.

The Seventh Bargaining Unit is composed of Crown employees who are public servants and whose positions are not included in the other six bargaining units, but does not include:

- a. persons who exercise managerial functions or are employed in a confidential capacity in matters relating to Labour relations; or
- b. lawyers and engineers who are employed in their professional capacity.

In accordance with the above, this bargaining unit includes:

- unclassified employees excluded from the six other bargaining units or whose duties and responsibilities are equivalent to the duties and responsibilities of positions falling under the classes mentioned hereunder; and
- employees in positions falling under the following classes:

INTELLIGENCE OFFICER OF COMMISSION, (Seventh Unit)

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA13

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA14

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA15

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA16

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA17

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA18

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA19

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA20

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA21

FINANCIAL ADMINISTRATION, (Seventh Unit) AFA22

FRENCH LANGUAGE SERVICES, (Seventh Unit) AFL20

GENERAL ADMINISTRATION, (Seventh Unit) AGA11

GENERAL ADMINISTRATION, (Seventh Unit) AGA12

GENERAL ADMINISTRATION, (Seventh Unit) AGA13

GENERAL ADMINISTRATION, (Seventh Unit) AGA14

GENERAL ADMINISTRATION, (Seventh Unit) AGA15

GENERAL ADMINISTRATION, (Seventh Unit) AGA16
GENERAL ADMINISTRATION, (Seventh Unit) AGA17
GENERAL ADMINISTRATION, (Seventh Unit) AGA18
GENERAL ADMINISTRATION, (Seventh Unit) AGA19
GENERAL ADMINISTRATION, (Seventh Unit) AGA20
GENERAL ADMINISTRATION, (Seventh Unit) AGA21
GENERAL ADMINISTRATION, (Seventh Unit) AGA22
INFORMATION, (Seventh Unit) AIF18
INFORMATION, (Seventh Unit) AIF19
INFORMATION, (Seventh Unit) AIF20
LAW ADMINISTRATION, (Seventh Unit) ALA12
LAW ADMINISTRATION, (Seventh Unit) ALA13
LAW ADMINISTRATION, (Seventh Unit) ALA14
LAW ADMINISTRATION, (Seventh Unit) ALA15
LAW ADMINISTRATION, (Seventh Unit) ALA16
LAW ADMINISTRATION, (Seventh Unit) ALA17
LAW ADMINISTRATION, (Seventh Unit) ALA18
LAW ADMINISTRATION, (Seventh Unit) ALA19
LAW ADMINISTRATION, (Seventh Unit) ALA20
LAW ADMINISTRATION, (Seventh Unit) ALA22
LAW COURT ADMINISTRATION, (Seventh Unit) ALC12
LAW COURT ADMINISTRATION, (Seventh Unit) ALC13
LAW COURT ADMINISTRATION, (Seventh Unit) ALC14
PROGRAM ANALYSIS, (Seventh Unit) APLA16
PROGRAM ANALYSIS, (Seventh Unit) APLA17
PROGRAM ANALYSIS, (Seventh Unit) APLA18
PROGRAM ANALYSIS, (Seventh Unit) APLA19
PROGRAM ANALYSIS, (Seventh Unit) APLA20
PROGRAM ANALYSIS, (Seventh Unit) APLA21
PERSONNEL ADMINISTRATION, (Seventh Unit) APL12
PERSONNEL ADMINISTRATION, (Seventh Unit) APL13
PERSONNEL ADMINISTRATION, (Seventh Unit) APL14
PERSONNEL ADMINISTRATION, (Seventh Unit) APL15
PERSONNEL ADMINISTRATION, (Seventh Unit) APL16
PERSONNEL ADMINISTRATION, (Seventh Unit) APL17
PERSONNEL ADMINISTRATION, (Seventh Unit) APL18
PERSONNEL ADMINISTRATION, (Seventh Unit) APL19
PERSONNEL ADMINISTRATION, (Seventh Unit) APL20
PROPERTY ADMINISTRATION, (Seventh Unit) APR16
PROPERTY ADMINISTRATION, (Seventh Unit) APR17
PROPERTY ADMINISTRATION, (Seventh Unit) APR18
PROPERTY ADMINISTRATION, (Seventh Unit) APR19
PURCHASING & SUPPLY, (Seventh Unit) APS14
PURCHASING & SUPPLY, (Seventh Unit) APS15
PURCHASING & SUPPLY, (Seventh Unit) APS16
PURCHASING & SUPPLY, (Seventh Unit) APS18
PURCHASING & SUPPLY, (Seventh Unit) APS20
SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL15
SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL16

SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL17
 SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL18
 SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL19
 SOCIAL PROGRAMS ADMINISTRATION, (Seventh Unit) ASL20
 SYSTEMS SERVICES, (Seventh Unit) ASY13
 SYSTEMS SERVICES, (Seventh Unit) ASY14
 SYSTEMS SERVICES, (Seventh Unit) ASY15
 SYSTEMS SERVICES, (Seventh Unit) ASY16
 SYSTEMS SERVICES, (Seventh Unit) ASY17
 SYSTEMS SERVICES, (Seventh Unit) ASY18
 SYSTEMS SERVICES, (Seventh Unit) ASY19
 SYSTEMS SERVICES, (Seventh Unit) ASY20
 SYSTEMS SERVICES, (Seventh Unit) ASY21
 TRANSLATION, (Seventh Unit) ATR20
 TRANSCRIPTION SERVICES, (Seventh Unit) CTR14
 TRANSCRIPTION SERVICES, (Seventh Unit) CTR15
 CORRECTIONAL, (Seventh Unit) OCR14
 FOOD SERVICES, (Seventh Unit) OFS10
 FOOD SERVICES, (Seventh Unit) OFS11
 FOOD SERVICES, (Seventh Unit) OFS12
 FOOD SERVICES, (Seventh Unit) OFS13
 FOOD SERVICES, (Seventh Unit) OFS14
 GENERAL OPERATIONAL, (Seventh Unit) OGN10
 GENERAL OPERATIONAL, (Seventh Unit) OGN11
 GENERAL OPERATIONAL, (Seventh Unit) OGN12
 GENERAL OPERATIONAL, (Seventh Unit) OGN13
 GENERAL OPERATIONAL, (Seventh Unit) OGN14
 GENERAL OPERATIONAL, (Seventh Unit) OGN15
 HEATING & POWER, (Seventh Unit) OHP14
 HEATING & POWER, (Seventh Unit) OHP17
 INSTITUTIONAL CARE, (Seventh Unit) OIN11
 INSTITUTIONAL CARE, (Seventh Unit) OIN12
 INSTITUTIONAL CARE, (Seventh Unit) OIN13
 INSTITUTIONAL CARE, (Seventh Unit) OIN15
 PRINTING, (Seventh Unit) OPR15
 SKILLS & TRADES, (Seventh Unit) OST17
 SKILLS & TRADES, (Seventh Unit) OST18
 SKILLS & TRADES, (Seventh Unit) OST19
 ACTUARIAL SCIENCE, (Seventh Unit) PAC16
 ACTUARIAL SCIENCE, (Seventh Unit) PAC17
 ACTUARIAL SCIENCE, (Seventh Unit) PAC19
 AGRICULTURE, (Seventh Unit) PAG16
 AGRICULTURE, (Seventh Unit) PAG17
 AGRICULTURE, (Seventh Unit) PAG18
 AGRICULTURE, (Seventh Unit) PAG19
 AGRICULTURE, (Seventh Unit) PAG20
 ARCHIVAL & HISTORICAL, (Seventh Unit) PAH17
 CHAPLAIN, (Seventh Unit) PCH15
 CHAPLAIN, (Seventh Unit) PCH16

CHAPLAIN, (Seventh Unit) PCH17
ECONOMICS & STATISTICS, (Seventh Unit) PEC16
ECONOMICS & STATISTICS, (Seventh Unit) PEC17
ECONOMICS & STATISTICS, (Seventh Unit) PEC18
ECONOMICS & STATISTICS, (Seventh Unit) PEC19
ECONOMICS & STATISTICS, (Seventh Unit) PEC20
ECONOMICS & STATISTICS, (Seventh Unit) PEC21
EDUCATION, (Seventh Unit) PED19
EDUCATION, (Seventh Unit) PED20
EDUCATION, (Seventh Unit) PED21
GENERAL SCIENTIFIC, (Seventh Unit) PGS17
GENERAL SCIENTIFIC, (Seventh Unit) PGS18
GENERAL SCIENTIFIC, (Seventh Unit) PGS20
GENERAL SCIENTIFIC, (Seventh Unit) PGS21
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE11
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE12
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE13
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE16
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE17
HOME ECONOMICS, DIETETICS & NUTRITION, (Seventh Unit) PHE18
LIBRARY SERVICES, (Seventh Unit) PLS14
LIBRARY SERVICES, (Seventh Unit) PLS15
LIBRARY SERVICES, (Seventh Unit) PLS16
LIBRARY SERVICES, (Seventh Unit) PLS17
NURSING, (Seventh Unit) PNR13
NURSING, (Seventh Unit) PNR14
NURSING, (Seventh Unit) PNR15
NURSING, (Seventh Unit) PNR16
NURSING, (Seventh Unit) PNR18
OCCUPATIONAL & PHYSICAL THERAPY, (Seventh Unit) POC14
PHARMACY, (Seventh Unit) PPH16
PHARMACY, (Seventh Unit) PPH17
PHARMACY, (Seventh Unit) PPH18
PHARMACY, (Seventh Unit) PPH19
PSYCHOLOGY, (Seventh Unit) PPY19
PSYCHOLOGY, (Seventh Unit) PPY20
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP14
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP15
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP16
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP17
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP18
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP19
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP20
RESOURCES PLANNING AND MANAGEMENT, (Seventh Unit) PRP21
RESEARCH SCIENCE, (Seventh Unit) PRS17
RESEARCH SCIENCE, (Seventh Unit) PRS21
SOCIAL WORK, (Seventh Unit) PSW16
SOCIAL WORK, (Seventh Unit) PSW17
SOCIAL WORK, (Seventh Unit) PSW18

VETERINARY SCIENCE, (Seventh Unit) PVT20
 DRAFTING DESIGN & ESTIMATING, (Seventh Unit) TDD14
 DRAFTING DESIGN & ESTIMATING, (Seventh Unit) TDD15
 DRAFTING DESIGN & ESTIMATING, (Seventh Unit) TDD16
 DRAFTING DESIGN & ESTIMATING, (Seventh Unit) TDD18
 DRAFTING DESIGN & ESTIMATING, (Seventh Unit) TDD19
 ENGINEERING & SURVEYING SUPPORT, (Seventh Unit) TEN16
 ENGINEERING & SURVEYING SUPPORT, (Seventh Unit) TEN17
 ENGINEERING & SURVEYING SUPPORT, (Seventh Unit) TEN18
 ENGINEERING & SURVEYING SUPPORT, (Seventh Unit) TEN19
 ENGINEERING & SURVEYING SUPPORT, (Seventh Unit) TEN20
 RESOURCES TECHNICAL, (Seventh Unit) TRT13
 RESOURCES TECHNICAL, (Seventh Unit) TRT14
 RESOURCES TECHNICAL, (Seventh Unit) TRT15
 RESOURCES TECHNICAL, (Seventh Unit) TRT16
 RESOURCES TECHNICAL, (Seventh Unit) TRT17
 RESOURCES TECHNICAL, (Seventh Unit) TRT18
 SCIENTIFIC SUPPORT, (Seventh Unit) TSS16
 SCIENTIFIC SUPPORT, (Seventh Unit) TSS17
 SENIOR MANAGEMENT GROUP 1, (Seventh Unit) XSXC1
 SENIOR MANAGEMENT GROUP 2, (Seventh Unit) XSXC2
 And other similar classes as may be established

VIII. GO TEMPS AND STUDENTS.

An unclassified employee –

- who is on temporary work assignment arranged by the Civil Service Commission under the G.O. Temporary Services Program and is herein referred to as a “Go Temp employee”; or
- who is employed during their regular school, college or university vacation period or under a co-operative education training program or in an OPS Special Youth/Student Employment Program, and is herein referred to as a “Student”;
- who is employed under an internship program (such as the Employment Equity Intern program) and other similar programs or agreements, and is herein referred to as an “intern”;

shall belong to the bargaining unit –

- of the position whose duties and responsibilities the Go Temp employee is temporarily assigned to perform; or
- in case the temporary assignment is not with respect to a specific bargaining unit position, of the position whose duties and responsibilities are closest to the Go Temp employee’s assigned work;
- in the case of a student or an intern, of the position whose duties and responsibilities are closest to the student’s or intern’s assigned work.

USE OF PRIVATELY OWNED AUTOMOBILES

March 21, 1975

Mr. C. J. Darrow, President,
The Civil Service Association of Ontario (Inc.)
1901 Yonge Street
TORONTO, Ontario

Re: Use of Privately Owned Automobiles

Dear Mr. Darrow,

This letter will confirm the decision of Management Board of Cabinet that the use of privately owned automobiles on the Employer's business is not a condition of employment.

On Behalf of
MANAGEMENT BOARD OF CABINET

W. J. Gorchinsky
Senior Staff Relations Officer

Revised January 26, 2022
JOINT INSURANCE BENEFITS REVIEW COMMITTEE

Joint Insurance Benefits Review Committee

(1) Name of Committee

The Committee shall be referred to as the Joint Insurance Benefits Review Committee.

(2) Purpose of Committee

The purpose of this Committee is to facilitate communications between the Employer and the OPSEU/SEFPO on the subject of Group Insurance, including Basic Life Insurance, Supplementary Life Insurance, Extended Health Insurance, Long Term Income Protection Insurance, and such other negotiated benefits as may, from time to time, be included in the Group Insurance Plan.

It is understood that the Group Insurance benefits to be provided to employees and the cost sharing arrangements between the Employer and its employees shall be as set out in any applicable collective agreement or arbitration award, and the matters for consideration by this Committee shall be only as set out in these terms of reference.

(3) Composition of Committee

The Committee shall be composed of up to four (4) members from the Union, and may also include an OPSEU/SEFPO staff representative, and an equal number of representatives from the Employer. At meetings of the Committee, each party may be accompanied by an Actuary to provide technical advice and counsel.

Of the four (4) members from OPSEU/SEFPO on the JIBRC, a maximum of two (2) members shall be from the Unified Bargaining Unit.

(4) Duties of Committee

The duties of the Committee shall consist of the following:

- (i) Development of the specifications for the public tendering of any negotiated benefits which may be included in the Group Insurance Plan (to cover the bargaining unit only);
- (ii) Determination of the manner in which the specifications will be made available for public tendering;
- (iii) Consideration and examination of all tenders submitted in response to the specifications for tender and preparation of a report thereon;
- (iv) Recommendation to the Government of Ontario on the selection of the insurance carrier or carriers to underwrite the Group Insurance Plans;

- (v) Review of the semi-annual financial reports on the Group Insurance Plan; and
- (vi) Review of contentious claims and recommendations thereon, when such claim problems have not been resolved through the existing administrative procedures.

The specifications for tender will describe the benefits to be provided, the cost sharing arrangement between the Employer and its employees, the past financial history of the insurance plans, the employee data, the format for the retention illustration for each coverage and the financial reporting requirements. Tenders shall be entertained by the Committee from any individual insurance carrier acting solely on its own behalf. This shall not preclude such carrier from arranging reinsurance as may be necessary.

The basis for recommendation of an insurance carrier(s) will include the ability of the carrier(s) to underwrite the plan, compliance of the carrier's quotation with the specifications for tender, the carrier's service capabilities and the expected long term net cost of the benefits to be provided.

(5) Experience Review

The Committee will also meet every six (6) months to review the financial experience under these coverages. The specifications for tender will describe the information to be included in the semi-annual financial statements to be prepared by the insurance carrier(s). These statements will include paid premiums, paid claims, changes in reserve requirements for open and for unreported claims, incurred claims, the retention elements of commissions, taxes, administrative expenses, contingency reserve charges and interest credits on claim and other reserves. The insurance carrier(s) will also be required to report on the level and method of administering the Employer's and employees' deposit accounts.

The Committee shall request the insurance carrier(s) to provide such additional information for the Committee's consideration as may be required by either the Employer or the OPSEU/SEFPO.

If the Joint Insurance Benefits Review Committee fails to agree on a recommendation to the Government of Ontario on the selection of the insurance carrier(s) to underwrite the group insurance plan, the members of the said Committee nominated by the Employer and the OPSEU/SEFPO may each make a recommendation in writing to the Government of Ontario on the selection of the insurance carrier(s) supported by reasons for their respective recommendations.

It is understood that the Government at all times retains the right to select whatever carrier(s) (to underwrite the Group Insurance Plan) it may consider would best serve the "public interest" and, in so doing, is under no obligation to select a carrier(s) that may be recommended by the Joint Insurance Benefits Review Committee.

(6) Claims Review Subcommittee

- (a) There shall be a subcommittee whose mandate is to review, and make decisions on, complaints or differences involving the denial of insured benefits under the Collective Agreement, when such issues have not been resolved through the existing administrative procedures, save and except a complaint or difference arising under Article 22.9.1 (Insured Benefits Grievance) of the Collective Agreement. The subcommittee shall be composed of two (2) representatives selected by the Employer, two (2) representatives selected by OPSEU/SEFPO, and an independent third party who is agreed to by both parties.

- (b) Appropriate impartial medical consultants shall be available to the subcommittee in an advisory capacity to provide information on the nature of specific illnesses or disabilities.
- (c) Membership on the subcommittee shall be for a one (1) year period, and is renewable at the discretion of the nominating party, or parties in the case of the renewal of the term of the independent third party.
- (d) Decisions of the subcommittee are final and binding.
- (e) The fees and expenses of the medical consultants referred to in clause (b), and the independent third party referred to in clause (a), shall be divided equally between the Employer and the Union.

RELEASE OF INFORMATION -
INSURED BENEFITS APPEAL

RELEASE OF INFORMATION-
INSURED BENEFITS APPEAL

TO: _____
(Name of insurance carrier for benefit claimed)

THIS SHALL BE YOUR AUTHORITY to deliver immediately to the Employer, in care of Ministry of Government Services and to the Ontario Public Service Employees Union, a copy of each and every medical report prepared by or under the authority of a medical practitioner, and a copy of each and every document or other material, in any format, prepared by any person, in your possession in connection with my claim dated _____ for (specify benefit claimed) during my employment with the Ontario Public Service.

I understand that this information and material may be used during this insured benefits appeal.

Employee Signature

Ministry

Please print name

Employee ID number

Employee Home Address

Date

APPENDIX 6

**Revised June 24, 2005
SAME SEX SPOUSES**

November 14, 1990

Mr. A. Todd
Chief Negotiator
Ontario Public Service Employees Union
1901 Yonge Street
Toronto, Ontario
M4S 2Z5

Dear Mr. Todd:

This will confirm that effective January 1, 1991, family coverage for insured benefits, pursuant to Articles 32.10.1, 32.10.2, 32.11.1, 32.11.2 and 32.15 (Seasonal Employees), Articles 38, 39, 40 and 48 (Full-time Employees) and Articles 66, 67, 68 and 74 (Part-time Employees) shall be extended to include same sex spouses.

Yours sincerely,

J. R. Thomas
Assistant Deputy Minister
Employees Relations and Compensation Division

Addendum – June 24, 2005: The parties understand that Appendix 6, insured benefits for same sex spouses includes Flexible Part-Time employees subject to the application of Appendix 32.

**Revised June 24, 2005
CLASSIFICATION SYSTEM SUBCOMMITTEES**

This confirms the agreement reached by the parties during negotiations with respect to the classification system.

- (1) The Joint System Subcommittee (JSSC) of the CERC, consisting of three (3) persons appointed by each party, is continued for the duration of the collective agreement and the period of its operation, to:
 - (i) provide a forum for ongoing discussion between the parties regarding classification matters;
 - (ii) review and decide on all complaints or differences involving allegations of improper classification.
- (2) All decisions of the JSSC on disputes arising under paragraph 2(ii) shall be by vote of the members of the committee and any decision on which the parties' representatives concur shall be binding on the parties and any affected employees. Each party must, in any case where such a decision is made, be represented by an equal number of persons appointed by each party.
- (3) Union representatives of the JSSC shall be provided with reasonable travel time and leave with pay to attend meetings of the committee.

Signed this 13th day of September in Toronto, Ontario.

LETTER OF UNDERSTANDING

between

**THE CROWN IN RIGHT OF ONTARIO (MANAGEMENT BOARD OF CABINET)
“the Employer” and**

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION
“the Union”**

IN THE MATTER OF Article 22.12 and Appendix 7

This will confirm certain understandings reached regarding the operation of the Joint System Subcommittee (JSSC).

It is acknowledged that there is a perception that the JSSC has not worked effectively. It is the desire of both parties that the JSSC be an effective consultation forum, and that classification matters be dealt with.

It is agreed that, within thirty (30) days of the date of ratification, the parties will appoint two senior persons from each side to examine the workings of the JSSC, and make recommendations to improve its operation.

The matters to be examined by the parties will include:

- (1) methods to ensure that members of the JSSC are empowered to make decisions on classification matters;
- (2) means to ensure the prompt disposition of classification disputes;
- (3) criteria by which the JSSC is to make decisions;
- (4) such other matters regarding classifications as the parties may agree upon. Signed this 25th day of June, 1999, in Toronto, Ontario.

Revised January 26, 2022
EMPLOYMENT STABILITY

Mr. Andrew Todd
Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
NORTH YORK, Ontario

Dear Mr. Todd:

Re: Employment Stability

The Government is aware that its restructuring initiatives over the next two fiscal years (1996/97, 1997/98) could have a significant effect on employees, some of whom have served for a lengthy period. Accordingly, commencing with the ratification of the collective agreement and ending on December 31, 2024 the Employer undertakes the following:

1. (a) The Employer will make reasonable efforts to ensure that, where there is a disposition or any other transfer of bargaining unit functions or jobs to the private or broader public sectors, employees in the bargaining unit are offered positions with the new employer on terms and conditions that are as close as possible to the then existing terms and conditions of employment of the employees in the bargaining unit, and, where less than the full complement of employees is offered positions, to ensure that offers are made on the basis of seniority. When an employee has been transferred to a new employer, the employee will be deemed to have resigned and no other provisions of the Unified Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- (b) Where the salary of the job offered by the new employer is less than eighty-five percent (85%) of the employee's current salary, or if the employee's service or seniority are not carried over to the new employer, the employee may decline the offer. In such a case, the employee may exercise the rights prescribed by Article 20 (Employment Stability) and/or paragraphs 2 to 5 of this Appendix. The employee must elect whether or not to accept employment with the new employer within three (3) days of receiving an offer. In default of election, the employee shall be deemed to have accepted the offer.
2. (a) Employees who have been declared surplus may continue to accrue pension credits for the period represented by their Article 53 or 78 termination payment subject to the appropriate contributions by the Employer and the employee. This arrangement meets the requirements of the OPSEU Pension Plan including compliance with legislation governing the OPSEU Pension Plan. This arrangement is contingent on Revenue Canada approval. This paragraph will not apply to employees described in paragraph 1 who are transferred to a new employer or, subject to 1(b), who decline a transfer to a new employer.

- (b) In the alternative, employees who have been declared surplus may take a pension bridging option as a leave of absence without pay but with the continued accrual of pension credits, if the sum of:
 - (i) the six (6) month notice period;
 - (ii) the number of weeks of paid leave of absence that the employee's termination payments can be converted into under the current provisions of Articles 53 or 78 (excluding attendance credits); plus
 - (iii) a maximum of two (2) years leave of absence without pay, but with continued accrual of pension credits,

would bring the employee to the next earliest date on which the employee could exercise an actuarially unreduced pension option under the OPSEU Pension Plan.

For any specific individual, the maximum amount of leave that can be taken for the pension bridging option shall be calculated as follows:

- (A1) determine the total amount of time from the date on which the employee receives the surplus notice that is needed for the individual to reach the next earliest of their actuarially unreduced pension options and, from that amount, subtract:
 - (i) the employee's six (6) month notice period; and
 - (ii) the number of weeks of paid leave of absence that the employee's termination payments can be converted into under the existing provisions of Article 53 or 78 (excluding attendance credits).
- (B1) the remainder to the extent that it is no more than two (2) years, shall be available as a leave of absence without pay but with continued accrual of pension credits. During the leave without pay, employees may choose to purchase all benefits coverage with the exception of the Short Term Sickness Plan and the Long Term Income Protection plan.

The leaves of absence shall commence before the conclusion of the employee's six (6) month notice period and shall be taken as follows:

- (A2) the unpaid leave of absence, the maximum of which is determined in accordance with (B1) above, shall be taken first. During this leave of absence, in lieu of the employee's pension contributions being made directly from the employee, the employee's right to enhanced severance under paragraph 4 of this letter shall be reduced by an equivalent amount, which the Employer shall pay into the pension plan and the Employer contributions shall also be paid into the pension plan;
- (B2) the leave of absence with pay equal to the employee's number of weeks of Article 53 or 78 termination payments shall be taken after the leave without pay in (A2) above. During this leave of absence the employee's pension contributions shall be deducted from the employee's bi-weekly payments;
- (C2) at the conclusion of the leave of absence with pay the employee shall return to complete whatever portion of the six (6) month notice period remains. For greater certainty, the requirement to return may be satisfied by the use of vacation credits. At the end of this period,

the employee:

- (i) shall retire;
- (ii) shall receive the enhanced severance, reduced by an amount equivalent to their pension contributions for the unpaid leave of absence; and
- (iii) shall be entitled to exercise their right to an actuarially unreduced pension.

This arrangement meets the requirements of the OPSEU Pension Plan including compliance with legislation governing the OPSEU Pension Plan. This arrangement is contingent on Revenue Canada approval.

This paragraph will not apply to employees described in paragraph 1 who are transferred to a new employer or, subject to 1(b), who decline a transfer to a new employer.

Surplus employees who choose any of these pension bridging options in (2) shall waive all rights to displacement, redeployment, pay in lieu and recall.

3. An employee who has reached Factor 80 on or before March 31, 1996, and did not retire within their Factor 80 window, shall, if declared surplus, be eligible to re-qualify under the Factor 80 program, provided the employee so elects in writing within thirty (30) days of receipt of notice of lay-off, and, where the employee so elects, the employee shall retire within the thirty (30) day period and all other rights under this agreement are forfeited, save and except Article 53 or 78 (Termination Pay). For the sake of clarity, it is agreed that an employee who is given an offer to accept employment with a new employer pursuant to paragraph 1, who is otherwise eligible to re-qualify under the Factor 80 program, shall be considered eligible to re-qualify as prescribed herein. The Plan Sponsors agree to take steps to amend the OPSEU Pension Plan in an expeditious manner to provide for the re-opening of the Factor 80 window for those employees described herein. This arrangement meets the requirements of the OPSEU Pension Plan including compliance with legislation governing the OPSEU Pension Plan. This arrangement is contingent on Revenue Canada approval.

4. (a) Receipt of surplus notice on or before December 31, 2005:

Employees who are laid off or who have resigned and received their pay in lieu of notice pursuant to Article 20A.2 (Notice and Pay in Lieu) will receive, in addition to their Article 53 or 78 termination payments, a further severance package of one (1) week's salary for every completed year of continuous service. This paragraph will not apply to employees who are eligible to retire and receive an actuarially unreduced pension or, as a result of the application of paragraph 2 (a), will become entitled to receive an actuarially unreduced pension. Employees who are entitled to the amounts specified in Article 20A.3 (Separation Allowance) shall receive the greater of those amounts or the amount specified in this paragraph. (For the sake of clarity, it is understood that a person who resigns pursuant to Article 20A.3 (Separation Allowance) shall be considered to be laid off for the purpose of this paragraph.) This paragraph will not apply to employees described in paragraph 1 who are transferred to a new employer or, subject to 1(b), who decline a transfer to a new employer.

- (b) Receipt of surplus on or after January 1, 2006:

Employees who are laid off or who have resigned and received their pay in lieu of notice pursuant to Article 20.2 (Notice and Pay in Lieu) will receive, in addition to their Article 53 or 78 termination payments, a further severance package of one (1) week's salary for every completed year of continuous

service. This paragraph will not apply to employees who are eligible to retire and receive an actuarially unreduced pension or, as a result of the application of paragraph 2 (a), will become entitled to receive an actuarially unreduced pension. This paragraph will not apply to employees described in paragraph 1 who are transferred to a new employer or, subject to 1(b), who decline a transfer to a new employer.

5. Where an operation or part thereof is being disposed of, and the Employer has determined that an opportunity for tendering or bidding is warranted, employees shall be given the opportunity to submit a tender or bid on the same basis as others.

Yours truly, Kevin Wilson

**APPENDIX 10
ARTICLE 20
VOLUNTARY EXIT OPTION**

Deleted January 24, 2013

OPSEU PENSION PLAN

Mr. Andrew Todd
Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
NORTH YORK, Ontario

Dear Mr. Todd:

Re: OPSEU Pension Plan

This will confirm that, effective on ratification and during the term of the Collective Agreement, it is not the intention of the Employer to amend the OPSEU Pension Plan or any related documents. Where the Employer wishes to do so, it will negotiate any changes with the Union.

Yours truly,

Kevin Wilson

MEMORANDUM OF AGREEMENT

Between

**MANAGEMENT BOARD OF CABINET
(Hereafter called “the Employer”)**

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)

Appendix 12 – Student Wage Rates

1. This Memorandum of Agreement is based on negotiations held pursuant to Appendix 12 of the Collective Agreement between the parties, expiring December 31, 2024, and is subject to the definitions, principles and terms set out in the Collective Agreement.
2. This Memorandum of Agreement will become effective upon being signed by the parties. As per Appendix 12 of the Collective Agreement, this agreement will be presented to the CERC so that recommendations can be appended into the Collective Agreement and implemented for the remaining period of the collective agreement.
3. The provisions of this Memorandum of Agreement will ensure that student wage rates are standardized across the Ontario Public Service for those covered by the Collective Agreement between the parties.
4. Students in post secondary Co-operative Programs will be paid a percentage of the entry level of the appropriate classification specified in the Collective Agreement, as follows:

Work Term	Percentage
1	60%
2	64
3	68
4	72
5	76
6	80

5. Students in Special Employment Programs shall be paid as follows:

January 1, 2022 \$15.00

In the event that there is a legislated increase to the minimum wage in Ontario and students in Special Employment Programs have a minimum hourly rate of pay that falls below the minimum wage, students

in Special Employment Programs will receive the new hourly rate of pay.

6. Students hired into student positions shall be paid according to a two level job evaluation system. The framework for this system forms Appendix “A” to this agreement.
7. A student hired into a position established in the Regular Service shall be paid according to the classification range for that position. For greater clarity, this includes students backfilling a regular position during the incumbent’s leave of absence and students filling a vacant regular position for a limited duration.
8. This agreement will represent settlement of any claims and grievances respecting student wage rates, save and except the individual grievances currently on file.

Dated this 21st day of December 2021.

For OPSEU:

For the Employer:

Appendix – A

Framework for Students Wage Rates

1. This framework will be submitted to the Joint System Sub-Committee for its use in developing a Student Job Evaluation System for all student positions to present to CERC for agreement in accordance with Appendix 12 of the Collective Agreement expiring on December 31, 2024.
2. The primary factors underpinning the Student Job Evaluation System are Complexity, Skills/Knowledge and Supervision.

The Employer shall be guided by the factors prescribed by the *Pay Equity Act* in the development of the job evaluation system and shall adhere to all legislative requirements.

The provisions will also recognize the different skills levels required and types of employment opportunities for students in their employment within the Ontario Public Service.

LEVEL 1

Jobs under classification Level 1 will reflect work which is routine and limited in complexity. These jobs may require additional supervision (e.g., team lead) and do not require a special skill level.

LEVEL 2

Jobs classified at Level 2 will involve work that is more varied and complex in nature. The jobs typically require knowledge from a related area of study and an increased level of skills. These jobs require limited supervision as students are required to work independently. If the job requires a license or certificate (e.g., first aid certificate, equipment operator's license/certificate), it is automatically assigned to classification level 2.

3. Rates for these two levels are:

January 1, 2022

Level 1	\$15.00
Level 2	\$15.85

In the event that there is a legislated increase to the minimum wage in Ontario and students at Level 1 have a minimum hourly rate of pay that falls below the minimum wage, students at Level 1 will receive the new hourly rate of pay.

Students at Level 2 rate of pay shall be adjusted to an amount that is \$0.85 greater than the new Level 1 Student rate of pay.

4. It is understood that the job evaluation system and accompanying pay rates are not arbitrable, pursuant to the *Crown Employees Collective Bargaining Act*.

November 16, 1998

Tom Wood
Chief Negotiator
OPSEU
100 Lesmill Road
North York, Ontario

Dear Tom:

This will confirm that notwithstanding the Cooperative wage rate specified in section 4 of the Memorandum of Agreement concerning provisions for Student Wage Rates, the rate for a student in a post-secondary cooperative program shall not be less than \$8.25 per hour or the weekly equivalent.

Sincerely,

Nancy Fisher

**Revised June 24, 2005
RELOCATION OF OPERATION BEYOND
40 KILOMETRE RADIUS**

MEMORANDUM OF AGREEMENT

BETWEEN

**THE CROWN IN RIGHT OF ONTARIO
(MANAGEMENT BOARD OF CABINET)
“the Employer”**

and

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION
“the Union”**

IN THE MATTER OF:

Relocation of an Operation Beyond a 40 Kilometre Radius

The Employer and the Union herewith agree that, when a ministry decides to change an operation's headquarters to a location outside a forty (40) kilometre radius of that operation's current headquarters, the following terms and conditions will apply:

- (1) affected employees will be notified, in writing, of the ministry's decision to change the operation's headquarters location and the date when such change will take place;
- (2)
 - (a) employees may accept the change in headquarters location, in which case they will be eligible for reimbursement of relocation costs in accordance with the Employer's relocation policy; or
 - (b) employees may reject the change in headquarters location, in which case they will be given six (6) months' notice of lay-off pursuant to Article 20.2.1.3 (Notice and Pay in Lieu) and have full access to the provisions of Article 20 (Employment Stability) and Appendix 9 (Employment Stability) of the Collective Agreement.
- (3) if several employees hold the same position and fewer of their positions are required in the new headquarters location, the employees with the greatest seniority will be given the opportunity to go to the new headquarters location first.
- (4) it is understood that when an employee accepts the change in headquarters location in accordance with this Memorandum of Agreement, the provisions of Article 6 (Posting and Filling of Vacancies or New Positions) shall not apply.

Agreed by the parties at the City of Toronto on this 9th day of July, 1996.

Revised October 30, 2015
SUCCESSOR RIGHTS

MEMORANDUM OF AGREEMENT

BETWEEN:

THE CROWN IN RIGHT OF ONTARIO
(Management Board of Cabinet)
“The Employer”

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)
“The Union”

IN THE MATTER OF:

Successor Rights

WHEREAS the Government of Ontario has amended the *Crown Employees Collective Bargaining Act, 1993* to restore Successor Rights for Ontario government employees and their Bargaining Agents;

THEREFORE the parties agree to the following terms:

A) Sale of a Business

- 1) The parties agree that if the Employer determines that there is a “sale of a business” as defined in the *Labour Relations Act, 1995*, section 69, this determination will trigger the application of this article.
- 2) Where the Employer determines that there is a sale of a business, it is agreed that:
 - i. Appendices 9 and 18 of the Collective Agreement will not apply;
 - ii. The obligations of the Employer to Ontario Public Service employees who are affected by the sale shall be modified as set out in Appendix “A”; and
 - iii. Where the Employer determines that a transaction is a sale of a business, it shall indicate this in the request for proposal or the transfer agreement, whichever is applicable, and provide a copy of such document to the Union.

B) Reasonable Efforts

- 3) Where there is a disposition or any other transfer by the Crown of bargaining unit functions or jobs pursuant to the Collective Agreement and the transfer does not constitute a sale of a business, the parties agree that the Appendices 9 and 18 of the Collective Agreement apply.

C) Dispute Resolution

- 4) Nothing in this agreement limits any rights that the Union may have to make an application to the Ontario Labour Relations Board.

APPENDIX “A” – OBLIGATIONS OF THE EMPLOYER TO EMPLOYEES AFFECTED BY THE SALE

Where a transaction is a sale of a business, the parties agree that the Employer shall have the following obligations to employees affected by the sale:

- The employment of employees who are transferred to the successor employer is not terminated or severed and the service and seniority of such employees shall be carried over to the successor employer. The Employer shall not be liable to any employees who are transferred to the successor employer for any payment of termination or severance pay, or any other entitlements or obligations under the Collective Agreement between the Employer and the Union. Notwithstanding the foregoing, the Employer shall provide such employees with payments, if any, in accordance with Article 53 or 78 accrued to employees with respect to employment up to the date of the transfer. Such payments under Articles 53 or 78 shall set off any future severance payments which may be owed by the successor employer to employees, in accordance with the *Employment Standards Act*.
- Affected employees who do not receive a job offer from the successor employer will be surplus as a result of the sale subject to the terms of the Collective Agreement between the Employer and the Union.
- The Employer will provide notice of the date of the sale to affected employees. Employees who choose to resign within nine (9) months after having received this notice but before receiving a job offer from the successor employer will forfeit all rights under the Collective Agreement between the Employer and the Union.
- Public Servants who refuse a job offer with the successor employer will be entitled to termination pay under article 53 or 78 of the Collective Agreement, but will forfeit all other rights under the Collective Agreement between the Employer and the Union.

Revised February 26, 2009
FIXED-TERM EMPLOYEES

Letter of Understanding

Mr. Brian Gould, Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Fixed-Term Category of Employee

Dear Mr. Gould,

The Parties agree that it is mutually beneficial to promote a workplace that provides work stability, opportunity and a commitment to deliver quality public services. With this in mind, it is in our common interest to address labour relations issues in a manner that places the emphasis on creative problem solving that leads to mutually beneficial solutions. Given that the use of a temporary workforce is an issue of importance to the union and the parties have recently worked together to improve opportunities for temporary workers in the OPS, it is in our mutual best interest to continue constructive dialogues on this matter.

The Parties also agree on the importance of retaining and promoting a skilled and adaptable workforce. It is therefore agreed that individual MERCs will work cooperatively to explore opportunities that will reduce the use of fixed-term workers or transition fixed-term employees to the Regular Service. This will be achieved through a regular review of fixed-term usage and meaningful discussion that is aimed at identifying prospects for reducing the size of the fixed-term workforce.

David Logan
Assistant Deputy Minister, Ministry of Government Services
HROntario

**APPENDIX 16
PAY FOR PERFORMANCE**

Deleted January 24, 2013

**APPENDIX 17
EXPIRATION FACTOR 80 PROGRAM**

Deleted January 24, 2013

Revised January 24, 2013

MEMORANDUM OF SETTLEMENT

between

Ministry of Government Services

And

ONTARIO PUBLIC SERVICE EMPLOYEES UNION

1.0 Definitions: (*In this Agreement*)

Employer – The Employer is the Crown in Right of Ontario.

Receiving Employer – Any public or private sector Employer who has been designated in legislation or who is selected in another manner by the Crown to deliver services which were formerly delivered by Regular Employees.

Employee – Regular employees (in the Regular Service).

Transfer Agreement – An agreement or appendix of an agreement regarding human resource matters between the Crown in Right of Ontario and a Receiving Employer for a Schedule B transfer.

Enhanced Severance – A severance package of one (1) week's salary for every completed year of continuous service. If the entitlement to, or amount of enhanced severance pay is changed during current Collective Agreement negotiations, those changes shall be included in this agreement.

1.1 Scope

- 1.1.1 Any transfer agreements signed between the employer and a receiving employer and any agreements signed between OPSEU and the employer regarding specific transfers on or before the date of this Agreement shall remain binding and effective. Nothing in this Agreement shall be taken to amend such agreements. This Agreement is effective the date of signing.
- 1.1.2 This Agreement represents a full and complete interpretation of all matters arising under paragraphs 1, 4 and 5 of Appendix 9. All rights and obligations contained in paragraphs 1, 4, and 5 of Appendix 9 are governed by the provisions of this Agreement. Unresolved grievances filed before the signing date of this agreement will be resolved utilizing the dispute resolution processes in Article 4.2 or Article 8 as appropriate.
- 1.1.3 All future grievances related to paragraphs 1, 4 and 5 of Appendix 9 – Employment Stability, must be filed under a specific article(s) of this agreement. Such disputes shall be subject to the dispute resolution process in Article 4.2 or in the situation of an Agreement and RFP Review–

Article 8.

1.2 Resolution of Outstanding Non-Appendix 9 Grievances

The parties agree to give priority consideration to resolve outstanding non-Appendix 9 grievances, on the GSB active list, at transfer sites. To this end, the parties agree that in the current process undertaken by the parties to address the grievance backlog, that any grievance, on the GSB active list, related to a transferring service will proceed to mediation first in each ministry and if no resolution through mediation, be given priority consideration when scheduling for arbitration.

1.3 Seniority Regulation

1.3.1 The Employer agrees to recommend to Cabinet that it make regulations pursuant to section 40 (1) of the *Public Sector Labour Relations Act 1997* providing that in the case of a sale, lease or other disposition, of all or part of a business of the Crown to a municipality or hospital listed on Appendix A, where a bargaining unit at such municipality or hospital includes employees after the transfer, who were employed in the Ontario Public Service immediately before the sale, lease or disposition, those employees shall be accorded seniority on the same basis as other employees in the bargaining unit and, without restricting the generality of the foregoing,

- a. If the Collective Agreement provides that seniority includes all periods of employment with the receiving employer, the employee's seniority shall include all periods of employment with the receiving employer and all periods of employment in the Ontario Public Service.
- b. If the Collective Agreement provides that seniority includes all periods of employment in the bargaining unit of the employer, the employee's seniority shall include all periods of employment in the bargaining unit and all periods of employment in the Ontario Public Service in a position having duties, responsibilities and other attributes such that, if the employment were with the receiving employer, the employee would have been a member of the bargaining unit.

1.3.2 In the event that the seniority regulation(s) recommended in respect of a specific transfer is not made, the Employer remains subject to paragraphs 1, 4 and 5 of Appendix 9 to the Collective agreement in respect of the employees in that specific transfer.

1.4 Acceptable Process for Grievances with Remedy Obligations

The parties agree that the remedy for the grievances listed in attached Appendix B will be determined through an expedited mediation/ arbitration process before a list of three (3) arbitrators agreed to by the parties.

2.1 OPSEU Pension Trust

Pursuant to paragraph 40 of the Sponsorship Agreement between OPSEU and Ontario, dated April 18, 1994, OPSEU and the Crown agree to amend the OPSEU Pension Plan to provide for continued membership in the Plan of former public servants for employment with an employer ("Employer") who is not the Crown or a Crown agency in the following circumstances:

- (a) The member of the OPSEU Pension Plan was a former public servant in one of the six public service bargaining units represented by OPSEU under the *Crown Employees Collective Bargaining Act, 1993* immediately prior to terminating their public service employment,
- (b) The Plan member was employed at a psychiatric hospital operated by the Ministry of Health or employed in the Property Assessment Division of the Ministry of Finance immediately prior to terminating their public service employment,
- (c) The operations of a psychiatric hospital or the Property Assessment Division are transferred from the Crown to a receiving employer,
- (d) The exit of the Plan member from the OPS occurred as the result of the transfer of operations.
- (e) The receiving employer employs the member in the provision of those transferred operations,
- (f) The receiving employer agrees, prior to signing a first collective agreement with OPSEU after the transfer, to become a Participating Employer in the Plan in respect of some or all of the class of members to which subparagraph (e) applies,
- (g) The former public servant does not become a member of a bargaining unit which is covered by another pension plan/retirement arrangement, and;
- (h) The former regular employee's position is not subsequently transferred to another employer that is not the Crown.

2.2 Employee Bidding

- 2.2.1 The employer shall pay OPSEU the amount of three hundred thousand dollars (\$300,000) to be used by OPSEU with regard to employee bidding.
- 2.2.2 The parties agree that this payment meets all obligations now and in the future under Appendix 9 paragraph 5. Employees will continue to have the right to submit bids without any assistance, preferences or advantages from the Crown.

3.1 Union Member Time-off

- 3.1.1 For all transfers, union member time-off will be negotiated at the Ministry Employee Relations Committee (M.E.R.C) for the purpose of advising employees of their entitlements and to work with the employer to resolve workplace issues.
- 3.1.2 In the event an agreement cannot be reached at the M.E.R.C., the matter shall be referred to the dispute resolution process contained in Article 4.2 of this agreement.
- 3.1.3 Time off shall be with pay and no loss of credits.

3.2 Employees on LTIP and WSIB at the Time of the Transfer

- 3.2.1 The Parties agree that any employee directly affected by a transfer of work who have been in receipt of long term income protection or Workplace Safety & Insurance benefits for two (2) years or more at the time of the transfer will remain an employee of the Crown and be entitled to return to work and surplus provisions current at the time the employee is declared fit to return to work.
- 3.2.2 Any employee who is in receipt of long term income protection or Workplace Safety & Insurance benefits at the time of the transfer, and has been so for less than two (2) years, will also remain an employee of the Crown until the employee is declared fit to return to work. At that time the employee will be entitled Article 3.2.2.1, or 3.2.2.2, or 3.2.2.3 as appropriate.
- 3.2.2.1 If the transfer is a Schedule B transfer and an employee who has been in receipt of long term income protection or Workplace Safety & Insurance benefits for less than two (2) years is deemed fit to return to work, the employer will reach agreement with the receiving employer to offer the employee a position on the same basis as other Public Servants were offered positions, if a contract is still in place. Provisions of Article 6.0 apply, save and except that in default of election, employees will be excluded from the RFP.
- 3.2.2.2 If the transfer is a Schedule A or C transfer and an employee who has been in receipt of long term income protection or Workplace Safety & Insurance benefits for less than two (2) years is deemed fit to return to work, the employee will have the opportunity to elect not to be included in the RFP prior to the time of issue. Article 5.0 or 6C as appropriate will apply, save and except that in default of election, employees will be excluded from the RFP. The employee's entitlement to surplus benefits or a job offer (if a contract is still in place) under those articles will only arise when the employee is fit to return to work.
- 3.2.2.3 If the transfer is a Schedule D transfer and an employee who has been in receipt of long term income protection or Workplace Safety & Insurance benefits for less than two (2) years is deemed fit to return to work, the employee will be entitled the surplus provisions current at the time the employee is declared fit to return to work.
- 3.2.3 Nothing in this agreement shall be taken to interfere with the employee's LTIP and WSIB claim/entitlement. Employees who have applied for LTIP or WSIB benefits and have not received approval of their claim will be treated the same as employees covered by Articles 3.2.2.1 or 3.2.2.2 or 3.2.2.3 as appropriate.

3.3 Employees on Leave of Absence at the Time of the Transfer

- 3.3.1 Any employee affected by a transfer on a leave of absence at the time of the transfer, may either elect to remain an employee of the Crown until the termination of the leave of absence, or return to work at the time of the transfer.
- 3.3.2 If the transfer is a Schedule B transfer, upon termination of the leave of absence, the employer will reach agreement with the receiving employer to offer the employee a position on the same basis as other Public Servants were offered positions, if a contract is still in place. Employees whose leave of absence terminates shall be entitled to the provisions of Article 6.0.

- 3.3.3 If the transfer is in Schedule A or C, the employee will have the opportunity to elect not to be included in the RFP. Article 5.0 or 6C.0 as appropriate will apply. The employee's entitlement to surplus benefits or a job offer (if a contract is still in place) under those articles will only arise upon termination of the leave of absence.
- 3.3.4 If the transfer is in Schedule D, the employee will be entitled the surplus provisions current at that time upon termination of the leave of absence.

Clarity Note: It is understood that an employee on pregnancy/parental leave who accepts an offer will complete their pregnancy/parental leave as an employee of the Crown, under the terms of the collective agreement. The employee will commence employment with the receiving employer at the completion of the leave.

4.1 Monitoring Committee

The parties agree that the Ministry Employee Relations Committee will serve as a monitoring committee in Ministries affected by transfers of services. The purpose of monitoring is to provide for full and timely communications to all the parties in implementation.

4.2 Dispute Resolution Process

The parties agree that disputes that arise regarding the interpretation or application of this agreement that are unresolved in accordance with Article 22.2.1 will proceed as follows.

- (a) The parties agree to waive the Formal Resolution Stage of the grievance process.
- (b) The union agrees to assign one (1) member of the M.E.R.C. as a Dispute Resolution representative to deal with grievances under this agreement. The Employer shall also assign a management employee to deal with grievances under this agreement.
- (c) The grievor/union and the employer must set out all particulars related to the grievance in writing and provide to the identified Dispute Resolution representative within seven (7) calendar days of the filing of the grievance.
- (d) The representatives agree to meet with the affected parties within seven (7) calendar days of receipt of the written details of the grievance.
- (e) If the meeting fails to produce a resolution to the grievance, satisfactory to all involved parties, the complainant has seven (7) calendar days to request mediation-arbitration and advise the other party.
- (f) If the issue is referred to arbitration, the parties agree to prepare a Statement of Fact identifying the issue(s) in dispute within seven (7) calendar days.
- (g) A sole mediator-arbitrator will be assigned the dispute from a list of three (3) mediator-arbitrators mutually agreed upon by the parties.

The parties will exchange names of mediator-arbitrators and agree on a list of at least (3) mediator-arbitrators no later than thirty (30) days after the date of this agreement.

Selection will be based on a rotational basis dependent upon the availability of the mediator- arbitrator to hear the issue within twenty-one (21) days of notification and to respond within fourteen (14) days of the hearing.

- (h) The arbitrator will be a “mediator-arbitrator” and must first engage the parties in mediation efforts before making a final and binding decision, if necessary. Any mediation must occur within the twenty- one (21) days following notification of the grievance to the “mediator- arbitrator”.
- (i) The Mediator-Arbitrator will not have the authority to add to, modify or delete any part of this Agreement.
- (j) The fees and expenses of the mediator-arbitrator shall be divided equally among the participating parties to the dispute.
- (k) Time limits may be extended by mutual agreement.

5.0 Schedule A – Transfers through Tendering (Service Transfers)

5.1 In respect to the transfer of bargaining unit functions or jobs as the result of Schedule A transfers, the employees that the Employer determines will be included in the Request for Proposal (RFP), will be notified not less than ten (10) working days prior to the release of the RFP that their jobs will be included in the RFP and provided the opportunity to elect in writing within five (5) working days of being notified, not to be included in the RFP. In default of the election, the employee is deemed to be included in the RFP.

5.2 Employees who elect not to be included in the RFP will be declared surplus. The date of the surplus notice will be determined by the employer. Upon receipt of the surplus notice, the affected employee will exit the OPS immediately, these employees will receive only the benefits set out below:

(a) Receipt of surplus notice on or up to December 31, 2005

- (i) pay in lieu of notice in accordance with Article 20A.2 and
 - a) the greater of separation allowance in accordance with Article 20A.3
 - or
 - b) enhanced severance in accordance with paragraph 4 of Appendix 9and
- (ii) termination payments in accordance with Article 53 or 78.

(b) Receipt of surplus notice on or after January 1, 2006

- (i) pay in lieu of notice in accordance with Article 20.2
- and
- enhanced severance in accordance with paragraph 4 of Appendix 9
- and
- (ii) termination payments in accordance with Article 53 or 78

Upon receipt of surplus notice, employees who elected not to be included in the RFP will not be entitled to any other benefits or rights under the collective agreement or this agreement, effective the date they exit the OPS. Notwithstanding the generality of the foregoing, upon

receipt of surplus notice, these employees will have no other rights under Article 20 except for Article 20.14 and Article 20.18. Employees electing in advance to not be included in the RFP will also receive a sum equal to \$500.00 for the purpose of obtaining resume writing and career transition services.

- 5.3 For employees electing to be included in the RFP, the Employer shall include, in the RFP, the mandatory requirement that proponents must commit in their proposal to make job offers to all of the identified OPSEU regular employees. Such job offers shall be at a salary of at least eighty-five percent (85%) of the respective employee's weekly salary at the time of the issuance of the RFP and recognize the service and seniority in the Ontario Public Service (OPS) of each employee for the purpose of qualification for vacation, benefits (except pension), layoff, job competition, severance and termination payments to the extent that they are provided in the proponent's workplace. Any payments made under article 53 or 78 of the Collective Agreement shall be set off against any calculation of severance pay under a collective agreement or term of employment with the receiving employer in respect of OPS service. Such payments under Articles 53 and 78 may be set off against severance payments under the *Employment Standards Act 2000* in accordance with that Act.
- 5.4 The parties agree the Employer will not be required to undertake Human Resource Incentive Fund (HRIF) negotiations with, or to provide any additional incentive funds to the receiving Employer or to include any HR Factor as a rated requirement in the evaluation of proposals for the purpose of improving the job offers made by the receiving Employer.
- 5.5 Employees included in the RFP and who do not accept a job offer under this provision will be deemed to have resigned and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 5.6 Employees who accept a job offer in accordance with Article 5.3 with a receiving employer will be deemed to have resigned effective the date they commence employment with the receiving employer, and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 5.7 The parties agree that the Employer's compliance with the provisions of Article 5 meets its obligations under Appendix 9 paragraphs 1, 4 and 5 for the transfers listed in Schedule A.

6.0 Schedule B Transfers – Negotiated Transfer

- 6.1.1 For all Schedule B transfers, excluding those covered by Article 6.3, the employer will propose in negotiations with the receiving employer that job offers shall be at a salary of at least 100% of the respective employee's weekly salary at the time of the transfer and recognize the service and seniority in the Ontario Public Service (OPS) of each employee for the purpose of qualification for vacation, benefits (except pension), layoff and job competition, severance and termination payments to the extent that they are provided in the proponent's workplace or if none, the OPS. Any payments made under Article 53 or 78 of the Collective Agreement shall be set off against any calculation of severance pay under a collective agreement or term of employment with the receiving employer in respect of OPS service. Such payments under articles 53 and 78 may be set off against severance payments under the *Employment Standards Act 2000* in accordance with that Act.

- 6.1.2 The Employer agrees that in any negotiations with the receiving employer it is to be understood that the employer will request that employees of the Crown who are transferred under Article 6.0 – Negotiated Transfers should not be required to serve a probationary period with the new employer.
- 6.2.1 In the event that a receiving employer does not fully agree to the request in article 6.1.1, including the matter of a probationary period, the employer may offer the receiving employer a financial incentive up to the amount that would have been payable as enhanced severance pay (calculated as provided in paragraph 4 of Appendix 9) to each employee affected by the transfer that the employer determines will be declared surplus, in order to secure or improve a job offer to the employee equivalent to a job offer as described in Article 6.1.1 above or to ensure where job offers are received from the receiving Employer for less than the full complement of employees identified by the Employer, that the receiving Employer offer employees jobs on the basis of seniority. The parties agree in no case will the employer be required to pay a financial incentive in excess of the maximum of enhanced severance for the affected employees.
- 6.2.2 The parties further agree that the employer is not required to enter into any discussions or negotiations with bargaining agents in the receiving employer's workplace, nor is the employer required to offer any financial incentive either directly or indirectly through a receiving employer to a bargaining agent in the receiving employer's workplace.
- 6.3 The parties agree that where there is an existing collective agreement(s) in the receiving employer's workplace, under which employees accepting job offers are to be included, the salary, terms and conditions of employment (with the exception of any agreement that may be reached with the receiving employer concerning probationary periods) contained in the receiving employer's collective agreement(s) will apply to employees accepting job offers. Notwithstanding the foregoing, the Employer will negotiate wages and working conditions as per Article 6.1.1 for employees of a Psychiatric Hospital whose work is transferred to a public hospital pursuant to a recommendation of the Health Sector Restructuring Commission accepted by the Minister of Health.
- 6.4 Employees who accept a job offer in accordance with Article 6.1.1 with a receiving employer will be deemed to have resigned effective the date they commence employment with the new employer, and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 6.5 If an employee refuses a job offer which provides a salary of at least eighty- five percent (85%) of the respective employee's weekly salary at the time of the transfer and recognizes the service and seniority in the Ontario Public Service (OPS) of each employee for the purpose of qualification for vacation, benefits (except pension), layoff, job competition, severance and termination payments to the extent that they are provided in the proponent's workplace, the employee shall be deemed to have resigned effective the date of the transfer of their job and no other provision of the collective agreement will apply except for Article 53 or 78 (Termination Pay).
- 6.6 Where the salary of the job offered by the receiving employer is less than eighty-five percent (85%) of the employee's current weekly salary, or if the employee's service or seniority are not carried over to the receiving employer, the employee may decline the offer. In such a case, the employee may exercise the rights prescribed by Article 20 (Employment Stability) and/or

paragraphs 2 to 5 of Appendix 9. The employee must elect whether or not to accept employment with the receiving employer within three (3) days of receiving an offer. In default of election, the employee shall be deemed to have accepted the offer.

6.7 The parties agree that the Employer's compliance with the provisions of Article 6.0 meets its obligations under Appendix 9 paragraphs 1, 4 and 5, for the transfers listed in Schedule B.

6.8 In the event that the Employer fails to secure a waiver of a probationary period, any employee who accepts a job offer and is dismissed by a receiving employer during a probation period, will be reinstated and treated in the same manner as if they had not accepted an offer. No compensation will be payable for any reduction in wages and benefits received while in the employ of the receiving employer.

6C.0 Schedule C Transfers through Tendering (Service Restructuring)

6C.1 In respect to the transfer of bargaining unit functions or jobs as the result of Schedule C transfers, the employees that the Employer determines will be included in the Request for Proposal (RFP), will be notified not less than ten (10) working days prior to the release of the RFP that their jobs will be included in the RFP and provided the opportunity to elect in writing within five (5) working days of being notified, not to be included in the RFP. In default of the election, the employee is deemed to be included in the RFP.

6C.2 Employees Right to Opt Out of RFP

Employees who elect not to be included in the RFP will be declared surplus. The date of the surplus notice will be determined by the employer. Upon receipt of the surplus notice, the affected employee will exit the OPS immediately, these employees will receive only the benefits set out below:

(a) Receipt of surplus notice on or up to December 31, 2005

- (i) pay in lieu of notice in accordance with Article 20A.2 and
 - a) the greater of separation allowance in accordance with Article 20A.3
 - or
 - b) enhanced severance in accordance with paragraph 4 of Appendix 9
 - and
- (ii) termination payments in accordance with Article 53 or 78.

(b) Receipt of surplus notice on or after January 1, 2006

- (i) pay in lieu of notice in accordance with Article 20.2
- and
- enhanced severance in accordance with paragraph 4 of Appendix 9
- and
- (ii) termination payments in accordance with Article 53 or 78

Upon receipt of surplus notice, employees who elected not to be included in the RFP will not be entitled to any other benefits or rights under the collective agreement or this agreement, effective the date they exit the OPS. Notwithstanding the generality of the foregoing, upon receipt of surplus notice, these employees will have no other rights under Article 20, except for Article 20.14, and Article 20.18. Employees electing in advance to not be included in the RFP

will also receive a sum equal to five hundred (\$500.00) for the purpose of obtaining resume writing and career transition services.

- 6C.3.1 For employees electing to be included in the RFP, the Employer shall include, in the RFP, the mandatory requirement that proponents must commit in their proposal to make job offers to the identified OPSEU regular employees for 100% of the positions, in the receiving employer's workplace, which are created as a result of the RFP.
- 6C.3.2 If less employees elect to be included in the RFP than the full complement of positions created, the proponent must make job offers to all employees electing to be included in the RFP.
- 6C.3.3 If more employees elect to be included in the RFP, in accordance with Article 6C.1, than the full complement of positions created by the RFP, the proponent must make job offers on the basis of seniority. Employees may decline job offers in descending order of seniority until the number of persons who have declined job offers is equal to the difference between the number of employees in the RFP and the number of positions created by the RFP. These employees will be entitled to all rights and entitlements in Article 6C.2.
- 6C.3.3.1 Other employees who decline job offers to the extent that the full complement of positions created cannot be filled, will be deemed to have resigned and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 6C.3.4 Such job offers shall be at a salary of at least eighty-five percent (85%) of the respective employee's weekly salary at the time of the issuance of the RFP and shall recognize the service and seniority in the Ontario Public Service (OPS) of each employee for the purpose of qualification for vacation, benefits (except pension), layoff, job competition, severance and termination payments to the extent that they are provided in the proponent's workplace.
- 6C.3.5 Any payments made under article 53 or 78 of the Collective Agreement shall be set off against any calculation of severance pay under a collective agreement or term of employment with the receiving employer in respect of OPS service. Such payments under articles 53 and 78 may be set off against severance payments under the *Employment Standards Act* in accordance with that *Act*.
- 6C.4 The parties agree the Employer will not be required to undertake HRIF negotiations with, or to provide any additional incentive funds to the receiving Employer or to include any HR Factor as a rated requirement in the evaluation of proposals for the purpose of improving the job offers made by the receiving Employer.
- 6C.5 Employees included in the RFP and who do not accept a job offer under this provision, with the exception of employees covered by Article 6C.3.3, will be deemed to have resigned and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 6C.6 Employees who accept a job offer in accordance with Article 6C.3.4 with a receiving employer will be deemed to have resigned effective the date they commence employment with the new employer, and no other provisions of the Collective Agreement will apply except for Article 53 or 78 (Termination Pay).
- 6C.7 The parties agree that the Employer's compliance with the provisions of Article 6C.0 meets it's

obligations under Appendix 9 paragraphs 1, 4 and 5 for the Schedule C transfers.

7.0 Schedule D Transfers (Transfers not Included in Schedule A, B and C)

- 7.1 In respect to all other dispositions or transfers of bargaining unit jobs or functions involving transfers not included in Schedule A, B and C, occurring during the term of this Agreement, affected employees will be surplusled as a result of the transfer or disposition subject to the terms of the collective agreement. The date of the issuance of the surplus notice will be determined by the Employer.
- 7.2 The parties agree that the employer's compliance with the provisions of Article 7.0 meets all obligations under Appendix 9 paragraphs 1,4 and 5 for the transfers not listed in Schedule A, B, or C.

8.0 Agreement and RFP Review

- 8.1 All disputes arising out of Article 5.0, 6.0 or 6C.0 must be determined pursuant to Article 8.0. Any other grievances under this agreement will go through the dispute resolution process in Article 4.2
- 8.2 When the Employer releases a tender under Schedule A or C, the Employer agrees that OPSEU will be provided with a copy of the RFP that the Ministry has released. If OPSEU believes that the tender is not in compliance with either Article 5.0 or Article 6C.0 as appropriate, OPSEU may refer the matter to mediation/arbitration and the matter must be resolved fifteen (15) days prior to the closing of the tender.
- 8.3 When the employer signs a transfer agreement with a hospital, municipality or other employer in respect to transfers under Schedule B, the employer agrees that OPSEU will be provided with a copy of the transfer agreement that the employer has signed with the municipality, hospital or other receiving employer. If OPSEU believes that the transfer agreement is not in compliance with Article 6.0, OPSEU may refer the matter to mediation/arbitration within a seven (7) calendar day time period and the matter must be resolved within that time period.

8.4 Arbitration – Placement of a transfer on a schedule

- 8.4.1 The Parties agree that the determination of the method and/or manner, and the quantity and timing of the transfer of any service to a service provider other than the Crown is at the discretion of the Employer and shall be deemed to be in accordance with Article 2.1 of the collective agreement.
- 8.4.2 The Parties agree that before the Employer places a transfer on Schedule D (Other Transfers), it will notify the Union of its intentions. If OPSEU disputes the placement of the transfer on Schedule D, then the following procedure will apply:
- (i) OPSEU will have seven calendar (7) days after being notified to grieve and fully resolve the placement of the transfer on Schedule D (Other Transfers);
 - (ii) The sole criterion for placing a transfer of a function or work, from a specific program area, in Schedule D is whether, in the judgement of the Ministry based on operational

needs, a single receiving employer would create less than eleven (11) full-time bargaining unit related jobs. The jobs must be created in the single receiving employer's workplace, as a result of the transfer of the function or work, in the thirty (30) calendar day time period immediately following the transfer of the work. All of a receiving employer's worksites within a single municipality shall be considered one workplace in Article 8.4.2 ii.

- (iii) Where it is determined that the transfer should not have been placed on Schedule D, the employer can only be required to remove the transfer from Schedule D. The determination of which of the schedules (A, B, or C) the transfer will be moved to, will be made in accordance with paragraphs 8.4.1.

9.0 Remedy

The parties agree that in the event of an alleged violation of this agreement that the issue(s) in dispute shall be resolved through binding arbitration as defined elsewhere in this agreement. The parties agree that Arbitrator(s) deciding grievances related to paragraphs 1, 4 and 5 of Appendix 9 filed prior to this agreement should consider in addition to any other considerations, the interpretations of the employer's obligations under paragraphs 1,4 and 5 Appendix 9 provided by this agreement.

10.0 Term

The terms of this memorandum of agreement and the reasonable efforts obligations in Appendix 9 will continue until such time as the terms of the next collective agreement cease to apply.

11.0 Psychiatric Hospitals

- 11.1 In order to ensure there are votes in appropriate circumstances and that OPSEU is on the ballot, the Employer will recommend to Cabinet that a regulation be passed by January 22, 1999 which will apply the *Public Sector Labour Relations Transition Act 1997* pursuant to S.10 of that *Act*, when all or a substantial part of the work of the psychiatric hospital is transferred from the Crown to a public hospital where the employees doing that work would fall within the scope of a preexisting bargaining unit at the receiving hospital. The regulation will specify the transfer date as the changeover date and the public hospital and the Crown as predecessor employers.
- 11.2 If the aforementioned regulation is not passed by January 22, 1999, or an agreed extension, then this agreement is voidable at the union's option.

Dated and signed at TORONTO, Ontario, this 20th day of January 1999.

FOR THE EMPLOYER
(The Crown in Right of Ontario)

FOR THE UNION
(OPSEU)

The parties agree to the following placement of transfers of Schedules A, B, C, and D. Future placements shall be determined in accordance with Articles 8.4.1 and 8.4.2

**Schedule A – Transfers through Tendering (Service Transfers)
Subject to Article 5.0**

Including but not limited to:

(Employees may opt out of Tender in advance)

MCSS– Young Offender Facilities (Remaining Five)

MTO – Area Maintenance Contracts

MET – E.C. Drury Cleaning

Schedule B – Negotiated Transfers

Subject to Article 6.0

Including but not limited to:

(Current salaries and jobs proposed)

MCSS – Selected Social Assistance and Child Care Transfer Sites

MOH – Provincial Psychiatric Hospitals

MOF – Property Assessment

MAG – Selected Provincial Offences Act Transfer Sites

MMAH – Social Housing

MOH – Land Ambulance

Schedule C – Transfers through Tendering (Service Restructuring)

Subject to Article 6C.0

Including but not limited to:

(Employees may opt out of Tender in advance)

Hypothetical example for discussion purposes only:

All Ministries Affected – Service call centres

Schedule D Other Transfers not listed in Schedules A, B or C

Subject to Article 7.0

Including but not limited to:

(Employees receive pay in lieu and enhanced severance)

MSGCS – Ontario Government Protective Services

All Ministries Affected – Service Ontario

MCSS – Selected Social Assistance and Child Care Transfer Sites

MCSS – Developmental Services

MTO – Managed Outsourcing

MTO – Ontario Transportation Capital Corporation (407)

Schedule D cont'd:

MTO – Quality and Standards

MTO – Highway Transfers (Gone)

MOL – Radiation Protection Laboratory

MTO – Dissolved Local Roads Boards

MAG – Public Guardian & Trustee

MAG – Selected Provincial Offences Act Transfer Sites

MTO – Equipment Repair and Garage Closures

December 14, 1998

APPENDIX A

1. Public Hospitals which have received the transfer of all or a substantial part of a psychiatric hospital from the Crown.
2. Municipalities to which the Crown has transferred employees under this Agreement.

MEMORANDUM OF AGREEMENT

between

**THE CROWN IN RIGHT OF ONTARIO
(MANAGEMENT BOARD OF CABINET)**

and

ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Preamble:

The Province of Ontario has introduced a Corporate Internship Program to support the goals of the *Human Resource Strategy for the Ontario Public Service(OPS)*.

Each year, based on the needs of the organization, the Ministry of Government Services (MGS) will review and identify key skill areas where recruitment should be focused. Positions will be assigned to a specific occupational group where there is an identified skill shortage.

The internship program will provide each successful candidate with structured work experiences and learning opportunities through rotational assignments.

The internship program is not intended to adversely affect promotional, training and developmental opportunities of employees in the OPSEU bargaining unit.

The parties hereby agree as follows:

1. This agreement is intended to facilitate the implementation of the Corporate Internship Program within the OPS.
2. For the duration of this agreement the Crown will recruit for the Ontario Internship Program in total, up to one hundred and fifty (150) (with no obligation to reach this number) post secondary graduates each fiscal year. The nature of the work performed in the individual rotational assignment will determine whether the intern falls within the scope of OPSEU, AMAPCEO or Management/Excluded.
3. Interns will be hired by MGS on fixed-term contracts for a period of up to two (2) years. Compensation will begin at the appropriate entry level rate for interns and reflect the developmental and training nature of the rotational assignments. However, where the selected candidate is in the Regular Service, they may be assigned on a temporary assignment basis for a period of up to two (2) years while continuing to retain their Regular employment status. Despite any other articles related to temporary assignments and/or pay administration in the collective agreement, compensation for the intern temporary assignment will begin at the appropriate entry level rate for interns and reflect the developmental and training nature of the rotational assignments.

4. As training opportunities, the internship appointments will not be considered as vacant or new positions which otherwise require posting in accordance with the collective agreement.
5. The Parties agree that Article 31A.15 of the Collective Agreement does not apply to the internship assignments or interns.
6. Interns will be entitled to apply to restricted competitions for twelve (12) months after the expiry of their final contract with the Ontario Internship Program. It is understood that the positions posted will have previously cleared surplus.
7. Each year, the Employer will advise OPSEU of the internship assignments that the Employer has identified as being excluded from the bargaining unit. Where new assignments are considered, the Employer will advise OPSEU in a timely manner.
8. The Employer agrees to report the total number of interns to the Central Employee Relations Committee (CERC) quarterly.
9. The Employer agrees to consult with OPSEU through the Central Employee Relations Committee on issues which arise through the operation of the Corporate Internship Program.
10. Internship assignments will not:
 1. Include the non-trivial work of an OPSEU employee in the work unit who has been designated surplus or an OPSEU position that has been abolished in a work unit within the preceding 24 months.
 2. Be in work units under pre-notice of layoff under Article 20. When a pre-notice occurs within the work unit, any intern in the work unit will be reassigned.
 3. Substitute for the recruitment of an OPSEU position.
 4. Adversely affect direct assignment/recall opportunities of employees in the bargaining unit.
- 11.1 Disputes that arise respecting this agreement and the exclusion of internship assignments shall be resolved by mediation/arbitration in an expeditious and informal manner without prejudice. The mediator/ arbitrator shall have all powers of an arbitrator under the *Crown Employees Collective Bargaining Act*.
- 11.2 The parties shall appoint a mediator / arbitrator from the following list:

Ken Petryshyn
Randi Abramsky
Deborah Leighton
- 11.2.1 If the parties are unable to settle the dispute in mediation, the mediator/ arbitrator shall endeavour to assist the parties to agree upon the material facts in dispute and then shall determine the dispute by arbitration.

- 11.2.2 When determining the dispute, the mediator/arbitrator may limit the nature and the extent of evidence and submissions and may impose such conditions that they consider appropriate.
- 11.2.3 The mediator/arbitrator shall be requested to make a decision within five days, but no later than ten (10) days after completing proceedings on the dispute submitted to arbitration.
- 11.3 The fees and expenses of the mediator/arbitrator shall be divided equally among the parties.
- 12. The term of this agreement shall continue from the date of signing until the expiry of the OPSEU Collective Agreement.

Signed at Toronto, Ontario this 24th day of January, 2013.

LETTER OF UNDERSTANDING

between

**THE CROWN IN RIGHT OF ONTARIO
(MANAGEMENT BOARD OF CABINET)
“the Employer”**

And

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION
“the Union”**

IN THE MATTER OF Certain Pension Issues

The Parties have agreed to certain understandings regarding pension matters, as follows:

It is understood that, while pension issues are bargainable, the Sponsorship Agreement, the Pension Plan, the Trust Agreement, and any other ancillary documents concerning the Pension Plan do not form part of the Collective Agreement.

Signed this 24th day of June, 2005

ENHANCED RECRUITMENT INITIATIVE PROGRAMME

MEMORANDUM OF AGREEMENT OF EQUAL OPPORTUNITY

Between

THE CROWN IN RIGHT OF ONTARIO
(Ministry of Government Services)
(“The Employer”)

– and –

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
(“OPSEU”)

WHEREAS the parties agree that all members of the public in Ontario should have equal opportunity in consideration of employment;

AND WHEREAS the parties agree to identify and remove barriers to equal opportunity with the Ontario Public Service (“OPS”);

AND WHEREAS the parties recognize that women, aboriginal persons, persons with disabilities, visible minorities and francophones may face barriers to employment in Ontario (“the Five Community Groups”);

AND WHEREAS the parties agree that access to competition by members of the Five Community Groups should be strengthened;

AND WHEREAS the parties have completed a one-year pilot project to enhance access to competition for the members of the Five Community Groups;

AND WHEREAS a purpose of these measures, is through recruitment, to reflect in the OPS the increasing diversity of the population of Ontario while recognizing the employer’s commitment to the principle of merit;

THEREFORE, the parties agree as follows:

1. The parties hereby create a project, the Enhanced Recruitment Initiative Programme (“ERIP”), designed to forward the goals described above.
2. The ERIP is triggered where 5 or more full-time permanent vacancies are posted for a specific OPSEU bargaining unit job (“the Multiple Vacancy Opportunity”).
3. OPSEU will be provided with advance notice of each Multiple Vacancy Opportunity. Once OPSEU has received such notice, and within 5 working days of receipt of such notification, OPSEU will identify to the Employer which, if any, of the five Community Groups should be omitted from ERIP.

4. The ERIP will focus on Multiple Vacancy Opportunities available for:
 - (i) opportunities for fixed-term employees to become regular employees;
 - (ii) opportunities for external candidates to join the OPS.

OPSEU shall designate a person as its ERIP Coordinator for the purposes of this Memorandum.

5. The Employer will designate an MGS Administrator for the purpose of this Memorandum.
6. The role of the OPSEU Co-ordinator will be to provide information and advice to the Employer on whether certain of the Five Community Groups need not to be targeted with respect to a particular Multiple Vacancy Opportunity and shall provide information and advice regarding the appropriate advertising content and forum in which advertisements should be placed so that they are likely to come to the attention of the members of the relevant Five Community Groups in any particular area for a particular Multiple Vacancy Opportunity.
7. The MGS Administrator will receive the advice and opinion of the OPSEU Co-ordinator, as described in paragraph 7 above, and will consider, in good faith, those opinions and advice. This term in no way limits the job duties or responsibilities of the OPSEU Co-ordinator, which are within OPSEU's discretion but are not subject to the terms of this agreement.
8. Whenever there is a Multiple Vacancy Opportunity, the MGS Administrator will advise the OPSEU Co-ordinator of the initiatives taken, if any, under the ERIP and, following job competitions for Multiple Vacancy Opportunities, will provide the OPSEU Co-ordinator with the names of the successful candidates within one week of the award of each position within the Multiple Vacancy Opportunity.
9. The parties agree to discuss broad issues relating to the application of this Agreement at the Central Employee Relations Committee.
10. This Memorandum expires on the expiry of the Collective Agreement.

Dated this 13th day of September 2002.

For the Union

For the Employer

APPENDIX 22
RECOGNITION FUND

Deleted January 24, 2013

INNOVATION FUND

May 5, 2002

Ms Leah Casselman
President
OPSEU

Dear Ms Casselman:

Re: Innovation Fund

It is widely recognized that fostering a climate of innovation within an organization contributes to organizational health and can make for more rewarding careers for employees. In addition, employee experience is a significant resource for promoting better business solutions that respond to public need.

In recognition of this, I can confirm our advice during negotiations that the Employer will establish a program to foster innovation across the Ontario Public Service and to support, recognize and reward the effort of employees in the development of innovative solutions to the wide variety of operational issues and problems facing the OPS. To support the program, the employer will establish a fund to reward employees for matters such as:

- a) the initiation, development and/or implementation of innovative workplace solutions that are of significant value to the Ontario Public Service;
- b) the creation and advancement of workplace procedures and best practices that are of significant value to the Ontario Public Service;
- c) other innovative developments of a similar nature.

As part of the program, a system of cash awards will be set up for this purpose, and it is understood that these will be available to employees throughout the OPS, including OPSEU-represented employees. It is agreed that the Employer will review the criteria for distributing the awards to OPSEU-represented employees with the Central Employee Relations Committee (CERC), prior to implementation.

Yours truly,

Kevin Wilson
Assistant Deputy Minister
Human Resources Division

**APPENDIX 24
FIXED-TERM SENIORITY
CORRECTIONAL INSTITUTIONS, YOUTH JUSTICE FACILITIES,
PROBATION AND PAROLE, PAROLE OFFICES AND OAKRIDGE**

Deleted January 26, 2022

**CONVERSION
PART-TIME FIXED-TERM**

May 5, 2002

Ms. Leah Casselman,
President,
OPSEU

Dear Ms. Casselman,

Re: Conversion of part-time fixed-term employees

This will confirm that the parties will initiate discussions, as soon as possible after ratification, to set up a process regarding the potential conversion of part-time fixed-term employees to Regular Part-Time employee status. The parties will take into account the feasibility of such conversions, based on factors such as the regularity of working patterns, the scheduling needs of the Employer, the numbers of employees required, and similar factors.

Yours very truly,

Elizabeth McKnight,
Director, Corporate Labour Relations

**APPENDIX 26
SALARIES– UNCLASSIFIED**

Deleted February 26, 2009

**APPENDIX 27
TERM CLASSIFIED POSITIONS**

Deleted February 26, 2009

**APPENDIX 28
BENEFIT PLAN**

Deleted January 24, 2013

**Revised January 1, 2018
MINISTRY EMPLOYEE RELATIONS
COMMITTEES**

Letter of Understanding

Mr. Terry Baxter
Chief Negotiator, OPSEU
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Ministry Employee Relations Committee

Dear Mr. Baxter:

During bargaining, the parties have agreed on the value of communications at the local level. To that end, it is agreed that a Ministry Employee Relations Committee will be established within each Ministry, which shall be deemed to be the ERC as referred to in Article 16.2, and the attached model terms of reference may be adopted or adapted as determined by the parties.

Yours truly,

Elizabeth McKnight
Director, OPSEU Negotiations
Centre for Leadership and Human Resource Management

MINISTRY EMPLOYEE RELATIONS COMMITTEE

TERMS OF REFERENCE

Purpose

The parties recognize the value of discussing issues of mutual interest in order to achieve understanding and where required resolution and thus enhance the relationship between Management, the Union and the Employees. It is understood that resolutions reached at these meetings shall respect the rights and entitlements contained in the collective agreement.

Duties Of The Committee

The committee shall discuss issues as submitted by the parties in sufficient time to allow for proper preparation in advance of the meeting.

Items may be raised at the meeting itself but only for the purpose of being scheduled for discussion at a subsequent meeting, unless otherwise agreed to by the parties.

The committee shall discuss issues that have been referred from the workplace level that have been discussed at that level but have not been resolved.

The parties agree that the MERCs will examine issues related to Training and Development as they apply to the Ministry.

The issues that the MERCs will review include, but are not limited to:

- the Ministry's training and development mandate;
- the structure or development of internal training programs and special project training assignments;
- review information regarding training from other jurisdictions;
- the current timelines for recertification and upgrading opportunities;
- professional and career development opportunities other than mandatory training;
- alternative methods to e-learning and how e-learning is delivered; and
- discuss the distribution of training and upgrading opportunities.

The parties agree that MERCs may review available statistics related to workplace violence that may arise from the nature of the workplace, the type of work, or the conditions of work.

If concerns regarding workload remain unresolved after discussing it with the employee's manager and after discussions at the appropriate LERC, the union may raise it at the MERC. The MERCs, as a part of their mandate, will monitor and attempt to resolve specific workload issues.

The MERCs may discuss how the ministries can better utilize lateral transfers, job trades and conversions to fill vacancies within the ministries. Notwithstanding this, health reassignment will always be the first priority.

Where service delivery crosses more than one ministry, the affected MERCs will form a working group to resolve workload issues.

The committee may refer to the CERC items that have been discussed at this level but remain unresolved.

The committee will establish a timeframe within which to respond to an agenda issue discussed at a meeting. In determining a timeframe the parties shall consider the complexity of the issue and allow sufficient time to investigate and respond. In the event that the parties cannot determine a timeframe, a response must be given within thirty (30) working days from the date of the meeting at which the issue was discussed.

An agenda as developed by the Co-Chairs shall be circulated to the members of the committee at least three (3) working days in advance of the date of the meeting.

At the conclusion of the meeting the Co-Chairs shall ensure that draft minutes of the meeting are prepared and circulated to the members of the committee within ten (10) working days from the date of the meeting. These minutes shall be signed by the Co-Chairs who authorize them for distribution. The signed minutes will be posted on the Ministry's intranet and on the Union's website.

Composition

There shall be up to five (5) members from the Union, which may include an OPSEU staff representative, and an equal number from Management.

Other resources can join a meeting to discuss a particular item on the agenda.

Chairs

The committee shall have Co-Chairs, one from management and one from the union who will ensure the following:

- Schedule meetings
- Develop an agenda
- Ensure that minutes are prepared by the Ministry and released in a timely fashion
- Alternate as chairs of a meeting. It shall be the responsibility of the Chair to ensure that discussion proceed in a manner that allows full discussion of the views of the members in an atmosphere of dignity and respect.

Frequency Of Meetings

There shall be at least four (4) meetings per calendar year.

Other meetings may be scheduled with the agreement of the Co-Chairs.

Time Off

Union members of the committee shall have the time spent traveling to scheduled meetings, and the time spent at the joint meetings of the committee with no loss of regular pay, seniority and credits.

**APPENDIX 30
WORKLOAD**

Deleted January 24, 2013

**June 24, 2005
ARTICLING STUDENTS**

Letter of Understanding

Mr. Terry Baxter, Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Articling Students

Dear Mr. Baxter,

This will confirm our understanding arrived at during collective bargaining that, effective the date of ratification, any articling student hired from and after that date will not be included within the OPSEU bargaining unit, but will instead be covered by the ALOC/OCAA Framework Agreement.

Yours truly,

Elizabeth McKnight
Director, OPSEU Negotiations
Centre for Leadership and Human Resource Management

Revised January 26, 2022

MEMORANDUM OF AGREEMENT

between

**THE CROWN IN RIGHT OF ONTARIO
(represented by Treasury Board Secretariat)
(hereinafter referred to as “the Employer”)**

– and –

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

Re: Flexible Part-time staff

WHEREAS:

The parties recognize that the majority of irregularly scheduled staff employed by the Ministry of Attorney General are not Regular part-time employees (RPT) as defined in the Collective Agreement, and,

The parties recognize and value the service and contribution of staff, and,

The parties have a mutual interest in maintaining flexible part-time (FPT) regular positions in order to better attract and retain skilled, trained and experienced employees, and,

The parties have engaged in joint efforts to facilitate the establishment of this new flexible, part-time model which confers regular status and overall, the key stakeholders including managers, employees and the Ministry Employee Relations Committee, are supportive of the initiative,

NOW THEREFORE, without prejudice or precedent to any other matter, the parties agree to the following:

1. APPLICATION

This Memorandum of Agreement (hereinafter referred to as the “Agreement”) applies to irregularly scheduled regular staff (hereinafter referred to as “employees”) employed by the Court Services Division of the Ministry of the Attorney General. These employees include Court Clerks, Court Registrars, Court Monitors, Court Reporters, Court Service Officers, Court Service Specialists, Court Interpreters, Court and Client Representatives and Court and Client Representatives – Records Management.

2. PRINCIPLES

The parties agree that:

- a) Employees will be assigned work as follows:

- i) The employer recognizes that the primary work of staff will be in accordance with an employee's job specifications.
 - ii) In accordance with Article 2 of the Collective Agreement recognizing management's right to assign work, the employer will assign work to staff that supports the overall administration of the courts. This work will be both inside and outside the courtroom as needed. Such assignment of work will have no adverse impact on full-time regular staff.
- b) Subject only to the specific provisions in the Collective Agreement, the Ministry may continue to hire and use fixed-term employees in the courts as required in accordance with operational need. The parties further agree that the contents of this Memorandum are not in any way intended to alter the commitments in the Collective Agreement with respect to the reduction of the fixed-term workforce. Further, the Employer agrees that the contents of this Memorandum are not intended to result in increased usage of fixed-term employees nor to reduce the work of regular employees.

3. HOURS CATEGORIES AND ASSOCIATED PAYMENT PROVISIONS

- a) Flexible Part-time (FPT) employees shall be assigned to one of two minimum annual hours categories as follows:
- Category 1: a minimum of 1096 hours per annum (42 hours bi-weekly);
 Category 2: a minimum of 1500 hours per annum (57.5 hours bi-weekly);
- b) The employer maintains the right to schedule employees beyond the minimum hours for category 1 and 2 above.
- c) For each annual hours category, each FPT employee will receive consistent bi-weekly pay based on the minimum bi-weekly hours for their category. In addition, all hours worked up to 36¼ hours per week will be paid at the regular hourly rate and shall be counted as hours worked towards the accrual of minimum category hours. For clarity, the minimum category hours shall be counted on a bi-weekly basis to determine whether they meet or exceed the minimum bi-weekly hours for the respective category.
- d) All authorized hours worked by flexible part-time employees in excess of 36¼ hours per week will be paid at the time and one half (1 ½) rate within two months of the pay period within which the overtime was actually worked.
- e) Employees will be able to identify up to eight (8) Non-Working Days per calendar year on which they shall not be scheduled to work. Employees shall provide a written request to their manager thirty (30) days in advance of the date being requested. An employee may submit a request less than thirty (30) days in advance of the date requested. Managers may approve requests for Non-Working Days subject to operational needs and such requests shall not be unreasonably denied.

The scheduling of Non-Working Days will be subject to the Employer having the flexibility to schedule employees to meet or exceed their bi-weekly minimum hours.

Notwithstanding this, if, due to operational circumstances, the employee is required to work on an approved Non-Working Day, the employee shall be paid a minimum of four (4) hours of pay at one and one-half (1½) time their basic hourly rate.

- f) Where an employee reports for work at their scheduled starting time and work is not available, or the work is less than two (2) hours, the employee shall receive two (2) hours' credit towards their annual assigned hours.

This shall not apply where the employee has been notified, at least two (2) hours prior to their scheduled starting time, not to report for work.

Where the employee has been directed by the Employer to return to work on the same day after the completion of their scheduled shift and the employee has left the workplace, the employee shall receive credit in accordance with Article UN 9.

Where the Employer is unable to post work schedules for the following week by Friday at noon, then the Employer shall notify employees of their work schedule as soon as practical. For clarity, for the purposes of this article, a week is defined as Monday through Sunday.

- g) The employer will make reasonable efforts subject to operational feasibility to ensure employees are scheduled to work the minimum annual hours for their category. Where an employee does not work their minimum annual hours threshold, their deficit hours will be carried over to the next calendar year for recovery. Deficit hours will be recovered from any hours worked above the employee's bi-weekly threshold and before any hours in excess of the bi-weekly minimum hours are paid.

Notwithstanding the above, deficit hours accrued between the period of January 1, 2016 and April 10, 2016 shall be recovered between April 11, 2016 and December 31, 2016. All deficit hours accrued between the period of April 11, 2016 and December 31, 2016 shall be recovered in accordance with paragraph 3(g).

- h) The parties further agree that these terms are independent of any entitlements individuals may have under Article 73 – Holiday Payment of the Collective Agreement.

4. APPLICABLE COLLECTIVE AGREEMENT PROVISIONS

- a) The following terms of the Collective Agreement apply to Flexible Part-time staff of the Ministry of the Attorney General: Articles 1, 2, 3, 4, 5, 6, 8, 13, 14, 15, 16, 17, 18.1(c), 18.2, 19, 21, 22, 23, 24, 25, 26, 27, 28, 29, 45, 56.4, 60, 64, 65, 66, 67, 68, 69, 72, 74, 75, 76, 77, 78, 79, 80, UN6, UN7, UN9, UN11, UN15 and Appendices 9, 13 and 18.
- b) The following provisions of the Collective Agreement are agreed to, as amended (and subject to the modifications set out below in paragraph 4(c) of this Memorandum of Agreement), as applying to the Flexible Part-time staff of the Ministry of the Attorney General: Articles 6, 56, 57, 61, 62, 63.2, 70, 71, 72, 73 and Appendix 14.
- c) The parties agree to the application of the following definitions to those items agreed to and identified in paragraph 4(b) above:
- (i) "Salary" shall mean earnings from weekly hours of work;
 - (ii) "Weekly rate of pay" shall be calculated as the basic hourly rate multiplied by the applicable pro-rated weekly hours of work;

- (iii) “Weekly hours of work” shall be the average weekly hours prorated from the annual hours category;
- (iv) Wherever the phrase “Regular part-time employee” appears, it shall be replaced with the phrase “flexible part-time employee” and this applies to the plural as well as singular;
- (v) For the purposes of accrual and usage of sick leave and vacation leave credits and for the usage of all applicable paid leave provisions, a “day” shall be prorated from each annual hours of work category as follows:

Category 1 (1096): 4.2 hours;
Category 2 (1500): 5.75 hours.

- d) The parties agree that article UN12.1.1 is amended to read as follows and shall apply to Flexible Part-time staff of the Ministry of the Attorney General:

In accordance with the *Travel, Meal and Hospitality Expenses Directive*, an employee who continues to work past 6pm without notification prior to the end of their previously scheduled shift, shall be reimbursed for the cost of one (1) meal to twenty dollars (\$22.50) except where free meals are provided or where the employee is being compensated for meals on some other basis. To the extent that the provisions for meal cost reimbursement are improved by OPS-wide changes, then those amounts will apply.

- e) Flexible part time employees who work on a day designated in lieu of a holiday as per Article 47.2 of the Collective Agreement will be compensated at two (2) times the employee’s current salary rate for hours worked on that day. This provision will not apply if the employee is scheduled to work on the Holiday as outlined in Article 73.1.1. This section shall not apply to Flexible Part-time employees who withdraw from benefits as outlined in Section 5 below, however, those employees will continue to be entitled to the provisions of Article 31A.5 of the collective agreement in accordance with that Section. In no case, will an employee be entitled to receive compensation at the two (2) times rate for hours worked on both the holiday and the day designated in lieu of the holiday.
- f) No other provisions of the Collective Agreement other than those included in this Memorandum of Agreement shall apply to Flexible Part-time staff of the Ministry of the Attorney General.

5. BENEFITS

- a) For the purpose of insured benefits cost shared between the employer and the employee, the parties agree where employees participate in those plans, the premiums will be cost shared on the following basis:
 - Category 1 (minimum of 1096 hours per annum)
Employer shall pay fifty-five percent (55%) and the employee shall pay forty-five percent (45%)
 - Category 2 (minimum of 1500 hours per annum)
Employer shall pay eighty percent (80%) and employee shall pay twenty percent (20%).

- b) The parties agree that all Flexible Part-time employees on the date of hire may elect in writing to withdraw from all of the benefits provided in articles 64 through 78 inclusive of the Collective Agreement, as applicable to these employees pursuant to paragraphs 4(a) and (b) above.
- c) Notwithstanding Article 31A.1 of the Collective Agreement, employees who elect to withdraw from benefits as per paragraph 5 (b) above, shall be entitled to the following provisions of the Collective Agreement:
 - 1. Article 31A.5: Holidays: 4.6% of gross pay in lieu of compensation for holidays.
 - 2. Article 31A.6: Vacation Pay: 4% or 6% of gross pay, as applicable, in lieu of vacation leave with pay.
 - 3. Article 31A.7: Benefits Percent in Lieu: 6% of basic hourly rate in lieu of all employee benefits.
 - 4. Article 31A.9: Pregnancy and Parental Leave
 - 5. Articles 31A.10, 48.3: Bereavement Leave
 - 6. Article 49: Special and Compassionate Leave
- d) For all current and future Flexible Part-time employees who opt to receive benefits, they shall be entitled to all benefits as per Part C of the Collective Agreement and as applicable to these employees pursuant to paragraphs 4(a) and (b) above.
- e) Employees may re-elect as per paragraph 5(b) above during December of each year following the date of their previous election or within 31 days of the date of appointment to a position in a different annual hours category. Group insured benefits coverage for employees who re-elect coverage under the above terms will become effective as follows:
 - i) On January 1 of the year following an election submitted in December; and
 - ii) On the first day of the month following the date the ministry receives notice of election, for employees who re-elect within 31 days of appointment to a position in a different hours category.

6. COURT SERVICES SPECIALISTS

All FPT employees who are in the position of Court Services Specialist shall be paid according to the classification for the highest level job function they perform within that position. For example, if a Court Services Specialist works as both a Court Clerk & Registrar and a Court Services Officer, the employee will be paid at the OAG-8 level as a Court Clerk & Registrar.

7. DURATION AND RENEWAL

The parties agree that Appendix 32 as set out in the 2013-2014 Collective Agreement shall continue to apply until April 10, 2016. Revisions in this Appendix shall take effect on April 11, 2016.

This Agreement shall be effective as of April 11, 2016, and shall have no retroactive effect.

For greater clarity, on April 11, 2016, the following adjustment of annual category hours shall apply:

Category 1 from 1000 hours per annum to 1096 hours per annum.

It is understood that this agreement shall be considered part of the Collective Agreement.

Notwithstanding the effective dates prescribed in this Appendix, the parties have agreed to implement on January 4, 2016.

APPENDIX 33
UNCLASSIFIED EMPLOYEES

Deleted – February 26, 2009

Letter of Understanding

Mr. Terry Baxter, Chief Negotiator
Ontario Public Service Employees Union
100 Lesmill Road
North York, Ontario
M3B 3P8

Re: Classification System

Dear Mr. Baxter,

This will confirm certain understandings reached during collective bargaining regarding the classification system.

Both parties recognize that the current classification system is outdated and requires revision. Previous attempts to design a new system have been unsuccessful, and it is recognized that any such undertaking, because of its size and complexity, must be addressed with a large measure of care, deliberation and commitment.

Both parties recognize that the OPS Pay Equity Plan must be maintained, and that all work should be valued on the basis of skill, effort, responsibility and working conditions.

With these principles in mind, the parties agree to the following:

Development and Testing

1. As soon as possible and not less than four months after ratification, the Employer shall retain a consultant to advise and assist in developing a work plan for the design, development and implementation of a gender-neutral new classification system for each bargaining unit, and develop two pay equity plans, one for each bargaining unit. Provided that the Union agrees to abide by the Employer's procurement rules, the Union shall be entitled to have input into the selection of the Consultant. The parties shall attempt to come to consensus regarding the selection of the Consultant, failing which the Employer shall make the selection.

Joint Working Group (JWG)

2. Within one month of ratification, the parties will establish a Joint Working Group, consisting of three (3) persons appointed by each party, to:
 - a. Provide input and recommendations into the design of the job evaluation systems (JES) and workplan;
 - b. Review and identify job classes with a view to the definition of job class in the *Pay Equity Act*.

The JWG shall make every effort to complete this work within four months of ratification;

- c. Identify benchmark jobs and develop a testing process with the Consultant;
 - d. Review and provide input into job descriptions for the benchmark jobs prepared by the Employer;
 - e. Review and test the systems recommended by the Consultant;
 - f. Provide input into the customization of the systems based on the testing results;
 - g. Assess methods of ensuring pay equity compliance, including a pay equity maintenance process.
3. It is understood that the joint working group shall not deal with any salary issues.
 4. The parties shall attempt to reach consensus on the final design of the JES, and will make every effort to complete the development and testing of the new systems within eight months of hiring the consultant.
 5. The parties may agree to use a facilitator to assist the Joint Working Group in identifying, reviewing and addressing various issues.
 6. Should the parties not reach consensus, either party may proceed with whatever steps are required to ensure compliance with the *Pay Equity Act*.
 7. The Employer agrees to release two (2) employees in the bargaining unit for a period of up to twelve (12) months, with no loss of regular pay or credits, for the purpose of participation on the Joint Working Group. This period may be extended by mutual consent.

Job Information Gathering and Job Evaluation

8. After testing and customization of the systems, the Employer will prepare generic job descriptions from input gathered from a sample group of incumbents in benchmark job classes, to cover the work of each job class, and shall initiate the evaluation of jobs and job classes based on the new systems.
9. The Employer undertakes to make every effort to complete the development and evaluation of generic job descriptions for all job classes in the two bargaining units within the term of the Collective Agreement.
10. The parties shall first address pay equity requirements, and shall then proceed to discuss the application of the JES to all job classes in the two bargaining units.

General

11. The following Pay Administration rule pertains only to employees moving from the current job classification system into the new job evaluation/ classification system
 - An employee whose current salary is above the maximum of the new salary range for their position shall maintain their current salary until the maximum of the new salary range exceeds

their salary, at which time the employee is entitled to salary progression. For clarity the employee will not be entitled to receive across the board increases, if any, while their salary is above the new maximum of the new salary range.

12. Nothing in this agreement should be interpreted as management waiving its rights to manage the classification system. Similarly, nothing in this agreement should be interpreted as waiving the legal rights of the Union and employees.

Joint System Subcommittee – JSSC

13. To assist in addressing the current backlog of classification grievances, the Employer will agree to release two (2) employees in the bargaining unit for a period of twelve (12) months, with no loss of regular pay or credits, for the purpose of assisting in having the current backlog dealt with by the JSSC. The parties undertake to expedite the consideration of all outstanding classification grievances by the JSSC as soon as possible, and will cooperate to ensure that this is done.

To this end the committee will:

- a. first review and finalize a list of all grievances received by the Employer up to the date of ratification, and group similar grievances together;
 - b. ensure grievances reviewed by the committee are valid classification grievances; grievances requiring changes to class standards or the job evaluation system as a remedy will be referred to the Joint Working Group of the Job Evaluation project and as such will be considered closed;
 - c. establish within thirty (30) days of the first meeting, a schedule for the review of all classification grievances for the finalized list for the backlog; to be reviewed within twelve months of the first meeting.
14. The parties agree to the appointment of Gerry Lee as a mediator to assist in expediting consideration of the outstanding disputes and in resolving them.
 15. The parties agree to a moratorium on any new classification grievances or complaints during the term of the collective agreement.

Yours truly,

Elizabeth McKnight
Director, OPSEU Negotiations
Centre for Leadership and Human Resource Management

**APPENDIX 35
INSULIN PUMPS**

Deleted January 24, 2013

**APPENDIX 36
REASONABLE EFFORTS COMMITTEE – DS FACILITIES**

Deleted January 24, 2013

PAY EQUITY ADJUSTMENTS

The following adjustments are effective July 1, 2004. These adjustments shall be applied prior to any across the board increases.

<u>Classes:</u>	<u>Add to each step:</u>
Cartographic Technician 1, 2, 3	90¢ ninety cents
Dental Assistant	89¢ eighty-nine cents
Hairdresser	92¢ ninety-two cents
Lab Attendant 1, 2	10¢ ten cents
Operator 1, 2, 3, 4 Microfilm	90¢ ninety cents
Pharmacy Technician 1, 2	90¢ ninety cents
Psychometrist 1	
January 1, 2005	54¢ fifty-four cents
January 1, 2006	\$1.40 one dollar and forty cents

It is agreed that these adjustments resolve any pay equity issues to date.

Revised January 24, 2013
INFORMATION AND INFORMATION TECHNOLOGY

1. For the purposes of this section, “Information & Information Technology” is defined as any activity which involves the investigation, analysis, planning, acquisition, design, development, implementation, operation and maintenance of information technology, the management of information including the security of that information and/or the automation of business processes.
2. For purposes of this section, a “non-public servant” is:
 - i. A person who has not been appointed by the Public Service Commission; and
 - ii. who is engaged to perform work related to Information & Information Technology.
3. Persons employed or engaged by a supplier of I and IT equipment, hardware or software who are performing work in relation to the installation, maintenance and support of that equipment, hardware or software shall not be considered “non-public servants” for the purposes of this section. There shall be no restriction regarding their use, and they shall not otherwise be covered by the terms of this section, nor the reporting requirements in paragraph 6.
4. The use of a non-public servant to perform bargaining unit work does not constitute a violation of the Collective Agreement.
5. Non-public servants, while in the workplace, shall not perform duties normally performed by employees in the bargaining unit if it directly results in the lay-off of a bargaining unit employee.
6. Every six (6) months, the Employer will provide OPSEU with a report including the following data relating to all non-public servants as defined in paragraph 2 who perform OPSEU bargaining unit work requiring regular attendance at one or more sites controlled by the Employer:
 - i. The name of the non-public servant;
 - ii. The workplace regularly attended by the non-public servant;
 - iii. The role and level for which the non-public servant is engaged;
 - iv. The start date of the engagement of the non-public servant;
 - v. The end date or anticipated end date of engagement of the non-public servant; and
 - vi. The number of days worked during the reporting period.
7. At the time of providing the report, and for the period of the report, the Employer shall pay to the Union a payment for each day of work performed by the non-public servant performing OPSEU bargaining unit work identified in the report. The formula for such payment shall be as follows: 1.4% of the daily average of the salary maximum for the Systems Officer series multiplied by the number of days worked set out at paragraph 6 of the Report.

8. The parties agree to implement the terms found in Appendix A IT Source Resource Pool and I&IT Enterprise Recruitment.

Appendix A

IT Source Resource Pool and I&IT Enterprise Recruitment

The Employer will be engaging in a substantial amount of recruitment for I and IT professionals within the I&IT enterprise;

Therefore, the parties consider the following terms to be appropriate for the establishment and operation of IT Source and the recruitment of I and IT professionals within the I&IT enterprise, which includes the Office of the Chief Information and Information Technology Officer and the IT clusters reporting to it, but does not include the program areas of the Ministries:

1. Purpose of IT Source

IT Source will manage a mobile pool of I and IT professionals who will be deployed to projects and assignments across the I&IT Enterprise across the province.

2. Deployment to Different Projects and Assignments

- (a) It is understood that the employees employed by IT Source will be deployed to different projects and assignments located within different clusters, Ministries or branches throughout the OPS. For the purposes of the collective agreement, these positions will be deemed to be deployed on a province-wide basis.
- (b) It is agreed that these deployments are assignments of work made at the discretion of the Employer and do not constitute vacancies under Article 6; temporary assignments under Article 8; change in headquarters under Article 11; temporary positions or assignments pursuant to article 20.3 or 20.8; or a relocation of a position under Appendix 13.
- (c) Notwithstanding paragraph (b), if an assignment is of a sufficient duration, the Employer may determine if a change in headquarters is appropriate in the particular circumstances.

3. Managerial Direction

- (a) I and IT professionals employed in IT Source will report to a Manager within IT Source.
- (b) It is understood that the deployment to different projects and assignments may require the employee to receive direction regarding the project or assignment from a manager other than the employee's manager within IT Source and that such manager may provide input into any performance evaluation for the employee.

4. Travel

- (a) It is understood that it will be a condition of employment for all I and IT professionals employed

in IT Source that they may be deployed to projects or assignments throughout Ontario.

- (b) The parties agree that the Employer's *Travel, Meal and Hospitality Expenses Directive* will apply to any travel required as a result of the deployment of the employee.

5. Mandatory Enhanced Security Clearance

It is understood that an enhanced security clearance may be required as a condition of employment for I and IT professionals employed in IT Source.

6. Posting and Filling vacant positions

It is agreed that all vacancies for positions within the I&IT enterprise, including IT Source, will be posted and filled in accordance with the provisions of Article 6, subject to the following:

- (a) The Employer may use a mass centralized recruitment approach to fill vacancies for positions within the I&IT enterprise.
- (b) With respect to vacancies set out in paragraph (a) above, in addition to the posting requirements under Article 6.1.1, 6.1.2 and 6.2, the Employer may post potential permanent and/or temporary opportunities within respective I&IT job families that may exist over the next 18 month time period. The posting shall state the duties, nature and title of the position(s), qualifications required, full or part time status, permanent or temporary status, bargaining unit status, hours of work schedule, salary ranges of the classifications within the job family and travel expectations of the opportunities within that job family. The Employer shall have identified on the original posting that it may be used to fill positions in the job family that may occur over the 18 month time period, following the closing of the posting. The posting period will be for at least ten days prior to the established closing date. This closing date may be extended should the employer determine that there is an insufficient number of potential qualified candidates.
- (c) If the Employer posts in accordance with paragraph (b), it will establish an eligibility list of qualified candidates for each classification level within each job family based on the results of a competitive process. The parties agree that the development of eligibility lists will be in accordance with Articles 6.3.
- (d) The Employer shall advise candidates of their individual rank order upon the completion of the competitive process under paragraph (b).
- (e) The Employer will hire qualified candidates from the eligibility lists for each classification level within each job family developed under paragraph (b) in accordance with Article 6.1.2. Should the most qualified employee elect not to accept the job offer, that employee shall remain eligible and retain their rank for further offers under this process.
- (f) The Employer shall obtain a valid surplus clearance number prior to filling a position under paragraph (e).
- (g) Where the Employer posts in accordance with paragraph (b) and if no qualified applicants accept a job offer for a specific position made pursuant to this process, then the Employer shall provide new or existing candidates internal to the OPS with the opportunity to participate in a restricted

competitive process. The process shall be held in accordance with Article 6 of the collective agreement, with the modification that the Employer shall post the vacancy for the position for a period of at least five (5) working days.

- (h) The eligibility list shall be shared with the respective MERC chairs. The respective MERC chairs shall be notified when the Employer intends to go to the eligibility list to fill a vacancy.
- (i) The Employer will only fill vacancies in those work locations on the original posting from the eligibility list. If an eligibility list is depleted in a work location and the Employer decides to fill any additional positions, it shall do so in accordance with the collective agreement.
- (j) The parties can agree at any time to review the above process and mutually agree on amendments.

7. Training and Development

The parties agree to meet and discuss training and development opportunities for bargaining unit employees in I&IT.

**Revised January 26, 2022
MASS CENTRALIZED RECRUITMENT PROCESS**

LETTER OF UNDERSTANDING

It is agreed that:

- a) In addition to the posting requirements under Article 6.1.1, 6.1.2 and 6.2, the Employer may post potential opportunities for permanent positions or temporary assignments that may arise during the next 18-month time period. The posting shall state the duties, nature and title of the position(s), qualifications required, full or part time status, permanent or temporary status, bargaining unit status, hours of work schedule, travel expectations/ work location(s) and salary range of the classification. The Employer will identify on the posting that it may be used to fill positions that occur during the 18-month time period, following the conclusion of the competition. The posting shall state that candidates must indicate their work location preference, if applicable, in their application. The posting period will be for at least fifteen (15) working days prior to the established closing date. This closing date may be extended should the employer determine that there is an insufficient number of potential qualified candidates.
- b) The Employer will then establish an eligibility list of qualified candidates for each position based on the results of a competitive process. The parties agree that the development of eligibility lists will be in accordance with Article 6.3.
- c) The Employer shall pull from the list in rank order.
- d) If the Employer decides to fill any positions that it has elected to post under this Appendix, the Employer will make job offers to qualified candidates from the eligibility lists for each position in accordance with Article 6.1.2 and in accordance with the rank order set out in paragraph (c). If the most qualified employee offered a position rejects the Employer's job offer the employee shall remain eligible and retain their rank for further offers.
- e) It is understood that the position or positions would have cleared surplus prior to filling.
- f) Where the Employer posts in accordance with this process and if no qualified candidate accepts a job offer for a position that the Employer decides to fill as a result of posting under this Article, then the Employer shall provide new or existing candidates internal to the OPS with the opportunity to participate in a restricted competitive process. The process shall be held in accordance with Article 6, with the modification that the Employer shall post the vacancy for the position for a period of at least five (5) working days.
- g) The eligibility list shall be shared with the respective MERC chairs. The respective MERC chairs shall be notified when the Employer intends to go to the eligibility list to fill a vacancy and the notification shall include the name of the employee and the competition date.
- h) The Employer will only fill vacancies in those work locations on the original posting from the eligibility list. If an eligibility list is depleted in a work location and the Employer decides to fill any additional positions, it shall do so in accordance with the collective agreement.

- i) The parties can agree at any time to review the Mass Centralized Recruitment process and mutually agree on amendments.

This letter of understanding will expire on December 31, 2024, but should the parties not have reached a new collective agreement by that date, the letter shall continue to operate until the earlier of a Memorandum of Settlement being entered into or there is a right to strike or lockout.

Revised October 30, 2015
EMPLOYMENT STABILITY

MEMORANDUM OF AGREEMENT

Between

**The Crown in Right of Ontario
As represented by the Ministry of Government Services
(The “Employer”)**

and

**The ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)
(The “Union”)**

The parties have agreed to work collaboratively at the MERC level to facilitate the transition of employees who will be directly impacted by transformations and transfers. Pursuant to Article 19 of the Collective Agreement the MERC parties may mutually agree to the following to facilitate the successful transition of OPSEU represented employees:

1. **DEFINITIONS:**

Day refers to working days and excludes Saturdays, Sundays and statutory holidays.

Collective Agreement shall mean the collective agreement between OPSEU and the Crown in Right of Ontario dated January 1, 2015 to December 31, 2017.

Impacted Employee(s) shall mean OPSEU represented regular employees from Transformation Programs who will be declared surplus as a result of the transformation.

Transformation Program(s) refers to programs and/or services that will transform in such a way that 30 or more OPSEU represented employees will be declared surplus, and disclosure identifying the Impacted Employees has been provided to OPSEU, and does not include a “sale of a business” pursuant to section 69 of the *Labour Relations Act, 1995*.

2. **TEMPORARY VACANCIES**

- a. An Impacted Employee who makes an election under Paragraph 3 below shall be eligible for assignment into temporary assignments of at least six (6) months in their own ministry that are posted for recruitment in accordance with Article 8 in advance of their receipt of their notice of layoff provided that:
 - i. the employee applies for and indicates on their application for the vacancy that they are an Impacted Employee in accordance with Appendix 40 and are eligible for a temporary assignment; and
 - ii. the employee meets the entry level qualifications for the position.

Such assignments are meant to provide additional employment opportunities for Impacted Employees prior to lay-off. Where more than one Impacted Employee matches the temporary assignment, the employee with greater seniority shall be offered the temporary assignment. It is understood that such assignment of an Impacted Employee to a temporary vacancy has priority over Article 8 (Temporary Assignments).

- b. An Impacted Employee shall retain their status in the Regular Service and current salary entitlements while placed in a temporary assignment. Placement in a temporary assignment will not constitute a promotion for pay purposes. Subject to Article 20.8.1, for placement into temporary assignments, the employer shall use the same criteria and rules as for assignment into vacancies under Article 20.3 (Targeted Direct Assignment).
- c. An offer of a temporary assignment to an Impacted Employee must be in writing and must specify the duration of the temporary assignment. The Impacted Employee shall have five (5) working days in which to accept or reject the offer of a temporary assignment.
- d. The original temporary assignment may be extended by a maximum of three (3) months.
- e. When a temporary assignment takes place, the employee shall not be unreasonably denied the opportunity to complete any portion of training already underway. Impacted Employees who refuse a temporary assignment shall continue to be considered for assignment into permanent vacancies in accordance with Paragraph 3 below, but not for temporary assignments.

3. TARGETED DIRECT ASSIGNMENT

- a. Within ten (10) days following the disclosure to OPSEU of the Impacted Employees affected by a Transformation Program, interested Impacted Employees who have yet to receive notice of layoff will be deemed to have received their notice of layoff as per Article 20.3 of the collective agreement only for the purpose of targeted direct assignment as outlined below.
- b. To be considered for Targeted Direct Assignments under this section, interested Impacted Employees:
 - i. Must, in writing, advise their Designated Human Resources Contact within the time frames outlined in 3 (a) above that they wish to be considered for Targeted Direct Assignment in advance of their notice of layoff;
- c. Targeted direct assignments to positions under this agreement will be made on the same basis as outlined in Article 20.3 with respect to full- time regular employees and Article 62.1 with respect to regular part- time regular employees.
- d. Upon targeted direct assignment into a position under these provisions, all other surplus rights including but not limited to those under Article 20 and Appendix 9 of the Collective Agreement and under this Memorandum of Agreement are forfeited.
- e. Impacted Employees who are not directly assigned to a position under this section, will be entitled to all surplus rights pursuant to the Collective Agreement and under this Memorandum of Agreement upon issuance of notice of surplus.

- f. Where an interested Impacted Employee declines a targeted direct assignment under this section for any reason, the employee will not be considered for any further assignments until issued notice of surplus when they otherwise would have been, in which case they will be entitled to surplus rights pursuant to the Collective Agreement and under this Memorandum of Agreement.
- g. Where an interested Impacted Employee is assigned a targeted direct assignment in accordance with this section, the Ministry shall have the sole discretion whether to fill the vacancy created as a result of the employee vacating the position. Where the vacancy is filled by a fixed term employee, the parties agree that time hours worked shall not be included in the calculations for the purpose of conversion of under Article 31A.15 of the Collective Agreement.

4. VARIABLE SURPLUS OPPORTUNITIES

- a. The Ministry and its local OPSEU representatives in conjunction with their MERC counterparts in Transformation Programs are encouraged to explore strategies to support employee preferences, and specifically to consider the establishment of variable surplus dates for Impacted Employees where operational requirements permit.

5. RECRUITMENT SUPPORTS

Impacted Employees who are invited to attend an interview outside the public service shall be granted time off with no loss of regular pay and no loss of credits for up to two and one half days per calendar year. The employee shall provide the Ministry with at least 48 hours advance notice of the leave.

6. CAREER SUPPORTS

- a. The Ministry and its local OPSEU counterparts will explore career and other transitional training options for Impacted Employees at the Ministry level.
- b. The Ministry and its local OPSEU counterparts will also ensure Impacted Employees are provided with information about existing programs and supports with respect to career planning and counselling.
- c. The Employer will support Ministry level training on the completion of Employee Portfolios for Impacted Employees and OPSEU will encourage Impacted Employees to complete the Employee Portfolios in a timely manner.

7. DISPUTES

- a. The parties agree that any disputes with respect to the implementation, interpretation and application of any of the terms and conditions of this Memorandum of Agreement will be referred to the Joint Employment Stability Subcommittee (JESS) in accordance with the Dispute Resolution Guidelines dated July 14, 2006 for that Committee.

8. RESOLUTION

- a. The parties agree that initiatives that are the subject of a previous surplus and/or in-placement agreement / application of Appendix 40 from the collective agreement expiring

December 31, 2012 between the parties, including but not limited to the Ministry of Revenue, do not form part of this Agreement. Nothing in this agreement reduces or amends commitments under those prior agreements.

Agreed to by the parties at Toronto on this January 24, 2013.

**APPENDIX 41
MINISTRY FILE REVIEW COMMITTEE**

Deleted January 24, 2013

**Revised January 26, 2022
MODERN AND FLEXIBLE WORK ARRANGEMENTS**

LETTER OF UNDERSTANDING

The Employer continues to support building a modern and flexible work environment that is more agile and engaged while ensuring productivity and service excellence. The Employer has been working to promote greater flexibility for employees in terms of where and when they work, provided modern and flexible work arrangements put in place are operationally feasible. These modern and flexible work arrangements refer to compressed work week, job sharing arrangements, flexible hours of work and remote work, or a combination of them, as appropriate.

Whereas the parties agree that modern and flexible work arrangements can be an effective method of assisting employees to balance work and personal responsibilities as well as achieving organizational objectives, the parties agree to the following:

- 1) Modern and flexible work arrangements shall be developed to best serve the convenience of the public and the achievement of operational needs.
- 2) The parties recognize that there may be instances where modern and flexible work arrangements may not be a viable method of arranging schedules or work locations to meet operational requirements. Further, the parties agree that it is critical to, at a minimum, adhere to common service standards.
- 3) The Local Employee Relations Committees (LERC) will, if requested by either party, enter into a review process on the feasibility of incorporating modern and flexible work arrangements in the workplace. Where there is no LERC this can be discussed with either the Local Union in conjunction with the Employer or the Ministry Employee Relations Committee.
- 4) When the employer cancels or amends a modern and flexible work arrangement, they shall provide notice to the affected employee(s) in writing at least one (1) month prior to the cancellation or amendment. An employee can cancel the agreement with at least one (1) month notice.
- 5) The parties recognize that the Employer has the right to deny, alter or require modern and flexible work arrangements. The Employer's exercise of discretion pursuant to this letter shall not be grievable.
- 6) Where the Employer requires remote work and an employee cannot reasonably perform the work remotely, the Employer will provide reasonable alternatives for a work location.
- 7) The Employer will maintain the model agreements on the intranet to be used as the basis of an agreement with the Employee.
- 8) Modern and flexible work arrangements will be guided by the following:
 - i. The arrangement is entered into voluntarily and is mutually agreed to by an employee and their manager.
 - ii. Operational feasibility is the primary factor that must be considered before any modern and

- flexible work arrangement can be established.
 - iii. Modern and flexible work arrangements must be cost-effective and not impose any additional costs to the Employer to implement. The Employer will determine what government equipment is required and shall be provided; said equipment will be used only as part of the Employee's official duties.
 - iv. Modern and flexible work arrangements must be in compliance with the Unified Collective Agreement provisions.
 - v. Modern and flexible work arrangements must be documented in writing. Templates will be available for managers and employees.
 - vi. Modern and flexible work arrangements are regularly evaluated, reviewed, and recalibrated to ensure they continue to be operationally feasible. Any such revision of the OPS Guidelines and/or model agreements will be shared with CERC for feedback, prior to its implementation.
 - vii. Employees are expected to continue to meet their required performance commitments. Managers are expected to provide feedback to employees through regular performance reviews.
 - viii. The agreement will be reviewed and signed by the Local Union if the template is modified.
- 9) All remote work arrangements automatically terminate on the release of a conciliation or "no board" report.
- 10) Either party can raise issues with respect to the Employer's enterprise guidelines and approach for modern and flexible work arrangements at CERC.

February 26, 2009

INTERNATIONALLY TRAINED PROFESSIONALS

MEMORANDUM OF AGREEMENT

Between

**The Crown in Right of Ontario
(Ministry of Government Services)
“the Employer”**

and

**Ontario Public Service Employees’ Union
“the Union”**

Re: Internationally Trained Professionals

WHEREAS the Employer has established an internship program in the Ontario Public Service (OPS) for internationally trained professionals in order to help skilled immigrants gain relevant paid Canadian experience in their fields and to enable them to become productive members of Ontario’s labour market;

AND WHEREAS the Union is supportive of initiatives that further diversify the demographics of the workplace in Ontario;

NOW THEREFORE the parties agree as follows:

1. The Employer shall have a maximum number of internship placements at any one time in the OPS for internationally trained professionals as follows:
 - i. January 1, 2009: 175
 - ii. January 1, 2010: 200
2. Each placement shall be for a period of six (6) months.
3. The Employer shall notify the Union of placements semi-annually. This information shall be reported to the Union.
4. The nature of the work performed in each placement shall be special project work and will not be considered as vacant or new positions which otherwise require posting in accordance with the collective agreement, or a substitute for the recruitment of positions in the OPSEU Unified bargaining unit. It is further understood that this work is not a substitute for or a replacement of the work of the OPSEU Unified bargaining unit.
5. This program will not adversely affect promotional, training and development opportunities of employees in the OPSEU Unified bargaining unit.
6. It is understood that the individual participants/interns are not Crown Employees, and as such, have no

rights and entitlements pursuant to the Collective Agreement.

7. Participants of the internship program are eligible to apply to restricted job competitions within the Ontario Public Service throughout the duration of their six (6) month placements. It is understood that the positions posted will have previously cleared surplus.
8. In advance of the placement of a participant in the program, the local manager will contact the local Union President and Union steward of the area and advise them of the functions being performed by the participant.

Dated at Toronto this 26th day of February, 2009.

**February 26, 2009
LEARN AND WORK PROGRAM**

MEMORANDUM OF AGREEMENT

BETWEEN

**THE CROWN IN RIGHT OF ONTARIO
(MANAGEMENT BOARD OF CABINET)
“the Employer”**

and

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)
“the Union”**

**IN THE MATTER OF:
OPS Learn and Work Program for Youth Ages 16 – 19**

The Employer and the Union herewith agree that:

1. The Employer shall identify schools during each school year to deliver a joint specialized youth employment program targeting youth, ages 16 to 19, from priority communities who have demonstrated a need to be re-engaged in school and are now working towards completing high school diploma requirements. The selected schools and communities will be disclosed to the Union prior to student placement.
2. The program will provide up to ten (10) course credits and twenty-one (21) weeks of paid work experience with the Employer and/or Crown agencies. The length of the program is up to two (2) academic semesters. The Employer will identify suitable work placements in the OPS and/or Crown agencies governed by the collective agreement between Employer and the Union.
3. The wage rate paid to participants for the work experience portion of the program shall be the same as that paid to students in Special Employment Programs under Article 33 of the collective agreement.
4. The following articles of the collective agreement shall apply to participants in the program: 1, 2, 3, 4, 5.1, 22 and 80. No other articles shall apply.
5. A specialized co-operative education teacher of this program will be hired to work with the Employer to select the participants, support them through interviews and work placements, lead the classroom-based course work and provide follow-up support (partnering with the Ministry of Training Colleges and Universities).
6. The nature of the work performed in the program shall be special project work, and will not be considered as vacant or new positions which otherwise require posting in accordance with the collective agreement, or a substitute for the recruitment of positions in the OPSEU Unified bargaining unit.

This program is not intended to adversely affect promotional, training and developmental opportunities of employees in the OPSEU bargaining unit or to provide replacements or substitutes for existing OPSEU members. Participants in the program will not perform work that is normally performed by members of the Unified bargaining unit or work that is the subject of a grievance by the Union within the parameters of the bargaining unit integrity dispute resolution protocol.

7. The Employer will provide to OPSEU the job descriptions of the students, together with their work locations and names of on-site placement supervisors and/or managers. These jobs will be consistent with the provisions set out in paragraph 6 above and any disputes will be subject to the dispute resolution provisions of the collective agreement. It is understood that if OPSEU objects to a specific student placement based on the provision set out in paragraph 6 above, an alternative placement will be provided to the student until such time as the dispute is determined.
8. In advance of the placement of a participant in the program, the local manager will contact the local Union President and Union steward of the area and advise them of the functions being performed by the participant.

Signed this 26th day of February, 2009, at Toronto, Ontario.

APPENDIX 45
UNION LEAVE BILLING COMMITTEE

Deleted January 24, 2013

**Revised January 26, 2022
TRANSITION EXIT INITIATIVE**

TRANSITION EXIT INITIATIVE

MEMORANDUM OF AGREEMENT

Between

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)
("the Union")**

and

**THE CROWN IN RIGHT OF ONTARIO as represented by the
TREASURY BOARD SECRETARIAT
("the Employer")**

The parties have agreed to establish a Transition Exit Initiative (TEI) as follows:

1. All regular, regular part-time and flexible part-time employees will be eligible to apply to a Transition Exit Initiative (TEI).
2. An employee may request in writing voluntary exit from employment with the OPS under the TEI, which request may be approved by the Employer in its sole discretion. The Employee's request will be submitted to the Corporate Employer. The Employer's approval shall be based on the following considerations:
 - i. At the time that an employee TEI request is being considered, the Employer has plans to reduce positions in the OPSEU bargaining unit; and
 - ii. The Employer has determined in its discretion that the employee's exit from employment supports the transformation of the Ontario Public Service.
 - iii. The Employer will consider whether employees are on the TEI list when making surplus decisions.

The Employer shall provide written confirmation of receipt of the employee's request within 30 days with a copy to the Union. If the employee's request is approved, the Employer shall provide written notification to the employee with a copy to the Union, and such notification shall include the job title, classification, Ministry and workplace of the employee. An employee may withdraw their request by written notice to the Corporate Employer.

3. If there is more than one employee eligible to exit under the TEI within the same workplace, the determination of who will exit under the TEI shall be based on seniority.
4. An employee who has received notice of Employer approval to exit under the TEI shall be deemed to have accepted one of the options as outlined in Paragraph 5.

5. An employee who exits from employment under the TEI will only be entitled to the following:
 - i. A lump sum of six (6) months' pay, plus one (1) week pay per year of continuous service; or
 - ii. Continuance of salary plus benefits (except STSP and LTIP) for six (6) months commencing on the date set out in Paragraph 6, plus one (1) week pay per year of continuous service or its equivalent period of further salary continuance plus benefits (except STSP and LTIP). For clarity, during the salary continuance period, employee and Employer pension contributions and vacation and pension credits will continue to accrue.
 - iii. Where the employee does not choose a specific pay-in-lieu option, the employee shall be deemed to have chosen the lump sum option under 5(i).
6. In the event that an employee who exits the OPS under the TEI is reappointed to a position in the OPS within 24 months, the employee will repay to the Minister of Finance the six (6) month lump sum paid out under paragraph 5 above.
7. An employee who exits under the TEI and is re-appointed to any position in the OPS may elect to repay the TEI payment of one week per year of continuous service or its equivalent period of salary continuance, thereby restoring entitlement to termination payments under Article 53 or 78 (Termination Payments), as applicable, for the period of continuous service represented by the payment.
8. Where an employee is exiting under the TEI, their last day at work shall be five (5) working days after the notice of Employer approval to exit is received, or such other period as the employee and the Employer shall agree.
9. The payment under Paragraph 5 and any payout of unused vacation or compensating leave credits are payable as soon as possible, but not later than three (3) pay periods following the employee's exit under the TEI.
10. Employees exiting under the TEI shall have the entitlements in Paragraph 5 in lieu of the entitlements in Article 53 or 78 (Termination Payments) and paragraph 4 (b) of Appendix 9 (Employment Stability) of the Collective Agreement.
11. The parties agree that all employees exiting under the TEI are doing so pursuant to a program of downsizing undertaken by the Employer and in so doing are preventing another employee from being laid off. Accordingly the Employer agrees to take all necessary steps to attempt to ensure that the Human Resources and Skills Development Canada recognizes that the entitlement to Employment Insurance of employees who are laid off and who take a pay-in-lieu of notice option qualifies as registered 'workforce reduction processes' under the *Employment Insurance Act*.
12. The parties agree that at no time will the number of employees exiting under the TEI exceed the number of positions identified by the Employer to be reduced in the bargaining unit.
13. The parties recognize that the approval of exits from the Ontario Public Service under TEI is the exclusive right of the employer.
14. This MOA forms part of the collective agreement.
15. This Memorandum expires upon the expiry of the Collective Agreement.

APPENDIX 47
JIBRC TEMPLATE MATERIALS

Deleted October 30, 2015

Ms Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario M3B 3P8

Dear Ms. Hamilton,

The Parties discussed in collective bargaining negotiations the recent amendments to the AMAPCEO-Crown in Right of Ontario collective agreement and the new job evaluation/classification system structure and whether these could have an effect on OPSEU's bargaining rights.

The Employer agrees and assures OPSEU that:

Nothing in the AMAPCEO-Crown in Right of Ontario Collective Agreement including: any amendments to the recognition clause of that agreement (April 1, 2012 to March 31, 2014); any schedules or appendices to that agreement; anything contained in the schedules or appendices to that agreement; or any changes to the job evaluation/classification system structure has the effect of altering or eroding the scope of the OPSEU bargaining units.

This agreement and assurance may be relied on and enforced as part of the Collective Agreements.

Sincerely,

David Brook
Director, Union-Management Relations
Employee Relations Division

APPENDIX 49

**January 24, 2013
SEASONAL SENIORITY LIST**

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario M3B 3P8

Dear Ms. Hamilton,

This letter shall confirm the parties' understanding that, notwithstanding Article 16.5.2, those MERCs that currently receive the seasonal seniority lists more frequently than twice annually will continue to do so.

Sincerely,

David Brook
Director, Union-Management Relations Employee Relations Division

Revised January 26, 2022
JOB TRADES

Letter of Understanding

In an effort to simplify the job trades process under Article 10.3 of the Collective Agreement the parties agree that the positions and classifications listed below are not required to submit an employee portfolio as part of the registration process for job trades. Employees in these classifications will be considered to possess the qualifications and knowledge contained in the position description of their home position.

Ministry of the Solicitor General

Classifications

	15 General Administration
	15 Chaplain
	16 Chaplain
	16 Pharmacy
Laundry Worker 2	17 Program Analysis
Nurse 2	17 Purchasing and Supply
Cook 1	17 Pharmacy
Cook 2	17 Social Work
Maintenance Plumber	18 Financial Administration
	18 Program Analysis
	18 Social Work
	19 Program Analysis
Maintenance Electrician	19 Social Program
Maintenance Welder	Fire College Instructor
	Fire Safety Officer 1
	Fire Safety Officer 2
	Fire Safety Officer 3
13 General Administration	Fire Services Investigator I
14 General Administration	Fire Services Investigator 2

Positions

P&P Community Support Representative – OAD10
P&P Secretary – OAD8
Rehabilitation Officer 2, Adult Institution Services
Rehabilitation Officer 2, Adult Community Services

Ministry of Children, Community and Social Services

Positions

Caseworker, Operations Division (Welfare Field Worker 2)
Case Presenting Officer, Operations Division (Welfare Field Worker 2)
Administrative Support Clerk, Operations Division (OAD8)
Financial Officer 1, Operations Division, Regional Offices

Ministry of Children, Community and Social Services

The following classifications are included for those positions found in the Youth Justice Services Division only:

Rehabilitation Officer 2	Maintenance Plumber
	Maintenance Electrician
	Maintenance Painter
Recreation Officer 2	Maintenance Mechanic
	Maintenance Mechanic General
Chaplain (15)	Maintenance Carpenter
Nurse 2	Social Worker
Cook 2	Probation Admin Support (OAD8)

The parties agree that additional positions/classifications may be added to this agreement at a later date with CERC approval.

The parties agree that job trades across ministries shall be an item for discussion at CERC.

This letter of understanding will expire on December 31, 2024. Should the parties not have reached a new collective agreement by that date, the letter shall continue to operate until the earlier of a Memorandum of Settlement being entered into or there is a right to strike or lockout.

- 1.0 Preamble
 - 1.1 The Employer and the Union share a commitment to ensuring that the citizens of Ontario receive high quality public services, delivered in a manner that is effective, transparent, accountable and efficient.
 - 1.2 The parties agree to explore options to encourage dialogue on how the delivery of public services could be improved. The parties agree they have a shared interest in retaining and promoting an experienced and stable workforce.
- 2.0 Notification
 - 2.1 In the event the Employer is proposing an initiative that would directly result in:
 - (i) bargaining unit functions or jobs to be provided by another employer; and
 - (ii) the transfer of or issuance of a surplus notice alert under Art. 20.1.2.1 for at least 150 employees covered by this collective agreement, the Employer agrees that, prior to its final decision, it shall notify the Union of such initiative.
- 3.0 Public Services Review Committee (PSRC)
 - 3.1 Upon the notification as set out in 2.0, the Union and the Employer will engage in the following process:
 - a) The Employer and the Union will establish a Public Services Review Committee (PSRC) which will discuss and review the planned initiative under consideration, including one or more of the following actions:
 - i) Providing relevant information to enable meaningful discussion on how the planned initiative meets the Government's objectives;
 - ii) Considering alternative approaches, including any proposal put forward by the Union that the parties agree meets the government's objectives of the planned initiative; and
 - iii) Analyzing current collective agreement provisions to assess the impact on affected employees.
 - b) The parties may agree on the use of an independent third party to act as a committee Facilitator for the sole purpose of encouraging mediation between the parties. The costs of the Facilitator will be equally shared by the parties.
 - c) The PSRC will have equal representation from the Union and the Employer and will meet as often as it determines necessary recognizing that the process set out in paragraphs 3.1 (a) and 3.1 (b) above, must be completed within 30 days following the notice given in 2.1 above, unless the parties mutually agree to extend such time limit.

4.0 Confidentiality

- 4.1 The parties agree that any discussions, disclosure or information revealed as part of or in any way related to this Appendix shall remain confidential as between the parties and shall not be communicated, disclosed, disseminated or publicized in any manner by the Union.

5.0 Budget privilege

- 5.1 Notwithstanding the process set out above, discussions or decisions of the Crown that are part of confidential matters in the Provincial budget, budget papers and budget bills will not be subject to any aspect of this Appendix.

6.0 Arbitrability

- 6.1 The parties agree that no aspect of this Appendix will be grievable or arbitrable or form in any way the subject matter of any complaint, cause of action, demand, or application before any court or tribunal save and except for a grievance alleging a failure to follow the process set out in Article 3.0. The parties further agree that in the event such a grievance is filed, time is of the essence and any such grievance must be fully resolved by a tribunal within seven (7) calendar days after being filed. The parties further agree that any such grievance or the related grievance mediation and/or arbitration process shall not impede, delay or affect the Employer's decision-making process including but not limited to any decision regarding whether to implement an initiative pursuant to Article 2.0.

7.0 Management Rights

- 7.1 The parties agree that decisions regarding how an initiative pursuant to Article 2.0, is in any way effected, executed, implemented and/or approved remains with the Employer. For greater certainty, nothing in this Appendix restricts the Employer's management rights (Article 2), except as stated in this Appendix.

APPENDIX 52

**October 30, 2015
TECHNOLOGICAL CHANGE**

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

This letter shall confirm that when there is an introduction of major technological change that will substantially impact the manner in which work is performed, either party may, at its option, refer the issue to the Ministry Employee Relations Committee (MERC) in order to discuss the issue.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

Memorandum of Agreement

1. The following process will be used with respect to all new policy grievances under Article 22.13.2 of the Collective Agreement.
2. The Union and the Employer may bring a grievance advisor (Grievance Officer, ERA, or TBS Counsel) to the discussion of the Union grievance at CERC, and are specifically encouraged to do so.
3. Policy grievances filed under Article 22.13.2 will proceed according to the Collective Agreement, and normal practices of the parties, through the grievance procedure, including referral to arbitration and scheduling with the Grievance Settlement Board (GSB). The process set out in this Memorandum of Agreement is in addition to the grievance procedure and not intended to delay, alter, or amend that procedure.
4. After the grievance is referred to arbitration at the Grievance Settlement Board, it will be added to the end of the agenda for the next regularly scheduled CERC meeting. The parties agree not to schedule the grievance until after the CERC meeting at which the grievance is scheduled for discussion. If the grievance is not resolved at CERC, the parties will schedule a hearing at the next Joint File Review even if TBS cases are not on the agenda for that month's meeting.
5. If the issue in the grievance has been previously discussed at CERC the Union and Employer may agree to waive this step and not add it to the CERC agenda.
6. The parties will discuss the grievance and attempt to provide further information about the facts and their positions, and may narrow the issues, or resolve the grievance in whole or in part through a withdrawal or a Memorandum of Settlement.
7. If the parties are unable to resolve the grievance at CERC, the parties will determine whether the grievance is suitable for scheduling under Article 22.16 as an expedited mediation/arbitration in accordance with sections (e) and (l) of the GSB's Rules of Procedure for the OPSEU/TBS – Mediation/Arbitration Procedure. If there is agreement to schedule the grievance under this process, the parties will schedule the grievance accordingly at Joint File Review (i.e. mediation/arbitration with precedential value).
8. In order to encourage open discussion and negotiation, the grievance discussions at CERC, including oral and written settlement discussions and proposals, are privileged and cannot be disclosed or relied upon in any further proceedings. However, the parties agree that documents and factual information disclosed for the specific purpose of the grievance discussion at CERC may be used by the parties if the grievance is not resolved and proceeds to a hearing at the GSB.
9. After one year the parties will review their experience with the process at CERC, and discuss whether it is meeting their needs and helping to resolve Union grievances.
10. Either party may terminate this Agreement with one week's notice at any time.

October 30, 2015

PAY ADJUSTMENTS FOR MINIMUM WAGE INCREASES

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

This letter shall confirm the parties' intent that, in the event that there is a legislated increase to the minimum wage, students at the start rate in the Fort Henry Guard (U0070) and Food Services Worker 1 (U0113) classifications will receive the new hourly rate of pay. Students at the higher steps in the wage grids will receive a percentage increase equivalent to the increase for the start rate of their classification.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

**October 30, 2015
MANDATORY REHABILITATION**

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

Article 42.7.1 does not absolve the Employer from its duty to accommodate. If a mandatory rehabilitation plan/program is in violation of the Human Rights Code, the Employer will be liable for all actions taken by the Carrier. The Employer agrees to hold the Union harmless from any penalties or damages that may arise from Article 42.7.

Furthermore, where a person does not participate or cooperate in a rehabilitation plan or program that has been recommended or approved by the Carrier and the employee is no longer entitled to benefits, the Employer agrees to notify OPSEU in writing immediately upon notification from the insurance carrier.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

**October 30, 2015
ARTICLE 42.3**

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

The Employer agrees to hold the Union harmless from any penalties or damages that may arise from Article 42.3.2 to Article 42.3.3 and Article 70.3.2 to Article 70.3.3.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

**October 30, 2015
REPORTING OF DEFICIT HOURS**

LETTER OF UNDERSTANDING

October 30, 2015

Ms. Twila Marston
Senior Job Security Officer, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Marston:

The parties agree that, as part of the regular business at the Ministry Employee Relations Committee in the Ministry of the Attorney General, the Ministry will share quarterly reports with the Committee providing information on the accumulation of deficit hours and will, as necessary, discuss the accumulation of deficit hours.

Sincerely,

Matt Hopkins
A/Manager, Negotiations and Security Branch
Employee Relations Division

**Revised January 26, 2022
EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)**

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

This letter will confirm that the parties at CERC will review the EFAP to discuss, including but not limited to, the range of services provided and the scope of visits.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

**APPENDIX 59
SERVICEONTARIO SCHEDULING ARRANGEMENTS**

Deleted January 26, 2022

**APPENDIX 60
PREFERRED PHARMACY NETWORKS**

Deleted January 26, 2022

**APPENDIX 61
HEALTH AND PRODUCTIVITY PROGRAM REVIEW**

Deleted January 26, 2022

**APPENDIX 62
DEPENDENT LIFE INSURANCE**

Deleted January 26, 2022

**October 30, 2015
ADMINISTRATIVE CHANGES
TO INSURED BENEFITS PLAN**

LETTER OF UNDERSTANDING

Ms. Ruth Hamilton
Chief Negotiator, OPSEU
100 Lesmill Road
Toronto, Ontario
M3B 3P8

Dear Ms. Hamilton:

The parties agree to meet and discuss administrative changes under the Insurance Carrier's insured benefits plan for OPSEU-represented employees that could lead to savings as soon as practicable following ratification. The parties agree to issue a report and jointly agreed recommendations by no later than May 31, 2016.

Sincerely,

Michael Villeneuve
Director, Negotiations and Security Branch
Employee Relations Division

MEMORANDUM OF AGREEMENT

Between:

The Crown in Right of Ontario (as represented by the Treasury Board Secretariat)
("the Employer")

- and -

Ontario Public Service Employees Union
("the Union")

WHEREAS the parties agreed in a memorandum dated December 15, 2016 to make the necessary changes to the Unified and Correctional Bargaining Unit collective agreements commencing January 1, 2018 to provide for movement between the two bargaining units as part of the normal operation of the collective agreements;

AND WHEREAS the intention of the parties is to neither reduce nor enhance the entitlements of members of the Unified and Correctional Bargaining Units with respect to employment stability, recruitment and transfers related to employment accommodation as those entitlements existed in the January 1, 2015 to December 31, 2017 OPSEU Collective Agreements;

NOW THEREFORE this memorandum of agreement confirms the Parties agree as set out below:

1. Seniority and/or continuous service accrued by any member of an OPSEU-represented bargaining unit will be recognized by the other OPSEU-represented bargaining unit. Seniority and continuous service date calculations for an OPSEU member will be based on the respective collective agreement provisions.
2. Employment mobility between the Unified and Correctional Bargaining Units shall be maintained for posting and filling of vacancies, employment stability, health reassignment, pay administration and accommodation.
3. Any disputes with respect to the interpretation, application, or administration of this Memorandum of Agreement shall be referred to the Grievance Settlement Board for final resolution.
4. This Memorandum of Agreement shall be incorporated into the Unified and Correctional Collective Agreements as letters of understanding.

Signed in Toronto this 24th day of January, 2020

January 26, 2022
REACHBACK CLASSIFICATION SERIES

LETTER OF UNDERSTANDING

Len Elliott
OPS Lead Negotiator
Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario
(OPSEU/SEFPO)
100 Lesmill Road
North York, Ontario
M3B 3P8

Dear Len:

For vacancies that are posted greater than ninety (90) days after ratification of the 2022-2024 Unified Collective Agreement, the parties agree that further to Article 6.1.2.1 and Article 56.1.2, the Employer may also consider using reach back provisions to fill vacancies in the same classification series within a range of two classifications below the original posting for the following classification series:

- Office Administration
- Financial Officer
- Systems Officer
- Information Officer

The list of classification series above may, as necessary, be amended via mutual agreement of the parties after review and discussion at the Central Employee Relations Committee.

Yours truly,

Steven MacKay
Director, Negotiations Branch
Employee Relations and Negotiations Division
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat

January 26, 2022

EMPLOYEE TRANSITION AND RESKILLING

MEMORANDUM OF AGREEMENT

Between

The Crown in Right of Ontario
As represented by the Treasury Board Secretariat
(The “Employer”)

and

The Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l’Ontario
 (“OPSEU/SEFPO” or the “Union”)

WHEREAS the parties have a joint interest in maintaining critical, front-line services and minimizing the impacts to OPSEU/SEFPO-represented employees during organizational transformation in the Ontario Public Service;

AND WHEREAS it is in the interests of both parties for opportunities across the OPS to be created for the purposes of reskilling of employees since this leads to increased employment stability as well as expanded opportunities for reassignment with the OPS and job retention;

AND WHEREAS the parties recognize that, in the reskilling, retraining and reassignment of employees, employees who face job loss due to organizational transformation shall be given priority over employees who do not;

AND WHEREAS the parties have a mutual interest to work cooperatively to develop a process that supports reskilling and increased internal mobility within and across ministries without triggering job security provisions for OPSEU/SEFPO-represented employees;

AND WHEREAS this agreement is intended to complement existing provisions under the current Unified Collective Agreement;

NOW THEREFORE the parties agree to the following:

1. The parties agree to establish a Joint Transition & Reskilling Committee (“the Committee”) that shall operate as a sub-committee of the Central Employee Relations Committee (“CERC”). When an organizational transformation takes place that will impact OPSEU/SEFPO-represented employees, the Committee shall be responsible for reviewing the following information provided by the Employer:
 - a) A list of OPSEU/SEFPO-represented employees impacted by organizational transformation (“referred to as employees”);

- b) The OPSEU/SEFPO-represented positions throughout the OPS that are available and suitable for these employees to be considered for;
 - c) The current skills of the employees and requirements for further skill development; and
 - d) Any proposed training activity, if required, that will support the reskilling of employees who will be impacted.
2. Following this review, the Committee shall oversee reassignment and transition of employees to other OPSEU/SEFPO-represented positions throughout the organization without triggering job security provisions for those employees who elect such assignment. This includes assigning employees to meet the needs of short-term project-based initiatives and developmental opportunities.
 3. The parties recognize that OPSEU/SEFPO-represented employees have entitlements to job security provisions as set out in OPSEU/SEFPO Unified Collective Agreement but that the parties may mutually agree to vary these provisions where it meets the mutual interests of the parties.
 4. The Committee shall consist of four (4) representatives each of the Employer and of OPSEU/SEFPO. The Committee will consult with and engage subject-matter expertise as it sees fit, which may include representatives from the applicable Ministry Employee Relations Committee (MERC). Each party will notify the other, in advance, of the representatives that will attend the committee meetings.
 5. The parties agree that the process set out in Appendix A (OPSEU/SEFPO Reskilling and Transition) shall be in place until the expiry of the current collective agreement.
 6. Union representatives of the committee shall be entitled to be absent from work for the purposes of attending to the committee meetings, including reasonable preparation time without loss of regular pay, credits and benefits.
 7. This agreement will expire upon the expiry of the collective agreement or with six (6) months' notice by either party

For the Employer:

For the Union:

Appendix A: OPSEU/SEFPO Reskilling and Transition

Article 1 – DEFINITIONS:

Day refers to business days.

Collective Agreement shall mean the Unified collective agreement between OPSEU/SEFPO and the Crown in Right of Ontario dated January 1, 2022 to December 31, 2024.

Employee(s) shall mean OPSEU/SEFPO-represented regular, regular part-time and flexible part-time employees who have been identified by the Employer as impacted by organizational changes.

Joint Transition and Reskilling Committee (“the Committee”) refers to the union/management committee that has been established to review opportunities identified by the Employer for employees impacted by organizational changes to develop or refine new employment-related skills and abilities to help them transition to future employment opportunities in the OPS.

Article 2 – NOTIFICATION TO OPSEU/SEFPO:

- 2.1 Where an organizational transformation activity occurs which will result in employment changes for OPSEU/SEFPO-represented employees, the Employer will identify this activity for consideration under the Joint Transition and Reskilling process. When that occurs, the Employer will provide the President of the Union, the OPSEU/SEFPO Co-Chair of the Committee and affected OPSEU/SEFPO MERC Co-chair, advance notice about the planned organizational transformation initiative not less than ten (10) days prior to notification to employees, unless the parties agree to extend the timelines.
- 2.2 As part of the advance notice, the Employer will provide the Union with the following information on a without prejudice basis:
- a) Relevant information about the organizational change to enable meaningful discussion, including the reason for the decision when a final decision has been made and how the planned initiative meets the Government’s objectives.
 - b) A list of employees including the names, position title, classification and job code, continuous service date, employment status, ministry/division/branch name and work location. This list will be based on information known at the time of the notification and may be subject to change.
 - c) Information on the OPSEU/SEFPO-represented positions that each of the employees will be assigned to, including information such as position title, job code and job code description, ministry/division/branch name, work location and job description.
 - d) A list of the reskilling and training that may be required for each of the employees in order to meet the duties of the identified assignment.

Article 3 – JOINT TRANSITION & RESKILLING COMMITTEE:

- 3.1 Within thirty (30) days of receipt of the notification set out in Article 2, the Committee shall meet to discuss the information that has been provided to the Union as per Article 2.2, including;
- a) the potential impacts to employees as a result of the potential organizational transformation;
 - b) reassignment of employees to other permanent or temporary positions within the OPS. It is understood that where the Employer identifies an assignment the preferred outcome is to maintain the employee at or above their current salary; and
 - c) any potential employment-related retraining associated with reskilling the employees.

- 3.2 Where seasonal employees are impacted by an organizational transformation activity impacting employees as defined in this Agreement, the Employer may consider options to assist these employees in securing an alternate seasonal assignment. For clarity, no other provisions of this agreement apply to seasonal employees.
- 3.3 The parties agree that any discussions, disclosure or information revealed as part of or in any way related to this framework shall remain confidential as between the parties and shall not be communicated, disclosed, disseminated or publicized, in any manner by the Union, nor shall it be used for any purpose other than to advance the work of the Committee, and for the purpose of consulting internally on the matter.

Article 4 - NOTIFICATION TO EMPLOYEES:

- 4.1 Employees will receive notification of the potential organizational change affecting their administrative district, unit, institution or other such work area, and will be provided with information regarding the organizational transformation and the assignment and reskilling information regarding the OPSEU/SEFPO-represented position that has been identified for them. Employees will be provided an opportunity to submit an updated employee portfolio to assist the committee in their review.
- 4.2 Employees will be provided with the following options:
- a) Accept the assignment to an OPSEU/SEFPO-represented position that has been identified as suitable for them by the Employer, including any reskilling or training activity (if required), which may help improve their employment-related skills and abilities for their identified assignment; or
 - b) Voluntary exit from the OPS with a severance package, not exceeding the pay-in-lieu entitlements provided in Article 20.2.1.4, or;
 - c) Exercise their rights under Article 20 of the Collective Agreements.
- 4.3 Article 4.1 and 4.2 will be applied in accordance with seniority as set out in the respective collective agreement.
- 4.4 Notwithstanding Article 4.2 above, where an employee has a pending Transition Exit Initiative (TEI) request, the Employer will consider the request for approval prior to notification under Article 4.1.
- 4.5 Training and developmental opportunities, if required, shall include one or more of the following activities:
- a) On-the-job training;
 - b) Course-based training;
 - c) Job shadowing;
 - d) Temporary assignment to a position;
 - e) Any other learning activity deemed appropriate by the Employer.
- 4.6 Employees must respond to the Employer in writing within six (6) days of the issuance of the notification. The response must indicate which one of the above options the employee selects.

- 4.7 Employees who elect to voluntarily exit from the OPS must exit within five (5) days of their selection, or another time that is mutually agreed between the employee and the Employer.
- 4.8 Where an employee chooses to exercise their entitlements in accordance with Article 20 of the OPSEU/SEFPO collective agreement, the notice set out in Article 4.1 shall be deemed to have satisfied the Employer's disclosure obligations to OPSEU/SEFPO.

Article 5 – ASSIGNMENT OF EMPLOYEE:

- 5.1 Where an employee is assigned in accordance with this agreement, the Employer will provide the employee with a period of time working in the new assignment of three (3) months, during or following the employment-related retraining, to allow for an assessment to be made regarding the qualifications and suitability of the employee for the assigned position.
- 5.2 Where an employee is offered and accepts an assignment beyond a forty (40) kilometre radius of the employee's headquarters, no relocation expenses will be paid. Before a position is offered outside of forty (40) kilometers, the Employer will share with the committee all assignments that were considered.
- 5.3 If, at the end of the temporary review period referred to in Article 5.1, the employee is not qualified to perform the work of the position to which they have been assigned, the parties can refer the matter to the Committee for further discussion and recommendations. Failing resolution by the Committee, the employee is entitled to their rights under Article 20 based on their original position.

Article 6 – DISPUTE PROCESS:

- 6.1 It is understood that the only disputes and/or grievances that may be filed are in regard to whether the terms of the process set out in this Appendix are followed. Any assignments made under this process shall not be subject to any dispute or grievance.
- 6.2 In the event that a dispute and/or grievance is filed as set out in Article 6.1, the parties recognize that time is of the essence and any such dispute and/or grievance will be referred to a mediator/arbitrator within seven (7) calendar days after being filed.
- 6.3 Notwithstanding Article 6.2, the parties can meet to further discuss the dispute and/or grievance at any time and continue their efforts to arrive at a resolution.
- 6.4 The parties agree to the following list of mediators/arbitrators that can be used to mediate and/or arbitrate disputes that arise between the parties in accordance with Article 6.1:
- Ian Anderson
 - Daniel A. Harris
 - Chris Albertyn
- 6.5 Subject to the availability of the mediator/arbitrators identified in Article 6.4, the parties will make best efforts to commence hearing within thirty (30) days of the referral to the mediator/arbitrator.
- 6.6 To the extent possible, written decisions will be issued within five (5) days of conclusion of the hearing(s) and will be without precedent or prejudice, unless agreed to otherwise by the parties.
- 6.7 The costs of mediation and/or arbitration will be shared equally by the parties.

January 26, 2022

LEGALLY QUALIFIED MEDICAL PRACTITIONER DEFINITION

LETTER OF UNDERSTANDING

Len Elliott
OPS Lead Negotiator
Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario
(OPSEU/SEFPO) 100 Lesmill Road
North York, Ontario
M3B 3P8

Dear Len:

This letter confirms that a legally qualified medical practitioner means a physician, dentist or nurse practitioner, practicing within their respective scope of practice. This definition may be amended at any time by the parties with mutual agreement.

This letter forms part of the collective agreement.

Yours truly,

Steven MacKay
Director, Negotiations Branch
Employee Relations and Negotiations Division
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat

January 26, 2022

**CONTINUATION OF JOINT DIVERSITY AND INCLUSION
WORKING GROUP COMMITTEE**

LETTER OF UNDERSTANDING

Len Elliott
OPS Lead Negotiator
Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario
(OPSEU/SEFPO)
100 Lesmill Road
North York, Ontario
M3B 3P8

Dear Len:

The Employer and OPSEU/SEFPO are committed to fostering a more inclusive, diverse, equitable, anti-racist, accessible, and respectful workplace free from discrimination and harassment.

Accordingly, the Parties previously agreed to establish a joint working group committee to conduct a focused review of the OPSEU/SEFPO Unified collective agreement from a diversity lens, with an aim to identify systemic barriers that may exist and are unduly impacting employees who are Indigenous, Black, other racialized, LGBTQ+ and persons with disabilities.

The Parties acknowledge the importance of this committee and the work that has been completed to date. As a result, the Parties agree to continue this joint working group committee during the term of the collective agreement with the purpose of reviewing potential proposed reforms to the collective agreement, promoting anti-racism and inclusion principles, and to implement such changes as required.

Yours truly,

Steven MacKay
Director, Negotiations Branch
Employee Relations and Negotiations Division
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat

EFFECTIVE April 26, 2022
HEALTH CARE SPENDING ACCOUNT

LETTER OF UNDERSTANDING

Len Elliott
OPS Lead Negotiator
Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario
(OPSEU/SEFPO)
100 Lesmill Road
North York, Ontario
M3B 3P8

Dear Len:

The Employer agrees to establish a Health Care Spending Account (HCSA) in the amount of \$300 annually for each eligible regular and seasonal employee in the OPSEU/SEFPO Unified Bargaining Unit enrolled in the Supplementary Health and Hospital (SH&H) and/or Dental plans, effective April 26, 2022. For clarity, the HCSA is not an insured benefit and is not part of the SH&H plan and/or Dental plan. This amount is not taxable to employees. New employees are eligible for HCSA credit effective the first day of the month following the month in which the employee has completed two (2) months of continuous service.

The HCSA must be utilized for eligible medical expenses as defined in the *Income Tax Act*. Any remaining annual balance in the account shall carry over for a maximum of one calendar year. If the carry over balance is not used at the end of the carry over year, it is forfeited.

Coverage under the HCSA is applicable to the eligible employee and eligible dependents. This includes any dependent that the employee could claim as an eligible dependent under Canada Revenue Agency ("CRA") guidelines. For clarity, the amount of \$300 annually is the total maximum amount available to the employee including dependents. Therefore, eligible medical expenses, incurred by the employee and/or the employee's eligible dependents, if any, can be claimed through the employee's account. All coverage under the HCSA will be cancelled effective as of the last day of the month in which employment terminates.

Yours truly,

Steven MacKay
Director, Negotiations Branch
Employee Relations and Negotiations Division
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat

**EFFECTIVE April 26, 2022
ADMINISTRATIVE CHANGES**

LETTER OF UNDERSTANDING

Len Elliott
OPS Lead Negotiator
Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario
(OPSEU/SEFPO)
100 Lesmill Road
North York, Ontario
M3B 3P8

Dear Len:

This letter will confirm the Parties' agreement to implement the following administrative changes under the Insurance Carrier's insured benefits plan for OPSEU/SEFPO Unified Bargaining Unit-represented employees. Notwithstanding Articles 39 and 67 (Supplementary Health and Hospital Insurance) of the OPSEU/SEFPO Unified Bargaining Unit Collective Agreement, the parties agree to implement the following changes concerning the administration of insured benefits, effective April 26, 2022:

- i. Implementation of a standard Prior Authorization program, which will be actively managed and updated by the Insurance Carrier, for specified eligible prescribed drugs covered under the drug plan. The program supports management of drug cost while continuing to provide access to medically necessary drug therapy that is appropriate for a patient's medical condition. Employees currently taking drugs on the prior authorization list will be "grand-parented" and the drugs they are currently receiving will not be affected by the expanded program.
- ii. Implementation of an Enhanced (Mandatory) Generic Substitution prescribed drug program. Reimbursement will be based on the lowest cost eligible generic drug product price, even if no substitution is prescribed by a physician. If a patient cannot tolerate the generic drug, or it is therapeutically ineffective, medical evidence can be submitted to support why the brand-drug is being prescribed.
- iii. Establishment of a Dispensing Fee Cap for prescription drugs of \$11.99 per prescription.
- iv. Implementation of an Annual Dispensing Fee Frequency Cap of five (5) times a calendar year in relation to eligible prescribed maintenance drugs that can be reasonably dispensed over a longer term.
- v. Implementation of Manulife's DrugWatch program to closely monitor and analyze the effectiveness and value of certain new drugs in comparison to existing drugs that target similar conditions or newly approved uses for existing drugs. Before a targeted drug can be approved for coverage under the Insurance Carrier's drug plans, it must undergo this review process.
- vi. Implementation of a Specialty Drug Care program on a mandatory basis which provides the support of a nurse case manager for individuals taking medications to treat complex, chronic or life-threatening

conditions. In partnership with the Insurance Carrier's provider, the program also enables access to preferred pricing for specialty drugs.

- vii. Application of reasonable and customary prescription drug adjudication practice to claims for injectable Vitamin B6/B12 expenses. Coverage will be limited to injectable Vitamin B6/B12 expenses incurred in relation to treatment considered reasonable and customary for a patient's medical condition.

Yours truly,

Steven MacKay
Director, Negotiations Branch
Employee Relations and Negotiations Division
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat

**SCHEDULE A
AVERAGING HOURS OF WORK**

**Schedule A
Averaging of Hours of Work**

The number of hours of work per week prescribed shall be computed as a weekly average over one (1) year, where the duties of a regular employee require:

- a) that the employee work more than the number of hours per week prescribed at regularly recurring times of the year, or
- b) that the number of hours per week be normally irregular.

Averaging Period:

The averaging period for each class and/or position:

- a) will conform to the twelve (12) month calendar period which reflects the work cycle of that class and/or position, and
- b) will be reported to the bargaining agent.

Prorating:

Periods of employment of less than twelve (12) months in an averaging period (e.g., due to appointment, transfer, separation, etc.) will be prorated.

Hours per Averaging Period:

The hours of work required shall correspond to a thirty-six and one quarter ($36\frac{1}{4}$) hour week or a forty (40) hour week averaged over the twelve (12) month calendar period.

Changes to Hours per Averaging Period:

If at any time, a ministry requires a different hours base for a class or for a position within a class (e.g., equivalent of forty (40) hours per week instead of thirty-six and one-quarter ($36\frac{1}{4}$) hours per week), the ministry must:

- a) alter the affected employees' salaries proportionately, and
- b) notify the Corporate Labour Relations/Negotiations Secretariat, Ministry of Government Services, and the Union of any such changes.

Record of Hours Worked:

A record will be maintained for each employee affected showing a running total of hours worked:

- a) on their regular working days, and
- b) during the averaging period.

Excessive Buildup of Hours Worked:

When an employee's buildup of hours worked is becoming excessive, the employee:

- a) may be required to take time off on an hour-for-hour basis, in order to bring their hours accumulation into line with the hours requirement for the averaging period, and
- b) will be given reasonable notice, where circumstances permit, of any such time off.

Calculation of Hourly Rate:

In all cases, the basic hourly rate of pay for employees on averaging is to be determined by dividing the weekly rate of the class by thirty-six and one-quarter ($36\frac{1}{4}$) or forty (40) as applicable, unless the basic hourly rate of pay already exists.

Hours Worked Over Annual Requirement:

At the end of the averaging period, any excess hours standing to the employee's credit over and above the annual hour's requirement will be considered as overtime.

Normally, the employee shall be paid for their overtime credits. Such payment shall be based on the basic hourly rate the employee was receiving on the last day of the averaging period. Compensating time off may be substituted for payment of overtime credits as follows:

- (a) Where there is insufficient work for an employee to the extent that their presence is not required for a period of time, in which case:
 - a ministry has the authority to direct that the employee take time off rather than receive pay for the overtime credits, and
 - such time off must be taken commencing during the first month of the next averaging period;or
- (b) In circumstances other than the above and where the employee and their supervisor mutually agree to compensating leave, in which case the time off will commence:
 - within the first month of the next averaging period, or
 - at an otherwise mutually satisfactory time.

Hours Worked on Holidays or Other Than Regular Workdays:

- a) All hours worked on a holiday included under Article 47 (Holidays) of the Collective Agreement shall be paid at the rate of two (2) times the basic hourly rate that the employee was receiving when the holiday was worked.

All hours worked on a day that is not a regular working day for the employee will be treated as overtime and based on the rate the employee was receiving when the overtime was worked.

**APPENDIX UN 2
CUSTODIAL RESPONSIBILITY ALLOWANCE**

Deleted January 26, 2022

**APPENDIX UN 3
TRAINING AND DEVELOPMENT**

Deleted January 24, 2013

APPENDIX UN 4 (1996)

DELETED

Applicable to the IHC Classification Group

**COMPRESSED WORK WEEK ARRANGEMENTS
ARTICLE 10.1 COLLECTIVE AGREEMENT
Revised May 5, 2002**

**Letter of Agreement
Regarding
Compressed Work Week Agreements**

- 1) The parties agree that Compressed Work Week Agreements (CWWA) can be a viable method of arranging work schedules.
- 2) On the above basis, each affected ministry is prepared to enter into a local work site consultation process with OPSEU regarding existing CWWA, with a view to establishing efficient schedules that meet operational, financial and service delivery needs of the work site.
- 3) The Employer will consider proposed schedules provided by the Union, in the development of any CWWA schedule; it is understood that the Employer retains the right to determine the final CWWA schedule.
- 4) The parties also agree to maintain existing CWWA for a period not to exceed six (6) months from the date of the signing of this Collective Agreement, at those work sites where they currently exist, unless the parties mutually agree otherwise.
- 5) Should the local work site consultation process fail to produce an acceptable CWWA within six (6) months of the date of the signing of this Collective Agreement, either party reserves the right to terminate existing CWWA, unless the local parties agree to extend the six (6) month period.

Signed this 30th day of August, 1996, in Toronto, Ontario.

APPENDIX UN 6

Applicable to the IHC Classification Group Revised May 5, 2002

Addendum For The Institutional And Health Care Classification Group

The parties hereto have agreed to the terms of this Addendum covering employees in classifications of Residence Counsellor 1, 2 and 3 and Nurses Special Schools in the Institutional and Health Care Classification Group.

This Addendum shall be attached to and form part of the Unified Collective Agreement.

The terms of the settlement are as follows:

- a) The hours of work shall be established by the Ontario Schools for the Deaf and the Blind, and they may vary depending on the situations which exist at the different schools. The normal hours of work per week shall be forty (40) hours plus an additional number of hours of work for the purpose of coverage requirement without penalty, recognizing that twelve (12) hours between shifts and two (2) consecutive days off may not be possible to schedule. Normal scheduling of hours shall be September 1 to June 30.
- b) Sleep-in is not work and shall only be compensated as specified herein. Scheduled sleep-in hours shall be credited at the rate of fifty percent (50%) to a maximum of four (4) hours credit for those hours on sleep-in duty per night toward the required annual accumulation. Sleep-in hours prior to or following a period of work shall not form a part of the work shift for any purpose under this Agreement.
- c) Authorized overtime work which is required as a result of an emergency situation shall be immediately submitted for payment at time and one-half (1½) the regular hourly rates. This emergency non-scheduled overtime work shall not be included when totaling the number of credit hours required for the year as per Schedule A. Payment will normally be expected within thirty (30) days of submission.

APPENDIX UN 7 SPECIAL ADJUSTMENTS

Deleted January 24, 2013

APPENDIX UN 8 SALARY PROGRESSION FREEZE

Deleted January 26, 2022

LETTER OF UNDERSTANDING

Subject to the other provisions of this Appendix:

An employee charged with but found not guilty of a criminal or other federal offence, because of acts done in good faith in the performance of their duties as an employee, shall be indemnified for the necessary and reasonable legal costs incurred in the defense of such charges;

An employee charged with but found not guilty of a provincial offence, because of acts done in good faith in the performance of their duties as an employee, shall be indemnified for up to five thousand dollars (\$5,000) of the necessary and reasonable legal costs incurred in the defense of such charges;

Where an employee is a defendant in a civil action for damages arising out of acts done in good faith in the performance of their duties, and a government lawyer (or in the case of an insured claim, counsel retained by the insurer) determines they are unable to act for the employee, the employee shall be indemnified for the necessary and reasonable legal costs incurred in defending the action, if the employee is not found to be liable. Any legal costs which are recovered by the employee in the action shall be deducted from the reimbursement; and

Where an employee's conduct has been called into question in the course of a Public Inquiry or a Coroner's Inquest and the employee was acting in good faith in the performance of their duties and counsel acting on behalf of the Employer determines they are unable to act for the employee, the employee shall be indemnified for the necessary and reasonable legal costs incurred in defending the action.

Employees shall not be indemnified for legal costs arising from:

Grievances or complaints under the Collective Agreement between the Employer and the Union or under the *Public Service of Ontario Act*, 2006; or

The actions or omissions of employees acting in their capacity as private citizens; or

Investigations and complaints under the Employer's Workplace Discrimination and Harassment Prevention Policy.

For the purposes of this new Appendix, an employee:

Shall be deemed to have been found not guilty where: the employee is finally acquitted; the charges are withdrawn; or the employee is discharged following a preliminary inquiry; and

Shall be deemed to have been found guilty where: the employee is given an absolute or conditional discharge; or the employee is subsequently found guilty of, or pleads guilty to other charges arising out of the same incident(s).

Applications for approval for legal indemnification shall be made in writing to the Deputy Minister, as soon as the employee is aware of a legal proceeding in which they require legal representation.

Legal costs incurred prior to approval for legal indemnification will only be reimbursed where the Employer is satisfied that it was not possible in the circumstances for the employee to obtain prior approval and that the application for approval was made at the earliest opportunity.

The employee shall enter into a written retainer agreement with counsel retained by the employee. The form and substance of the retainer, including the terms and conditions of the agreement, shall be subject to the approval of the Employer.

Any account submitted by counsel retained by the employee is subject to review and approval of the Employer. In the event the Employer does not approve the actual costs disclosed on the account, the employee may have the account assessed on a solicitor and client basis by a court assessment officer. The Employer will reimburse the employee for the fee charged to the employee for filing a request for an assessment with a court assessment officer.

For the purposes of this Appendix:

The legal costs shall be deemed to have been incurred by the employee notwithstanding that the employee may have received financial assistance from the Union in respect thereof or that the Union paid or incurred the expenses directly; Costs paid by the union will be reimbursed directly to the Union by the Ministry, in accordance with this Appendix; and

“Employees” shall include a former employee or their estate where the charge and/or action arose out of a situation that occurred while the former employee was still an active employee of the employer.

Any disputes regarding the granting of legal indemnification shall be resolved by way of grievance subject to the following:

- a) Any finding of guilt in a statutory offence proceeding, or
- b) Any finding of liability in a civil action for damages

Shall be determinative of the issue of guilt or liability for the purpose of any grievance proceeding in relation to this Appendix.

For the purposes of this Appendix, a reference to an *Act* shall be deemed to include any Act that in the future is enacted in place of the *Act* referred to in this Appendix.

Any compensation for legal costs incurred under this Appendix shall be based on a maximum hourly rate of one hundred and ninety-two (\$192.00) per hour, and the hourly rate of one hundred and ninety-two (\$192.00) per hour, shall be the maximum amount that shall be reasonable and necessary for the purposes of this Appendix. Despite the language of any retainer which may be submitted by the employee, or approved by the employer, the employer shall only be liable for up to a maximum of one hundred and ninety-two (\$192.00) per hour.

GENERAL NOTES AND ALLOWANCES

UNIFIED BARGAINING UNIT

Classification notes and salary allowances applicable to classifications in this Bargaining Unit:

K 2 An allowance of one hundred dollars (\$100.00) is payable to the staff of the Oak Ridge Wing, Penetanguishene Mental Health Centre, in addition to the rates specified in the salary range for the classification to which they are assigned, provided the Superintendent certifies that they meet the following requirements:

- a) they are not professional staff, i.e. physicians, nurses, occupational therapists, social workers, psychologists, etc;
- b) they are not clerical or office staff;
- c) they are not attendants;
- d) they are not foremen/women;
- e) they spend fifty percent (50%) of their time in close contact with patients at Oak Ridge, under circumstances in which attendants, nurses or physicians are not present.

All persons who, on July 1, 1966, do not meet the above criteria but who are presently receiving the \$100 bonus, may retain it as long as they continue to occupy their present positions.

Weekly rated classes – \$1.92/week
Hourly rated classes – \$0.05/hour (40 hour work week)

K 3 Establishment of a set of hourly salary notes for employees in the Ontario Clean Water Agency who complete and maintain facility operator's licenses. Employees would receive an hourly salary note for each license acquired and maintained, as follows:

Certification Level	Water Treatment Licence	Water Distribution Licence	Water Distribution and Supply	Wastewater Treatment Licence	Wastewater Collection Licence	Water Quality Analyst
I	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
II	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	
III	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	
IV	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	
						\$0.20

Employees shall be compensated for each individual license acquired and maintained, based on the highest certification level attained for that license.

For example, an employee with a Level I Water Treatment License and a Level II Water Distribution License would receive an hourly salary note for each, i.e. \$0.10 and \$0.20, for a total of \$0.30.

Overall Responsible Operator

Water

The employee designated as the Overall Responsible Operator in accordance with Section 23 of the *Safe Drinking Water Act*, 2002, Regulation 128/04, will receive an additional \$2.00 an hour up to a maximum of \$80.00 per week.

Wastewater

The employee designated as the Overall Responsible Operator in accordance with Section 15 of the Ontario Water Resources Act, Regulation 129/04, will receive an additional \$2.00 an hour up to a maximum of \$80.00 per week.

Administrative Classification Group:

- T 1 Employees in positions classified as Transportation Enforcement Officer 1 or 2 or Vehicle Inspection Administrator and who are required to possess both a Class A Motor Vehicle Repairer's Certificate of Qualification and a Propane Vehicle Inspector Certificate of Qualification S6B shall be entitled to a salary allowance of seven hundred dollars (\$700.00) per annum. The salary allowance will be equally apportioned and paid on each pay cheque.

Transportation Enforcement Officer 1	\$13.42/week
Transportation Enforcement Officer 2	\$13.42/week
Vehicle Inspection Administrator	\$13.42/week

- T2 Effective January 1, 2009 employees in the position of Canine Handler classified at the Resource Technician 4 – Conservation Officer level shall be entitled to a salary allowance of \$100 per week in addition to their regular pay.

- T3 Employees in positions classified as Forester 2A, Forester 2B, Forester 3, or Forester 4 who are required to possess both Registered Professional Forester status and membership with the Ontario Professional Foresters Association shall be entitled to receive a salary allowance of two hundred fifty dollars (\$250.00) per annum. The salary allowance will be equally apportioned and paid on each pay cheque.

Institutional and Health Care Classification Group

- G 15 Employees in positions classified as EEG Technician 2 or EEG Technician 3 which require the operation of EEG equipment involving advanced electronic techniques and circuitry such as: the Model ARD-3 Response Detector, the Model EVR-8 Evoked Response Generator, the Model ASB-4 Audio Tone Burst Generator and the CRO-2 Readout Oscilloscope manufactured by IMA Electronics Ltd., Oakville, Ontario may be paid one (1) rate above each listed rate in the salary range. The new maximum rate to which an employee in receipt of this note may progress is contained in parentheses.

- G 27 Employees in group leadership positions who, in addition to the work described at their classification level, are responsible for overseeing and assigning work shall be paid one (1) rate above their current rate in the salary range. The maximum rate to which an employee in receipt of this note may progress to is contained in parentheses.

Paramedic 2, Air
Paramedic 1, Land

Paramedic 2, Land

- N 1 An allowance of one hundred and ninety dollars (\$190.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of the Nursing Unit Administration Course offered by the Canadian Hospital Association to an employee in a position classified as:

Nurse 3, General	\$3.64/week
Nurse 3, Special Schools	\$0.09/hour
Nurse 3, Special Schools	\$0.09/hour
Head Nurse, Outpatient Clinics	\$3.64/week

- N 2 An allowance of five hundred and six dollars (\$506.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of a post-graduate certificate or diploma program in nursing of at least one (1) year's academic duration from an educational institution of recognized standing to an employee in a position classified as:

Nurse 1 & 2 Clinic	\$9.70/week
Nurse 2 & 3 General	\$9.70/week
Nurse 1 Public Health	\$9.70/week
Nurse 2 Special Schools	\$0.24/hour
Nurse, Outpatient Clinics	\$9.70/week
Head Nurse, Outpatient Clinics	\$9.70/week
Nurse, Occup. Health & Safety	\$9.70/week

- N 3 An allowance of one thousand and ten dollars (\$1,010.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of a degree in nursing science from a university of recognized standing to an employee in a position classified as:

Nurse 2 & 3 General	\$19.36/week
Nurse 2 Nursing Education	\$19.36/week
Nurse 3 Special Schools	\$ 0.48/hour
Nurse, Outpatient Clinics	\$19.36/week
Head Nurse, Outpatient Clinics	\$19.36/week

All N salary allowances are subject to the following conditions:

- a) the qualification is not a mandatory requirement for entry to the classification;
- b) the qualification is deemed to be useful in the execution of the employee's duties (i.e. is job related);
- c) the application of the allowance is at the discretion of management; and
- d) only one allowance may be paid at one time.

- P 1 An allowance of \$3,500 per annum in addition to each listed rate in the salary range shall be paid to an employee who occupies a position classified in the Psychiatric Nursing Assistant class series, who together with their therapeutic duties, is also assigned for a substantial portion of their responsibilities to ensure the secure custody of patients assigned to the locked portion of a medium secure unit within one of the psychiatric facilities operated by the Ministry of Health. A medium secure unit is one in which greater security measures are required than in other units of the hospital and in which the majority of the patients are detained under a Lieutenant Governor's Warrant which requires safe custody and medium security, or under a Warrant of Remand.

Psychiatric Nursing Assistant 1	\$1.68/hour
Psychiatric Nursing Assistant 2	\$1.68/hour
Psychiatric Nursing Assistant 3	\$1.68/hour
Psychiatric Nursing Assistant 4	\$1.68/hour

Rates of pay for Trades Apprentices in Cook 2, Baker 2 and Hairdresser classifications are as set forth in Addendum 1 (Trades Apprentices – Rates of Pay) of the Technical Classification Group.

Operational and Maintenance Classification Group

- G 4 A steam plant engineer in charge of all the shift engineers, in a power plant, who acts as the assistant to a steam plant chief who has responsibility for all institutional maintenance, shall be permitted to progress one (1) rate beyond the maximum for the established salary range. The maximum rate to which an employee who is occupying a position classified as Steam Plant Engineer 2 or Steam Plant Engineer 3 and who is in receipt of this classification note may progress is contained in parentheses.
- G 5 Manual Workers who are assigned to operate type “A” equipment in one (1) season in each year, for not less than forty percent (40%) of the year’s working time, shall be permitted to be paid one (1) rate above each listed rate in the salary range. The maximum rate to which an employee who is occupying a position classified as Manual Worker and who is in receipt of this classification note may progress is contained in parentheses.
- K 15 A tool allowance of one hundred dollars (\$100.00) shall be paid to employees who are in positions classified in the following classes, provided that these employees are required to use their own tool kits and further provided that the employees have been continuously employed for at least one (1) year:

Air Engineer 1
Air Engineer 2
Air Engineer 3
Air Engineer 4

- G6 All steps in the salary rates for Fixed Wing Pilots (King Air and Twin Otter) and Rotary Wing Pilots (Helicopter Pilots) classified at the Pilot 4 level in the Ministry of Natural Resources will be increased as follows:
- i. 2% on January 1, 2009
 - ii. 2% on January 1, 2010
 - iii. 1% on January 1, 2011

Technical Classification Group

- G 22 An employee who occupies a position in the Centre of Forensic Sciences in the Ministry of the Solicitor General and Correctional Services, and who is occupying a position classified Scientist 3 or Scientist 4, shall be paid one (1) rate above each listed rate in the salary range. The maximum rate to which an employee who is in receipt of this note may progress is contained in parentheses.

G 26 An Exhibit Fabricator who, in addition to the responsibilities described at their classification level, oversees the quality of work performed in designated exhibit or workshop areas and provides technical direction to two (2) or more Exhibit Fabricators shall be paid one rate above each listed rate in the salary range. The maximum rate to which an employee who is an Exhibit Fabricator 1, 2 or 3 and is in receipt of this classification note may progress is contained in parentheses.

K 7 A tool allowance of one hundred dollars (\$100.00) shall be paid to employees who are in positions classified in the following classes, provided that these employees are required to use their own tool kits and further provided that the employees have been continuously employed for at least one (1) year:

Mechanic 1, 2
Mechanic Foreman/Woman
Maintenance Welder
Maintenance Machinist
Maintenance Machinist Foreman/Woman
Maintenance Mechanic 1, 2, 3
Technician Equipment Development

G29 All steps in the salary rates for positions classified at the Resource Technician 1, 2 and 3 levels and Resource Technician Senior 1, 2, 3 and 4 levels in the Aviation and Forest Fire Management Branch of the Ministry of Natural Resources will be increased as follows:

- i. 2% on January 1, 2009
- ii. 1% on January 1, 2010

UNIFIED SALARY SCHEDULE

ADMINISTRATIVE CLASSIFICATION GROUP

The following classifications apply to employees with an appointment status of regular and fixed term:

(SA = semi-annual progression; SA-0# = semi-annual until #th step)

Note: The 07/01/2021 salary rate reflects the previous increase from the 2018 - 2021 collective agreement

									Hours of Work Schedule
04104	ACCIDENT CLAIMS SUPERVISOR 1								3 - 7
	07/01/2021	1,060.21	1,092.99	1,127.53	1,162.15	1,198.89	1,237.70	1,274.84	
	01/01/2022	1,070.81	1,103.92	1,138.81	1,173.77	1,210.88	1,250.08	1,287.59	
	01/01/2023	1,081.52	1,114.96	1,150.20	1,185.51	1,222.99	1,262.58	1,300.47	
	01/01/2024	1,092.34	1,126.11	1,161.70	1,197.37	1,235.22	1,275.21	1,313.47	
04106	ACCIDENT CLAIMS SUPERVISOR 2								3 - 7
	07/01/2021	1,177.55	1,213.99	1,252.86	1,293.86	1,347.85	1,404.04	1,446.16	
	01/01/2022	1,189.33	1,226.13	1,265.39	1,306.80	1,361.33	1,418.08	1,460.62	
	01/01/2023	1,201.22	1,238.39	1,278.04	1,319.87	1,374.94	1,432.26	1,475.23	
	01/01/2024	1,213.23	1,250.77	1,290.82	1,333.07	1,388.69	1,446.58	1,489.98	
00990	ACCOMMODATION OFFICER 1								3
	07/01/2021	962.24	991.99	1,022.44	1,052.96	1,085.66	1,118.39	1,151.94	
	01/01/2022	971.86	1,001.91	1,032.66	1,063.49	1,096.52	1,129.57	1,163.46	
	01/01/2023	981.58	1,011.93	1,042.99	1,074.12	1,107.49	1,140.87	1,175.09	
	01/01/2024	991.40	1,022.05	1,053.42	1,084.86	1,118.56	1,152.28	1,186.84	
00992	ACCOMMODATION OFFICER 2								3
	07/01/2021	1,021.37	1,052.96	1,085.66	1,118.39	1,153.25	1,190.31	1,226.03	
	01/01/2022	1,031.58	1,063.49	1,096.52	1,129.57	1,164.78	1,202.21	1,238.29	
	01/01/2023	1,041.90	1,074.12	1,107.49	1,140.87	1,176.43	1,214.23	1,250.67	
	01/01/2024	1,052.32	1,084.86	1,118.56	1,152.28	1,188.19	1,226.37	1,263.18	
00994	ACCOMMODATION OFFICER 3								3 - 7
	07/01/2021	1,056.58	1,089.25	1,126.96	1,170.31	1,210.80	1,275.08	1,313.34	
	01/01/2022	1,067.15	1,100.14	1,138.23	1,182.01	1,222.91	1,287.83	1,326.47	
	01/01/2023	1,077.82	1,111.14	1,149.61	1,193.83	1,235.14	1,300.71	1,339.73	
	01/01/2024	1,088.60	1,122.25	1,161.11	1,205.77	1,247.49	1,313.72	1,353.13	
13688	AGRICULTURAL OFFICER 1								6
	07/01/2021	1,163.94	1,199.95	1,241.19	1,295.51	1,349.76	1,408.45	1,450.68	
	01/01/2022	1,175.58	1,211.95	1,253.60	1,308.47	1,363.26	1,422.53	1,465.19	
	01/01/2023	1,187.34	1,224.07	1,266.14	1,321.55	1,376.89	1,436.76	1,479.84	
	01/01/2024	1,199.21	1,236.31	1,278.80	1,334.77	1,390.66	1,451.13	1,494.64	
13690	AGRICULTURAL OFFICER 2								6
	07/01/2021	1,388.94	1,431.89	1,498.79	1,570.08	1,652.74	1,731.10	1,783.01	
	01/01/2022	1,402.83	1,446.21	1,513.78	1,585.78	1,669.27	1,748.41	1,800.84	
	01/01/2023	1,416.86	1,460.67	1,528.92	1,601.64	1,685.96	1,765.89	1,818.85	

	01/01/2024	1,431.03	1,475.28	1,544.21	1,617.66	1,702.82	1,783.55	1,837.04	
60700	AGRICULTURAL SPECIALIST 1								6
SA	07/01/2021	909.06	937.19	952.38	967.61	982.77	997.99	1,013.22	
		1,030.54	1,045.74	1,063.18	1,095.05				
	01/01/2022	918.15	946.56	961.90	977.29	992.60	1,007.97	1,023.35	
		1,040.85	1,056.20	1,073.81	1,106.00				
	01/01/2023	927.33	956.03	971.52	987.06	1,002.53	1,018.05	1,033.58	
		1,051.26	1,066.76	1,084.55	1,117.06				
	01/01/2024	936.60	965.59	981.24	996.93	1,012.56	1,028.23	1,043.92	
		1,061.77	1,077.43	1,095.40	1,128.23				
60702	AGRICULTURAL SPECIALIST 2								6
	07/01/2021	1,048.03	1,080.46	1,115.20	1,152.10	1,191.25	1,230.34	1,267.26	
	01/01/2022	1,058.51	1,091.26	1,126.35	1,163.62	1,203.16	1,242.64	1,279.93	
	01/01/2023	1,069.10	1,102.17	1,137.61	1,175.26	1,215.19	1,255.07	1,292.73	
	01/01/2024	1,079.79	1,113.19	1,148.99	1,187.01	1,227.34	1,267.62	1,305.66	
60704	AGRICULTURAL SPECIALIST 3								6
	07/01/2021	1,228.87	1,266.85	1,322.60	1,378.29	1,438.52	1,500.96	1,545.99	
	01/01/2022	1,241.16	1,279.52	1,335.83	1,392.07	1,452.91	1,515.97	1,561.45	
	01/01/2023	1,253.57	1,292.32	1,349.19	1,405.99	1,467.44	1,531.13	1,577.06	
	01/01/2024	1,266.11	1,305.24	1,362.68	1,420.05	1,482.11	1,546.44	1,592.83	
13710	AGRICULTURAL SPECIALIST 1, DAIRY								6
SA	07/01/2021	909.06	937.19	952.38	967.61	982.77	997.99	1,013.22	
		1,030.54	1,045.74	1,063.18	1,095.05				
	01/01/2022	918.15	946.56	961.90	977.29	992.60	1,007.97	1,023.35	
		1,040.85	1,056.20	1,073.81	1,106.00				
	01/01/2023	927.33	956.03	971.52	987.06	1,002.53	1,018.05	1,033.58	
		1,051.26	1,066.76	1,084.55	1,117.06				
	01/01/2024	936.60	965.59	981.24	996.93	1,012.56	1,028.23	1,043.92	
		1,061.77	1,077.43	1,095.40	1,128.23				
13712	AGRICULTURAL SPECIALIST 2, DAIRY								6
	07/01/2021	1,048.03	1,080.46	1,115.20	1,152.10	1,191.25	1,230.34	1,267.26	
	01/01/2022	1,058.51	1,091.26	1,126.35	1,163.62	1,203.16	1,242.64	1,279.93	
	01/01/2023	1,069.10	1,102.17	1,137.61	1,175.26	1,215.19	1,255.07	1,292.73	
	01/01/2024	1,079.79	1,113.19	1,148.99	1,187.01	1,227.34	1,267.62	1,305.66	
14016	AIR QUALITY ANALYST								3
	07/01/2021	1,368.16	1,410.47	1,475.97	1,548.69	1,621.35	1,705.45	1,756.60	
	01/01/2022	1,381.84	1,424.57	1,490.73	1,564.18	1,637.56	1,722.50	1,774.17	
	01/01/2023	1,395.66	1,438.82	1,505.64	1,579.82	1,653.94	1,739.73	1,791.91	
	01/01/2024	1,409.62	1,453.21	1,520.70	1,595.62	1,670.48	1,757.13	1,809.83	
07860	ARCHIVIST 1								3
SA	07/01/2021	874.79	901.85	915.27	928.65	942.57	958.90	972.99	
		989.38	1,005.81	1,022.21	1,052.87				
	01/01/2022	883.54	910.87	924.42	937.94	952.00	968.49	982.72	

		999.27	1,015.87	1,032.43	1,063.40			
	01/01/2023	892.38	919.98	933.66	947.32	961.52	978.17	992.55
		1,009.26	1,026.03	1,042.75	1,074.03			
	01/01/2024	901.30	929.18	943.00	956.79	971.14	987.95	1,002.48
		1,019.35	1,036.29	1,053.18	1,084.77			
07862	ARCHIVIST 2							3
	07/01/2021	1,039.25	1,071.38	1,106.60	1,141.68	1,179.26	1,219.01	1,255.59
	01/01/2022	1,049.64	1,082.09	1,117.67	1,153.10	1,191.05	1,231.20	1,268.15
	01/01/2023	1,060.14	1,092.91	1,128.85	1,164.63	1,202.96	1,243.51	1,280.83
	01/01/2024	1,070.74	1,103.84	1,140.14	1,176.28	1,214.99	1,255.95	1,293.64
07864	ARCHIVIST 3							3
	07/01/2021	1,173.40	1,209.69	1,249.57	1,291.78	1,348.01	1,406.72	1,448.92
	01/01/2022	1,185.13	1,221.79	1,262.07	1,304.70	1,361.49	1,420.79	1,463.41
	01/01/2023	1,196.98	1,234.01	1,274.69	1,317.75	1,375.10	1,435.00	1,478.04
	01/01/2024	1,208.95	1,246.35	1,287.44	1,330.93	1,388.85	1,449.35	1,492.82
07870	ARTIFACTS OFFICER							3
	07/01/2021	1,347.40	1,389.07	1,448.91	1,512.08	1,577.74	1,648.09	1,697.51
	01/01/2022	1,360.87	1,402.96	1,463.40	1,527.20	1,593.52	1,664.57	1,714.49
	01/01/2023	1,374.48	1,416.99	1,478.03	1,542.47	1,609.46	1,681.22	1,731.63
	01/01/2024	1,388.22	1,431.16	1,492.81	1,557.89	1,625.55	1,698.03	1,748.95
07390	ATHLETICS SUPERVISOR AND DEAN OF MEN							A(36¼)
	07/01/2021	1,072.86	1,106.03	1,147.93	1,188.46	1,224.09		
	01/01/2022	1,083.59	1,117.09	1,159.41	1,200.34	1,236.33		
	01/01/2023	1,094.43	1,128.26	1,171.00	1,212.34	1,248.69		
	01/01/2024	1,105.37	1,139.54	1,182.71	1,224.46	1,261.18		
14021	BIOLOGIST 1							A(36¼)
SA	07/01/2021	1,005.19	1,036.30	1,053.10	1,069.90	1,086.81	1,103.63	1,120.40
		1,139.70	1,156.49	1,175.78	1,211.03			
	01/01/2022	1,015.24	1,046.66	1,063.63	1,080.60	1,097.68	1,114.67	1,131.60
		1,151.10	1,168.05	1,187.54	1,223.14			
	01/01/2023	1,025.39	1,057.13	1,074.27	1,091.41	1,108.66	1,125.82	1,142.92
		1,162.61	1,179.73	1,199.42	1,235.37			
	01/01/2024	1,035.64	1,067.70	1,085.01	1,102.32	1,119.75	1,137.08	1,154.35
		1,174.24	1,191.53	1,211.41	1,247.72			
14022	BIOLOGIST 2A							A(36¼)
	07/01/2021	1,159.11	1,194.95	1,233.45	1,274.34	1,317.56	1,360.89	1,401.70
	01/01/2022	1,170.70	1,206.90	1,245.78	1,287.08	1,330.74	1,374.50	1,415.72
	01/01/2023	1,182.41	1,218.97	1,258.24	1,299.95	1,344.05	1,388.25	1,429.88
	01/01/2024	1,194.23	1,231.16	1,270.82	1,312.95	1,357.49	1,402.13	1,444.18
14024	BIOLOGIST 2B							A(36¼)
	07/01/2021	1,257.12	1,296.00	1,339.23	1,384.89	1,444.95	1,507.58	1,552.81
	01/01/2022	1,269.69	1,308.96	1,352.62	1,398.74	1,459.40	1,522.66	1,568.34
	01/01/2023	1,282.39	1,322.05	1,366.15	1,412.73	1,473.99	1,537.89	1,584.02

	01/01/2024	1,295.21	1,335.27	1,379.81	1,426.86	1,488.73	1,553.27	1,599.86	
14026	BIOLOGIST 3 (BARGAINING UNIT)								A(36¼)
	07/01/2021	1,377.99	1,420.63	1,475.53	1,538.34	1,610.59	1,687.55	1,738.17	
	01/01/2022	1,391.77	1,434.84	1,490.29	1,553.72	1,626.70	1,704.43	1,755.55	
	01/01/2023	1,405.69	1,449.19	1,505.19	1,569.26	1,642.97	1,721.47	1,773.11	
	01/01/2024	1,419.75	1,463.68	1,520.24	1,584.95	1,659.40	1,738.68	1,790.84	
05312	BOILER INSPECTOR								3 - 7
	07/01/2021	1,205.62	1,242.90	1,273.13	1,303.43	1,342.52			
	01/01/2022	1,217.68	1,255.33	1,285.86	1,316.46	1,355.95			
	01/01/2023	1,229.86	1,267.88	1,298.72	1,329.62	1,369.51			
	01/01/2024	1,242.16	1,280.56	1,311.71	1,342.92	1,383.21			
05925	CHIEF INSPECTOR OF THEATRES								6
	07/01/2021	1,056.32	1,088.97	1,121.92	1,157.14	1,194.53	1,231.87	1,268.82	
	01/01/2022	1,066.88	1,099.86	1,133.14	1,168.71	1,206.48	1,244.19	1,281.51	
	01/01/2023	1,077.55	1,110.86	1,144.47	1,180.40	1,218.54	1,256.63	1,294.33	
	01/01/2024	1,088.33	1,121.97	1,155.91	1,192.20	1,230.73	1,269.20	1,307.27	
05920	CLASSIFIER 1, BOARD OF CENSORS								3
	07/01/2021	902.95	930.90	959.12	987.75	1,018.51	1,049.33	1,080.81	
	01/01/2022	911.98	940.21	968.71	997.63	1,028.70	1,059.82	1,091.62	
	01/01/2023	921.10	949.61	978.40	1,007.61	1,038.99	1,070.42	1,102.54	
	01/01/2024	930.31	959.11	988.18	1,017.69	1,049.38	1,081.12	1,113.57	
05922	CLASSIFIER 2, BOARD OF CENSORS								3
	07/01/2021	1,088.25	1,121.92	1,157.14	1,194.53	1,231.87	1,268.82		
	01/01/2022	1,099.13	1,133.14	1,168.71	1,206.48	1,244.19	1,281.51		
	01/01/2023	1,110.12	1,144.47	1,180.40	1,218.54	1,256.63	1,294.33		
	01/01/2024	1,121.22	1,155.91	1,192.20	1,230.73	1,269.20	1,307.27		
05510	COMMUNITY DEVELOPMENT OFFICER 1								6
	07/01/2021	918.84	947.25	974.43	1,001.89	1,031.81	1,063.95	1,096.21	
		1,129.10							
	01/01/2022	928.03	956.72	984.17	1,011.91	1,042.13	1,074.59	1,107.17	
		1,140.39							
	01/01/2023	937.31	966.29	994.01	1,022.03	1,052.55	1,085.34	1,118.24	
		1,151.79							
	01/01/2024	946.68	975.95	1,003.95	1,032.25	1,063.08	1,096.19	1,129.42	
		1,163.31							
05512	COMMUNITY DEVELOPMENT OFFICER 2								6
	07/01/2021	1,194.89	1,231.86	1,270.91	1,312.27	1,353.64	1,409.93	1,467.42	
		1,511.49							
	01/01/2022	1,206.84	1,244.18	1,283.62	1,325.39	1,367.18	1,424.03	1,482.09	
		1,526.60							
	01/01/2023	1,218.91	1,256.62	1,296.46	1,338.64	1,380.85	1,438.27	1,496.91	
		1,541.87							

	01/01/2024	1,231.10 1,557.29	1,269.19	1,309.42	1,352.03	1,394.66	1,452.65	1,511.88	
05513	COMMUNITY DEVELOPMENT OFFICER 3								6
	07/01/2021	1,297.46	1,337.58	1,386.99	1,444.45	1,504.25	1,566.29	1,613.29	
	01/01/2022	1,310.43	1,350.96	1,400.86	1,458.89	1,519.29	1,581.95	1,629.42	
	01/01/2023	1,323.53	1,364.47	1,414.87	1,473.48	1,534.48	1,597.77	1,645.71	
	01/01/2024	1,336.77	1,378.11	1,429.02	1,488.21	1,549.82	1,613.75	1,662.17	
12100 SA	COMMUNITY PLANNER 1								A(36¼)
	07/01/2021	929.98	958.73	972.75	988.96	1,005.18	1,021.47	1,037.69	
		1,053.98	1,070.31	1,088.78	1,121.42				
	01/01/2022	939.28	968.32	982.48	998.85	1,015.23	1,031.68	1,048.07	
		1,064.52	1,081.01	1,099.67	1,132.63				
	01/01/2023	948.67	978.00	992.30	1,008.84	1,025.38	1,042.00	1,058.55	
		1,075.17	1,091.82	1,110.67	1,143.96				
	01/01/2024	958.16	987.78	1,002.22	1,018.93	1,035.63	1,052.42	1,069.14	
		1,085.92	1,102.74	1,121.78	1,155.40				
12102	COMMUNITY PLANNER 2								A(36¼)
	07/01/2021	1,076.41	1,109.70	1,146.81	1,184.00	1,223.49	1,265.24	1,303.21	
	01/01/2022	1,087.17	1,120.80	1,158.28	1,195.84	1,235.72	1,277.89	1,316.24	
	01/01/2023	1,098.04	1,132.01	1,169.86	1,207.80	1,248.08	1,290.67	1,329.40	
	01/01/2024	1,109.02	1,143.33	1,181.56	1,219.88	1,260.56	1,303.58	1,342.69	
12104	COMMUNITY PLANNER 3								A(36¼)
	07/01/2021	1,243.16	1,281.58	1,325.75	1,383.82	1,444.12	1,506.86	1,552.06	
	01/01/2022	1,255.59	1,294.40	1,339.01	1,397.66	1,458.56	1,521.93	1,567.58	
	01/01/2023	1,268.15	1,307.34	1,352.40	1,411.64	1,473.15	1,537.15	1,583.26	
	01/01/2024	1,280.83	1,320.41	1,365.92	1,425.76	1,487.88	1,552.52	1,599.09	
12106	COMMUNITY PLANNER 4								A(36¼)
	07/01/2021	1,352.43	1,394.24	1,453.38	1,517.28	1,583.51	1,654.44	1,704.06	
	01/01/2022	1,365.95	1,408.18	1,467.91	1,532.45	1,599.35	1,670.98	1,721.10	
	01/01/2023	1,379.61	1,422.26	1,482.59	1,547.77	1,615.34	1,687.69	1,738.31	
	01/01/2024	1,393.41	1,436.48	1,497.42	1,563.25	1,631.49	1,704.57	1,755.69	
12108	COMMUNITY PLANNER 5								A(36¼)
	07/01/2021	1,500.88	1,547.31	1,627.09	1,704.03	1,793.81	1,896.38	1,953.28	
	01/01/2022	1,515.89	1,562.78	1,643.36	1,721.07	1,811.75	1,915.34	1,972.81	
	01/01/2023	1,531.05	1,578.41	1,659.79	1,738.28	1,829.87	1,934.49	1,992.54	
	01/01/2024	1,546.36	1,594.19	1,676.39	1,755.66	1,848.17	1,953.83	2,012.47	
60108	CONTRACT REVIEW OFFICER								3
	07/01/2021	1,338.36	1,379.77	1,425.86	1,480.95	1,538.33	1,598.64	1,646.58	
	01/01/2022	1,351.74	1,393.57	1,440.12	1,495.76	1,553.71	1,614.63	1,663.05	
	01/01/2023	1,365.26	1,407.51	1,454.52	1,510.72	1,569.25	1,630.78	1,679.68	
	01/01/2024	1,378.91	1,421.59	1,469.07	1,525.83	1,584.94	1,647.09	1,696.48	
12111	COORDINATOR, LANDSCAPE ARCHITECTURAL SERVICES								6

	07/01/2021	1,486.01	1,531.98	1,597.02	1,667.34	1,740.12	1,818.21	1,872.77	
	01/01/2022	1,500.87	1,547.30	1,612.99	1,684.01	1,757.52	1,836.39	1,891.50	
	01/01/2023	1,515.88	1,562.77	1,629.12	1,700.85	1,775.10	1,854.75	1,910.42	
	01/01/2024	1,531.04	1,578.40	1,645.41	1,717.86	1,792.85	1,873.30	1,929.52	
30606	DEPUTY 1, ADMINISTRATION OF JUSTICE								3 - 7
	07/01/2021	908.74	936.84	962.05	987.11	1,015.34	1,043.98	1,075.32	
	01/01/2022	917.83	946.21	971.67	996.98	1,025.49	1,054.42	1,086.07	
	01/01/2023	927.01	955.67	981.39	1,006.95	1,035.74	1,064.96	1,096.93	
	01/01/2024	936.28	965.23	991.20	1,017.02	1,046.10	1,075.61	1,107.90	
30608	DEPUTY 2, ADMINISTRATION OF JUSTICE								3 - 7
	07/01/2021	1,019.06	1,050.59	1,081.39	1,112.10	1,145.20	1,178.11	1,213.47	
	01/01/2022	1,029.25	1,061.10	1,092.20	1,123.22	1,156.65	1,189.89	1,225.60	
	01/01/2023	1,039.54	1,071.71	1,103.12	1,134.45	1,168.22	1,201.79	1,237.86	
	01/01/2024	1,049.94	1,082.43	1,114.15	1,145.79	1,179.90	1,213.81	1,250.24	
30612	DEPUTY SENIOR 1, ADMINISTRATION OF JUSTICE								3 - 7
	07/01/2021	1,193.41	1,230.33	1,268.06	1,308.58	1,349.06	1,393.74	1,435.56	
	01/01/2022	1,205.34	1,242.63	1,280.74	1,321.67	1,362.55	1,407.68	1,449.92	
	01/01/2023	1,217.39	1,255.06	1,293.55	1,334.89	1,376.18	1,421.76	1,464.42	
	01/01/2024	1,229.56	1,267.61	1,306.49	1,348.24	1,389.94	1,435.98	1,479.06	
02281	ECONOMIST 1 (BARGAINING UNIT)								6
SA	07/01/2021	997.19	1,028.03	1,041.59	1,059.23	1,072.81	1,089.11	1,105.85	
		1,124.40	1,141.50	1,158.60	1,177.05	1,192.80	1,214.17	1,231.26	
		1,268.21							
	01/01/2022	1,007.16	1,038.31	1,052.01	1,069.82	1,083.54	1,100.00	1,116.91	
		1,135.64	1,152.92	1,170.19	1,188.82	1,204.73	1,226.31	1,243.57	
		1,280.89							
	01/01/2023	1,017.23	1,048.69	1,062.53	1,080.52	1,094.38	1,111.00	1,128.08	
		1,147.00	1,164.45	1,181.89	1,200.71	1,216.78	1,238.57	1,256.01	
		1,293.70							
	01/01/2024	1,027.40	1,059.18	1,073.16	1,091.33	1,105.32	1,122.11	1,139.36	
		1,158.47	1,176.09	1,193.71	1,212.72	1,228.95	1,250.96	1,268.57	
		1,306.64							
02283	ECONOMIST 2 (BARGAINING UNIT)								6
	07/01/2021	1,194.31	1,231.26	1,261.19	1,301.05	1,342.42	1,393.73	1,435.55	
	01/01/2022	1,206.25	1,243.57	1,273.80	1,314.06	1,355.84	1,407.67	1,449.91	
	01/01/2023	1,218.31	1,256.01	1,286.54	1,327.20	1,369.40	1,421.75	1,464.41	
	01/01/2024	1,230.49	1,268.57	1,299.41	1,340.47	1,383.09	1,435.97	1,479.05	
02285	ECONOMIST 3 (BARGAINING UNIT)								6
	07/01/2021	1,310.16	1,350.67	1,413.29	1,480.33	1,551.52	1,624.23	1,672.98	
	01/01/2022	1,323.26	1,364.18	1,427.42	1,495.13	1,567.04	1,640.47	1,689.71	
	01/01/2023	1,336.49	1,377.82	1,441.69	1,510.08	1,582.71	1,656.87	1,706.61	
	01/01/2024	1,349.85	1,391.60	1,456.11	1,525.18	1,598.54	1,673.44	1,723.68	
02287	ECONOMIST 4 (BARGAINING UNIT)								6

	07/01/2021	1,489.12	1,535.17	1,613.98	1,689.32	1,787.52	1,887.81	1,944.45	
	01/01/2022	1,504.01	1,550.52	1,630.12	1,706.21	1,805.40	1,906.69	1,963.89	
	01/01/2023	1,519.05	1,566.03	1,646.42	1,723.27	1,823.45	1,925.76	1,983.53	
	01/01/2024	1,534.24	1,581.69	1,662.88	1,740.50	1,841.68	1,945.02	2,003.37	
02289	ECONOMIST 5 (BARGAINING UNIT)								6
	07/01/2021	1,605.91	1,655.58	1,742.46	1,845.07	1,950.48	2,061.67	2,123.51	
	01/01/2022	1,621.97	1,672.14	1,759.88	1,863.52	1,969.98	2,082.29	2,144.75	
	01/01/2023	1,638.19	1,688.86	1,777.48	1,882.16	1,989.68	2,103.11	2,166.20	
	01/01/2024	1,654.57	1,705.75	1,795.25	1,900.98	2,009.58	2,124.14	2,187.86	
07489	EDUCATION ADVISER								6
	07/01/2021	1,463.41	1,508.67	1,575.12	1,657.20	1,745.79	1,841.10	1,896.34	
	01/01/2022	1,478.04	1,523.76	1,590.87	1,673.77	1,763.25	1,859.51	1,915.30	
	01/01/2023	1,492.82	1,539.00	1,606.78	1,690.51	1,780.88	1,878.11	1,934.45	
	01/01/2024	1,507.75	1,554.39	1,622.85	1,707.42	1,798.69	1,896.89	1,953.79	
07081	EDUCATION OFFICER								6
	07/01/2021	1,833.05	1,889.74	1,994.40	2,105.17	2,222.47	2,352.55	2,423.15	
	01/01/2022	1,851.38	1,908.64	2,014.34	2,126.22	2,244.69	2,376.08	2,447.38	
	01/01/2023	1,869.89	1,927.73	2,034.48	2,147.48	2,267.14	2,399.84	2,471.85	
	01/01/2024	1,888.59	1,947.01	2,054.82	2,168.95	2,289.81	2,423.84	2,496.57	
05344	ELEVATOR INSPECTOR 1								3 - 7
	07/01/2021	1,229.23	1,267.26	1,299.34	1,333.46	1,373.46			
	01/01/2022	1,241.52	1,279.93	1,312.33	1,346.79	1,387.19			
	01/01/2023	1,253.94	1,292.73	1,325.45	1,360.26	1,401.06			
	01/01/2024	1,266.48	1,305.66	1,338.70	1,373.86	1,415.07			
05350	ELEVATOR INSPECTOR 3								3 - 7
	07/01/2021	1,467.17	1,512.55	1,576.92	1,637.35	1,686.49			
	01/01/2022	1,481.84	1,527.68	1,592.69	1,653.72	1,703.35			
	01/01/2023	1,496.66	1,542.96	1,608.62	1,670.26	1,720.38			
	01/01/2024	1,511.63	1,558.39	1,624.71	1,686.96	1,737.58			
03519	EMERGENCY HEALTH SERVICES INVESTIGATOR								6
	07/01/2021	1,287.47	1,327.29	1,369.90	1,420.79	1,463.39			
	01/01/2022	1,300.34	1,340.56	1,383.60	1,435.00	1,478.02			
	01/01/2023	1,313.34	1,353.97	1,397.44	1,449.35	1,492.80			
	01/01/2024	1,326.47	1,367.51	1,411.41	1,463.84	1,507.73			
05521	EMPLOYMENT STANDARDS AUDITOR 1								6
	07/01/2021	1,241.35	1,279.76	1,342.47	1,397.64	1,455.94	1,516.30	1,561.78	
	01/01/2022	1,253.76	1,292.56	1,355.89	1,411.62	1,470.50	1,531.46	1,577.40	
	01/01/2023	1,266.30	1,305.49	1,369.45	1,425.74	1,485.21	1,546.77	1,593.17	
	01/01/2024	1,278.96	1,318.54	1,383.14	1,440.00	1,500.06	1,562.24	1,609.10	
05523	EMPLOYMENT STANDARDS AUDITOR 2								6
	07/01/2021	1,443.44	1,488.08	1,547.15	1,606.24	1,665.14	1,723.18	1,774.87	
	01/01/2022	1,457.87	1,502.96	1,562.62	1,622.30	1,681.79	1,740.41	1,792.62	

	01/01/2023	1,472.45	1,517.99	1,578.25	1,638.52	1,698.61	1,757.81	1,810.55	
	01/01/2024	1,487.17	1,533.17	1,594.03	1,654.91	1,715.60	1,775.39	1,828.66	
05530	EMPLOYMENT STANDARDS OFFICER 1								6
	07/01/2021	1,216.45	1,254.07	1,300.18	1,349.12	1,405.02	1,469.23	1,513.32	
	01/01/2022	1,228.61	1,266.61	1,313.18	1,362.61	1,419.07	1,483.92	1,528.45	
	01/01/2023	1,240.90	1,279.28	1,326.31	1,376.24	1,433.26	1,498.76	1,543.73	
	01/01/2024	1,253.31	1,292.07	1,339.57	1,390.00	1,447.59	1,513.75	1,559.17	
12700	ENGINEERING OFFICER 1								3
	07/01/2021	998.70	1,029.57	1,062.50	1,097.54	1,132.57	1,169.92	1,205.03	
	01/01/2022	1,008.69	1,039.87	1,073.13	1,108.52	1,143.90	1,181.62	1,217.08	
	01/01/2023	1,018.78	1,050.27	1,083.86	1,119.61	1,155.34	1,193.44	1,229.25	
	01/01/2024	1,028.97	1,060.77	1,094.70	1,130.81	1,166.89	1,205.37	1,241.54	
12702	ENGINEERING OFFICER 2								3
	07/01/2021	1,170.53	1,206.73	1,250.86	1,297.92	1,347.78	1,397.69	1,439.60	
	01/01/2022	1,182.24	1,218.80	1,263.37	1,310.90	1,361.26	1,411.67	1,454.00	
	01/01/2023	1,194.06	1,230.99	1,276.00	1,324.01	1,374.87	1,425.79	1,468.54	
	01/01/2024	1,206.00	1,243.30	1,288.76	1,337.25	1,388.62	1,440.05	1,483.23	
12704	ENGINEERING OFFICER 3								6
	07/01/2021	1,281.08	1,320.71	1,370.60	1,434.72	1,501.64	1,574.32	1,621.58	
	01/01/2022	1,293.89	1,333.92	1,384.31	1,449.07	1,516.66	1,590.06	1,637.80	
	01/01/2023	1,306.83	1,347.26	1,398.15	1,463.56	1,531.83	1,605.96	1,654.18	
	01/01/2024	1,319.90	1,360.73	1,412.13	1,478.20	1,547.15	1,622.02	1,670.72	
12706	ENGINEERING OFFICER 4								6
	07/01/2021	1,457.98	1,503.07	1,575.77	1,658.41	1,736.83	1,826.60	1,881.37	
	01/01/2022	1,472.56	1,518.10	1,591.53	1,674.99	1,754.20	1,844.87	1,900.18	
	01/01/2023	1,487.29	1,533.28	1,607.45	1,691.74	1,771.74	1,863.32	1,919.18	
	01/01/2024	1,502.16	1,548.61	1,623.52	1,708.66	1,789.46	1,881.95	1,938.37	
12680	ENGINEERING SERVICES OFFICER 2								3
	07/01/2021	1,036.42	1,068.49	1,098.36	1,138.29	1,179.65	1,230.94	1,267.85	
	01/01/2022	1,046.78	1,079.17	1,109.34	1,149.67	1,191.45	1,243.25	1,280.53	
	01/01/2023	1,057.25	1,089.96	1,120.43	1,161.17	1,203.36	1,255.68	1,293.34	
	01/01/2024	1,067.82	1,100.86	1,131.63	1,172.78	1,215.39	1,268.24	1,306.27	
12682	ENGINEERING SERVICES OFFICER 3								3
	07/01/2021	1,225.85	1,263.74	1,315.04	1,364.93	1,428.97	1,495.99	1,540.89	
	01/01/2022	1,238.11	1,276.38	1,328.19	1,378.58	1,443.26	1,510.95	1,556.30	
	01/01/2023	1,250.49	1,289.14	1,341.47	1,392.37	1,457.69	1,526.06	1,571.86	
	01/01/2024	1,262.99	1,302.03	1,354.88	1,406.29	1,472.27	1,541.32	1,587.58	
12684	ENGINEERING SERVICES OFFICER 4								6
	07/01/2021	1,368.16	1,410.47	1,475.97	1,548.69	1,621.35	1,705.45	1,756.60	
	01/01/2022	1,381.84	1,424.57	1,490.73	1,564.18	1,637.56	1,722.50	1,774.17	
	01/01/2023	1,395.66	1,438.82	1,505.64	1,579.82	1,653.94	1,739.73	1,791.91	
	01/01/2024	1,409.62	1,453.21	1,520.70	1,595.62	1,670.48	1,757.13	1,809.83	

12686	ENGINEERING SERVICES OFFICER 5								6
	07/01/2021	1,535.41	1,582.89	1,664.10	1,742.46	1,846.49	1,950.48	2,009.02	
	01/01/2022	1,550.76	1,598.72	1,680.74	1,759.88	1,864.95	1,969.98	2,029.11	
	01/01/2023	1,566.27	1,614.71	1,697.55	1,777.48	1,883.60	1,989.68	2,049.40	
	01/01/2024	1,581.93	1,630.86	1,714.53	1,795.25	1,902.44	2,009.58	2,069.89	
61500	ENVIRONMENTAL OFFICER 1								3 - 7
	07/01/2021	950.76	980.15	1,004.39	1,028.80	1,055.84	1,085.68	1,118.26	
	01/01/2022	960.27	989.95	1,014.43	1,039.09	1,066.40	1,096.54	1,129.44	
	01/01/2023	969.87	999.85	1,024.57	1,049.48	1,077.06	1,107.51	1,140.73	
	01/01/2024	979.57	1,009.85	1,034.82	1,059.97	1,087.83	1,118.59	1,152.14	
61502	ENVIRONMENTAL OFFICER 2								3 - 7
	07/01/2021	1,045.81	1,078.18	1,107.94	1,137.74	1,169.64	1,201.56	1,237.60	
	01/01/2022	1,056.27	1,088.96	1,119.02	1,149.12	1,181.34	1,213.58	1,249.98	
	01/01/2023	1,066.83	1,099.85	1,130.21	1,160.61	1,193.15	1,225.72	1,262.48	
	01/01/2024	1,077.50	1,110.85	1,141.51	1,172.22	1,205.08	1,237.98	1,275.10	
61504	ENVIRONMENTAL OFFICER 3								3 - 7
	07/01/2021	1,174.03	1,210.36	1,244.24	1,280.24	1,318.29	1,356.49	1,397.16	
	01/01/2022	1,185.77	1,222.46	1,256.68	1,293.04	1,331.47	1,370.05	1,411.13	
	01/01/2023	1,197.63	1,234.68	1,269.25	1,305.97	1,344.78	1,383.75	1,425.24	
	01/01/2024	1,209.61	1,247.03	1,281.94	1,319.03	1,358.23	1,397.59	1,439.49	
61504P	ENVIRONMENTAL OFFICER 3 (PEEL)								3 - 7
	07/01/2021	1,253.25	1,289.56	1,323.44	1,359.44	1,397.52	1,435.68	1,476.38	
	01/01/2022	1,265.78	1,302.46	1,336.67	1,373.03	1,411.50	1,450.04	1,491.14	
	01/01/2023	1,278.44	1,315.48	1,350.04	1,386.76	1,425.62	1,464.54	1,506.05	
	01/01/2024	1,291.22	1,328.63	1,363.54	1,400.63	1,439.88	1,479.19	1,521.11	
61507	ENVIRONMENTAL OFFICER 4								3 - 7
	07/01/2021	1,443.44	1,488.08	1,547.15	1,606.24	1,665.14	1,723.18	1,774.87	
	01/01/2022	1,457.87	1,502.96	1,562.62	1,622.30	1,681.79	1,740.41	1,792.62	
	01/01/2023	1,472.45	1,517.99	1,578.25	1,638.52	1,698.61	1,757.81	1,810.55	
	01/01/2024	1,487.17	1,533.17	1,594.03	1,654.91	1,715.60	1,775.39	1,828.66	
61509	ENVIRONMENTAL OFFICER 5								3 - 7
	07/01/2021	1,558.90	1,607.10	1,667.40	1,727.66	1,787.92	1,848.21	1,903.63	
	01/01/2022	1,574.49	1,623.17	1,684.07	1,744.94	1,805.80	1,866.69	1,922.67	
	01/01/2023	1,590.23	1,639.40	1,700.91	1,762.39	1,823.86	1,885.36	1,941.90	
	01/01/2024	1,606.13	1,655.79	1,717.92	1,780.01	1,842.10	1,904.21	1,961.32	
00911	ESTATE ASSESSOR 1								3
SA	07/01/2021	948.12	977.46	992.57	1,007.69	1,022.82	1,037.98	1,053.06	
		1,069.30	1,085.43	1,101.64	1,134.68				
	01/01/2022	957.60	987.23	1,002.50	1,017.77	1,033.05	1,048.36	1,063.59	
		1,079.99	1,096.28	1,112.66	1,146.03				
	01/01/2023	967.18	997.10	1,012.53	1,027.95	1,043.38	1,058.84	1,074.23	
		1,090.79	1,107.24	1,123.79	1,157.49				

	01/01/2024	976.85	1,007.07	1,022.66	1,038.23	1,053.81	1,069.43	1,084.97	
		1,101.70	1,118.31	1,135.03	1,169.06				
00913	ESTATE ASSESSOR 2								3
	07/01/2021	1,097.86	1,131.83	1,166.43	1,203.15	1,242.08	1,283.12	1,321.62	
	01/01/2022	1,108.84	1,143.15	1,178.09	1,215.18	1,254.50	1,295.95	1,334.84	
	01/01/2023	1,119.93	1,154.58	1,189.87	1,227.33	1,267.05	1,308.91	1,348.19	
	01/01/2024	1,131.13	1,166.13	1,201.77	1,239.60	1,279.72	1,322.00	1,361.67	
03521	EXECUTIVE OFFICER 1 (BARGAINING UNIT)								6
	07/01/2021	1,152.79	1,188.46	1,233.15	1,275.08	1,325.34	1,374.24	1,415.47	
	01/01/2022	1,164.32	1,200.34	1,245.48	1,287.83	1,338.59	1,387.98	1,429.62	
	01/01/2023	1,175.96	1,212.34	1,257.93	1,300.71	1,351.98	1,401.86	1,443.92	
	01/01/2024	1,187.72	1,224.46	1,270.51	1,313.72	1,365.50	1,415.88	1,458.36	
03523	EXECUTIVE OFFICER 2 (BARGAINING UNIT)								6
	07/01/2021	1,308.68	1,349.16	1,410.92	1,474.85	1,542.32	1,620.18	1,668.77	
	01/01/2022	1,321.77	1,362.65	1,425.03	1,489.60	1,557.74	1,636.38	1,685.46	
	01/01/2023	1,334.99	1,376.28	1,439.28	1,504.50	1,573.32	1,652.74	1,702.31	
	01/01/2024	1,348.34	1,390.04	1,453.67	1,519.55	1,589.05	1,669.27	1,719.33	
03525	EXECUTIVE OFFICER 3 (BARGAINING UNIT)								6
	07/01/2021	1,552.57	1,600.59	1,674.56	1,761.19	1,860.47	1,966.56	2,025.57	
	01/01/2022	1,568.10	1,616.60	1,691.31	1,778.80	1,879.07	1,986.23	2,045.83	
	01/01/2023	1,583.78	1,632.77	1,708.22	1,796.59	1,897.86	2,006.09	2,066.29	
	01/01/2024	1,599.62	1,649.10	1,725.30	1,814.56	1,916.84	2,026.15	2,086.95	
13640	FARM PRODUCTS INSPECTOR 1								3
	07/01/2021	948.69	978.02	1,002.04	1,026.13	1,056.90			
	01/01/2022	958.18	987.80	1,012.06	1,036.39	1,067.47			
	01/01/2023	967.76	997.68	1,022.18	1,046.75	1,078.14			
	01/01/2024	977.44	1,007.66	1,032.40	1,057.22	1,088.92			
13642	FARM PRODUCTS INSPECTOR 2								3
	07/01/2021	1,070.04	1,103.14	1,172.58	1,246.42	1,283.83			
	01/01/2022	1,080.74	1,114.17	1,184.31	1,258.88	1,296.67			
	01/01/2023	1,091.55	1,125.31	1,196.15	1,271.47	1,309.64			
	01/01/2024	1,102.47	1,136.56	1,208.11	1,284.18	1,322.74			
10564	FIELD WORKER 1, HOMES FOR SPECIAL CARE								3 - 7
	07/01/2021	959.87	989.57	1,015.23	1,053.53	1,086.27	1,117.55	1,151.07	
	01/01/2022	969.47	999.47	1,025.38	1,064.07	1,097.13	1,128.73	1,162.58	
	01/01/2023	979.16	1,009.46	1,035.63	1,074.71	1,108.10	1,140.02	1,174.21	
	01/01/2024	988.95	1,019.55	1,045.99	1,085.46	1,119.18	1,151.42	1,185.95	
20205	FINANCIAL OFFICER 1 (BARGAINING UNIT)								6
	07/01/2021	988.82	1,019.38	1,057.13	1,093.43	1,132.56	1,174.43	1,209.67	
	01/01/2022	998.71	1,029.57	1,067.70	1,104.36	1,143.89	1,186.17	1,221.77	
	01/01/2023	1,008.70	1,039.87	1,078.38	1,115.40	1,155.33	1,198.03	1,233.99	
	01/01/2024	1,018.79	1,050.27	1,089.16	1,126.55	1,166.88	1,210.01	1,246.33	

20203	FINANCIAL OFFICER 2 (BARGAINING UNIT)							6
	07/01/2021	1,135.19	1,170.31	1,210.80	1,254.07	1,300.18	1,349.12	1,389.60
	01/01/2022	1,146.54	1,182.01	1,222.91	1,266.61	1,313.18	1,362.61	1,403.50
	01/01/2023	1,158.01	1,193.83	1,235.14	1,279.28	1,326.31	1,376.24	1,417.54
	01/01/2024	1,169.59	1,205.77	1,247.49	1,292.07	1,339.57	1,390.00	1,431.72
20201	FINANCIAL OFFICER 3 (BARGAINING UNIT)							6
	07/01/2021	1,228.11	1,266.10	1,312.37	1,364.44	1,427.02	1,491.85	1,536.60
	01/01/2022	1,240.39	1,278.76	1,325.49	1,378.08	1,441.29	1,506.77	1,551.97
	01/01/2023	1,252.79	1,291.55	1,338.74	1,391.86	1,455.70	1,521.84	1,567.49
	01/01/2024	1,265.32	1,304.47	1,352.13	1,405.78	1,470.26	1,537.06	1,583.16
20207	FINANCIAL OFFICER 4 (BARGAINING UNIT)							6
	07/01/2021	1,346.59	1,388.23	1,452.45	1,520.98	1,590.79	1,673.16	1,723.34
	01/01/2022	1,360.06	1,402.11	1,466.97	1,536.19	1,606.70	1,689.89	1,740.57
	01/01/2023	1,373.66	1,416.13	1,481.64	1,551.55	1,622.77	1,706.79	1,757.98
	01/01/2024	1,387.40	1,430.29	1,496.46	1,567.07	1,639.00	1,723.86	1,775.56
20209	FINANCIAL OFFICER 5 (BARGAINING UNIT)							6
	07/01/2021	1,450.90	1,495.77	1,564.23	1,645.28	1,720.70	1,808.70	1,862.95
	01/01/2022	1,465.41	1,510.73	1,579.87	1,661.73	1,737.91	1,826.79	1,881.58
	01/01/2023	1,480.06	1,525.84	1,595.67	1,678.35	1,755.29	1,845.06	1,900.40
	01/01/2024	1,494.86	1,541.10	1,611.63	1,695.13	1,772.84	1,863.51	1,919.40
20226	FINANCIAL OFFICER TRAINEE							6
SA	07/01/2021	725.70	748.16	772.00	796.04	819.97	847.85	875.83
		903.73	935.60	969.07	1,002.70	1,037.59	1,073.93	1,112.98
		1,152.11	1,198.19	1,254.07	1,291.69			
	01/01/2022	732.96	755.64	779.72	804.00	828.17	856.33	884.59
		912.77	944.96	978.76	1,012.73	1,047.97	1,084.67	1,124.11
		1,163.63	1,210.17	1,266.61	1,304.61			
	01/01/2023	740.29	763.20	787.52	812.04	836.45	864.89	893.44
		921.90	954.41	988.55	1,022.86	1,058.45	1,095.52	1,135.35
		1,175.27	1,222.27	1,279.28	1,317.66			
	01/01/2024	747.69	770.83	795.40	820.16	844.81	873.54	902.37
		931.12	963.95	998.44	1,033.09	1,069.03	1,106.48	1,146.70
		1,187.02	1,234.49	1,292.07	1,330.84			
07417	FIRE COLLEGE INSTRUCTOR							3
	07/01/2021	1,514.57	1,561.41	1,611.28	1,665.18	1,723.27	1,796.08	1,849.99
	01/01/2022	1,529.72	1,577.02	1,627.39	1,681.83	1,740.50	1,814.04	1,868.49
	01/01/2023	1,545.02	1,592.79	1,643.66	1,698.65	1,757.91	1,832.18	1,887.17
	01/01/2024	1,560.47	1,608.72	1,660.10	1,715.64	1,775.49	1,850.50	1,906.04
05701	FIRE SAFETY OFFICER 1							4
	07/01/2021	1,267.83	1,307.05	1,351.28	1,394.65	1,437.27	1,483.92	1,528.42
	01/01/2022	1,280.51	1,320.12	1,364.79	1,408.60	1,451.64	1,498.76	1,543.70
	01/01/2023	1,293.32	1,333.32	1,378.44	1,422.69	1,466.16	1,513.75	1,559.14
	01/01/2024	1,306.25	1,346.65	1,392.22	1,436.92	1,480.82	1,528.89	1,574.73

05703	FIRE SAFETY OFFICER 2								4
	07/01/2021	1,404.18	1,447.60	1,493.87	1,543.79	1,597.67	1,665.16	1,715.12	
	01/01/2022	1,418.22	1,462.08	1,508.81	1,559.23	1,613.65	1,681.81	1,732.27	
	01/01/2023	1,432.40	1,476.70	1,523.90	1,574.82	1,629.79	1,698.63	1,749.59	
	01/01/2024	1,446.72	1,491.47	1,539.14	1,590.57	1,646.09	1,715.62	1,767.09	
05705	FIRE SAFETY OFFICER 3								3
	07/01/2021	1,513.32	1,560.11	1,625.13	1,692.74	1,765.15	1,847.68	1,903.09	
	01/01/2022	1,528.45	1,575.71	1,641.38	1,709.67	1,782.80	1,866.16	1,922.12	
	01/01/2023	1,543.73	1,591.47	1,657.79	1,726.77	1,800.63	1,884.82	1,941.34	
	01/01/2024	1,559.17	1,607.38	1,674.37	1,744.04	1,818.64	1,903.67	1,960.75	
05700	FIRE SERVICES ADVISER 1								4
	07/01/2021	1,453.93	1,498.90	1,546.86	1,598.59	1,654.42	1,724.44	1,776.18	
	01/01/2022	1,468.47	1,513.89	1,562.33	1,614.58	1,670.96	1,741.68	1,793.94	
	01/01/2023	1,483.15	1,529.03	1,577.95	1,630.73	1,687.67	1,759.10	1,811.88	
	01/01/2024	1,497.98	1,544.32	1,593.73	1,647.04	1,704.55	1,776.69	1,830.00	
05702	FIRE SERVICES ADVISER 2								3
	07/01/2021	1,567.04	1,615.50	1,682.96	1,753.00	1,828.11	1,913.66	1,971.06	
	01/01/2022	1,582.71	1,631.66	1,699.79	1,770.53	1,846.39	1,932.80	1,990.77	
	01/01/2023	1,598.54	1,647.98	1,716.79	1,788.24	1,864.85	1,952.13	2,010.68	
	01/01/2024	1,614.53	1,664.46	1,733.96	1,806.12	1,883.50	1,971.65	2,030.79	
05714	FIRE SERVICES INVESTIGATOR 1								4 - 7
	07/01/2021	1,443.44	1,488.08	1,547.15	1,606.24	1,665.14	1,723.18	1,774.87	
	01/01/2022	1,457.87	1,502.96	1,562.62	1,622.30	1,681.79	1,740.41	1,792.62	
	01/01/2023	1,472.45	1,517.99	1,578.25	1,638.52	1,698.61	1,757.81	1,810.55	
	01/01/2024	1,487.17	1,533.17	1,594.03	1,654.91	1,715.60	1,775.39	1,828.66	
05716	FIRE SERVICES INVESTIGATOR 2								3 - 7
	07/01/2021	1,558.90	1,607.10	1,667.40	1,727.66	1,787.92	1,848.21	1,903.63	
	01/01/2022	1,574.49	1,623.17	1,684.07	1,744.94	1,805.80	1,866.69	1,922.67	
	01/01/2023	1,590.23	1,639.40	1,700.91	1,762.39	1,823.86	1,885.36	1,941.90	
	01/01/2024	1,606.13	1,655.79	1,717.92	1,780.01	1,842.10	1,904.21	1,961.32	
13991	FORESTER 1								A(36¼)
SA	07/01/2021	1,005.19	1,036.30	1,053.10	1,069.90	1,086.81	1,103.63	1,120.40	
		1,139.70	1,156.49	1,175.78	1,211.03				
	01/01/2022	1,015.24	1,046.66	1,063.63	1,080.60	1,097.68	1,114.67	1,131.60	
		1,151.10	1,168.05	1,187.54	1,223.14				
	01/01/2023	1,025.39	1,057.13	1,074.27	1,091.41	1,108.66	1,125.82	1,142.92	
		1,162.61	1,179.73	1,199.42	1,235.37				
	01/01/2024	1,035.64	1,067.70	1,085.01	1,102.32	1,119.75	1,137.08	1,154.35	
		1,174.24	1,191.53	1,211.41	1,247.72				
13992	FORESTER 2A								A(36¼)
	07/01/2021	1,159.11	1,194.95	1,233.45	1,274.34	1,317.56	1,360.89	1,401.70	
	01/01/2022	1,170.70	1,206.90	1,245.78	1,287.08	1,330.74	1,374.50	1,415.72	

	01/01/2023	1,182.41	1,218.97	1,258.24	1,299.95	1,344.05	1,388.25	1,429.88	
	01/01/2024	1,194.23	1,231.16	1,270.82	1,312.95	1,357.49	1,402.13	1,444.18	
13994	FORESTER 2B								A(36¼)
	07/01/2021	1,257.12	1,296.00	1,339.23	1,384.89	1,444.95	1,507.58	1,552.81	
	01/01/2022	1,269.69	1,308.96	1,352.62	1,398.74	1,459.40	1,522.66	1,568.34	
	01/01/2023	1,282.39	1,322.05	1,366.15	1,412.73	1,473.99	1,537.89	1,584.02	
	01/01/2024	1,295.21	1,335.27	1,379.81	1,426.86	1,488.73	1,553.27	1,599.86	
13995	FORESTER 3								A(36¼)
	07/01/2021	1,377.99	1,420.63	1,475.53	1,538.34	1,610.59	1,687.55	1,738.17	
	01/01/2022	1,391.77	1,434.84	1,490.29	1,553.72	1,626.70	1,704.43	1,755.55	
	01/01/2023	1,405.69	1,449.19	1,505.19	1,569.26	1,642.97	1,721.47	1,773.11	
	01/01/2024	1,419.75	1,463.68	1,520.24	1,584.95	1,659.40	1,738.68	1,790.84	
13997	FORESTER 4								A(36¼)
	07/01/2021	1,565.32	1,613.74	1,690.63	1,770.84	1,861.82	1,951.36	2,009.88	
	01/01/2022	1,580.97	1,629.88	1,707.54	1,788.55	1,880.44	1,970.87	2,029.98	
	01/01/2023	1,596.78	1,646.18	1,724.62	1,806.44	1,899.24	1,990.58	2,050.28	
	01/01/2024	1,612.75	1,662.64	1,741.87	1,824.50	1,918.23	2,010.49	2,070.78	
13999	FORESTER 5								A(36¼)
	07/01/2021	1,769.42	1,824.16	1,910.53	2,022.05	2,138.22	2,262.35	2,330.21	
	01/01/2022	1,787.11	1,842.40	1,929.64	2,042.27	2,159.60	2,284.97	2,353.51	
	01/01/2023	1,804.98	1,860.82	1,948.94	2,062.69	2,181.20	2,307.82	2,377.05	
	01/01/2024	1,823.03	1,879.43	1,968.43	2,083.32	2,203.01	2,330.90	2,400.82	
05933	FUEL AND TOBACCO TAX INSPECTOR								A(36¼)
	07/01/2021	30.36	31.30	32.17	33.16	34.19	35.17	36.23	
	01/01/2022	30.66	31.61	32.49	33.49	34.53	35.52	36.59	
	01/01/2023	30.97	31.93	32.81	33.82	34.88	35.88	36.96	
	01/01/2024	31.28	32.25	33.14	34.16	35.23	36.24	37.33	
14502	GEOSCIENTIST 1								6
	07/01/2021	1,185.68	1,222.35	1,266.07	1,311.43	1,358.58	1,407.59	1,449.79	
	01/01/2022	1,197.54	1,234.57	1,278.73	1,324.54	1,372.17	1,421.67	1,464.29	
	01/01/2023	1,209.52	1,246.92	1,291.52	1,337.79	1,385.89	1,435.89	1,478.93	
	01/01/2024	1,221.62	1,259.39	1,304.44	1,351.17	1,399.75	1,450.25	1,493.72	
14504	GEOSCIENTIST 2								6
	07/01/2021	1,250.70	1,289.39	1,339.22	1,396.20	1,461.77	1,531.55	1,577.49	
	01/01/2022	1,263.21	1,302.28	1,352.61	1,410.16	1,476.39	1,546.87	1,593.26	
	01/01/2023	1,275.84	1,315.30	1,366.14	1,424.26	1,491.15	1,562.34	1,609.19	
	01/01/2024	1,288.60	1,328.45	1,379.80	1,438.50	1,506.06	1,577.96	1,625.28	
14506	GEOSCIENTIST 3								6
	07/01/2021	1,492.81	1,539.00	1,611.33	1,694.85	1,773.42	1,865.44	1,921.42	
	01/01/2022	1,507.74	1,554.39	1,627.44	1,711.80	1,791.15	1,884.09	1,940.63	
	01/01/2023	1,522.82	1,569.93	1,643.71	1,728.92	1,809.06	1,902.93	1,960.04	
	01/01/2024	1,538.05	1,585.63	1,660.15	1,746.21	1,827.15	1,921.96	1,979.64	

14508	GEOSCIENTIST 4								6
	07/01/2021	1,610.52	1,660.34	1,751.92	1,848.79	1,951.30	2,059.76	2,121.60	
	01/01/2022	1,626.63	1,676.94	1,769.44	1,867.28	1,970.81	2,080.36	2,142.82	
	01/01/2023	1,642.90	1,693.71	1,787.13	1,885.95	1,990.52	2,101.16	2,164.25	
	01/01/2024	1,659.33	1,710.65	1,805.00	1,904.81	2,010.43	2,122.17	2,185.89	
07850	HISTORICAL RESEARCH OFFICER 1								A(36¼)
SA	07/01/2021	1,109.60	1,143.91	1,157.33	1,170.77	1,184.66	1,201.00	1,215.09	
		1,231.43	1,247.89	1,264.29	1,302.23				
	01/01/2022	1,120.70	1,155.35	1,168.90	1,182.48	1,196.51	1,213.01	1,227.24	
		1,243.74	1,260.37	1,276.93	1,315.25				
	01/01/2023	1,131.91	1,166.90	1,180.59	1,194.30	1,208.48	1,225.14	1,239.51	
		1,256.18	1,272.97	1,289.70	1,328.40				
	01/01/2024	1,143.23	1,178.57	1,192.40	1,206.24	1,220.56	1,237.39	1,251.91	
		1,268.74	1,285.70	1,302.60	1,341.68				
07852	HISTORICAL RESEARCH OFFICER 2								A(36¼)
	07/01/2021	1,274.07	1,313.48	1,348.72	1,383.86	1,421.33	1,461.10	1,504.94	
	01/01/2022	1,286.81	1,326.61	1,362.21	1,397.70	1,435.54	1,475.71	1,519.99	
	01/01/2023	1,299.68	1,339.88	1,375.83	1,411.68	1,449.90	1,490.47	1,535.19	
	01/01/2024	1,312.68	1,353.28	1,389.59	1,425.80	1,464.40	1,505.37	1,550.54	
02270	HOUSING ANALYST 1								6
SA	07/01/2021	912.91	941.13	955.08	968.75	982.54	998.73	1,012.46	
		1,028.53	1,044.60	1,060.72	1,092.55				
	01/01/2022	922.04	950.54	964.63	978.44	992.37	1,008.72	1,022.58	
		1,038.82	1,055.05	1,071.33	1,103.48				
	01/01/2023	931.26	960.05	974.28	988.22	1,002.29	1,018.81	1,032.81	
		1,049.21	1,065.60	1,082.04	1,114.51				
	01/01/2024	940.57	969.65	984.02	998.10	1,012.31	1,029.00	1,043.14	
		1,059.70	1,076.26	1,092.86	1,125.66				
02272	HOUSING ANALYST 2								6
	07/01/2021	1,113.62	1,148.04	1,184.87	1,221.66	1,260.76	1,302.11	1,341.20	
	01/01/2022	1,124.76	1,159.52	1,196.72	1,233.88	1,273.37	1,315.13	1,354.61	
	01/01/2023	1,136.01	1,171.12	1,208.69	1,246.22	1,286.10	1,328.28	1,368.16	
	01/01/2024	1,147.37	1,182.83	1,220.78	1,258.68	1,298.96	1,341.56	1,381.84	
05403	HUMAN RIGHTS OFFICER								6
	07/01/2021	1,443.44	1,488.08	1,547.15	1,606.24	1,665.14	1,723.18	1,774.87	
	01/01/2022	1,457.87	1,502.96	1,562.62	1,622.30	1,681.79	1,740.41	1,792.62	
	01/01/2023	1,472.45	1,517.99	1,578.25	1,638.52	1,698.61	1,757.81	1,810.55	
	01/01/2024	1,487.17	1,533.17	1,594.03	1,654.91	1,715.60	1,775.39	1,828.66	
02891	IMMIGRATION OFFICER								6
	07/01/2021	1,033.06	1,064.99	1,097.28	1,131.83	1,166.43	1,203.15	1,242.08	
		1,279.32							
	01/01/2022	1,043.39	1,075.64	1,108.25	1,143.15	1,178.09	1,215.18	1,254.50	
		1,292.11							

	01/01/2023	1,053.82 1,305.03	1,086.40	1,119.33	1,154.58	1,189.87	1,227.33	1,267.05	
	01/01/2024	1,064.36 1,318.08	1,097.26	1,130.52	1,166.13	1,201.77	1,239.60	1,279.72	
10512	INDIAN DEVELOPMENT OFFICER								3 - 7
	07/01/2021	1,028.80	1,060.60	1,094.24	1,127.94	1,161.49	1,197.51	1,233.45	
	01/01/2022	1,039.09	1,071.21	1,105.18	1,139.22	1,173.10	1,209.49	1,245.78	
	01/01/2023	1,049.48	1,081.92	1,116.23	1,150.61	1,184.83	1,221.58	1,258.24	
	01/01/2024	1,059.97	1,092.74	1,127.39	1,162.12	1,196.68	1,233.80	1,270.82	
12120	INDUSTRIAL DEVELOPMENT OFFICER 1								6
SA	07/01/2021	1,025.10	1,056.81	1,073.03	1,089.33	1,105.54	1,121.83	1,140.35	
		1,156.58	1,175.09	1,193.74	1,229.54				
	01/01/2022	1,035.35	1,067.38	1,083.76	1,100.22	1,116.60	1,133.05	1,151.75	
		1,168.15	1,186.84	1,205.68	1,241.84				
	01/01/2023	1,045.70	1,078.05	1,094.60	1,111.22	1,127.77	1,144.38	1,163.27	
		1,179.83	1,198.71	1,217.74	1,254.26				
	01/01/2024	1,056.16	1,088.83	1,105.55	1,122.33	1,139.05	1,155.82	1,174.90	
		1,191.63	1,210.70	1,229.92	1,266.80				
12122	INDUSTRIAL DEVELOPMENT OFFICER 2								6
	07/01/2021	1,348.14	1,389.81	1,447.86	1,505.89	1,571.88	1,639.29	1,688.47	
	01/01/2022	1,361.62	1,403.71	1,462.34	1,520.95	1,587.60	1,655.68	1,705.35	
	01/01/2023	1,375.24	1,417.75	1,476.96	1,536.16	1,603.48	1,672.24	1,722.40	
	01/01/2024	1,388.99	1,431.93	1,491.73	1,551.52	1,619.51	1,688.96	1,739.62	
12124	INDUSTRIAL DEVELOPMENT OFFICER 3								6
	07/01/2021	1,481.99	1,527.84	1,592.79	1,660.10	1,745.99	1,836.48	1,891.59	
	01/01/2022	1,496.81	1,543.12	1,608.72	1,676.70	1,763.45	1,854.84	1,910.51	
	01/01/2023	1,511.78	1,558.55	1,624.81	1,693.47	1,781.08	1,873.39	1,929.62	
	01/01/2024	1,526.90	1,574.14	1,641.06	1,710.40	1,798.89	1,892.12	1,948.92	
95100	INFORMATION (BU) AIF16								6
	07/01/2021	1,203.58	1,240.80	1,290.00	1,341.15	1,394.33	1,449.61	1,493.11	
	01/01/2022	1,215.62	1,253.21	1,302.90	1,354.56	1,408.27	1,464.11	1,508.04	
	01/01/2023	1,227.78	1,265.74	1,315.93	1,368.11	1,422.35	1,478.75	1,523.12	
	01/01/2024	1,240.06	1,278.40	1,329.09	1,381.79	1,436.57	1,493.54	1,538.35	
95101	INFORMATION (BU) AIF17								6
	07/01/2021	1,300.07	1,340.28	1,390.45	1,442.51	1,496.49	1,552.58	1,599.15	
	01/01/2022	1,313.07	1,353.68	1,404.35	1,456.94	1,511.45	1,568.11	1,615.14	
	01/01/2023	1,326.20	1,367.22	1,418.39	1,471.51	1,526.56	1,583.79	1,631.29	
	01/01/2024	1,339.46	1,380.89	1,432.57	1,486.23	1,541.83	1,599.63	1,647.60	
02701	INFORMATION OFFICER 1								6
	07/01/2021	1,182.43	1,218.99	1,249.21	1,281.55	1,313.98	1,348.53	1,389.01	
	01/01/2022	1,194.25	1,231.18	1,261.70	1,294.37	1,327.12	1,362.02	1,402.90	
	01/01/2023	1,206.19	1,243.49	1,274.32	1,307.31	1,340.39	1,375.64	1,416.93	
	01/01/2024	1,218.25	1,255.92	1,287.06	1,320.38	1,353.79	1,389.40	1,431.10	

02703	INFORMATION OFFICER 2							6
	07/01/2021	1,300.74	1,340.98	1,375.76	1,412.60	1,451.64	1,491.85	1,536.60
	01/01/2022	1,313.75	1,354.39	1,389.52	1,426.73	1,466.16	1,506.77	1,551.97
	01/01/2023	1,326.89	1,367.93	1,403.42	1,441.00	1,480.82	1,521.84	1,567.49
	01/01/2024	1,340.16	1,381.61	1,417.45	1,455.41	1,495.63	1,537.06	1,583.16
02705	INFORMATION OFFICER 3							6
	07/01/2021	1,457.67	1,502.76	1,556.98	1,612.34	1,670.97	1,731.68	1,783.61
	01/01/2022	1,472.25	1,517.79	1,572.55	1,628.46	1,687.68	1,749.00	1,801.45
	01/01/2023	1,486.97	1,532.97	1,588.28	1,644.74	1,704.56	1,766.49	1,819.46
	01/01/2024	1,501.84	1,548.30	1,604.16	1,661.19	1,721.61	1,784.15	1,837.65
02707	INFORMATION OFFICER 4							6
	07/01/2021	1,510.47	1,557.16	1,618.94	1,682.91	1,750.37	1,828.13	1,882.99
	01/01/2022	1,525.57	1,572.73	1,635.13	1,699.74	1,767.87	1,846.41	1,901.82
	01/01/2023	1,540.83	1,588.46	1,651.48	1,716.74	1,785.55	1,864.87	1,920.84
	01/01/2024	1,556.24	1,604.34	1,667.99	1,733.91	1,803.41	1,883.52	1,940.05
12460	INSPECTOR OF SIGNS AND BUILDINGS PERMITS 1							A(36¼)
	07/01/2021	839.96	865.97	890.09	915.17	940.51	969.06	998.14
	01/01/2022	848.36	874.63	898.99	924.32	949.92	978.75	1,008.12
	01/01/2023	856.84	883.38	907.98	933.56	959.42	988.54	1,018.20
	01/01/2024	865.41	892.21	917.06	942.90	969.01	998.43	1,028.38
12462	INSPECTOR OF SIGNS AND BUILDINGS PERMITS 2							3
	07/01/2021	1,226.09	1,264.03	1,315.23	1,365.16	1,429.23	1,496.33	1,541.21
	01/01/2022	1,238.35	1,276.67	1,328.38	1,378.81	1,443.52	1,511.29	1,556.62
	01/01/2023	1,250.73	1,289.44	1,341.66	1,392.60	1,457.96	1,526.40	1,572.19
	01/01/2024	1,263.24	1,302.33	1,355.08	1,406.53	1,472.54	1,541.66	1,587.91
12144	INSPECTOR OF SURVEYS 2							3
	07/01/2021	1,296.31	1,336.42	1,391.94	1,458.89	1,527.32	1,599.98	1,648.03
	01/01/2022	1,309.27	1,349.78	1,405.86	1,473.48	1,542.59	1,615.98	1,664.51
	01/01/2023	1,322.36	1,363.28	1,419.92	1,488.21	1,558.02	1,632.14	1,681.16
	01/01/2024	1,335.58	1,376.91	1,434.12	1,503.09	1,573.60	1,648.46	1,697.97
05932	INSPECTOR OF VITAL STATISTICS							A(36¼)
	07/01/2021	936.84	965.82	994.33	1,025.14	1,055.91	1,088.97	1,121.67
	01/01/2022	946.21	975.48	1,004.27	1,035.39	1,066.47	1,099.86	1,132.89
	01/01/2023	955.67	985.23	1,014.31	1,045.74	1,077.13	1,110.86	1,144.22
	01/01/2024	965.23	995.08	1,024.45	1,056.20	1,087.90	1,121.97	1,155.66
51074	INSURANCE REPRESENTATIVE							3
	07/01/2021	1,009.33	1,040.55	1,071.36	1,104.33	1,139.44	1,174.75	1,210.01
	01/01/2022	1,019.42	1,050.96	1,082.07	1,115.37	1,150.83	1,186.50	1,222.11
	01/01/2023	1,029.61	1,061.47	1,092.89	1,126.52	1,162.34	1,198.37	1,234.33
	01/01/2024	1,039.91	1,072.08	1,103.82	1,137.79	1,173.96	1,210.35	1,246.67
10101	INVESTIGATIVE SOCIAL WORKER OFFICIAL GUARDIAN							3 - 7

	07/01/2021	1,373.61	1,416.08	1,457.65	1,502.06	1,546.37	1,593.69	1,643.61	
		1,693.61	1,744.41						
	01/01/2022	1,387.35	1,430.24	1,472.23	1,517.08	1,561.83	1,609.63	1,660.05	
		1,710.55	1,761.85						
	01/01/2023	1,401.22	1,444.54	1,486.95	1,532.25	1,577.45	1,625.73	1,676.65	
		1,727.66	1,779.47						
	01/01/2024	1,415.23	1,458.99	1,501.82	1,547.57	1,593.22	1,641.99	1,693.42	
		1,744.94	1,797.26						
13796	INVESTIGATOR 1, AGRICULTURAL PRODUCTS								6
	07/01/2021	1,070.35	1,103.46	1,136.32	1,171.46	1,209.03	1,246.52	1,283.93	
	01/01/2022	1,081.05	1,114.49	1,147.68	1,183.17	1,221.12	1,258.99	1,296.77	
	01/01/2023	1,091.86	1,125.63	1,159.16	1,195.00	1,233.33	1,271.58	1,309.74	
	01/01/2024	1,102.78	1,136.89	1,170.75	1,206.95	1,245.66	1,284.30	1,322.84	
05670	INVESTIGATOR 1, ONTARIO SECURITIES COMMISSION								6
	07/01/2021	1,285.43	1,325.17	1,379.74	1,436.38	1,497.35	1,560.56	1,607.36	
	01/01/2022	1,298.28	1,338.42	1,393.54	1,450.74	1,512.32	1,576.17	1,623.43	
	01/01/2023	1,311.26	1,351.80	1,407.48	1,465.25	1,527.44	1,591.93	1,639.66	
	01/01/2024	1,324.37	1,365.32	1,421.55	1,479.90	1,542.71	1,607.85	1,656.06	
05672	INVESTIGATOR 2, ONTARIO SECURITIES COMMISSION								6
	07/01/2021	1,426.00	1,470.13	1,532.18	1,596.55	1,665.18	1,739.30	1,791.49	
	01/01/2022	1,440.26	1,484.83	1,547.50	1,612.52	1,681.83	1,756.69	1,809.40	
	01/01/2023	1,454.66	1,499.68	1,562.98	1,628.65	1,698.65	1,774.26	1,827.49	
	01/01/2024	1,469.21	1,514.68	1,578.61	1,644.94	1,715.64	1,792.00	1,845.76	
00926	INVESTIGATOR OF ESTATES								3 - 7
	07/01/2021	933.45	962.33	992.57	1,022.82	1,053.06	1,085.43	1,117.98	
	01/01/2022	942.78	971.95	1,002.50	1,033.05	1,063.59	1,096.28	1,129.16	
	01/01/2023	952.21	981.67	1,012.53	1,043.38	1,074.23	1,107.24	1,140.45	
	01/01/2024	961.73	991.49	1,022.66	1,053.81	1,084.97	1,118.31	1,151.85	
07620	LANGUAGE AND CITIZENSHIP TRAINING SPECIALIST 1								3 - 7
	07/01/2021	1,202.07	1,239.25	1,293.01	1,346.88	1,404.88	1,465.15	1,509.13	
	01/01/2022	1,214.09	1,251.64	1,305.94	1,360.35	1,418.93	1,479.80	1,524.22	
	01/01/2023	1,226.23	1,264.16	1,319.00	1,373.95	1,433.12	1,494.60	1,539.46	
	01/01/2024	1,238.49	1,276.80	1,332.19	1,387.69	1,447.45	1,509.55	1,554.85	
07602 SA	LECTURER 1, AGRICULTURAL SCHOOL								A(36¼)
	07/01/2021	917.48	945.85	961.18	976.56	991.94	1,007.24	1,022.64	
		1,040.16	1,055.47	1,073.03	1,105.23				
	01/01/2022	926.65	955.31	970.79	986.33	1,001.86	1,017.31	1,032.87	
		1,050.56	1,066.02	1,083.76	1,116.28				
	01/01/2023	935.92	964.86	980.50	996.19	1,011.88	1,027.48	1,043.20	
		1,061.07	1,076.68	1,094.60	1,127.44				
	01/01/2024	945.28	974.51	990.31	1,006.15	1,022.00	1,037.75	1,053.63	
		1,071.68	1,087.45	1,105.55	1,138.71				
07604	LECTURER 2, AGRICULTURAL SCHOOL								A(36¼)

	07/01/2021	1,183.26	1,219.86	1,260.04	1,302.40	1,347.20	1,406.03	1,448.22	
	01/01/2022	1,195.09	1,232.06	1,272.64	1,315.42	1,360.67	1,420.09	1,462.70	
	01/01/2023	1,207.04	1,244.38	1,285.37	1,328.57	1,374.28	1,434.29	1,477.33	
	01/01/2024	1,219.11	1,256.82	1,298.22	1,341.86	1,388.02	1,448.63	1,492.10	
07606	LECTURER 3, AGRICULTURAL SCHOOL								A(36¼)
	07/01/2021	1,329.67	1,370.77	1,429.72	1,488.57	1,555.88	1,624.21	1,672.95	
	01/01/2022	1,342.97	1,384.48	1,444.02	1,503.46	1,571.44	1,640.45	1,689.68	
	01/01/2023	1,356.40	1,398.32	1,458.46	1,518.49	1,587.15	1,656.85	1,706.58	
	01/01/2024	1,369.96	1,412.30	1,473.04	1,533.67	1,603.02	1,673.42	1,723.65	
12174	LEGAL SURVEY EXAMINER 3								A(36¼)
	07/01/2021	1,261.56	1,300.59	1,355.24	1,414.05	1,475.24	1,540.67	1,586.91	
	01/01/2022	1,274.18	1,313.60	1,368.79	1,428.19	1,489.99	1,556.08	1,602.78	
	01/01/2023	1,286.92	1,326.74	1,382.48	1,442.47	1,504.89	1,571.64	1,618.81	
	01/01/2024	1,299.79	1,340.01	1,396.30	1,456.89	1,519.94	1,587.36	1,635.00	
12176	LEGAL SURVEY EXAMINER 4								6
	07/01/2021	1,388.94	1,431.89	1,498.79	1,570.08	1,652.74	1,731.10	1,783.01	
	01/01/2022	1,402.83	1,446.21	1,513.78	1,585.78	1,669.27	1,748.41	1,800.84	
	01/01/2023	1,416.86	1,460.67	1,528.92	1,601.64	1,685.96	1,765.89	1,818.85	
	01/01/2024	1,431.03	1,475.28	1,544.21	1,617.66	1,702.82	1,783.55	1,837.04	
02725	LEGISLATIVE ASSISTANT EDITOR								3
	07/01/2021	1,189.58	1,226.36	1,266.88	1,307.38	1,352.10	1,394.06	1,435.88	
	01/01/2022	1,201.48	1,238.62	1,279.55	1,320.45	1,365.62	1,408.00	1,450.24	
	01/01/2023	1,213.49	1,251.01	1,292.35	1,333.65	1,379.28	1,422.08	1,464.74	
	01/01/2024	1,225.62	1,263.52	1,305.27	1,346.99	1,393.07	1,436.30	1,479.39	
07960	LIBRARIAN 1								3 - 7
SA	07/01/2021	1,163.53	1,199.52	1,214.11	1,231.26	1,248.28	1,265.45	1,282.44	
		1,299.58	1,316.57	1,333.63	1,373.65				
	01/01/2022	1,175.17	1,211.52	1,226.25	1,243.57	1,260.76	1,278.10	1,295.26	
		1,312.58	1,329.74	1,346.97	1,387.39				
	01/01/2023	1,186.92	1,223.64	1,238.51	1,256.01	1,273.37	1,290.88	1,308.21	
		1,325.71	1,343.04	1,360.44	1,401.26				
	01/01/2024	1,198.79	1,235.88	1,250.90	1,268.57	1,286.10	1,303.79	1,321.29	
		1,338.97	1,356.47	1,374.04	1,415.27				
07962	LIBRARIAN 2								3 - 7
	07/01/2021	1,239.27	1,277.61	1,311.75	1,348.31	1,384.87	1,423.87	1,466.57	
	01/01/2022	1,251.66	1,290.39	1,324.87	1,361.79	1,398.72	1,438.11	1,481.24	
	01/01/2023	1,264.18	1,303.29	1,338.12	1,375.41	1,412.71	1,452.49	1,496.05	
	01/01/2024	1,276.82	1,316.32	1,351.50	1,389.16	1,426.84	1,467.01	1,511.01	
07964	LIBRARIAN 3								3 - 7
	07/01/2021	1,329.14	1,370.27	1,409.21	1,448.30	1,489.73	1,533.63	1,579.63	
	01/01/2022	1,342.43	1,383.97	1,423.30	1,462.78	1,504.63	1,548.97	1,595.43	
	01/01/2023	1,355.85	1,397.81	1,437.53	1,477.41	1,519.68	1,564.46	1,611.38	
	01/01/2024	1,369.41	1,411.79	1,451.91	1,492.18	1,534.88	1,580.10	1,627.49	

07966	LIBRARIAN 4								3 - 7
	07/01/2021	1,555.25	1,603.34	1,661.70	1,731.98	1,803.86	1,880.15	1,936.56	
	01/01/2022	1,570.80	1,619.37	1,678.32	1,749.30	1,821.90	1,898.95	1,955.93	
	01/01/2023	1,586.51	1,635.56	1,695.10	1,766.79	1,840.12	1,917.94	1,975.49	
	01/01/2024	1,602.38	1,651.92	1,712.05	1,784.46	1,858.52	1,937.12	1,995.24	
12705	MAINTENANCE OPERATION ANALYST								3
	07/01/2021	1,321.39	1,362.26	1,427.09	1,491.18	1,571.61	1,656.27	1,705.94	
	01/01/2022	1,334.60	1,375.88	1,441.36	1,506.09	1,587.33	1,672.83	1,723.00	
	01/01/2023	1,347.95	1,389.64	1,455.77	1,521.15	1,603.20	1,689.56	1,740.23	
	01/01/2024	1,361.43	1,403.54	1,470.33	1,536.36	1,619.23	1,706.46	1,757.63	
09566	MEAT INSPECTOR 1								4 - 7
	07/01/2021	23.76	24.49	25.01	25.64	26.41			
	01/01/2022	24.00	24.73	25.26	25.90	26.67			
	01/01/2023	24.24	24.98	25.51	26.16	26.94			
	01/01/2024	24.48	25.23	25.77	26.42	27.21			
01885	NEIGHBOURHOOD/FUNCTIONAL ASSESSOR								A(36¼)
	07/01/2021	1,200.10	1,237.21	1,274.68	1,314.62	1,356.89	1,399.36	1,444.29	
		1,487.62							
	01/01/2022	1,212.10	1,249.58	1,287.43	1,327.77	1,370.46	1,413.35	1,458.73	
		1,502.50							
	01/01/2023	1,224.22	1,262.08	1,300.30	1,341.05	1,384.16	1,427.48	1,473.32	
		1,517.53							
	01/01/2024	1,236.46	1,274.70	1,313.30	1,354.46	1,398.00	1,441.75	1,488.05	
		1,532.71							
03896	NORTHERN AFFAIRS OFFICER 1								6
	07/01/2021	1,101.11	1,135.17	1,176.91	1,220.28	1,265.37	1,312.37	1,351.73	
	01/01/2022	1,112.12	1,146.52	1,188.68	1,232.48	1,278.02	1,325.49	1,365.25	
	01/01/2023	1,123.24	1,157.99	1,200.57	1,244.80	1,290.80	1,338.74	1,378.90	
	01/01/2024	1,134.47	1,169.57	1,212.58	1,257.25	1,303.71	1,352.13	1,392.69	
03898	NORTHERN AFFAIRS OFFICER 2								6
	07/01/2021	1,213.70	1,251.24	1,297.58	1,345.81	1,395.91	1,448.15	1,491.58	
	01/01/2022	1,225.84	1,263.75	1,310.56	1,359.27	1,409.87	1,462.63	1,506.50	
	01/01/2023	1,238.10	1,276.39	1,323.67	1,372.86	1,423.97	1,477.26	1,521.57	
	01/01/2024	1,250.48	1,289.15	1,336.91	1,386.59	1,438.21	1,492.03	1,536.79	
09526	NURSING HOME OFFICER, ENVIRONMENTAL HEALTH								A(36¼)
	07/01/2021	1,293.28	1,333.29	1,373.64	1,415.41	1,460.02	1,505.93	1,551.10	
	01/01/2022	1,306.21	1,346.62	1,387.38	1,429.56	1,474.62	1,520.99	1,566.61	
	01/01/2023	1,319.27	1,360.09	1,401.25	1,443.86	1,489.37	1,536.20	1,582.28	
	01/01/2024	1,332.46	1,373.69	1,415.26	1,458.30	1,504.26	1,551.56	1,598.10	
05473	OCCUPATIONAL HEALTH AND SAFETY ADVISOR								A(36¼)
	07/01/2021	1,249.83	1,288.50	1,342.47	1,397.64	1,455.94	1,516.30	1,561.78	
	01/01/2022	1,262.33	1,301.39	1,355.89	1,411.62	1,470.50	1,531.46	1,577.40	

	01/01/2023	1,274.95	1,314.40	1,369.45	1,425.74	1,485.21	1,546.77	1,593.17	
	01/01/2024	1,287.70	1,327.54	1,383.14	1,440.00	1,500.06	1,562.24	1,609.10	
05468	OCCUPATIONAL HEALTH AND SAFETY INSPECTOR								3 - 7
	07/01/2021	1,443.44	1,488.08	1,547.15	1,606.24	1,665.14	1,723.18	1,774.87	
	01/01/2022	1,457.87	1,502.96	1,562.62	1,622.30	1,681.79	1,740.41	1,792.62	
	01/01/2023	1,472.45	1,517.99	1,578.25	1,638.52	1,698.61	1,757.81	1,810.55	
	01/01/2024	1,487.17	1,533.17	1,594.03	1,654.91	1,715.60	1,775.39	1,828.66	
15600	OCCUPATIONAL HYGIENIST								3
	07/01/2021	1,368.16	1,410.47	1,475.97	1,555.82	1,651.88	1,766.49	1,819.47	
	01/01/2022	1,381.84	1,424.57	1,490.73	1,571.38	1,668.40	1,784.15	1,837.66	
	01/01/2023	1,395.66	1,438.82	1,505.64	1,587.09	1,685.08	1,801.99	1,856.04	
	01/01/2024	1,409.62	1,453.21	1,520.70	1,602.96	1,701.93	1,820.01	1,874.60	
09532	ORGANIZER 2, X-RAY SURVEYS								3
	07/01/2021	1,093.72	1,127.53	1,162.15	1,198.89	1,237.70	1,277.66	1,315.99	
	01/01/2022	1,104.66	1,138.81	1,173.77	1,210.88	1,250.08	1,290.44	1,329.15	
	01/01/2023	1,115.71	1,150.20	1,185.51	1,222.99	1,262.58	1,303.34	1,342.44	
	01/01/2024	1,126.87	1,161.70	1,197.37	1,235.22	1,275.21	1,316.37	1,355.86	
10505	PARENTAL SUPPORT WORKER								3 - 7
	07/01/2021	1,322.29	1,363.19	1,405.36	1,447.55	1,493.56	1,536.35	1,582.45	
	01/01/2022	1,335.51	1,376.82	1,419.41	1,462.03	1,508.50	1,551.71	1,598.27	
	01/01/2023	1,348.87	1,390.59	1,433.60	1,476.65	1,523.59	1,567.23	1,614.25	
	01/01/2024	1,362.36	1,404.50	1,447.94	1,491.42	1,538.83	1,582.90	1,630.39	
14160	PARKS PLANNER 1								A(36¼)
	07/01/2021	1,047.89	1,080.30	1,115.18	1,152.29	1,191.52	1,230.83	1,284.25	
		1,322.79							
	01/01/2022	1,058.37	1,091.10	1,126.33	1,163.81	1,203.44	1,243.14	1,297.09	
		1,336.02							
	01/01/2023	1,068.95	1,102.01	1,137.59	1,175.45	1,215.47	1,255.57	1,310.06	
		1,349.38							
	01/01/2024	1,079.64	1,113.03	1,148.97	1,187.20	1,227.62	1,268.13	1,323.16	
		1,362.87							
14163	PARKS PLANNER 2 (BARGAINING UNIT)								A(36¼)
	07/01/2021	1,250.70	1,289.39	1,339.22	1,396.20	1,461.77	1,531.55	1,577.49	
	01/01/2022	1,263.21	1,302.28	1,352.61	1,410.16	1,476.39	1,546.87	1,593.26	
	01/01/2023	1,275.84	1,315.30	1,366.14	1,424.26	1,491.15	1,562.34	1,609.19	
	01/01/2024	1,288.60	1,328.45	1,379.80	1,438.50	1,506.06	1,577.96	1,625.28	
14164	PARKS PLANNER 3								A(36¼)
	07/01/2021	1,420.72	1,464.67	1,534.38	1,607.14	1,689.76	1,770.99	1,824.15	
	01/01/2022	1,434.93	1,479.32	1,549.72	1,623.21	1,706.66	1,788.70	1,842.39	
	01/01/2023	1,449.28	1,494.11	1,565.22	1,639.44	1,723.73	1,806.59	1,860.81	
	01/01/2024	1,463.77	1,509.05	1,580.87	1,655.83	1,740.97	1,824.66	1,879.42	
00960	PERSONALTY VALUATOR 1								3

	07/01/2021	1,265.50	1,304.63	1,358.71	1,414.84	1,473.17	1,535.83	1,581.88	
	01/01/2022	1,278.16	1,317.68	1,372.30	1,428.99	1,487.90	1,551.19	1,597.70	
	01/01/2023	1,290.94	1,330.86	1,386.02	1,443.28	1,502.78	1,566.70	1,613.68	
	01/01/2024	1,303.85	1,344.17	1,399.88	1,457.71	1,517.81	1,582.37	1,629.82	
15547	PESTICIDES AND TERRESTRIAL EFFECTS OFFICER								3
	07/01/2021	1,436.07	1,480.49	1,552.77	1,625.11	1,697.38	1,769.71	1,822.80	
	01/01/2022	1,450.43	1,495.29	1,568.30	1,641.36	1,714.35	1,787.41	1,841.03	
	01/01/2023	1,464.93	1,510.24	1,583.98	1,657.77	1,731.49	1,805.28	1,859.44	
	01/01/2024	1,479.58	1,525.34	1,599.82	1,674.35	1,748.80	1,823.33	1,878.03	
09600	PESTICIDES CONTROL OFFICER 1								3 - 7
SA-05	07/01/2021	915.79	944.08	959.52	974.77	990.12	1,005.47	1,038.37	
		1,071.23	1,103.38						
	01/01/2022	924.95	953.52	969.12	984.52	1,000.02	1,015.52	1,048.75	
		1,081.94	1,114.41						
	01/01/2023	934.20	963.06	978.81	994.37	1,010.02	1,025.68	1,059.24	
		1,092.76	1,125.55						
	01/01/2024	943.54	972.69	988.60	1,004.31	1,020.12	1,035.94	1,069.83	
		1,103.69	1,136.81						
09602	PESTICIDES CONTROL OFFICER 2								3 - 7
	07/01/2021	1,077.36	1,110.67	1,147.91	1,186.30	1,225.80	1,278.37	1,316.73	
	01/01/2022	1,088.13	1,121.78	1,159.39	1,198.16	1,238.06	1,291.15	1,329.90	
	01/01/2023	1,099.01	1,133.00	1,170.98	1,210.14	1,250.44	1,304.06	1,343.20	
	01/01/2024	1,110.00	1,144.33	1,182.69	1,222.24	1,262.94	1,317.10	1,356.63	
09604	PESTICIDES CONTROL OFFICER 3								3 - 7
	07/01/2021	1,205.03	1,242.30	1,289.39	1,339.22	1,396.20	1,427.53	1,470.36	
	01/01/2022	1,217.08	1,254.72	1,302.28	1,352.61	1,410.16	1,441.81	1,485.06	
	01/01/2023	1,229.25	1,267.27	1,315.30	1,366.14	1,424.26	1,456.23	1,499.91	
	01/01/2024	1,241.54	1,279.94	1,328.45	1,379.80	1,438.50	1,470.79	1,514.91	
05517	PROGRAM ADVISOR TRAINEE, EARLY CHILDHOOD EDUCATION								6
	07/01/2021	1,265.14	1,304.26	1,330.03	1,369.93				
	01/01/2022	1,277.79	1,317.30	1,343.33	1,383.63				
	01/01/2023	1,290.57	1,330.47	1,356.76	1,397.47				
	01/01/2024	1,303.48	1,343.77	1,370.33	1,411.44				
05516	PROGRAM ADVISOR, EARLY CHILDHOOD EDUCATION								6
	07/01/2021	1,315.58	1,356.25	1,386.99	1,444.45	1,504.25	1,566.29	1,613.29	
	01/01/2022	1,328.74	1,369.81	1,400.86	1,458.89	1,519.29	1,581.95	1,629.42	
	01/01/2023	1,342.03	1,383.51	1,414.87	1,473.48	1,534.48	1,597.77	1,645.71	
	01/01/2024	1,355.45	1,397.35	1,429.02	1,488.21	1,549.82	1,613.75	1,662.17	
01880	PROPERTY ASSESSOR 1								A(36¼)
SA	07/01/2021	742.05	765.01	783.85	804.93	825.84	846.83	869.89	
		892.96	918.17	945.72					
	01/01/2022	749.47	772.66	791.69	812.98	834.10	855.30	878.59	
		901.89	927.35	955.18					

	01/01/2023	756.96	780.39	799.61	821.11	842.44	863.85	887.38	
		910.91	936.62	964.73					
	01/01/2024	764.53	788.19	807.61	829.32	850.86	872.49	896.25	
		920.02	945.99	974.38					
01882	PROPERTY ASSESSOR 2								A(36¼)
	07/01/2021	887.53	914.98	940.24	968.03	996.65	1,027.52	1,058.37	
		1,090.13							
	01/01/2022	896.41	924.13	949.64	977.71	1,006.62	1,037.80	1,068.95	
		1,101.03							
	01/01/2023	905.37	933.37	959.14	987.49	1,016.69	1,048.18	1,079.64	
		1,112.04							
	01/01/2024	914.42	942.70	968.73	997.36	1,026.86	1,058.66	1,090.44	
		1,123.16							
01884	PROPERTY ASSESSOR 3								A(36¼)
	07/01/2021	1,103.97	1,138.11	1,172.48	1,209.20	1,248.01	1,287.06	1,328.37	
		1,368.25							
	01/01/2022	1,115.01	1,149.49	1,184.20	1,221.29	1,260.49	1,299.93	1,341.65	
		1,381.93							
	01/01/2023	1,126.16	1,160.98	1,196.04	1,233.50	1,273.09	1,312.93	1,355.07	
		1,395.75							
	01/01/2024	1,137.42	1,172.59	1,208.00	1,245.84	1,285.82	1,326.06	1,368.62	
		1,409.71							
01886	PROPERTY ASSESSOR 4								A(36¼)
	07/01/2021	1,210.03	1,247.46	1,287.44	1,328.42	1,369.51	1,425.64	1,486.13	
		1,530.73							
	01/01/2022	1,222.13	1,259.93	1,300.31	1,341.70	1,383.21	1,439.90	1,500.99	
		1,546.04							
	01/01/2023	1,234.35	1,272.53	1,313.31	1,355.12	1,397.04	1,454.30	1,516.00	
		1,561.50							
	01/01/2024	1,246.69	1,285.26	1,326.44	1,368.67	1,411.01	1,468.84	1,531.16	
		1,577.12							
00481	PROVINCIAL PROSECUTOR								6
	07/01/2021	1,333.29	1,374.52	1,442.40	1,511.73	1,585.50	1,662.80	1,712.70	
	01/01/2022	1,346.62	1,388.27	1,456.82	1,526.85	1,601.36	1,679.43	1,729.83	
	01/01/2023	1,360.09	1,402.15	1,471.39	1,542.12	1,617.37	1,696.22	1,747.13	
	01/01/2024	1,373.69	1,416.17	1,486.10	1,557.54	1,633.54	1,713.18	1,764.60	
09539	PUBLIC HEALTH INSPECTOR 1								A(36¼)
	07/01/2021	1,010.41	1,041.64	1,073.04	1,105.62	1,140.39	1,176.20	1,211.50	
	01/01/2022	1,020.51	1,052.06	1,083.77	1,116.68	1,151.79	1,187.96	1,223.62	
	01/01/2023	1,030.72	1,062.58	1,094.61	1,127.85	1,163.31	1,199.84	1,235.86	
	01/01/2024	1,041.03	1,073.21	1,105.56	1,139.13	1,174.94	1,211.84	1,248.22	
09541	PUBLIC HEALTH INSPECTOR 2								A(36¼)
	07/01/2021	1,053.57	1,086.15	1,118.72	1,153.38	1,190.29	1,229.28	1,266.18	
	01/01/2022	1,064.11	1,097.01	1,129.91	1,164.91	1,202.19	1,241.57	1,278.84	

	01/01/2023	1,074.75	1,107.98	1,141.21	1,176.56	1,214.21	1,253.99	1,291.63	
	01/01/2024	1,085.50	1,119.06	1,152.62	1,188.33	1,226.35	1,266.53	1,304.55	
09547	PUBLIC HEALTH INSPECTOR 3								A(36¼)
	07/01/2021	1,241.35	1,279.76	1,342.47	1,397.64	1,455.94	1,516.30	1,561.78	
	01/01/2022	1,253.76	1,292.56	1,355.89	1,411.62	1,470.50	1,531.46	1,577.40	
	01/01/2023	1,266.30	1,305.49	1,369.45	1,425.74	1,485.21	1,546.77	1,593.17	
	01/01/2024	1,278.96	1,318.54	1,383.14	1,440.00	1,500.06	1,562.24	1,609.10	
01000	REAL ESTATE OFFICER 1								A(36¼)
	07/01/2021	1,235.87	1,274.06	1,319.67	1,368.21	1,419.70	1,447.63	1,491.09	
	01/01/2022	1,248.23	1,286.80	1,332.87	1,381.89	1,433.90	1,462.11	1,506.00	
	01/01/2023	1,260.71	1,299.67	1,346.20	1,395.71	1,448.24	1,476.73	1,521.06	
	01/01/2024	1,273.32	1,312.67	1,359.66	1,409.67	1,462.72	1,491.50	1,536.27	
01002	REAL ESTATE OFFICER 2								A(36¼)
	07/01/2021	1,301.55	1,341.79	1,394.67	1,446.19	1,512.43	1,546.22	1,592.57	
	01/01/2022	1,314.57	1,355.21	1,408.62	1,460.65	1,527.55	1,561.68	1,608.50	
	01/01/2023	1,327.72	1,368.76	1,422.71	1,475.26	1,542.83	1,577.30	1,624.59	
	01/01/2024	1,341.00	1,382.45	1,436.94	1,490.01	1,558.26	1,593.07	1,640.84	
01004	REAL ESTATE OFFICER 3								A(36¼)
	07/01/2021	1,417.08	1,460.91	1,528.54	1,600.68	1,674.20	1,761.00	1,813.82	
	01/01/2022	1,431.25	1,475.52	1,543.83	1,616.69	1,690.94	1,778.61	1,831.96	
	01/01/2023	1,445.56	1,490.28	1,559.27	1,632.86	1,707.85	1,796.40	1,850.28	
	01/01/2024	1,460.02	1,505.18	1,574.86	1,649.19	1,724.93	1,814.36	1,868.78	
17142	RECORDS OFFICER 1								3 - 7
	07/01/2021	1,102.98	1,137.10	1,165.14	1,195.37	1,225.70	1,255.92	1,293.62	
	01/01/2022	1,114.01	1,148.47	1,176.79	1,207.32	1,237.96	1,268.48	1,306.56	
	01/01/2023	1,125.15	1,159.95	1,188.56	1,219.39	1,250.34	1,281.16	1,319.63	
	01/01/2024	1,136.40	1,171.55	1,200.45	1,231.58	1,262.84	1,293.97	1,332.83	
17144	RECORDS OFFICER 2								3 - 7
	07/01/2021	1,218.25	1,255.92	1,288.28	1,322.79	1,357.41	1,394.11	1,435.95	
	01/01/2022	1,230.43	1,268.48	1,301.16	1,336.02	1,370.98	1,408.05	1,450.31	
	01/01/2023	1,242.73	1,281.16	1,314.17	1,349.38	1,384.69	1,422.13	1,464.81	
	01/01/2024	1,255.16	1,293.97	1,327.31	1,362.87	1,398.54	1,436.35	1,479.46	
17140	RECORDS OFFICER JUNIOR								3 - 7
	07/01/2021	1,006.81	1,037.94	1,060.61	1,085.28	1,109.97	1,137.10	1,171.21	
	01/01/2022	1,016.88	1,048.32	1,071.22	1,096.13	1,121.07	1,148.47	1,182.92	
	01/01/2023	1,027.05	1,058.80	1,081.93	1,107.09	1,132.28	1,159.95	1,194.75	
	01/01/2024	1,037.32	1,069.39	1,092.75	1,118.16	1,143.60	1,171.55	1,206.70	
05414	REGIONAL CASE CO-ORDINATOR, HUMAN RIGHTS								6
	07/01/2021	1,385.35	1,428.18	1,484.91	1,543.79	1,605.15	1,668.88	1,718.96	
	01/01/2022	1,399.20	1,442.46	1,499.76	1,559.23	1,621.20	1,685.57	1,736.15	
	01/01/2023	1,413.19	1,456.88	1,514.76	1,574.82	1,637.41	1,702.43	1,753.51	
	01/01/2024	1,427.32	1,471.45	1,529.91	1,590.57	1,653.78	1,719.45	1,771.05	

10114	REHABILITATION EMPLOYMENT OFFICER							3 - 7
	07/01/2021	1,195.86	1,232.85	1,268.99	1,307.64	1,346.17	1,387.28	1,430.71
		1,474.19	1,518.39					
	01/01/2022	1,207.82	1,245.18	1,281.68	1,320.72	1,359.63	1,401.15	1,445.02
		1,488.93	1,533.57					
	01/01/2023	1,219.90	1,257.63	1,294.50	1,333.93	1,373.23	1,415.16	1,459.47
		1,503.82	1,548.91					
	01/01/2024	1,232.10	1,270.21	1,307.45	1,347.27	1,386.96	1,429.31	1,474.06
		1,518.86	1,564.40					
10202	REHABILITATION OFFICER 1, HEALTH							3 - 7
	07/01/2021	863.41	890.12	914.35	941.78			
	01/01/2022	872.04	899.02	923.49	951.20			
	01/01/2023	880.76	908.01	932.72	960.71			
	01/01/2024	889.57	917.09	942.05	970.32			
10204	REHABILITATION OFFICER 2, HEALTH							3 - 7
	07/01/2021	989.85	1,020.47	1,052.84	1,085.21	1,117.47	1,152.08	1,186.66
	01/01/2022	999.75	1,030.67	1,063.37	1,096.06	1,128.64	1,163.60	1,198.53
	01/01/2023	1,009.75	1,040.98	1,074.00	1,107.02	1,139.93	1,175.24	1,210.52
	01/01/2024	1,019.85	1,051.39	1,084.74	1,118.09	1,151.33	1,186.99	1,222.63
10206	REHABILITATION OFFICER 3, HEALTH							A(36¼)
	07/01/2021	1,056.58	1,089.25	1,126.96	1,170.31	1,210.80	1,275.08	1,313.34
	01/01/2022	1,067.15	1,100.14	1,138.23	1,182.01	1,222.91	1,287.83	1,326.47
	01/01/2023	1,077.82	1,111.14	1,149.61	1,193.83	1,235.14	1,300.71	1,339.73
	01/01/2024	1,088.60	1,122.25	1,161.11	1,205.77	1,247.49	1,313.72	1,353.13
41106	RESOURCE TECHNICIAN 4 - CONSERVATION OFFICER							4 - 7
	07/01/2021	35.59	36.68	37.62	38.51	39.67		
	01/01/2022	35.95	37.05	38.00	38.90	40.07		
	01/01/2023	36.31	37.42	38.38	39.29	40.47		
	01/01/2024	36.67	37.79	38.76	39.68	40.87		
41108	RESOURCE TECHNICIAN 5 - CONSERVATION OFFICER							A(36¼)
	07/01/2021	1,375.15	1,417.71	1,482.62	1,549.80	1,620.71	1,702.48	1,753.54
	01/01/2022	1,388.90	1,431.89	1,497.45	1,565.30	1,636.92	1,719.50	1,771.08
	01/01/2023	1,402.79	1,446.21	1,512.42	1,580.95	1,653.29	1,736.70	1,788.79
	01/01/2024	1,416.82	1,460.67	1,527.54	1,596.76	1,669.82	1,754.07	1,806.68
14009	RESOURCES MANAGER 1							A(36¼)
SA	07/01/2021	912.48	940.69	955.91	971.20	986.48	1,001.73	1,016.98
		1,034.48	1,049.73	1,067.25	1,099.26			
	01/01/2022	921.60	950.10	965.47	980.91	996.34	1,011.75	1,027.15
		1,044.82	1,060.23	1,077.92	1,110.25			
	01/01/2023	930.82	959.60	975.12	990.72	1,006.30	1,021.87	1,037.42
		1,055.27	1,070.83	1,088.70	1,121.35			
	01/01/2024	940.13	969.20	984.87	1,000.63	1,016.36	1,032.09	1,047.79
		1,065.82	1,081.54	1,099.59	1,132.56			

14011	RESOURCES MANAGER 2								A(36¼)
	07/01/2021	1,047.89	1,080.30	1,115.18	1,152.29	1,191.52	1,230.83	1,284.25	
		1,322.79							
	01/01/2022	1,058.37	1,091.10	1,126.33	1,163.81	1,203.44	1,243.14	1,297.09	
		1,336.02							
	01/01/2023	1,068.95	1,102.01	1,137.59	1,175.45	1,215.47	1,255.57	1,310.06	
		1,349.38							
	01/01/2024	1,079.64	1,113.03	1,148.97	1,187.20	1,227.62	1,268.13	1,323.16	
		1,362.87							
14014	RESOURCES MANAGER 3 (BARGAINING UNIT)								A(36¼)
	07/01/2021	1,250.70	1,289.39	1,339.22	1,396.20	1,461.77	1,531.55	1,577.49	
	01/01/2022	1,263.21	1,302.28	1,352.61	1,410.16	1,476.39	1,546.87	1,593.26	
	01/01/2023	1,275.84	1,315.30	1,366.14	1,424.26	1,491.15	1,562.34	1,609.19	
	01/01/2024	1,288.60	1,328.45	1,379.80	1,438.50	1,506.06	1,577.96	1,625.28	
14015	RESOURCES MANAGER 4								A(36¼)
	07/01/2021	1,368.16	1,410.47	1,475.97	1,548.69	1,621.35	1,705.45	1,756.60	
	01/01/2022	1,381.84	1,424.57	1,490.73	1,564.18	1,637.56	1,722.50	1,774.17	
	01/01/2023	1,395.66	1,438.82	1,505.64	1,579.82	1,653.94	1,739.73	1,791.91	
	01/01/2024	1,409.62	1,453.21	1,520.70	1,595.62	1,670.48	1,757.13	1,809.83	
05426	RETURNING OFFICER, ONTARIO LABOUR RELATIONS BOARD								3
	07/01/2021	936.84	965.82	994.33	1,025.14	1,055.91	1,088.97	1,121.67	
	01/01/2022	946.21	975.48	1,004.27	1,035.39	1,066.47	1,099.86	1,132.89	
	01/01/2023	955.67	985.23	1,014.31	1,045.74	1,077.13	1,110.86	1,144.22	
	01/01/2024	965.23	995.08	1,024.45	1,056.20	1,087.90	1,121.97	1,155.66	
05994	REVIEW OFFICER								3
	07/01/2021	1,109.58	1,143.89	1,179.11	1,216.52	1,256.10	1,296.81	1,335.70	
	01/01/2022	1,120.68	1,155.33	1,190.90	1,228.69	1,268.66	1,309.78	1,349.06	
	01/01/2023	1,131.89	1,166.88	1,202.81	1,240.98	1,281.35	1,322.88	1,362.55	
	01/01/2024	1,143.21	1,178.55	1,214.84	1,253.39	1,294.16	1,336.11	1,376.18	
05996	REVIEW SUPERVISOR 2								3
	07/01/2021	1,288.33	1,328.16	1,378.46	1,427.38	1,494.38	1,564.23	1,611.17	
	01/01/2022	1,301.21	1,341.44	1,392.24	1,441.65	1,509.32	1,579.87	1,627.28	
	01/01/2023	1,314.22	1,354.85	1,406.16	1,456.07	1,524.41	1,595.67	1,643.55	
	01/01/2024	1,327.36	1,368.40	1,420.22	1,470.63	1,539.65	1,611.63	1,659.99	
02850	SAFETY INSTRUCTION OFFICER 1								3 - 7
	07/01/2021	1,044.22	1,076.49	1,108.02	1,141.60	1,177.54	1,213.55	1,249.96	
	01/01/2022	1,054.66	1,087.25	1,119.10	1,153.02	1,189.32	1,225.69	1,262.46	
	01/01/2023	1,065.21	1,098.12	1,130.29	1,164.55	1,201.21	1,237.95	1,275.08	
	01/01/2024	1,075.86	1,109.10	1,141.59	1,176.20	1,213.22	1,250.33	1,287.83	
02856	SAFETY INSTRUCTION OFFICER 2								3 - 7
	07/01/2021	1,291.52	1,331.45	1,396.72	1,454.09	1,514.75	1,577.55	1,624.88	
	01/01/2022	1,304.44	1,344.76	1,410.69	1,468.63	1,529.90	1,593.33	1,641.13	

	01/01/2023	1,317.48	1,358.21	1,424.80	1,483.32	1,545.20	1,609.26	1,657.54	
	01/01/2024	1,330.65	1,371.79	1,439.05	1,498.15	1,560.65	1,625.35	1,674.12	
41301	SECURITY OFFICER 1								4 - 7
SA	07/01/2021	23.09	23.79	24.24	24.98				
	01/01/2022	23.32	24.03	24.48	25.23				
	01/01/2023	23.55	24.27	24.72	25.48				
	01/01/2024	23.79	24.51	24.97	25.73				
41303	SECURITY OFFICER 2								4 - 7
	07/01/2021	23.93	24.66	25.29	26.06				
	01/01/2022	24.17	24.91	25.54	26.32				
	01/01/2023	24.41	25.16	25.80	26.58				
	01/01/2024	24.65	25.41	26.06	26.85				
41305	SECURITY OFFICER 3								4 - 7
	07/01/2021	24.92	25.69	26.17	26.96				
	01/01/2022	25.17	25.95	26.43	27.23				
	01/01/2023	25.42	26.21	26.69	27.50				
	01/01/2024	25.67	26.47	26.96	27.78				
41307	SECURITY OFFICER 4								4 - 7
	07/01/2021	25.79	26.58	27.08	27.89				
	01/01/2022	26.05	26.85	27.35	28.17				
	01/01/2023	26.31	27.12	27.62	28.45				
	01/01/2024	26.57	27.39	27.90	28.73				
14027	SENIOR BIOLOGIST								A(36¼)
	07/01/2021	1,565.32	1,613.74	1,690.63	1,770.84	1,861.82	1,951.36	2,009.88	
	01/01/2022	1,580.97	1,629.88	1,707.54	1,788.55	1,880.44	1,970.87	2,029.98	
	01/01/2023	1,596.78	1,646.18	1,724.62	1,806.44	1,899.24	1,990.58	2,050.28	
	01/01/2024	1,612.75	1,662.64	1,741.87	1,824.50	1,918.23	2,010.49	2,070.78	
05997	SENIOR OPERATIONAL POLICY OFFICER								3
	07/01/2021	1,387.95	1,430.87	1,485.08	1,537.84	1,610.07	1,685.37	1,735.93	
	01/01/2022	1,401.83	1,445.18	1,499.93	1,553.22	1,626.17	1,702.22	1,753.29	
	01/01/2023	1,415.85	1,459.63	1,514.93	1,568.75	1,642.43	1,719.24	1,770.82	
	01/01/2024	1,430.01	1,474.23	1,530.08	1,584.44	1,658.85	1,736.43	1,788.53	
14028	SENIOR TEACHER (ONTARIO SCIENCE CENTRE)								A(36¼)
	07/01/2021	1,162.28	1,198.22	1,238.21	1,280.42	1,335.96	1,393.83	1,453.78	
		1,497.40							
	01/01/2022	1,173.90	1,210.20	1,250.59	1,293.22	1,349.32	1,407.77	1,468.32	
		1,512.37							
	01/01/2023	1,185.64	1,222.30	1,263.10	1,306.15	1,362.81	1,421.85	1,483.00	
		1,527.49							
	01/01/2024	1,197.50	1,234.52	1,275.73	1,319.21	1,376.44	1,436.07	1,497.83	
		1,542.76							
05942	SERVICE AREAS INSPECTOR								3

	07/01/2021	1,028.49	1,060.31	1,093.35	1,126.32	1,161.45	1,198.93	1,234.90	
	01/01/2022	1,038.77	1,070.91	1,104.28	1,137.58	1,173.06	1,210.92	1,247.25	
	01/01/2023	1,049.16	1,081.62	1,115.32	1,148.96	1,184.79	1,223.03	1,259.72	
	01/01/2024	1,059.65	1,092.44	1,126.47	1,160.45	1,196.64	1,235.26	1,272.32	
05940	SERVICE AREAS MANAGER								6
	07/01/2021	1,156.85	1,192.63	1,237.31	1,280.61	1,328.16	1,375.64	1,416.91	
	01/01/2022	1,168.42	1,204.56	1,249.68	1,293.42	1,341.44	1,389.40	1,431.08	
	01/01/2023	1,180.10	1,216.61	1,262.18	1,306.35	1,354.85	1,403.29	1,445.39	
	01/01/2024	1,191.90	1,228.78	1,274.80	1,319.41	1,368.40	1,417.32	1,459.84	
30600	SHERIFF'S OFFICER 1								3 - 7
	07/01/2021	854.17	880.58	905.79	930.90	959.12	987.75	1,017.36	
	01/01/2022	862.71	889.39	914.85	940.21	968.71	997.63	1,027.53	
	01/01/2023	871.34	898.28	924.00	949.61	978.40	1,007.61	1,037.81	
	01/01/2024	880.05	907.26	933.24	959.11	988.18	1,017.69	1,048.19	
30602	SHERIFF'S OFFICER 2								3 - 7
	07/01/2021	964.52	994.33	1,025.14	1,055.91	1,088.97	1,121.92	1,155.60	
	01/01/2022	974.17	1,004.27	1,035.39	1,066.47	1,099.86	1,133.14	1,167.16	
	01/01/2023	983.91	1,014.31	1,045.74	1,077.13	1,110.86	1,144.47	1,178.83	
	01/01/2024	993.75	1,024.45	1,056.20	1,087.90	1,121.97	1,155.91	1,190.62	
30604	SHERIFF'S OFFICER 2A								3 - 7
	07/01/2021	1,083.69	1,117.20	1,151.85	1,186.44	1,223.67	1,260.75	1,298.55	
	01/01/2022	1,094.53	1,128.37	1,163.37	1,198.30	1,235.91	1,273.36	1,311.54	
	01/01/2023	1,105.48	1,139.65	1,175.00	1,210.28	1,248.27	1,286.09	1,324.66	
	01/01/2024	1,116.53	1,151.05	1,186.75	1,222.38	1,260.75	1,298.95	1,337.91	
10159	STAFF TRAINING OFFICER, COMMUNITY & SOCIAL SERVICES (BARGAINING UNIT)								3
	07/01/2021	1,106.78	1,141.00	1,180.34	1,222.05	1,266.10	1,312.37	1,351.73	
	01/01/2022	1,117.85	1,152.41	1,192.14	1,234.27	1,278.76	1,325.49	1,365.25	
	01/01/2023	1,129.03	1,163.93	1,204.06	1,246.61	1,291.55	1,338.74	1,378.90	
	01/01/2024	1,140.32	1,175.57	1,216.10	1,259.08	1,304.47	1,352.13	1,392.69	
02200	STATISTICIAN 1								6
SA	07/01/2021	906.03	934.07	949.33	964.64	979.87	995.21	1,010.42	
		1,025.68	1,043.10	1,058.44	1,090.18				
	01/01/2022	915.09	943.41	958.82	974.29	989.67	1,005.16	1,020.52	
		1,035.94	1,053.53	1,069.02	1,101.08				
	01/01/2023	924.24	952.84	968.41	984.03	999.57	1,015.21	1,030.73	
		1,046.30	1,064.07	1,079.71	1,112.09				
	01/01/2024	933.48	962.37	978.09	993.87	1,009.57	1,025.36	1,041.04	
		1,056.76	1,074.71	1,090.51	1,123.21				
02202	STATISTICIAN 2								6
	07/01/2021	1,052.08	1,084.62	1,119.54	1,156.67	1,195.86	1,235.18	1,272.22	
	01/01/2022	1,062.60	1,095.47	1,130.74	1,168.24	1,207.82	1,247.53	1,284.94	
	01/01/2023	1,073.23	1,106.42	1,142.05	1,179.92	1,219.90	1,260.01	1,297.79	

	01/01/2024	1,083.96	1,117.48	1,153.47	1,191.72	1,232.10	1,272.61	1,310.77	
02204	STATISTICIAN 3								6
	07/01/2021	1,282.83	1,322.49	1,379.20	1,438.07	1,501.33	1,566.85	1,613.85	
	01/01/2022	1,295.66	1,335.71	1,392.99	1,452.45	1,516.34	1,582.52	1,629.99	
	01/01/2023	1,308.62	1,349.07	1,406.92	1,466.97	1,531.50	1,598.35	1,646.29	
	01/01/2024	1,321.71	1,362.56	1,420.99	1,481.64	1,546.82	1,614.33	1,662.75	
02206	STATISTICIAN 4								6
	07/01/2021	1,535.41	1,582.89	1,664.10	1,742.46	1,846.49	1,950.48	2,009.02	
	01/01/2022	1,550.76	1,598.72	1,680.74	1,759.88	1,864.95	1,969.98	2,029.11	
	01/01/2023	1,566.27	1,614.71	1,697.55	1,777.48	1,883.60	1,989.68	2,049.40	
	01/01/2024	1,581.93	1,630.86	1,714.53	1,795.25	1,902.44	2,009.58	2,069.89	
12707	STRUCTURAL TECHNICIAN								3
	07/01/2021	1,414.30	1,458.05	1,513.14	1,583.93	1,657.79	1,738.06	1,790.17	
	01/01/2022	1,428.44	1,472.63	1,528.27	1,599.77	1,674.37	1,755.44	1,808.07	
	01/01/2023	1,442.72	1,487.36	1,543.55	1,615.77	1,691.11	1,772.99	1,826.15	
	01/01/2024	1,457.15	1,502.23	1,558.99	1,631.93	1,708.02	1,790.72	1,844.41	
01810	SUPERVISOR 1, MUNICIPAL ORGANIZATION AND ADMINISTRATION								6
	07/01/2021	1,097.86	1,131.83	1,166.43	1,203.15	1,242.08	1,283.12	1,321.62	
	01/01/2022	1,108.84	1,143.15	1,178.09	1,215.18	1,254.50	1,295.95	1,334.84	
	01/01/2023	1,119.93	1,154.58	1,189.87	1,227.33	1,267.05	1,308.91	1,348.19	
	01/01/2024	1,131.13	1,166.13	1,201.77	1,239.60	1,279.72	1,322.00	1,361.67	
01812	SUPERVISOR 2, MUNICIPAL ORGANIZATION AND ADMINISTRATION								6
	07/01/2021	1,338.97	1,380.37	1,438.42	1,498.64	1,562.08	1,635.15	1,684.23	
	01/01/2022	1,352.36	1,394.17	1,452.80	1,513.63	1,577.70	1,651.50	1,701.07	
	01/01/2023	1,365.88	1,408.11	1,467.33	1,528.77	1,593.48	1,668.02	1,718.08	
	01/01/2024	1,379.54	1,422.19	1,482.00	1,544.06	1,609.41	1,684.70	1,735.26	
01808	SUPERVISOR MUNICIPAL ORGANIZATION AND ADMINISTRATION TRAINEE								6
SA	07/01/2021	891.44	919.01	931.34	946.11	959.07	974.18	989.34	
		1,004.40	1,019.53	1,034.68	1,065.74				
	01/01/2022	900.35	928.20	940.65	955.57	968.66	983.92	999.23	
		1,014.44	1,029.73	1,045.03	1,076.40				
	01/01/2023	909.35	937.48	950.06	965.13	978.35	993.76	1,009.22	
		1,024.58	1,040.03	1,055.48	1,087.16				
	01/01/2024	918.44	946.85	959.56	974.78	988.13	1,003.70	1,019.31	
		1,034.83	1,050.43	1,066.03	1,098.03				
03531	SUPERVISOR OF OPERATIONS (BARGAINING UNIT)								3 - 7
	07/01/2021	1,216.45	1,254.07	1,300.18	1,349.12	1,405.02	1,469.23	1,513.32	
	01/01/2022	1,228.61	1,266.61	1,313.18	1,362.61	1,419.07	1,483.92	1,528.45	
	01/01/2023	1,240.90	1,279.28	1,326.31	1,376.24	1,433.26	1,498.76	1,543.73	
	01/01/2024	1,253.31	1,292.07	1,339.57	1,390.00	1,447.59	1,513.75	1,559.17	
17152	SYSTEMS OFFICER 1								6
	07/01/2021	1,033.06	1,064.99	1,097.28	1,131.83	1,166.43	1,203.15	1,239.25	

	01/01/2022	1,043.39	1,075.64	1,108.25	1,143.15	1,178.09	1,215.18	1,251.64	
	01/01/2023	1,053.82	1,086.40	1,119.33	1,154.58	1,189.87	1,227.33	1,264.16	
	01/01/2024	1,064.36	1,097.26	1,130.52	1,166.13	1,201.77	1,239.60	1,276.80	
17154	SYSTEMS OFFICER 2								6
	07/01/2021	1,150.31	1,185.90	1,224.78	1,263.60	1,315.54	1,369.51	1,410.60	
	01/01/2022	1,161.81	1,197.76	1,237.03	1,276.24	1,328.70	1,383.21	1,424.71	
	01/01/2023	1,173.43	1,209.74	1,249.40	1,289.00	1,341.99	1,397.04	1,438.96	
	01/01/2024	1,185.16	1,221.84	1,261.89	1,301.89	1,355.41	1,411.01	1,453.35	
17156	SYSTEMS OFFICER 3								6
	07/01/2021	1,282.87	1,322.53	1,370.08	1,434.33	1,498.56	1,568.44	1,615.48	
	01/01/2022	1,295.70	1,335.76	1,383.78	1,448.67	1,513.55	1,584.12	1,631.63	
	01/01/2023	1,308.66	1,349.12	1,397.62	1,463.16	1,528.69	1,599.96	1,647.95	
	01/01/2024	1,321.75	1,362.61	1,411.60	1,477.79	1,543.98	1,615.96	1,664.43	
17158	SYSTEMS OFFICER 4								6
	07/01/2021	1,377.69	1,420.29	1,484.64	1,554.47	1,625.71	1,709.52	1,760.77	
	01/01/2022	1,391.47	1,434.49	1,499.49	1,570.01	1,641.97	1,726.62	1,778.38	
	01/01/2023	1,405.38	1,448.83	1,514.48	1,585.71	1,658.39	1,743.89	1,796.16	
	01/01/2024	1,419.43	1,463.32	1,529.62	1,601.57	1,674.97	1,761.33	1,814.12	
17160	SYSTEMS OFFICER 5								6
	07/01/2021	1,483.40	1,529.28	1,600.59	1,681.61	1,759.82	1,860.47	1,916.28	
	01/01/2022	1,498.23	1,544.57	1,616.60	1,698.43	1,777.42	1,879.07	1,935.44	
	01/01/2023	1,513.21	1,560.02	1,632.77	1,715.41	1,795.19	1,897.86	1,954.79	
	01/01/2024	1,528.34	1,575.62	1,649.10	1,732.56	1,813.14	1,916.84	1,974.34	
17162	SYSTEMS OFFICER 6								6
	07/01/2021	1,687.30	1,739.48	1,816.23	1,892.95	1,969.74	2,046.45	2,107.87	
	01/01/2022	1,704.17	1,756.87	1,834.39	1,911.88	1,989.44	2,066.91	2,128.95	
	01/01/2023	1,721.21	1,774.44	1,852.73	1,931.00	2,009.33	2,087.58	2,150.24	
	01/01/2024	1,738.42	1,792.18	1,871.26	1,950.31	2,029.42	2,108.46	2,171.74	
17164	SYSTEMS OFFICER 7								6
	07/01/2021	1,836.29	1,893.08	1,959.35	2,027.94	2,111.08	2,210.28	2,276.60	
		2,344.90	2,415.23						
	01/01/2022	1,854.65	1,912.01	1,978.94	2,048.22	2,132.19	2,232.38	2,299.37	
		2,368.35	2,439.38						
	01/01/2023	1,873.20	1,931.13	1,998.73	2,068.70	2,153.51	2,254.70	2,322.36	
		2,392.03	2,463.77						
	01/01/2024	1,891.93	1,950.44	2,018.72	2,089.39	2,175.05	2,277.25	2,345.58	
		2,415.95	2,488.41						
17150	SYSTEMS OFFICER JUNIOR								6
SA	07/01/2021	821.57	846.98	869.64	894.27	919.01	946.11	974.18	
		1,004.40	1,034.68	1,064.99	1,096.95				
	01/01/2022	829.79	855.45	878.34	903.21	928.20	955.57	983.92	
		1,014.44	1,045.03	1,075.64	1,107.92				
	01/01/2023	838.09	864.00	887.12	912.24	937.48	965.13	993.76	

		1,024.58	1,055.48	1,086.40	1,119.00				
	01/01/2024	846.47	872.64	895.99	921.36	946.85	974.78	1,003.70	
		1,034.83	1,066.03	1,097.26	1,130.19				
03301	TAX AUDITOR 1								A(36¼)
	07/01/2021	1,040.02	1,072.18	1,111.80	1,150.00	1,191.16	1,235.24	1,272.30	
	01/01/2022	1,050.42	1,082.90	1,122.92	1,161.50	1,203.07	1,247.59	1,285.02	
	01/01/2023	1,060.92	1,093.73	1,134.15	1,173.12	1,215.10	1,260.07	1,297.87	
	01/01/2024	1,071.53	1,104.67	1,145.49	1,184.85	1,227.25	1,272.67	1,310.85	
03303	TAX AUDITOR 2								A(36¼)
	07/01/2021	1,159.36	1,195.22	1,236.58	1,280.82	1,327.88	1,377.83	1,419.16	
	01/01/2022	1,170.95	1,207.17	1,248.95	1,293.63	1,341.16	1,391.61	1,433.35	
	01/01/2023	1,182.66	1,219.24	1,261.44	1,306.57	1,354.57	1,405.53	1,447.68	
	01/01/2024	1,194.49	1,231.43	1,274.05	1,319.64	1,368.12	1,419.59	1,462.16	
03305	TAX AUDITOR 3								A(36¼)
	07/01/2021	1,312.82	1,353.42	1,402.91	1,458.62	1,525.47	1,594.71	1,642.55	
	01/01/2022	1,325.95	1,366.95	1,416.94	1,473.21	1,540.72	1,610.66	1,658.98	
	01/01/2023	1,339.21	1,380.62	1,431.11	1,487.94	1,556.13	1,626.77	1,675.57	
	01/01/2024	1,352.60	1,394.43	1,445.42	1,502.82	1,571.69	1,643.04	1,692.33	
03307	TAX AUDITOR 4								A(36¼)
	07/01/2021	1,436.00	1,480.42	1,548.88	1,621.93	1,696.43	1,784.28	1,837.82	
	01/01/2022	1,450.36	1,495.22	1,564.37	1,638.15	1,713.39	1,802.12	1,856.20	
	01/01/2023	1,464.86	1,510.17	1,580.01	1,654.53	1,730.52	1,820.14	1,874.76	
	01/01/2024	1,479.51	1,525.27	1,595.81	1,671.08	1,747.83	1,838.34	1,893.51	
03309	TAX AUDITOR 5								A(36¼)
	07/01/2021	1,613.25	1,663.14	1,739.30	1,829.39	1,913.23	2,011.01	2,071.35	
	01/01/2022	1,629.38	1,679.77	1,756.69	1,847.68	1,932.36	2,031.12	2,092.06	
	01/01/2023	1,645.67	1,696.57	1,774.26	1,866.16	1,951.68	2,051.43	2,112.98	
	01/01/2024	1,662.13	1,713.54	1,792.00	1,884.82	1,971.20	2,071.94	2,134.11	
12114	TECHNICAL CONSULTANT 1								6
	07/01/2021	1,584.25	1,633.26	1,715.95	1,805.63	1,899.85	1,996.88	2,056.78	
	01/01/2022	1,600.09	1,649.59	1,733.11	1,823.69	1,918.85	2,016.85	2,077.35	
	01/01/2023	1,616.09	1,666.09	1,750.44	1,841.93	1,938.04	2,037.02	2,098.12	
	01/01/2024	1,632.25	1,682.75	1,767.94	1,860.35	1,957.42	2,057.39	2,119.10	
06080	TECHNICIAN 1, FUEL								3 - 7
SA	07/01/2021	815.60	840.81	856.08	873.19	899.37			
	01/01/2022	823.76	849.22	864.64	881.92	908.36			
	01/01/2023	832.00	857.71	873.29	890.74	917.44			
	01/01/2024	840.32	866.29	882.02	899.65	926.61			
06082	TECHNICIAN 2, FUEL								3 - 7
	07/01/2021	1,172.15	1,208.39	1,240.47	1,272.51	1,310.70			
	01/01/2022	1,183.87	1,220.47	1,252.87	1,285.24	1,323.81			
	01/01/2023	1,195.71	1,232.67	1,265.40	1,298.09	1,337.05			

	01/01/2024	1,207.67	1,245.00	1,278.05	1,311.07	1,350.42			
06084	TECHNICIAN 3, FUEL								3 - 7
	07/01/2021	1,242.10	1,280.50	1,314.59	1,350.59	1,391.11			
	01/01/2022	1,254.52	1,293.31	1,327.74	1,364.10	1,405.02			
	01/01/2023	1,267.07	1,306.24	1,341.02	1,377.74	1,419.07			
	01/01/2024	1,279.74	1,319.30	1,354.43	1,391.52	1,433.26			
07856	TOPONYMIST								A(36¼)
	07/01/2021	1,274.07	1,313.48	1,348.72	1,383.86	1,421.33	1,461.10	1,504.94	
	01/01/2022	1,286.81	1,326.61	1,362.21	1,397.70	1,435.54	1,475.71	1,519.99	
	01/01/2023	1,299.68	1,339.88	1,375.83	1,411.68	1,449.90	1,490.47	1,535.19	
	01/01/2024	1,312.68	1,353.28	1,389.59	1,425.80	1,464.40	1,505.37	1,550.54	
02790	TRANSLATOR 1								3 - 7
	07/01/2021	1,152.48	1,188.09	1,222.64	1,259.33	1,298.22	1,337.14	1,377.23	
	01/01/2022	1,164.00	1,199.97	1,234.87	1,271.92	1,311.20	1,350.51	1,391.00	
	01/01/2023	1,175.64	1,211.97	1,247.22	1,284.64	1,324.31	1,364.02	1,404.91	
	01/01/2024	1,187.40	1,224.09	1,259.69	1,297.49	1,337.55	1,377.66	1,418.96	
02792	TRANSLATOR 2								3 - 7
	07/01/2021	1,311.67	1,352.24	1,406.18	1,460.23	1,518.46	1,579.03	1,626.40	
	01/01/2022	1,324.79	1,365.76	1,420.24	1,474.83	1,533.64	1,594.82	1,642.66	
	01/01/2023	1,338.04	1,379.42	1,434.44	1,489.58	1,548.98	1,610.77	1,659.09	
	01/01/2024	1,351.42	1,393.21	1,448.78	1,504.48	1,564.47	1,626.88	1,675.68	
02794	TRANSLATOR 3								3 - 7
	07/01/2021	1,429.00	1,473.21	1,531.46	1,591.96	1,656.79	1,736.71	1,788.80	
	01/01/2022	1,443.29	1,487.94	1,546.77	1,607.88	1,673.36	1,754.08	1,806.69	
	01/01/2023	1,457.72	1,502.82	1,562.24	1,623.96	1,690.09	1,771.62	1,824.76	
	01/01/2024	1,472.30	1,517.85	1,577.86	1,640.20	1,706.99	1,789.34	1,843.01	
06010	TRANSPORTATION COMPLIANCE PROGRAM ADMINISTRATOR								3
	07/01/2021	1,368.45	1,410.78	1,476.28	1,549.03	1,621.68	1,705.75	1,756.91	
	01/01/2022	1,382.13	1,424.89	1,491.04	1,564.52	1,637.90	1,722.81	1,774.48	
	01/01/2023	1,395.95	1,439.14	1,505.95	1,580.17	1,654.28	1,740.04	1,792.22	
	01/01/2024	1,409.91	1,453.53	1,521.01	1,595.97	1,670.82	1,757.44	1,810.14	
06007	TRANSPORTATION ENFORCEMENT INVESTIGATOR								3 - 7
	07/01/2021	1,301.74	1,342.02	1,397.67	1,455.97	1,516.46	1,581.27	1,649.89	
		1,699.40							
	01/01/2022	1,314.76	1,355.44	1,411.65	1,470.53	1,531.62	1,597.08	1,666.39	
		1,716.39							
	01/01/2023	1,327.91	1,368.99	1,425.77	1,485.24	1,546.94	1,613.05	1,683.05	
		1,733.55							
	01/01/2024	1,341.19	1,382.68	1,440.03	1,500.09	1,562.41	1,629.18	1,699.88	
		1,750.89							
06001	TRANSPORTATION ENFORCEMENT OFFICER 1 (T1 SALARY NOTE)								3 - 7
SA	07/01/2021	1,142.51	1,177.85	1,209.28	1,245.54				

	01/01/2022	1,153.94	1,189.63	1,221.37	1,258.00			
	01/01/2023	1,165.48	1,201.53	1,233.58	1,270.58			
	01/01/2024	1,177.13	1,213.55	1,245.92	1,283.29			
06003	TRANSPORTATION ENFORCEMENT OFFICER 2 (T1 SALARY NOTE)							3 - 7
	07/01/2021	1,274.24	1,313.65	1,352.32	1,396.02	1,437.92		
	01/01/2022	1,286.98	1,326.79	1,365.84	1,409.98	1,452.30		
	01/01/2023	1,299.85	1,340.06	1,379.50	1,424.08	1,466.82		
	01/01/2024	1,312.85	1,353.46	1,393.30	1,438.32	1,481.49		
06005	TRANSPORTATION ENFORCEMENT OFFICER 3							3 - 7
	07/01/2021	1,338.99	1,380.39	1,424.71	1,477.63	1,521.95		
	01/01/2022	1,352.38	1,394.19	1,438.96	1,492.41	1,537.17		
	01/01/2023	1,365.90	1,408.13	1,453.35	1,507.33	1,552.54		
	01/01/2024	1,379.56	1,422.21	1,467.88	1,522.40	1,568.07		
51080	TRAVEL COUNSELLOR 1							3 - 7
SA	07/01/2021	800.01	824.78	841.57	860.39	879.21	898.06	925.00
	01/01/2022	808.01	833.03	849.99	868.99	888.00	907.04	934.25
	01/01/2023	816.09	841.36	858.49	877.68	896.88	916.11	943.59
	01/01/2024	824.25	849.77	867.07	886.46	905.85	925.27	953.03
51082	TRAVEL COUNSELLOR 2							3 - 7
	07/01/2021	893.53	921.14	941.99	962.99	986.10	1,009.12	1,039.40
	01/01/2022	902.47	930.35	951.41	972.62	995.96	1,019.21	1,049.79
	01/01/2023	911.49	939.65	960.92	982.35	1,005.92	1,029.40	1,060.29
	01/01/2024	920.60	949.05	970.53	992.17	1,015.98	1,039.69	1,070.89
51084	TRAVEL COUNSELLOR 3							3 - 7
	07/01/2021	919.00	947.43	972.73	1,000.61	1,031.22	1,060.55	1,092.37
	01/01/2022	928.19	956.90	982.46	1,010.62	1,041.53	1,071.16	1,103.29
	01/01/2023	937.47	966.47	992.28	1,020.73	1,051.95	1,081.87	1,114.32
	01/01/2024	946.84	976.13	1,002.20	1,030.94	1,062.47	1,092.69	1,125.46
61512	UTILITY PLANT PROCESS & COMPLIANCE TECHNOLOGIST							3 - 7
	07/01/2021	1,323.36	1,364.28	1,404.36	1,446.57	1,491.03	1,541.03	1,587.25
	01/01/2022	1,336.59	1,377.92	1,418.40	1,461.04	1,505.94	1,556.44	1,603.12
	01/01/2023	1,349.96	1,391.70	1,432.58	1,475.65	1,521.00	1,572.00	1,619.15
	01/01/2024	1,363.46	1,405.62	1,446.91	1,490.41	1,536.21	1,587.72	1,635.34
05998	VEHICLE INSPECTION ADMINISTRATOR (T1 SALARY NOTE)							3
	07/01/2021	1,368.45	1,410.78	1,476.28	1,549.03	1,621.68	1,705.75	1,756.91
	01/01/2022	1,382.13	1,424.89	1,491.04	1,564.52	1,637.90	1,722.81	1,774.48
	01/01/2023	1,395.95	1,439.14	1,505.95	1,580.17	1,654.28	1,740.04	1,792.22
	01/01/2024	1,409.91	1,453.53	1,521.01	1,595.97	1,670.82	1,757.44	1,810.14
09570	VETERINARY SCIENTIST 1							A(36¼)
	07/01/2021	1,126.03	1,160.87	1,199.95	1,241.19	1,295.51	1,349.76	1,390.29
	01/01/2022	1,137.29	1,172.48	1,211.95	1,253.60	1,308.47	1,363.26	1,404.19
	01/01/2023	1,148.66	1,184.20	1,224.07	1,266.14	1,321.55	1,376.89	1,418.23

	01/01/2024	1,160.15	1,196.04	1,236.31	1,278.80	1,334.77	1,390.66	1,432.41	
09572	VETERINARY SCIENTIST 2								A(36¼)
	07/01/2021	1,246.11	1,284.64	1,338.96	1,397.54	1,458.34	1,521.31	1,566.99	
	01/01/2022	1,258.57	1,297.49	1,352.35	1,411.52	1,472.92	1,536.52	1,582.66	
	01/01/2023	1,271.16	1,310.46	1,365.87	1,425.64	1,487.65	1,551.89	1,598.49	
	01/01/2024	1,283.87	1,323.56	1,379.53	1,439.90	1,502.53	1,567.41	1,614.47	
10090	VOLUNTEER SERVICES ASSISTANT								4 - 7
	07/01/2021	1,152.38	1,188.02	1,214.39	1,241.45	1,269.12	1,299.10	1,338.07	
	01/01/2022	1,163.90	1,199.90	1,226.53	1,253.86	1,281.81	1,312.09	1,351.45	
	01/01/2023	1,175.54	1,211.90	1,238.80	1,266.40	1,294.63	1,325.21	1,364.96	
	01/01/2024	1,187.30	1,224.02	1,251.19	1,279.06	1,307.58	1,338.46	1,378.61	
10092	VOLUNTEER SERVICES ORGANIZER								6
	07/01/2021	1,292.91	1,332.92	1,362.98	1,395.32	1,427.64	1,461.23	1,505.07	
	01/01/2022	1,305.84	1,346.25	1,376.61	1,409.27	1,441.92	1,475.84	1,520.12	
	01/01/2023	1,318.90	1,359.71	1,390.38	1,423.36	1,456.34	1,490.60	1,535.32	
	01/01/2024	1,332.09	1,373.31	1,404.28	1,437.59	1,470.90	1,505.51	1,550.67	
10500	WELFARE FIELD WORKER (PROBATIONARY)								3 - 7
	07/01/2021	1,070.01	1,103.11	1,136.20					
	01/01/2022	1,080.71	1,114.14	1,147.56					
	01/01/2023	1,091.52	1,125.28	1,159.04					
	01/01/2024	1,102.44	1,136.53	1,170.63					
10501	WELFARE FIELD WORKER 1								3 - 7
	07/01/2021	1,121.56	1,156.25	1,183.16	1,211.37	1,239.58	1,270.03	1,308.14	
	01/01/2022	1,132.78	1,167.81	1,194.99	1,223.48	1,251.98	1,282.73	1,321.22	
	01/01/2023	1,144.11	1,179.49	1,206.94	1,235.71	1,264.50	1,295.56	1,334.43	
	01/01/2024	1,155.55	1,191.28	1,219.01	1,248.07	1,277.15	1,308.52	1,347.77	
10503	WELFARE FIELD WORKER 2								3 - 7
	07/01/2021	1,225.00	1,262.89	1,293.84	1,327.18	1,360.55	1,393.79	1,435.61	
		1,471.51							
	01/01/2022	1,237.25	1,275.52	1,306.78	1,340.45	1,374.16	1,407.73	1,449.97	
		1,486.23							
	01/01/2023	1,249.62	1,288.28	1,319.85	1,353.85	1,387.90	1,421.81	1,464.47	
		1,501.09							
	01/01/2024	1,262.12	1,301.16	1,333.05	1,367.39	1,401.78	1,436.03	1,479.11	
		1,516.10							
10570	WORKERS' COMPENSATION ADVISER 1								6
	07/01/2021	1,255.27	1,294.08	1,333.48	1,375.83	1,418.10	1,463.23	1,507.14	
	01/01/2022	1,267.82	1,307.02	1,346.81	1,389.59	1,432.28	1,477.86	1,522.21	
	01/01/2023	1,280.50	1,320.09	1,360.28	1,403.49	1,446.60	1,492.64	1,537.43	
	01/01/2024	1,293.31	1,333.29	1,373.88	1,417.52	1,461.07	1,507.57	1,552.80	
10572	WORKERS' COMPENSATION ADVISER 2								6
	07/01/2021	1,544.06	1,591.80	1,651.50	1,720.97	1,793.37	1,868.36	1,924.42	

	01/01/2022	1,559.50	1,607.72	1,668.02	1,738.18	1,811.30	1,887.04	1,943.66	
	01/01/2023	1,575.10	1,623.80	1,684.70	1,755.56	1,829.41	1,905.91	1,963.10	
	01/01/2024	1,590.85	1,640.04	1,701.55	1,773.12	1,847.70	1,924.97	1,982.73	
02293	WORKERS' COMPENSATION CONSULTANT								6
	07/01/2021	1,517.12	1,564.04	1,643.39	1,722.75	1,802.05	1,881.39	1,937.86	
	01/01/2022	1,532.29	1,579.68	1,659.82	1,739.98	1,820.07	1,900.20	1,957.24	
	01/01/2023	1,547.61	1,595.48	1,676.42	1,757.38	1,838.27	1,919.20	1,976.81	
	01/01/2024	1,563.09	1,611.43	1,693.18	1,774.95	1,856.65	1,938.39	1,996.58	
50583	16 SOCIAL PROGRAM								3 - 7
	07/01/2021	63,086	65,039	67,315	69,672	72,111	74,634	77,247	
		79,853							
	01/01/2022	63,717	65,689	67,988	70,369	72,832	75,380	78,019	
		80,652							
	01/01/2023	64,354	66,346	68,668	71,073	73,560	76,134	78,799	
		81,459							
	01/01/2024	64,998	67,009	69,355	71,784	74,296	76,895	79,587	
		82,274							
50586	17 PROGRAM ANALYSIS								3 - 7
	07/01/2021	68,481	70,599	73,068	75,628	78,275	81,014	83,850	
		85,948							
	01/01/2022	69,166	71,305	73,799	76,384	79,058	81,824	84,689	
		86,807							
	01/01/2023	69,858	72,018	74,537	77,148	79,849	82,642	85,536	
		87,675							
	01/01/2024	70,557	72,738	75,282	77,919	80,647	83,468	86,391	
		88,552							
50587	17 PERSONAL ADMINISTRATION								6
	07/01/2021	78,476	80,901	83,735	86,665	89,697	92,836	96,085	
		96,772							
	01/01/2022	79,261	81,710	84,572	87,532	90,594	93,764	97,046	
		97,740							
	01/01/2023	80,054	82,527	85,418	88,407	91,500	94,702	98,016	
		98,717							
	01/01/2024	80,855	83,352	86,272	89,291	92,415	95,649	98,996	
		99,704							
50588	17 PURCHASING AND SUPPLY								3 - 7
	07/01/2021	69,834	71,995	74,513	77,123	79,821	82,615	85,508	
		87,647							
	01/01/2022	70,532	72,715	75,258	77,894	80,619	83,441	86,363	
		88,523							
	01/01/2023	71,237	73,442	76,011	78,673	81,425	84,275	87,227	
		89,408							
	01/01/2024	71,949	74,176	76,771	79,460	82,239	85,118	88,099	
		90,302							

50591	18 FINANCIAL ADMINISTRATION								3 - 7
	07/01/2021	72,010	74,236	76,836	79,524	82,308	85,190	88,170	
		91,257	92,527						
	01/01/2022	72,730	74,978	77,604	80,319	83,131	86,042	89,052	
		92,170	93,452						
	01/01/2023	73,457	75,728	78,380	81,122	83,962	86,902	89,943	
		93,092	94,387						
	01/01/2024	74,192	76,485	79,164	81,933	84,802	87,771	90,842	
		94,023	95,331						
50593	18 SOCIAL PROGRAM								3 - 7
	07/01/2021	72,010	74,236	76,836	79,524	82,308	85,190	88,170	
		91,257	92,527						
	01/01/2022	72,730	74,978	77,604	80,319	83,131	86,042	89,052	
		92,170	93,452						
	01/01/2023	73,457	75,728	78,380	81,122	83,962	86,902	89,943	
		93,092	94,387						
	01/01/2024	74,192	76,485	79,164	81,933	84,802	87,771	90,842	
		94,023	95,331						
50595	19 PROGRAM ANALYSIS								3 - 7
	07/01/2021	75,636	77,975	80,704	83,530	86,455	89,479	92,610	
		95,851	99,543						
	01/01/2022	76,392	78,755	81,511	84,365	87,320	90,374	93,536	
		96,810	100,538						
	01/01/2023	77,156	79,543	82,326	85,209	88,193	91,278	94,471	
		97,778	101,543						
	01/01/2024	77,928	80,338	83,149	86,061	89,075	92,191	95,416	
		98,756	102,558						
50596	19 SOCIAL PROGRAM								3 - 7
	07/01/2021	75,636	77,975	80,704	83,530	86,455	89,479	92,610	
		95,851	99,543						
	01/01/2022	76,392	78,755	81,511	84,365	87,320	90,374	93,536	
		96,810	100,538						
	01/01/2023	77,156	79,543	82,326	85,209	88,193	91,278	94,471	
		97,778	101,543						
	01/01/2024	77,928	80,338	83,149	86,061	89,075	92,191	95,416	
		98,756	102,558						

INSTITUTIONAL AND HEALTH CARE BARGAINING UNIT

The following classifications apply to employees with an appointment status of regular and fixed term:
(SA = semi-annual progression)

Note: The 07/01/2021 salary rate reflects the previous increase from the 2018 - 2021 collective agreement

16710 AMBULANCE COMMUNICATIONS OFFICER 1

Hours of
Work
Schedule

4 - 7

	07/01/2021	29.50	30.41	31.04	31.76	33.06	35.03	36.08	
	01/01/2022	29.80	30.71	31.35	32.08	33.39	35.38	36.44	
	01/01/2023	30.10	31.02	31.66	32.40	33.72	35.73	36.80	
	01/01/2024	30.40	31.33	31.98	32.72	34.06	36.09	37.17	
16711	AMBULANCE COMMUNICATIONS OFFICER 2								4 - 7
	07/01/2021	30.81	31.76	32.74	33.82	35.20	37.21	38.31	
	01/01/2022	31.12	32.08	33.07	34.16	35.55	37.58	38.69	
	01/01/2023	31.43	32.40	33.40	34.50	35.91	37.96	39.08	
	01/01/2024	31.74	32.72	33.73	34.85	36.27	38.34	39.47	
41512	AMBULANCE OFFICER 2								4 - 7
	07/01/2021	25.17	25.94	26.50	27.31	28.11			
	01/01/2022	25.42	26.20	26.77	27.58	28.39			
	01/01/2023	25.67	26.46	27.04	27.86	28.67			
	01/01/2024	25.93	26.72	27.31	28.14	28.96			
16778	AUDIOLOGICAL SERVICES TECHNICIAN								4 - 7
	07/01/2021	869.89	896.80	918.27	941.70	967.88	994.06	1,023.90	
	01/01/2022	878.59	905.77	927.45	951.12	977.56	1,004.00	1,034.14	
	01/01/2023	887.38	914.83	936.72	960.63	987.34	1,014.04	1,044.48	
	01/01/2024	896.25	923.98	946.09	970.24	997.21	1,024.18	1,054.92	
16779	AUDIOLOGICAL SERVICES TECHNICIAN (PROV SCHOOLS)								4 - 7
	07/01/2021	939.49	968.54	991.76	1,017.02	1,045.35	1,073.59	1,105.79	
	01/01/2022	948.88	978.23	1,001.68	1,027.19	1,055.80	1,084.33	1,116.85	
	01/01/2023	958.37	988.01	1,011.70	1,037.46	1,066.36	1,095.17	1,128.02	
	01/01/2024	967.95	997.89	1,021.82	1,047.83	1,077.02	1,106.12	1,139.30	
09341	AUDIOLOGIST								3 - 7
	07/01/2021	1,280.12	1,319.73	1,359.11	1,401.02	1,444.08	1,488.39	1,533.04	
	01/01/2022	1,292.92	1,332.93	1,372.70	1,415.03	1,458.52	1,503.27	1,548.37	
	01/01/2023	1,305.85	1,346.26	1,386.43	1,429.18	1,473.11	1,518.30	1,563.85	
	01/01/2024	1,318.91	1,359.72	1,400.29	1,443.47	1,487.84	1,533.48	1,579.49	
50200	BAKER 1								4 - 7
	07/01/2021	20.93	21.57	21.84	22.20	22.86			
	01/01/2022	21.14	21.79	22.06	22.42	23.09			
	01/01/2023	21.35	22.01	22.28	22.64	23.32			
	01/01/2024	21.56	22.23	22.50	22.87	23.55			
50202	BAKER 2								4 - 7
	07/01/2021	22.25	22.93	23.37	24.08				
	01/01/2022	22.47	23.16	23.60	24.32				
	01/01/2023	22.69	23.39	23.84	24.56				
	01/01/2024	22.92	23.62	24.08	24.81				
(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)									
50206	BUTCHER 1								4 - 7
	07/01/2021	22.25	22.93	23.37	24.08				

	01/01/2022	22.47	23.16	23.60	24.32			
	01/01/2023	22.69	23.39	23.84	24.56			
	01/01/2024	22.92	23.62	24.08	24.81			
50400	CANTEEN OPERATOR 1							4 - 7
	07/01/2021	22.22	22.91	23.19	23.89			
	01/01/2022	22.44	23.14	23.42	24.13			
	01/01/2023	22.66	23.37	23.65	24.37			
	01/01/2024	22.89	23.60	23.89	24.61			
50402	CANTEEN OPERATOR 2							4 - 7
	07/01/2021	23.48	24.20	24.66	25.40			
	01/01/2022	23.71	24.44	24.91	25.65			
	01/01/2023	23.95	24.68	25.16	25.91			
	01/01/2024	24.19	24.93	25.41	26.17			
10558	CASE WORKER, HOMES FOR SPECIAL CARE							3 - 7
SA	07/01/2021	1,046.15	1,078.49	1,126.27	1,176.23	1,228.36	1,282.89	1,321.38
	01/01/2022	1,056.61	1,089.27	1,137.53	1,187.99	1,240.64	1,295.72	1,334.59
	01/01/2023	1,067.18	1,100.16	1,148.91	1,199.87	1,253.05	1,308.68	1,347.94
	01/01/2024	1,077.85	1,111.16	1,160.40	1,211.87	1,265.58	1,321.77	1,361.42
05509	CASE WORKER, MENTAL HEALTH AND SOCIAL SERVICES							3 - 7
SA	07/01/2021	1,046.15	1,078.49	1,126.27	1,176.23	1,228.36	1,282.89	1,321.38
	01/01/2022	1,056.61	1,089.27	1,137.53	1,187.99	1,240.64	1,295.72	1,334.59
	01/01/2023	1,067.18	1,100.16	1,148.91	1,199.87	1,253.05	1,308.68	1,347.94
	01/01/2024	1,077.85	1,111.16	1,160.40	1,211.87	1,265.58	1,321.77	1,361.42
05509A	COMMUNITY BEHAVIOUR CONSULTANT							4 - 7
SA	07/01/2021	1,154.37	1,190.06	1,242.78	1,297.91	1,355.43	1,415.60	1,458.07
	01/01/2022	1,165.91	1,201.95	1,255.21	1,310.89	1,368.98	1,429.76	1,472.65
	01/01/2023	1,177.58	1,213.97	1,267.76	1,323.99	1,382.68	1,444.06	1,487.38
	01/01/2024	1,189.35	1,226.11	1,280.44	1,337.24	1,396.50	1,458.50	1,502.26
10103	CASE WORKER, OUTPATIENT AND COMMUNITY SERVICES							3 - 7
SA	07/01/2021	1,046.15	1,078.49	1,126.27	1,176.23	1,228.36	1,282.89	1,321.38
	01/01/2022	1,056.61	1,089.27	1,137.53	1,187.99	1,240.64	1,295.72	1,334.59
	01/01/2023	1,067.18	1,100.16	1,148.91	1,199.87	1,253.05	1,308.68	1,347.94
	01/01/2024	1,077.85	1,111.16	1,160.40	1,211.87	1,265.58	1,321.77	1,361.42
09500	CHILD CARE ASSISTANT 1							4 - 7
	07/01/2021	860.96	887.59	914.22				
	01/01/2022	869.57	896.47	923.36				
	01/01/2023	878.27	905.43	932.59				
	01/01/2024	887.05	914.48	941.92				
09502	CHILD CARE ASSISTANT 2							4 - 7
	07/01/2021	966.29	996.18	1,012.98	1,031.76	1,062.73		
	01/01/2022	975.95	1,006.14	1,023.11	1,042.08	1,073.36		
	01/01/2023	985.71	1,016.20	1,033.34	1,052.50	1,084.09		

	01/01/2024	995.57	1,026.36	1,043.67	1,063.03	1,094.93		
09508	CHILD CARE WORKER 1							4 - 7
	07/01/2021	1,050.75	1,083.25	1,103.86	1,126.35	1,160.17		
	01/01/2022	1,061.26	1,094.08	1,114.90	1,137.61	1,171.77		
	01/01/2023	1,071.87	1,105.02	1,126.05	1,148.99	1,183.49		
	01/01/2024	1,082.59	1,116.07	1,137.31	1,160.48	1,195.32		
09510	CHILD CARE WORKER 2							4 - 7
	07/01/2021	1,078.92	1,112.27	1,134.76	1,157.23	1,181.87	1,217.33	
	01/01/2022	1,089.71	1,123.39	1,146.11	1,168.80	1,193.69	1,229.50	
	01/01/2023	1,100.61	1,134.62	1,157.57	1,180.49	1,205.63	1,241.80	
	01/01/2024	1,111.62	1,145.97	1,169.15	1,192.29	1,217.69	1,254.22	
09512	CHILD CARE WORKER 3							4 - 7
	07/01/2021	1,152.18	1,187.83	1,215.32	1,242.87	1,280.13		
	01/01/2022	1,163.70	1,199.71	1,227.47	1,255.30	1,292.93		
	01/01/2023	1,175.34	1,211.71	1,239.74	1,267.85	1,305.86		
	01/01/2024	1,187.09	1,223.83	1,252.14	1,280.53	1,318.92		
09514	CHILD CARE WORKER 4							6
	07/01/2021	1,218.88	1,256.58	1,292.26	1,329.27	1,366.32	1,406.09	1,448.26
	01/01/2022	1,231.07	1,269.15	1,305.18	1,342.56	1,379.98	1,420.15	1,462.74
	01/01/2023	1,243.38	1,281.84	1,318.23	1,355.99	1,393.78	1,434.35	1,477.37
	01/01/2024	1,255.81	1,294.66	1,331.41	1,369.55	1,407.72	1,448.69	1,492.14
16707	COMMUNICATIONS OPERATOR 1							4 - 7
	07/01/2021	25.64	26.44	26.95	27.74			
	01/01/2022	25.90	26.70	27.22	28.02			
	01/01/2023	26.16	26.97	27.49	28.30			
	01/01/2024	26.42	27.24	27.76	28.58			
16708	COMMUNICATIONS OPERATOR 2							4 - 7
	07/01/2021	26.68	27.51	28.09	28.72	29.58		
	01/01/2022	26.95	27.79	28.37	29.01	29.88		
	01/01/2023	27.22	28.07	28.65	29.30	30.18		
	01/01/2024	27.49	28.35	28.94	29.59	30.48		
16709	COMMUNICATIONS OPERATOR 3							4 - 7
	07/01/2021	27.87	28.72	29.66	30.60	31.53		
	01/01/2022	28.15	29.01	29.96	30.91	31.85		
	01/01/2023	28.43	29.30	30.26	31.22	32.17		
	01/01/2024	28.71	29.59	30.56	31.53	32.49		
50212	COOK 1							4 - 7
	07/01/2021	22.06	22.74	23.00	23.32	24.02		
	01/01/2022	22.28	22.97	23.23	23.55	24.26		
	01/01/2023	22.50	23.20	23.46	23.79	24.50		
	01/01/2024	22.73	23.43	23.69	24.03	24.75		

50214	COOK 2							4 - 7
	07/01/2021	23.33	24.06	24.49	25.22			
	01/01/2022	23.56	24.30	24.73	25.47			
	01/01/2023	23.80	24.54	24.98	25.72			
	01/01/2024	24.04	24.79	25.23	25.98			
	(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)							
50217	COOK 3 (BARGAINING UNIT)							4 - 7
	07/01/2021	971.59	1,001.65	1,023.29	1,048.54	1,079.98		
	01/01/2022	981.31	1,011.67	1,033.52	1,059.03	1,090.78		
	01/01/2023	991.12	1,021.79	1,043.86	1,069.62	1,101.69		
	01/01/2024	1,001.03	1,032.01	1,054.30	1,080.32	1,112.71		
50130	COUNSELLOR 1 (RESIDENTIAL LIFE)							4 - 7
	07/01/2021	24.55	25.32	25.84	26.33	27.11		
	01/01/2022	24.80	25.57	26.10	26.59	27.38		
	01/01/2023	25.05	25.83	26.36	26.86	27.65		
	01/01/2024	25.30	26.09	26.62	27.13	27.93		
50132	COUNSELLOR 2 (RESIDENTIAL LIFE)							4 - 7
	07/01/2021	25.88	26.67	27.32	27.79	28.63		
	01/01/2022	26.14	26.94	27.59	28.07	28.92		
	01/01/2023	26.40	27.21	27.87	28.35	29.21		
	01/01/2024	26.66	27.48	28.15	28.63	29.50		
50134	COUNSELLOR 3 (RESIDENTIAL LIFE)							4 - 7
	07/01/2021	27.41	28.26	28.86	29.50	30.41		
	01/01/2022	27.68	28.54	29.15	29.80	30.71		
	01/01/2023	27.96	28.83	29.44	30.10	31.02		
	01/01/2024	28.24	29.12	29.73	30.40	31.33		
09330	DENTAL ASSISTANT							3 - 7
	07/01/2021	24.58	25.34	25.92	26.45	27.25		
	01/01/2022	24.83	25.59	26.18	26.71	27.52		
	01/01/2023	25.08	25.85	26.44	26.98	27.80		
	01/01/2024	25.33	26.11	26.70	27.25	28.08		
09331	DENTAL ASSISTANT A							3 - 7
	07/01/2021	25.38	26.17	26.73	27.33	28.15		
	01/01/2022	25.63	26.43	27.00	27.60	28.43		
	01/01/2023	25.89	26.69	27.27	27.88	28.71		
	01/01/2024	26.15	26.96	27.54	28.16	29.00		
09068	DENTAL HYGIENIST							3 - 7
	07/01/2021	934.33	963.22	989.08	1,014.87	1,042.85	1,070.91	1,103.05
	01/01/2022	943.67	972.85	998.97	1,025.02	1,053.28	1,081.62	1,114.08
	01/01/2023	953.11	982.58	1,008.96	1,035.27	1,063.81	1,092.44	1,125.22
	01/01/2024	962.64	992.41	1,019.05	1,045.62	1,074.45	1,103.36	1,136.47
50129	DEVELOPMENTAL SERVICES WORKER, TRAINING-ON-THE-JOB PROGRAM							4

	07/01/2021	26.87	27.71	28.36	28.87	29.76			
	01/01/2022	27.14	27.99	28.64	29.16	30.06			
	01/01/2023	27.41	28.27	28.93	29.45	30.36			
	01/01/2024	27.68	28.55	29.22	29.74	30.66			
18231	DIETITIAN 1								3
	07/01/2021	1,281.40	1,321.02	1,354.50	1,388.74	1,424.35	1,461.39	1,505.25	
	01/01/2022	1,294.21	1,334.23	1,368.05	1,402.63	1,438.59	1,476.00	1,520.30	
	01/01/2023	1,307.15	1,347.57	1,381.73	1,416.66	1,452.98	1,490.76	1,535.50	
	01/01/2024	1,320.22	1,361.05	1,395.55	1,430.83	1,467.51	1,505.67	1,550.86	
17400	E.E.G. TECHNICIAN 1								3 - 7
	07/01/2021	908.63	936.70	960.07	983.83	1,013.35			
	01/01/2022	917.72	946.07	969.67	993.67	1,023.48			
	01/01/2023	926.90	955.53	979.37	1,003.61	1,033.71			
	01/01/2024	936.17	965.09	989.16	1,013.65	1,044.05			
17402	E.E.G. TECHNICIAN 2								3 - 7
	07/01/2021	1,023.24	1,054.90	1,083.12	1,113.59	1,146.99			
	01/01/2022	1,033.47	1,065.45	1,093.95	1,124.73	1,158.46			
	01/01/2023	1,043.80	1,076.10	1,104.89	1,135.98	1,170.04			
	01/01/2024	1,054.24	1,086.86	1,115.94	1,147.34	1,181.74			
17402G	E.E.G. TECHNICIAN 2 (G15 SALARY NOTE)								3 - 7
	07/01/2021	1,178.43							
	01/01/2022	1,190.21							
	01/01/2023	1,202.11							
	01/01/2024	1,214.13							
17403	E.E.G. TECHNICIAN 3								3 - 7
	07/01/2021	1,098.64	1,132.60	1,164.33	1,195.81	1,231.68			
	01/01/2022	1,109.63	1,143.93	1,175.97	1,207.77	1,244.00			
	01/01/2023	1,120.73	1,155.37	1,187.73	1,219.85	1,256.44			
	01/01/2024	1,131.94	1,166.92	1,199.61	1,232.05	1,269.00			
17403G	E.E.G. TECHNICIAN 3 (G15 SALARY NOTE)								3 - 7
	07/01/2021	1,267.03							
	01/01/2022	1,279.70							
	01/01/2023	1,292.50							
	01/01/2024	1,305.43							
95302	FOOD SERVICES (10OFS)								4
	07/01/2021	1,049.93	1,082.41	1,113.05	1,144.55	1,176.95	1,210.27	1,246.57	
	01/01/2022	1,060.43	1,093.23	1,124.18	1,156.00	1,188.72	1,222.37	1,259.04	
	01/01/2023	1,071.03	1,104.16	1,135.42	1,167.56	1,200.61	1,234.59	1,271.63	
	01/01/2024	1,081.74	1,115.20	1,146.77	1,179.24	1,212.62	1,246.94	1,284.35	
95303	FOOD SERVICES (11OFS)								3
	07/01/2021	1,107.96	1,142.24	1,174.94	1,208.59	1,243.24	1,278.86	1,317.24	
	01/01/2022	1,119.04	1,153.66	1,186.69	1,220.68	1,255.67	1,291.65	1,330.41	

	01/01/2023	1,130.23	1,165.20	1,198.56	1,232.89	1,268.23	1,304.57	1,343.71	
	01/01/2024	1,141.53	1,176.85	1,210.55	1,245.22	1,280.91	1,317.62	1,357.15	
95304	FOOD SERVICES (12OFS)								6
	07/01/2021	1,168.34	1,204.46	1,239.83	1,276.23	1,313.70	1,352.32	1,392.87	
	01/01/2022	1,180.02	1,216.50	1,252.23	1,288.99	1,326.84	1,365.84	1,406.80	
	01/01/2023	1,191.82	1,228.67	1,264.75	1,301.88	1,340.11	1,379.50	1,420.87	
	01/01/2024	1,203.74	1,240.96	1,277.40	1,314.90	1,353.51	1,393.30	1,435.08	
95305	FOOD SERVICES (13OFS)								6
	07/01/2021	1,235.19	1,273.40	1,311.10	1,349.99	1,390.03	1,431.21	1,474.17	
	01/01/2022	1,247.54	1,286.13	1,324.21	1,363.49	1,403.93	1,445.52	1,488.91	
	01/01/2023	1,260.02	1,298.99	1,337.45	1,377.12	1,417.97	1,459.98	1,503.80	
	01/01/2024	1,272.62	1,311.98	1,350.82	1,390.89	1,432.15	1,474.58	1,518.84	
95306	FOOD SERVICES (14OFS)								6
	07/01/2021	1,305.24	1,345.59	1,386.47	1,428.60	1,472.02	1,516.76	1,562.24	
	01/01/2022	1,318.29	1,359.05	1,400.33	1,442.89	1,486.74	1,531.93	1,577.86	
	01/01/2023	1,331.47	1,372.64	1,414.33	1,457.32	1,501.61	1,547.25	1,593.64	
	01/01/2024	1,344.78	1,386.37	1,428.47	1,471.89	1,516.63	1,562.72	1,609.58	
50456	HAIRDRESSER								4 - 7
	07/01/2021	25.22	25.99	26.45	27.25				
	01/01/2022	25.47	26.25	26.71	27.52				
	01/01/2023	25.72	26.51	26.98	27.80				
	01/01/2024	25.98	26.78	27.25	28.08				
	(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)								
50224	HEAD COOK								4 - 7
	07/01/2021	1,111.69	1,146.06	1,170.94	1,199.99	1,235.98			
	01/01/2022	1,122.81	1,157.52	1,182.65	1,211.99	1,248.34			
	01/01/2023	1,134.04	1,169.10	1,194.48	1,224.11	1,260.82			
	01/01/2024	1,145.38	1,180.79	1,206.42	1,236.35	1,273.43			
50075	HEAD NURSE, OUTPATIENT CLINICS (N1, N2, N3 SALARY NOTE)								4 - 7
	07/01/2021	1,512.74	1,559.53	1,604.13	1,646.53	1,689.19	1,731.63	1,781.09	
		1,834.50							
	01/01/2022	1,527.87	1,575.13	1,620.17	1,663.00	1,706.08	1,748.95	1,798.90	
		1,852.85							
	01/01/2023	1,543.15	1,590.88	1,636.37	1,679.63	1,723.14	1,766.44	1,816.89	
		1,871.38							
	01/01/2024	1,558.58	1,606.79	1,652.73	1,696.43	1,740.37	1,784.10	1,835.06	
		1,890.09							
95300	HEALTH CARE SCIENTIFIC SUPPORT (BU) TSS12								3
	07/01/2021	992.86	1,023.57	1,063.69	1,105.34	1,148.60	1,193.61	1,229.40	
	01/01/2022	1,002.79	1,033.81	1,074.33	1,116.39	1,160.09	1,205.55	1,241.69	
	01/01/2023	1,012.82	1,044.15	1,085.07	1,127.55	1,171.69	1,217.61	1,254.11	
	01/01/2024	1,022.95	1,054.59	1,095.92	1,138.83	1,183.41	1,229.79	1,266.65	

95301	HEALTH CARE SCIENTIFIC SUPPORT (BU) TSS15							3
	07/01/2021	1,234.39	1,272.58	1,323.08	1,375.58	1,430.25	1,487.03	1,531.63
	01/01/2022	1,246.73	1,285.31	1,336.31	1,389.34	1,444.55	1,501.90	1,546.95
	01/01/2023	1,259.20	1,298.16	1,349.67	1,403.23	1,459.00	1,516.92	1,562.42
	01/01/2024	1,271.79	1,311.14	1,363.17	1,417.26	1,473.59	1,532.09	1,578.04
50230	HELPER, FOOD SERVICE							4 - 7
	07/01/2021	22.22	22.91	23.19	23.89			
	01/01/2022	22.44	23.14	23.42	24.13			
	01/01/2023	22.66	23.37	23.65	24.37			
	01/01/2024	22.89	23.60	23.89	24.61			
13770	HOME ECONOMICS ASSISTANT 1							3
	07/01/2021	773.94	797.88	815.62	833.40	852.96	874.22	900.45
	01/01/2022	781.68	805.86	823.78	841.73	861.49	882.96	909.45
	01/01/2023	789.50	813.92	832.02	850.15	870.10	891.79	918.54
	01/01/2024	797.40	822.06	840.34	858.65	878.80	900.71	927.73
13772	HOME ECONOMICS ASSISTANT 2							3
	07/01/2021	909.08	937.21	963.29	989.38	1,015.45	1,043.47	1,074.76
	01/01/2022	918.17	946.58	972.92	999.27	1,025.60	1,053.90	1,085.51
	01/01/2023	927.35	956.05	982.65	1,009.26	1,035.86	1,064.44	1,096.37
	01/01/2024	936.62	965.61	992.48	1,019.35	1,046.22	1,075.08	1,107.33
13610	HOME ECONOMIST 1							6
SA	07/01/2021	910.22	938.39	953.58	968.80	984.00	999.20	1,014.43
		1,031.69	1,046.96	1,064.38	1,096.31			
	01/01/2022	919.32	947.77	963.12	978.49	993.84	1,009.19	1,024.57
		1,042.01	1,057.43	1,075.02	1,107.27			
	01/01/2023	928.51	957.25	972.75	988.27	1,003.78	1,019.28	1,034.82
		1,052.43	1,068.00	1,085.77	1,118.34			
	01/01/2024	937.80	966.82	982.48	998.15	1,013.82	1,029.47	1,045.17
		1,062.95	1,078.68	1,096.63	1,129.52			
13612	HOME ECONOMIST 2							6
	07/01/2021	1,049.25	1,081.69	1,116.44	1,153.32	1,192.45	1,231.56	1,268.52
	01/01/2022	1,059.74	1,092.51	1,127.60	1,164.85	1,204.37	1,243.88	1,281.21
	01/01/2023	1,070.34	1,103.44	1,138.88	1,176.50	1,216.41	1,256.32	1,294.02
	01/01/2024	1,081.04	1,114.47	1,150.27	1,188.27	1,228.57	1,268.88	1,306.96
13613	HOME ECONOMIST 3							6
	07/01/2021	1,199.90	1,237.02	1,291.30	1,345.54	1,404.19	1,464.98	1,508.94
	01/01/2022	1,211.90	1,249.39	1,304.21	1,359.00	1,418.23	1,479.63	1,524.03
	01/01/2023	1,224.02	1,261.88	1,317.25	1,372.59	1,432.41	1,494.43	1,539.27
	01/01/2024	1,236.26	1,274.50	1,330.42	1,386.32	1,446.73	1,509.37	1,554.66
50020	HOSPITAL ATTENDANT 1							4 - 7
	07/01/2021	20.85	21.49	21.92	22.57			
	01/01/2022	21.06	21.70	22.14	22.80			
	01/01/2023	21.27	21.92	22.36	23.03			

	01/01/2024	21.48	22.14	22.58	23.26			
50421	HOSPITAL HOUSEKEEPER 1 (BARGAINING UNIT)							4
	07/01/2021	997.94	1,028.81	1,057.52	1,086.17	1,118.79		
	01/01/2022	1,007.92	1,039.10	1,068.10	1,097.03	1,129.98		
	01/01/2023	1,018.00	1,049.49	1,078.78	1,108.00	1,141.28		
	01/01/2024	1,028.18	1,059.98	1,089.57	1,119.08	1,152.69		
50423	HOSPITAL HOUSEKEEPER 2 (BARGAINING UNIT)							4
	07/01/2021	1,153.45	1,189.11	1,224.96	1,262.05	1,299.91		
	01/01/2022	1,164.98	1,201.00	1,237.21	1,274.67	1,312.91		
	01/01/2023	1,176.63	1,213.01	1,249.58	1,287.42	1,326.04		
	01/01/2024	1,188.40	1,225.14	1,262.08	1,300.29	1,339.30		
95307	INSTITUTIONAL CARE (11OIN)							4
	07/01/2021	882.34	909.63	944.76	981.25	1,019.19	1,058.55	1,090.31
	01/01/2022	891.16	918.73	954.21	991.06	1,029.38	1,069.14	1,101.21
	01/01/2023	900.07	927.92	963.75	1,000.97	1,039.67	1,079.83	1,112.22
	01/01/2024	909.07	937.20	973.39	1,010.98	1,050.07	1,090.63	1,123.34
95308	INSTITUTIONAL CARE (12OIN)							4
	07/01/2021	939.14	968.19	1,005.81	1,044.90	1,085.51	1,127.73	1,161.54
	01/01/2022	948.53	977.87	1,015.87	1,055.35	1,096.37	1,139.01	1,173.16
	01/01/2023	958.02	987.65	1,026.03	1,065.90	1,107.33	1,150.40	1,184.89
	01/01/2024	967.60	997.53	1,036.29	1,076.56	1,118.40	1,161.90	1,196.74
95309	INSTITUTIONAL CARE (13OIN)							4
	07/01/2021	1,001.59	1,032.55	1,072.35	1,113.67	1,156.58	1,201.17	1,237.18
	01/01/2022	1,011.61	1,042.88	1,083.07	1,124.81	1,168.15	1,213.18	1,249.55
	01/01/2023	1,021.73	1,053.31	1,093.90	1,136.06	1,179.83	1,225.31	1,262.05
	01/01/2024	1,031.95	1,063.84	1,104.84	1,147.42	1,191.63	1,237.56	1,274.67
95310	INSTITUTIONAL CARE (14OIN)							6
	07/01/2021	1,064.91	1,097.85	1,140.52	1,184.87	1,230.94	1,278.83	1,317.20
	01/01/2022	1,075.56	1,108.83	1,151.93	1,196.72	1,243.25	1,291.62	1,330.37
	01/01/2023	1,086.32	1,119.92	1,163.45	1,208.69	1,255.68	1,304.54	1,343.67
	01/01/2024	1,097.18	1,131.12	1,175.08	1,220.78	1,268.24	1,317.59	1,357.11
95311	INSTITUTIONAL CARE (15OIN)							6
	07/01/2021	1,142.43	1,177.78	1,224.55	1,273.15	1,323.74	1,376.32	1,417.60
	01/01/2022	1,153.85	1,189.56	1,236.80	1,285.88	1,336.98	1,390.08	1,431.78
	01/01/2023	1,165.39	1,201.46	1,249.17	1,298.74	1,350.35	1,403.98	1,446.10
	01/01/2024	1,177.04	1,213.47	1,261.66	1,311.73	1,363.85	1,418.02	1,460.56
50140	INSTRUCTOR 1 (OCCUPATIONAL)							4 - 7
	07/01/2021	24.55	25.32	25.84	26.33	27.11		
	01/01/2022	24.80	25.57	26.10	26.59	27.38		
	01/01/2023	25.05	25.83	26.36	26.86	27.65		
	01/01/2024	25.30	26.09	26.62	27.13	27.93		

50485	INSTRUCTOR 1, RECREATION AND CRAFTS							4 - 7
	07/01/2021	25.00	25.77	26.18	26.66	27.46		
	01/01/2022	25.25	26.03	26.44	26.93	27.73		
	01/01/2023	25.50	26.29	26.70	27.20	28.01		
	01/01/2024	25.76	26.55	26.97	27.47	28.29		
50142	INSTRUCTOR 2 (OCCUPATIONAL)							4 - 7
	07/01/2021	25.88	26.67	27.32	27.79	28.63		
	01/01/2022	26.14	26.94	27.59	28.07	28.92		
	01/01/2023	26.40	27.21	27.87	28.35	29.21		
	01/01/2024	26.66	27.48	28.15	28.63	29.50		
50486	INSTRUCTOR 2, RECREATION AND CRAFTS							4 - 7
	07/01/2021	26.03	26.83	27.38	27.79	28.63		
	01/01/2022	26.29	27.10	27.65	28.07	28.92		
	01/01/2023	26.55	27.37	27.93	28.35	29.21		
	01/01/2024	26.82	27.64	28.21	28.63	29.50		
50144	INSTRUCTOR 3 (OCCUPATIONAL)							4 - 7
	07/01/2021	27.41	28.26	28.86	29.50	30.41		
	01/01/2022	27.68	28.54	29.15	29.80	30.71		
	01/01/2023	27.96	28.83	29.44	30.10	31.02		
	01/01/2024	28.24	29.12	29.73	30.40	31.33		
50487	INSTRUCTOR 3(A), RECREATION AND CRAFTS							4 - 7
	07/01/2021	1,087.22	1,120.85	1,148.61	1,180.22	1,215.63		
	01/01/2022	1,098.09	1,132.06	1,160.10	1,192.02	1,227.79		
	01/01/2023	1,109.07	1,143.38	1,171.70	1,203.94	1,240.07		
	01/01/2024	1,120.16	1,154.81	1,183.42	1,215.98	1,252.47		
50146	INSTRUCTOR 4 (OCCUPATIONAL)							4 - 7
	07/01/2021	1,123.82	1,158.55	1,188.09	1,220.45	1,252.74	1,286.31	1,324.92
	01/01/2022	1,135.06	1,170.14	1,199.97	1,232.65	1,265.27	1,299.17	1,338.17
	01/01/2023	1,146.41	1,181.84	1,211.97	1,244.98	1,277.92	1,312.16	1,351.55
	01/01/2024	1,157.87	1,193.66	1,224.09	1,257.43	1,290.70	1,325.28	1,365.07
41600	LAUNDRY WORKER 1							4 - 7
	07/01/2021	21.60	22.27	22.50	23.20			
	01/01/2022	21.82	22.49	22.73	23.43			
	01/01/2023	22.04	22.71	22.96	23.66			
	01/01/2024	22.26	22.94	23.19	23.90			
41602	LAUNDRY WORKER 2							4 - 7
	07/01/2021	22.22	22.91	23.19	23.89			
	01/01/2022	22.44	23.14	23.42	24.13			
	01/01/2023	22.66	23.37	23.65	24.37			
	01/01/2024	22.89	23.60	23.89	24.61			
41604	LAUNDRY WORKER 3							4 - 7
	07/01/2021	22.68	23.38	23.84	24.54			

	01/01/2022	22.91	23.61	24.08	24.79		
	01/01/2023	23.14	23.85	24.32	25.04		
	01/01/2024	23.37	24.09	24.56	25.29		
41606	LAUNDRY WORKER 4						4 - 7
	07/01/2021	23.48	24.20	24.68	25.42		
	01/01/2022	23.71	24.44	24.93	25.67		
	01/01/2023	23.95	24.68	25.18	25.93		
	01/01/2024	24.19	24.93	25.43	26.19		
41608	LAUNDRY WORKER 5						4 - 7
	07/01/2021	24.48	25.23	25.71	26.48		
	01/01/2022	24.72	25.48	25.97	26.74		
	01/01/2023	24.97	25.73	26.23	27.01		
	01/01/2024	25.22	25.99	26.49	27.28		
50491	LEISURE/LIFE SKILLS INSTRUCTOR						4 - 7
	07/01/2021	26.50	27.33	28.36	29.29	30.17	
	01/01/2022	26.77	27.60	28.64	29.58	30.47	
	01/01/2023	27.04	27.88	28.93	29.88	30.77	
	01/01/2024	27.31	28.16	29.22	30.18	31.08	
50150	MEDICAL ASSISTANT 1						4 - 7
	07/01/2021	24.55	25.32	25.84	26.33	27.11	
	01/01/2022	24.80	25.57	26.10	26.59	27.38	
	01/01/2023	25.05	25.83	26.36	26.86	27.65	
	01/01/2024	25.30	26.09	26.62	27.13	27.93	
50152	MEDICAL ASSISTANT 2						4 - 7
	07/01/2021	25.88	26.67	27.32	27.79	28.63	
	01/01/2022	26.14	26.94	27.59	28.07	28.92	
	01/01/2023	26.40	27.21	27.87	28.35	29.21	
	01/01/2024	26.66	27.48	28.15	28.63	29.50	
50154	MEDICAL ASSISTANT 3						4 - 7
	07/01/2021	26.50	27.33	27.79	28.42	29.28	
	01/01/2022	26.77	27.60	28.07	28.70	29.57	
	01/01/2023	27.04	27.88	28.35	28.99	29.87	
	01/01/2024	27.31	28.16	28.63	29.28	30.17	
50128	NURSE, OCCUPATIONAL HEALTH & SAFETY (N2 SALARY NOTE)						A(36¼)
	07/01/2021	1,394.94	1,438.09	1,498.28	1,559.85	1,624.98	1,692.38
	01/01/2022	1,408.89	1,452.47	1,513.26	1,575.45	1,641.23	1,709.30
	01/01/2023	1,422.98	1,466.99	1,528.39	1,591.20	1,657.64	1,726.39
	01/01/2024	1,437.21	1,481.66	1,543.67	1,607.11	1,674.22	1,743.65
50064	NURSE, OUTPATIENT CLINICS (N2, N3 SALARY NOTE)						4 - 7
	07/01/2021	1,401.99	1,445.35	1,486.70	1,525.98	1,565.51	1,604.86
		1,700.20					
	01/01/2022	1,416.01	1,459.80	1,501.57	1,541.24	1,581.17	1,620.91
							1,667.17

		1,717.20							
	01/01/2023	1,430.17	1,474.40	1,516.59	1,556.65	1,596.98	1,637.12	1,683.84	
		1,734.37							
	01/01/2024	1,444.47	1,489.14	1,531.76	1,572.22	1,612.95	1,653.49	1,700.68	
		1,751.71							
50070	NURSE 1, CLINIC (N2 SALARY NOTE)								3 - 7
	07/01/2021	1,356.90	1,398.87	1,442.34	1,485.82	1,529.14	1,572.51	1,614.85	
		1,663.30							
	01/01/2022	1,370.47	1,412.86	1,456.76	1,500.68	1,544.43	1,588.24	1,631.00	
		1,679.93							
	01/01/2023	1,384.17	1,426.99	1,471.33	1,515.69	1,559.87	1,604.12	1,647.31	
		1,696.73							
	01/01/2024	1,398.01	1,441.26	1,486.04	1,530.85	1,575.47	1,620.16	1,663.78	
		1,713.70							
50072	NURSE 2, CLINIC (N2 SALARY NOTE)								3 - 7
	07/01/2021	1,483.27	1,529.14	1,572.51	1,611.74	1,651.04	1,690.34	1,736.25	
		1,788.34							
	01/01/2022	1,498.10	1,544.43	1,588.24	1,627.86	1,667.55	1,707.24	1,753.61	
		1,806.22							
	01/01/2023	1,513.08	1,559.87	1,604.12	1,644.14	1,684.23	1,724.31	1,771.15	
		1,824.28							
	01/01/2024	1,528.21	1,575.47	1,620.16	1,660.58	1,701.07	1,741.55	1,788.86	
		1,842.52							
50050	NURSE 1, GENERAL								4 - 7
	07/01/2021	1,220.73	1,258.49	1,301.73	1,345.14	1,388.61	1,431.95	1,472.27	
		1,516.43							
	01/01/2022	1,232.94	1,271.07	1,314.75	1,358.59	1,402.50	1,446.27	1,486.99	
		1,531.59							
	01/01/2023	1,245.27	1,283.78	1,327.90	1,372.18	1,416.53	1,460.73	1,501.86	
		1,546.91							
	01/01/2024	1,257.72	1,296.62	1,341.18	1,385.90	1,430.70	1,475.34	1,516.88	
		1,562.38							
50050G	NURSE 1, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE)								4 - 7
	07/01/2021	1,560.28							
	01/01/2022	1,575.88							
	01/01/2023	1,591.64							
	01/01/2024	1,607.56							
50050G	NURSE 1, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)								4 - 7
	07/01/2021	1,605.48							
	01/01/2022	1,621.53							
	01/01/2023	1,637.75							
	01/01/2024	1,654.13							
50052	NURSE 2, GENERAL (N2, N3 SALARY NOTE)								4 - 7
	07/01/2021	1,367.09	1,409.36	1,434.88	1,475.40	1,518.77	1,562.24	1,606.53	

		1,654.72	1,704.39						
	01/01/2022	1,380.76	1,423.45	1,449.23	1,490.15	1,533.96	1,577.86	1,622.60	
		1,671.27	1,721.43						
	01/01/2023	1,394.57	1,437.68	1,463.72	1,505.05	1,549.30	1,593.64	1,638.83	
		1,687.98	1,738.64						
	01/01/2024	1,408.52	1,452.06	1,478.36	1,520.10	1,564.79	1,609.58	1,655.22	
		1,704.86	1,756.03						
50052G	NURSE 2, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE, ALSO N2, N3)								4 - 7
	07/01/2021	1,753.85							
	01/01/2022	1,771.39							
	01/01/2023	1,789.10							
	01/01/2024	1,806.99							
50052G	NURSE 2, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)								4 - 7
	07/01/2021	1,804.76							
	01/01/2022	1,822.81							
	01/01/2023	1,841.04							
	01/01/2024	1,859.45							
50054	NURSE 3, GENERAL (N1, N2, N3 SALARY NOTE)								4 - 7
	07/01/2021	1,473.22	1,518.77	1,562.22	1,603.53	1,645.06	1,686.41	1,734.54	
		1,786.56	1,840.18						
	01/01/2022	1,487.95	1,533.96	1,577.84	1,619.57	1,661.51	1,703.27	1,751.89	
		1,804.43	1,858.58						
	01/01/2023	1,502.83	1,549.30	1,593.62	1,635.77	1,678.13	1,720.30	1,769.41	
		1,822.47	1,877.17						
	01/01/2024	1,517.86	1,564.79	1,609.56	1,652.13	1,694.91	1,737.50	1,787.10	
		1,840.69	1,895.94						
50054G	NURSE 3, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE)								4 - 7
	07/01/2021	1,893.66							
	01/01/2022	1,912.60							
	01/01/2023	1,931.73							
	01/01/2024	1,951.05							
50054G	NURSE 3, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)								4 - 7
	07/01/2021	1,948.87							
	01/01/2022	1,968.36							
	01/01/2023	1,988.04							
	01/01/2024	2,007.92							
50080	NURSE 1, NURSING EDUCATION								4 - 7
	07/01/2021	1,482.83	1,528.71	1,569.98	1,611.29	1,650.61	1,690.14	1,734.77	
		1,786.80							
	01/01/2022	1,497.66	1,544.00	1,585.68	1,627.40	1,667.12	1,707.04	1,752.12	
		1,804.67							
	01/01/2023	1,512.64	1,559.44	1,601.54	1,643.67	1,683.79	1,724.11	1,769.64	
		1,822.72							
	01/01/2024	1,527.77	1,575.03	1,617.56	1,660.11	1,700.63	1,741.35	1,787.34	

		1,840.95							
50082	NURSE 2, NURSING EDUCATION (N3 SALARY NOTE)								4 - 7
	07/01/2021	1,562.95	1,611.29	1,650.61	1,690.14	1,729.50	1,768.95	1,815.96	
		1,870.42							
	01/01/2022	1,578.58	1,627.40	1,667.12	1,707.04	1,746.80	1,786.64	1,834.12	
		1,889.12							
	01/01/2023	1,594.37	1,643.67	1,683.79	1,724.11	1,764.27	1,804.51	1,852.46	
		1,908.01							
	01/01/2024	1,610.31	1,660.11	1,700.63	1,741.35	1,781.91	1,822.56	1,870.98	
		1,927.09							
50084	NURSE 3, NURSING EDUCATION								4 - 7
	07/01/2021	1,574.54	1,623.22	1,677.67	1,737.42	1,798.95	1,878.03	1,928.45	
		1,986.31							
	01/01/2022	1,590.29	1,639.45	1,694.45	1,754.79	1,816.94	1,896.81	1,947.73	
		2,006.17							
	01/01/2023	1,606.19	1,655.84	1,711.39	1,772.34	1,835.11	1,915.78	1,967.21	
		2,026.23							
	01/01/2024	1,622.25	1,672.40	1,728.50	1,790.06	1,853.46	1,934.94	1,986.88	
		2,046.49							
50120	NURSE 1, PUBLIC HEALTH (N2 SALARY NOTE)								3 - 7
	07/01/2021	1,324.19	1,365.15	1,406.40	1,447.72	1,487.06	1,526.62	1,571.20	
		1,618.33							
	01/01/2022	1,337.43	1,378.80	1,420.46	1,462.20	1,501.93	1,541.89	1,586.91	
		1,634.51							
	01/01/2023	1,350.80	1,392.59	1,434.66	1,476.82	1,516.95	1,557.31	1,602.78	
		1,650.86							
	01/01/2024	1,364.31	1,406.52	1,449.01	1,491.59	1,532.12	1,572.88	1,618.81	
		1,667.37							
50122	NURSE 2, PUBLIC HEALTH								3 - 7
	07/01/2021	1,568.07	1,616.59	1,656.98	1,697.56	1,738.03	1,778.61	1,831.01	
		1,885.94							
	01/01/2022	1,583.75	1,632.76	1,673.55	1,714.54	1,755.41	1,796.40	1,849.32	
		1,904.80							
	01/01/2023	1,599.59	1,649.09	1,690.29	1,731.69	1,772.96	1,814.36	1,867.81	
		1,923.85							
	01/01/2024	1,615.59	1,665.58	1,707.19	1,749.01	1,790.69	1,832.50	1,886.49	
		1,943.09							
50124	NURSE 3, PUBLIC HEALTH								3 - 7
	07/01/2021	1,685.88	1,738.03	1,778.61	1,818.07	1,857.51	1,896.93	1,953.00	
		2,011.57							
	01/01/2022	1,702.74	1,755.41	1,796.40	1,836.25	1,876.09	1,915.90	1,972.53	
		2,031.69							
	01/01/2023	1,719.77	1,772.96	1,814.36	1,854.61	1,894.85	1,935.06	1,992.26	
		2,052.01							
	01/01/2024	1,736.97	1,790.69	1,832.50	1,873.16	1,913.80	1,954.41	2,012.18	

2,072.53

50110	NURSE 2, SPECIAL SCHOOLS (N2 SALARY NOTE)								4
	07/01/2021	32.67	33.69	34.73	35.74	36.91	38.02	39.10	
		40.28							
	01/01/2022	33.00	34.03	35.08	36.10	37.28	38.40	39.49	
		40.68							
	01/01/2023	33.33	34.37	35.43	36.46	37.65	38.78	39.88	
		41.09							
	01/01/2024	33.66	34.71	35.78	36.82	38.03	39.17	40.28	
		41.50							
50112	NURSE 3, SPECIAL SCHOOLS (N1, N3 SALARY NOTE)								4
	07/01/2021	35.81	36.91	38.02	39.06	40.10	41.09	42.27	
		43.54							
	01/01/2022	36.17	37.28	38.40	39.45	40.50	41.50	42.69	
		43.98							
	01/01/2023	36.53	37.65	38.78	39.84	40.91	41.92	43.12	
		44.42							
	01/01/2024	36.90	38.03	39.17	40.24	41.32	42.34	43.55	
		44.86							
09524	NURSING HOME OFFICER, DIETARY								A(36¼)
	07/01/2021	1,460.88	1,506.07	1,545.93	1,588.38	1,633.39	1,678.34	1,728.70	
	01/01/2022	1,475.49	1,521.13	1,561.39	1,604.26	1,649.72	1,695.12	1,745.99	
	01/01/2023	1,490.24	1,536.34	1,577.00	1,620.30	1,666.22	1,712.07	1,763.45	
	01/01/2024	1,505.14	1,551.70	1,592.77	1,636.50	1,682.88	1,729.19	1,781.08	
09520	NUTRITIONIST 1								3
	07/01/2021	1,272.19	1,311.55	1,346.29	1,383.18	1,422.29	1,461.39	1,505.25	
	01/01/2022	1,284.91	1,324.67	1,359.75	1,397.01	1,436.51	1,476.00	1,520.30	
	01/01/2023	1,297.76	1,337.92	1,373.35	1,410.98	1,450.88	1,490.76	1,535.50	
	01/01/2024	1,310.74	1,351.30	1,387.08	1,425.09	1,465.39	1,505.67	1,550.86	
09320	OCCUPATIONAL THERAPIST 1								3 - 7
	07/01/2021	1,181.80	1,218.36	1,255.05	1,295.06	1,333.91			
	01/01/2022	1,193.62	1,230.54	1,267.60	1,308.01	1,347.25			
	01/01/2023	1,205.56	1,242.85	1,280.28	1,321.09	1,360.72			
	01/01/2024	1,217.62	1,255.28	1,293.08	1,334.30	1,374.33			
09322	OCCUPATIONAL THERAPIST 2								3 - 7
	07/01/2021	1,212.51	1,249.99	1,290.07	1,330.11	1,373.52	1,414.76		
	01/01/2022	1,224.64	1,262.49	1,302.97	1,343.41	1,387.26	1,428.91		
	01/01/2023	1,236.89	1,275.11	1,316.00	1,356.84	1,401.13	1,443.20		
	01/01/2024	1,249.26	1,287.86	1,329.16	1,370.41	1,415.14	1,457.63		
09324	OCCUPATIONAL THERAPIST 3								3 - 7
	07/01/2021	1,346.87	1,388.52	1,435.38	1,482.13	1,528.76	1,574.59		
	01/01/2022	1,360.34	1,402.41	1,449.73	1,496.95	1,544.05	1,590.34		
	01/01/2023	1,373.94	1,416.43	1,464.23	1,511.92	1,559.49	1,606.24		

	01/01/2024	1,387.68	1,430.59	1,478.87	1,527.04	1,575.08	1,622.30	
41518	PARAMEDIC 1, LAND							4 - 7
	07/01/2021	26.58	27.40	28.23	29.10	29.94		
	01/01/2022	26.85	27.67	28.51	29.39	30.24		
	01/01/2023	27.12	27.95	28.80	29.68	30.54		
	01/01/2024	27.39	28.23	29.09	29.98	30.85		
41518G	PARAMEDIC 1, LAND (G27 SALARY NOTE)							4 - 7
	07/01/2021	30.82						
	01/01/2022	31.13						
	01/01/2023	31.44						
	01/01/2024	31.75						
41522	PARAMEDIC 2, AIR							4 - 7
	07/01/2021	29.68	30.60	31.53	32.49	33.46		
	01/01/2022	29.98	30.91	31.85	32.81	33.79		
	01/01/2023	30.28	31.22	32.17	33.14	34.13		
	01/01/2024	30.58	31.53	32.49	33.47	34.47		
41522G	PARAMEDIC 2, AIR (G27 SALARY NOTE)							4 - 7
	07/01/2021	34.41						
	01/01/2022	34.75						
	01/01/2023	35.10						
	01/01/2024	35.45						
41520	PARAMEDIC 2, LAND							4 - 7
	07/01/2021	28.28	29.16	30.05	30.91	31.83		
	01/01/2022	28.56	29.45	30.35	31.22	32.15		
	01/01/2023	28.85	29.74	30.65	31.53	32.47		
	01/01/2024	29.14	30.04	30.96	31.85	32.79		
41520G	PARAMEDIC 2, LAND (G27 SALARY NOTE)							4 - 7
	07/01/2021	32.81						
	01/01/2022	33.14						
	01/01/2023	33.47						
	01/01/2024	33.80						
61204	PHARMACIST - STAFF							3 - 7
	07/01/2021	1,363.97	1,406.15	1,451.66	1,499.93	1,551.16	1,603.87	1,674.90
		1,725.12						
	01/01/2022	1,377.61	1,420.21	1,466.18	1,514.93	1,566.67	1,619.91	1,691.65
		1,742.37						
	01/01/2023	1,391.39	1,434.41	1,480.84	1,530.08	1,582.34	1,636.11	1,708.57
		1,759.79						
	01/01/2024	1,405.30	1,448.75	1,495.65	1,545.38	1,598.16	1,652.47	1,725.66
		1,777.39						
61200	PHARMACY TECHNICIAN 1							3 - 7
	07/01/2021	934.39	963.29	985.38	1,008.09	1,033.57	1,061.55	1,093.42

	01/01/2022	943.73	972.92	995.23	1,018.17	1,043.91	1,072.17	1,104.35	
	01/01/2023	953.17	982.65	1,005.18	1,028.35	1,054.35	1,082.89	1,115.39	
	01/01/2024	962.70	992.48	1,015.23	1,038.63	1,064.89	1,093.72	1,126.54	
61202	PHARMACY TECHNICIAN 2								3 - 7
	07/01/2021	980.60	1,010.91	1,037.01	1,063.87	1,090.95	1,123.33	1,157.04	
	01/01/2022	990.41	1,021.02	1,047.38	1,074.51	1,101.86	1,134.56	1,168.61	
	01/01/2023	1,000.31	1,031.23	1,057.85	1,085.26	1,112.88	1,145.91	1,180.30	
	01/01/2024	1,010.31	1,041.54	1,068.43	1,096.11	1,124.01	1,157.37	1,192.10	
41500	PSYCHIATRIC NURSING ASSISTANT 1 (P1 SALARY NOTE)								4 - 7
	07/01/2021	24.38	25.14	25.61	26.37				
	01/01/2022	24.62	25.39	25.87	26.63				
	01/01/2023	24.87	25.64	26.13	26.90				
	01/01/2024	25.12	25.90	26.39	27.17				
41502	PSYCHIATRIC NURSING ASSISTANT 2 (P1 SALARY NOTE)								4 - 7
	07/01/2021	26.03	26.83	27.38	27.79	28.63			
	01/01/2022	26.29	27.10	27.65	28.07	28.92			
	01/01/2023	26.55	27.37	27.93	28.35	29.21			
	01/01/2024	26.82	27.64	28.21	28.63	29.50			
41504	PSYCHIATRIC NURSING ASSISTANT 3 (P1 SALARY NOTE)								4 - 7
	07/01/2021	26.59	27.41	27.90	28.42	29.28			
	01/01/2022	26.86	27.68	28.18	28.70	29.57			
	01/01/2023	27.13	27.96	28.46	28.99	29.87			
	01/01/2024	27.40	28.24	28.74	29.28	30.17			
41506	PSYCHIATRIC NURSING ASSISTANT 4 (P1 SALARY NOTE)								4 - 7
	07/01/2021	27.51	28.37	28.94	29.50	30.41			
	01/01/2022	27.79	28.65	29.23	29.80	30.71			
	01/01/2023	28.07	28.94	29.52	30.10	31.02			
	01/01/2024	28.35	29.23	29.82	30.40	31.33			
09380	PSYCHOLOGIST 1								3 - 7
	07/01/2021	1,610.68	1,660.51	1,732.91	1,810.41	1,906.13	2,006.92	2,067.10	
	01/01/2022	1,626.79	1,677.12	1,750.24	1,828.51	1,925.19	2,026.99	2,087.77	
	01/01/2023	1,643.06	1,693.89	1,767.74	1,846.80	1,944.44	2,047.26	2,108.65	
	01/01/2024	1,659.49	1,710.83	1,785.42	1,865.27	1,963.88	2,067.73	2,129.74	
09382	PSYCHOLOGIST 2								6
	07/01/2021	1,754.28	1,808.54	1,893.29	2,004.78	2,117.85	2,227.81	2,294.61	
	01/01/2022	1,771.82	1,826.63	1,912.22	2,024.83	2,139.03	2,250.09	2,317.56	
	01/01/2023	1,789.54	1,844.90	1,931.34	2,045.08	2,160.42	2,272.59	2,340.74	
	01/01/2024	1,807.44	1,863.35	1,950.65	2,065.53	2,182.02	2,295.32	2,364.15	
09383	PSYCHOLOGIST 3								6
	07/01/2021	1,747.18	1,801.22	1,902.92	2,013.26	2,129.33	2,238.25	2,305.42	
	01/01/2022	1,764.65	1,819.23	1,921.95	2,033.39	2,150.62	2,260.63	2,328.47	
	01/01/2023	1,782.30	1,837.42	1,941.17	2,053.72	2,172.13	2,283.24	2,351.75	

	01/01/2024	1,800.12	1,855.79	1,960.58	2,074.26	2,193.85	2,306.07	2,375.27	
95312	PSYCHOLOGIST INPATIENT/OUTPATIENT								3 - 7
	07/01/2021	1,738.61	1,792.40	1,870.58	1,954.26	2,057.60	2,166.46	2,231.43	
	01/01/2022	1,756.00	1,810.32	1,889.29	1,973.80	2,078.18	2,188.12	2,253.74	
	01/01/2023	1,773.56	1,828.42	1,908.18	1,993.54	2,098.96	2,210.00	2,276.28	
	01/01/2024	1,791.30	1,846.70	1,927.26	2,013.48	2,119.95	2,232.10	2,299.04	
09373	PSYCHOMETRIST 1								3 - 7
	07/01/2021	1,143.67	1,179.05	1,227.55	1,277.78	1,331.21	1,387.44	1,429.04	
	01/01/2022	1,155.11	1,190.84	1,239.83	1,290.56	1,344.52	1,401.31	1,443.33	
	01/01/2023	1,166.66	1,202.75	1,252.23	1,303.47	1,357.97	1,415.32	1,457.76	
	01/01/2024	1,178.33	1,214.78	1,264.75	1,316.50	1,371.55	1,429.47	1,472.34	
09375	PSYCHOMETRIST 2								3 - 7
	07/01/2021	1,153.10	1,188.76	1,248.54	1,311.02	1,381.03	1,455.00	1,498.66	
	01/01/2022	1,164.63	1,200.65	1,261.03	1,324.13	1,394.84	1,469.55	1,513.65	
	01/01/2023	1,176.28	1,212.66	1,273.64	1,337.37	1,408.79	1,484.25	1,528.79	
	01/01/2024	1,188.04	1,224.79	1,286.38	1,350.74	1,422.88	1,499.09	1,544.08	
50464	RESIDENCE COUNSELLOR 1								A(40)
	07/01/2021	23.05	23.75	24.16	24.61	25.34			
	01/01/2022	23.28	23.99	24.40	24.86	25.59			
	01/01/2023	23.51	24.23	24.64	25.11	25.85			
	01/01/2024	23.75	24.47	24.89	25.36	26.11			
50466	RESIDENCE COUNSELLOR 2								A(40)
	07/01/2021	26.03	26.83	27.28	27.79	28.63			
	01/01/2022	26.29	27.10	27.55	28.07	28.92			
	01/01/2023	26.55	27.37	27.83	28.35	29.21			
	01/01/2024	26.82	27.64	28.11	28.63	29.50			
50468	RESIDENCE COUNSELLOR 3								A(40)
	07/01/2021	27.94	28.80	29.46	29.99	30.91			
	01/01/2022	28.22	29.09	29.75	30.29	31.22			
	01/01/2023	28.50	29.38	30.05	30.59	31.53			
	01/01/2024	28.79	29.67	30.35	30.90	31.85			
50068	RESIDENTIAL HEALTH NURSE, FACILITY FOR THE DEVELOPMENTALLY HANDICAPPED								4 - 7
	07/01/2021	1,352.51	1,394.35	1,419.61	1,459.75	1,502.67	1,545.70	1,589.50	
		1,637.18							
	01/01/2022	1,366.04	1,408.29	1,433.81	1,474.35	1,517.70	1,561.16	1,605.40	
		1,653.55							
	01/01/2023	1,379.70	1,422.37	1,448.15	1,489.09	1,532.88	1,576.77	1,621.45	
		1,670.09							
	01/01/2024	1,393.50	1,436.59	1,462.63	1,503.98	1,548.21	1,592.54	1,637.66	
		1,686.79							
50430	SEWER 1								4 - 7
	07/01/2021	22.25	22.93	23.19	23.89				

	01/01/2022	22.47	23.16	23.42	24.13			
	01/01/2023	22.69	23.39	23.65	24.37			
	01/01/2024	22.92	23.62	23.89	24.61			
50432	SEWER 2							4 - 7
	07/01/2021	23.63	24.37	24.81	25.57			
	01/01/2022	23.87	24.61	25.06	25.83			
	01/01/2023	24.11	24.86	25.31	26.09			
	01/01/2024	24.35	25.11	25.56	26.35			
10100	SOCIAL WORK ASSISTANT							3 - 7
	07/01/2021	1,033.52	1,065.50	1,088.75	1,112.08	1,135.24	1,160.85	1,195.65
	01/01/2022	1,043.86	1,076.16	1,099.64	1,123.20	1,146.59	1,172.46	1,207.61
	01/01/2023	1,054.30	1,086.92	1,110.64	1,134.43	1,158.06	1,184.18	1,219.69
	01/01/2024	1,064.84	1,097.79	1,121.75	1,145.77	1,169.64	1,196.02	1,231.89
10105	SOCIAL WORK SUPERVISOR 1 (BARGAINING UNIT)							3
	07/01/2021	1,434.87	1,479.24	1,529.12	1,596.63	1,664.17	1,711.13	1,762.47
	01/01/2022	1,449.22	1,494.03	1,544.41	1,612.60	1,680.81	1,728.24	1,780.09
	01/01/2023	1,463.71	1,508.97	1,559.85	1,628.73	1,697.62	1,745.52	1,797.89
	01/01/2024	1,478.35	1,524.06	1,575.45	1,645.02	1,714.60	1,762.98	1,815.87
10108	SOCIAL WORK SUPERVISOR 2 (BARGAINING UNIT)							3
	07/01/2021	1,500.39	1,546.76	1,614.28	1,684.72	1,759.60	1,803.66	1,857.76
	01/01/2022	1,515.39	1,562.23	1,630.42	1,701.57	1,777.20	1,821.70	1,876.34
	01/01/2023	1,530.54	1,577.85	1,646.72	1,718.59	1,794.97	1,839.92	1,895.10
	01/01/2024	1,545.85	1,593.63	1,663.19	1,735.78	1,812.92	1,858.32	1,914.05
10102	SOCIAL WORKER 1							3 - 7
SA	07/01/2021	1,077.74	1,111.08	1,143.23	1,175.62	1,210.41	1,245.17	1,282.48
	01/01/2022	1,088.52	1,122.19	1,154.66	1,187.38	1,222.51	1,257.62	1,295.30
	01/01/2023	1,099.41	1,133.41	1,166.21	1,199.25	1,234.74	1,270.20	1,308.25
	01/01/2024	1,110.40	1,144.74	1,177.87	1,211.24	1,247.09	1,282.90	1,321.33
10104	SOCIAL WORKER 2							3 - 7
	07/01/2021	1,231.98	1,270.06	1,307.33	1,347.14	1,386.83	1,429.17	1,473.92
		1,518.69	1,564.23					
	01/01/2022	1,244.30	1,282.76	1,320.40	1,360.61	1,400.70	1,443.46	1,488.66
		1,533.88	1,579.87					
	01/01/2023	1,256.74	1,295.59	1,333.60	1,374.22	1,414.71	1,457.89	1,503.55
		1,549.22	1,595.67					
	01/01/2024	1,269.31	1,308.55	1,346.94	1,387.96	1,428.86	1,472.47	1,518.59
		1,564.71	1,611.63					
09381	SPECIAL CONSULTANT, PATIENTS UNDER A WARRANT OF THE LIEUTENANT GOVERNOR							3 - 7
	07/01/2021	1,562.83	1,611.16	1,681.42	1,756.65	1,849.58	1,947.39	2,005.81
	01/01/2022	1,578.46	1,627.27	1,698.23	1,774.22	1,868.08	1,966.86	2,025.87
	01/01/2023	1,594.24	1,643.54	1,715.21	1,791.96	1,886.76	1,986.53	2,046.13
	01/01/2024	1,610.18	1,659.98	1,732.36	1,809.88	1,905.63	2,006.40	2,066.59

09336	SPEECH THERAPIST							3 - 7
	07/01/2021	1,320.88	1,361.74	1,402.33	1,445.54	1,489.98	1,535.63	1,581.72
	01/01/2022	1,334.09	1,375.36	1,416.35	1,460.00	1,504.88	1,550.99	1,597.54
	01/01/2023	1,347.43	1,389.11	1,430.51	1,474.60	1,519.93	1,566.50	1,613.52
	01/01/2024	1,360.90	1,403.00	1,444.82	1,489.35	1,535.13	1,582.17	1,629.66
50241	SUPERVISOR 1, FOOD SERVICE (BARGAINING UNIT)							4 - 7
	07/01/2021	898.00	925.79	944.40	965.28	994.22		
	01/01/2022	906.98	935.05	953.84	974.93	1,004.16		
	01/01/2023	916.05	944.40	963.38	984.68	1,014.20		
	01/01/2024	925.21	953.84	973.01	994.53	1,024.34		
50434	TAILOR							4 - 7
	07/01/2021	21.26	21.92	22.36	23.04			
	01/01/2022	21.47	22.14	22.58	23.27			
	01/01/2023	21.68	22.36	22.81	23.50			
	01/01/2024	21.90	22.58	23.04	23.74			
50160	TRAINEE (M.R.C. COURSE), HEALTH							4 - 7
	07/01/2021	23.78	24.51	24.96	25.43	26.23		
	01/01/2022	24.02	24.76	25.21	25.68	26.49		
	01/01/2023	24.26	25.01	25.46	25.94	26.75		
	01/01/2024	24.50	25.26	25.71	26.20	27.02		
10112	VOCATIONAL REHABILITATION SERVICES COUNSELLOR							3 - 7
	07/01/2021	1,260.74	1,299.70	1,338.08	1,379.01	1,419.88	1,463.50	1,509.48
		1,555.55	1,602.21					
	01/01/2022	1,273.35	1,312.70	1,351.46	1,392.80	1,434.08	1,478.14	1,524.57
		1,571.11	1,618.23					
	01/01/2023	1,286.08	1,325.83	1,364.97	1,406.73	1,448.42	1,492.92	1,539.82
		1,586.82	1,634.41					
	01/01/2024	1,298.94	1,339.09	1,378.62	1,420.80	1,462.90	1,507.85	1,555.22
		1,602.69	1,650.75					
50582	15 CHAPLAIN							3 - 7
	07/01/2021	61,713	63,622	65,851	68,153	70,541	73,011	75,564
		77,706						
	01/01/2022	62,330	64,258	66,510	68,835	71,246	73,741	76,320
		78,483						
	01/01/2023	62,953	64,901	67,175	69,523	71,958	74,478	77,083
		79,268						
	01/01/2024	63,583	65,550	67,847	70,218	72,678	75,223	77,854
		80,061						
50584	16 CHAPLAIN							3 - 7
	07/01/2021	66,390	68,444	70,840	73,321	75,885	78,540	81,291
		83,605						
	01/01/2022	67,054	69,128	71,548	74,054	76,644	79,325	82,104
		84,441						
	01/01/2023	67,725	69,819	72,263	74,795	77,410	80,118	82,925

	01/01/2024	85,285 68,402 86,138	70,517	72,986	75,543	78,184	80,919	83,754	
50585	16 PHARMACY								3 - 7
	07/01/2021	75,478 94,366	77,812	80,537	83,354	86,272	89,292	92,417	
	01/01/2022	76,233 95,310	78,590	81,342	84,188	87,135	90,185	93,341	
	01/01/2023	76,995 96,263	79,376	82,155	85,030	88,006	91,087	94,274	
	01/01/2024	77,765 97,226	80,170	82,977	85,880	88,886	91,998	95,217	
50589	17 PHARMACY								3 - 7
	07/01/2021	79,651 100,937	82,114 101,534	84,989	87,963	91,042	94,230	97,528	
	01/01/2022	80,448 101,946	82,935 102,549	85,839	88,843	91,952	95,172	98,503	
	01/01/2023	81,252 102,965	83,764 103,574	86,697	89,731	92,872	96,124	99,488	
	01/01/2024	82,065 103,995	84,602 104,610	87,564	90,628	93,801	97,085	100,483	
50590	17 SOCIAL WORK								3 - 7
	07/01/2021	73,967 92,476	76,255	78,924	81,687	84,545	87,504	90,568	
	01/01/2022	74,707 93,401	77,018	79,713	82,504	85,390	88,379	91,474	
	01/01/2023	75,454 94,335	77,788	80,510	83,329	86,244	89,263	92,389	
	01/01/2024	76,209 95,278	78,566	81,315	84,162	87,106	90,156	93,313	
50594	18 SOCIAL WORK								3 - 7
	07/01/2021	76,994 98,139	79,375	82,151	85,028	88,003	91,084	94,270	
	01/01/2022	77,764 99,120	80,169	82,973	85,878	88,883	91,995	95,213	
	01/01/2023	78,542 100,111	80,971	83,803	86,737	89,772	92,915	96,165	
	01/01/2024	79,327 101,112	81,781	84,641	87,604	90,670	93,844	97,127	

In accordance with past agreements the following classifications in the fixed term service, for which there are no equivalent classifications in the Civil Service, have been linked to this Bargaining Unit for the purpose of wage increases:

U0114	CLASSROOM ASSISTANT								4
	07/01/2021	22.41	23.10	23.55	24.02	24.72			
	01/01/2022	22.63	23.33	23.79	24.26	24.97			

	01/01/2023	22.86	23.56	24.03	24.50	25.22	
	01/01/2024	23.09	23.80	24.27	24.75	25.47	
U0113	FOOD SERVICES WORKER 1						4
	07/01/2021	14.86	15.31	15.76			
	01/01/2022	15.01	15.46	15.92			
	01/01/2023	15.16	15.61	16.08			
	01/01/2024	15.31	15.77	16.24			
U0133	FOOD SERVICES WORKER 2						4
	07/01/2021	14.86	15.32	15.78			
	01/01/2022	15.01	15.47	15.94			
	01/01/2023	15.16	15.62	16.10			
	01/01/2024	15.31	15.78	16.26			
U0115	SCHOOL AIDE						4
	07/01/2021	21.34	22.00	22.45	22.99	23.67	
	01/01/2022	21.55	22.22	22.67	23.22	23.91	
	01/01/2023	21.77	22.44	22.90	23.45	24.15	
	01/01/2024	21.99	22.66	23.13	23.68	24.39	

OFFICE ADMINISTRATION CLASSIFICATION GROUP

The following classifications apply to employees with an appointment status of regular and fixed term:
(SA = semi-annual progression; SA-0# = semi-annual until #th step)

Note: The 07/01/2021 salary rate reflects the previous increase from the 2018 - 2021 collective agreement

								Hours of Work Schedule
51223	AREA SUPPLY SUPERVISOR (BARGAINING UNIT)							6
	07/01/2021	1,218.91	1,256.62	1,297.28	1,336.74	1,376.84		
	01/01/2022	1,231.10	1,269.19	1,310.25	1,350.11	1,390.61		
	01/01/2023	1,243.41	1,281.88	1,323.35	1,363.61	1,404.52		
	01/01/2024	1,255.84	1,294.70	1,336.58	1,377.25	1,418.57		
95400	CLERICAL SERVICES (BU) CCL08							3
	07/01/2021	24.95	25.71	26.44	27.18	27.99	28.73	29.59
	01/01/2022	25.20	25.97	26.70	27.45	28.27	29.02	29.89
	01/01/2023	25.45	26.23	26.97	27.72	28.55	29.31	30.19
	01/01/2024	25.70	26.49	27.24	28.00	28.84	29.60	30.49
95401	CLERICAL SERVICES (BU) CCL09							3
	07/01/2021	26.29	27.10	27.90	28.66	29.49	30.35	31.25
	01/01/2022	26.55	27.37	28.18	28.95	29.78	30.65	31.56
	01/01/2023	26.82	27.64	28.46	29.24	30.08	30.96	31.88
	01/01/2024	27.09	27.92	28.74	29.53	30.38	31.27	32.20
95402	CLERICAL SERVICES (BU) CCL10							3
	07/01/2021	27.64	28.51	29.34	30.21	31.07	32.04	32.99

	01/01/2022	27.92	28.80	29.63	30.51	31.38	32.36	33.32	
	01/01/2023	28.20	29.09	29.93	30.82	31.69	32.68	33.65	
	01/01/2024	28.48	29.38	30.23	31.13	32.01	33.01	33.99	
95403	CLERICAL SERVICES (BU) CCL11								3
	07/01/2021	29.26	30.17	31.04	31.97	32.90	33.90	34.93	
	01/01/2022	29.55	30.47	31.35	32.29	33.23	34.24	35.28	
	01/01/2023	29.85	30.77	31.66	32.61	33.56	34.58	35.63	
	01/01/2024	30.15	31.08	31.98	32.94	33.90	34.93	35.99	
95404	CLERICAL SERVICES (BU) CCL12								3
	07/01/2021	30.91	31.86	32.81	33.84	34.89	35.94	36.99	
	01/01/2022	31.22	32.18	33.14	34.18	35.24	36.30	37.36	
	01/01/2023	31.53	32.50	33.47	34.52	35.59	36.66	37.73	
	01/01/2024	31.85	32.83	33.80	34.87	35.95	37.03	38.11	
95405	CLERICAL SERVICES (BU) CCL13								3
	07/01/2021	32.76	33.77	34.78	35.88	36.97	38.12	39.26	
	01/01/2022	33.09	34.11	35.13	36.24	37.34	38.50	39.65	
	01/01/2023	33.42	34.45	35.48	36.60	37.71	38.89	40.05	
	01/01/2024	33.75	34.79	35.83	36.97	38.09	39.28	40.45	
95406	CLERICAL SERVICES (BU) CCL14								3
	07/01/2021	34.70	35.78	36.88	38.06	39.23	40.45	41.67	
	01/01/2022	35.05	36.14	37.25	38.44	39.62	40.85	42.09	
	01/01/2023	35.40	36.50	37.62	38.82	40.02	41.26	42.51	
	01/01/2024	35.75	36.87	38.00	39.21	40.42	41.67	42.94	
95407	CLERICAL SERVICES (BU) CCL15								3
	07/01/2021	36.71	37.84	39.06	40.35	41.64	43.04	44.33	
	01/01/2022	37.08	38.22	39.45	40.75	42.06	43.47	44.77	
	01/01/2023	37.45	38.60	39.84	41.16	42.48	43.90	45.22	
	01/01/2024	37.82	38.99	40.24	41.57	42.90	44.34	45.67	
51200	CLERK 1, SUPPLY								4 - 7
SA	07/01/2021	19.60	20.22	20.44	20.85	21.47			
	01/01/2022	19.80	20.42	20.64	21.06	21.68			
	01/01/2023	20.00	20.62	20.85	21.27	21.90			
	01/01/2024	20.20	20.83	21.06	21.48	22.12			
51202	CLERK 2, SUPPLY								4 - 7
SA	07/01/2021	21.52	22.19	22.53	22.97	23.63			
	01/01/2022	21.74	22.41	22.76	23.20	23.87			
	01/01/2023	21.96	22.63	22.99	23.43	24.11			
	01/01/2024	22.18	22.86	23.22	23.66	24.35			
51204	CLERK 3, SUPPLY								4 - 7
	07/01/2021	22.65	23.35	23.81	24.30	25.04			
	01/01/2022	22.88	23.58	24.05	24.54	25.29			
	01/01/2023	23.11	23.82	24.29	24.79	25.54			

	01/01/2024	23.34	24.06	24.53	25.04	25.80		
51206	CLERK 4, SUPPLY							4 - 7
	07/01/2021	23.13	23.84	24.31	24.84	25.61		
	01/01/2022	23.36	24.08	24.55	25.09	25.87		
	01/01/2023	23.59	24.32	24.80	25.34	26.13		
	01/01/2024	23.83	24.56	25.05	25.59	26.39		
51208	CLERK 5, SUPPLY							4 - 7
	07/01/2021	24.19	24.93	25.48	25.97	26.75		
	01/01/2022	24.43	25.18	25.73	26.23	27.02		
	01/01/2023	24.67	25.43	25.99	26.49	27.29		
	01/01/2024	24.92	25.68	26.25	26.75	27.56		
51210	CLERK 6, SUPPLY							4 - 7
	07/01/2021	25.71	26.51	27.13	27.79	28.63		
	01/01/2022	25.97	26.78	27.40	28.07	28.92		
	01/01/2023	26.23	27.05	27.67	28.35	29.21		
	01/01/2024	26.49	27.32	27.95	28.63	29.50		
51211	CLERK 7 SUPPLY (BARGAINING UNIT)							4
	07/01/2021	1,127.90	1,162.77	1,198.14	1,233.55	1,270.56		
	01/01/2022	1,139.18	1,174.40	1,210.12	1,245.89	1,283.27		
	01/01/2023	1,150.57	1,186.14	1,222.22	1,258.35	1,296.10		
	01/01/2024	1,162.08	1,198.00	1,234.44	1,270.93	1,309.06		
00482	COURT REPORTER 1							3
	07/01/2021	820.75	846.10	866.67	889.18	911.67	934.07	962.08
	01/01/2022	828.96	854.56	875.34	898.07	920.79	943.41	971.70
	01/01/2023	837.25	863.11	884.09	907.05	930.00	952.84	981.42
	01/01/2024	845.62	871.74	892.93	916.12	939.30	962.37	991.23
00484	COURT REPORTER 2							3
	07/01/2021	982.18	1,012.57	1,040.20	1,069.59	1,100.07	1,131.51	1,165.47
	01/01/2022	992.00	1,022.70	1,050.60	1,080.29	1,111.07	1,142.83	1,177.12
	01/01/2023	1,001.92	1,032.93	1,061.11	1,091.09	1,122.18	1,154.26	1,188.89
	01/01/2024	1,011.94	1,043.26	1,071.72	1,102.00	1,133.40	1,165.80	1,200.78
00485	COURT REPORTER 3							3
	07/01/2021	1,053.26	1,085.83	1,121.83	1,157.74	1,196.67	1,247.15	1,284.56
	01/01/2022	1,063.79	1,096.69	1,133.05	1,169.32	1,208.64	1,259.62	1,297.41
	01/01/2023	1,074.43	1,107.66	1,144.38	1,181.01	1,220.73	1,272.22	1,310.38
	01/01/2024	1,085.17	1,118.74	1,155.82	1,192.82	1,232.94	1,284.94	1,323.48
00490	COURT REPORTER APPRENTICE							3
	07/01/2021	663.79	684.33	698.75	713.16	734.57		
	01/01/2022	670.43	691.17	705.74	720.29	741.92		
	01/01/2023	677.13	698.08	712.80	727.49	749.34		
	01/01/2024	683.90	705.06	719.93	734.76	756.83		

95420	CUSTOMER SERVICE REPRESENTATIVE 1 - TRAINING							3-7
	07/01/2021	23.53	24.27					
	01/01/2022	23.77	24.51					
	01/01/2023	24.01	24.76					
	01/01/2024	24.25	25.01					
95421	CUSTOMER SERVICE REPRESENTATIVE 2 - TRAINING							3-7
	07/01/2021	24.60	25.37					
	01/01/2022	24.85	25.62					
	01/01/2023	25.10	25.88					
	01/01/2024	25.35	26.14					
95422	CUSTOMER SERVICE REPRESENTATIVE 1							3-7
	07/01/2021	25.04	25.81	26.41	27.04	27.66	29.00	
	01/01/2022	25.29	26.07	26.67	27.31	27.94	29.29	
	01/01/2023	25.54	26.33	26.94	27.58	28.22	29.58	
	01/01/2024	25.80	26.59	27.21	27.86	28.50	29.88	
95423	CUSTOMER SERVICE REPRESENTATIVE 2							3-7
	07/01/2021	26.23	27.04	27.62	28.26	29.02	30.42	
	01/01/2022	26.49	27.31	27.90	28.54	29.31	30.72	
	01/01/2023	26.75	27.58	28.18	28.83	29.60	31.03	
	01/01/2024	27.02	27.86	28.46	29.12	29.90	31.34	
95424	CUSTOMER SERVICE REPRESENTATIVE 3							3
	07/01/2021	26.89	27.73	28.48	29.22	29.96	30.75	32.20
	01/01/2022	27.16	28.01	28.76	29.51	30.26	31.06	32.52
	01/01/2023	27.43	28.29	29.05	29.81	30.56	31.37	32.85
	01/01/2024	27.70	28.57	29.34	30.11	30.87	31.68	33.18
95425	CUSTOMER SERVICE REPRESENTATIVE 4							3
	07/01/2021	29.24	30.15	31.01	31.93	32.89	33.88	35.48
	01/01/2022	29.53	30.45	31.32	32.25	33.22	34.22	35.83
	01/01/2023	29.83	30.75	31.63	32.57	33.55	34.56	36.19
	01/01/2024	30.13	31.06	31.95	32.90	33.89	34.91	36.55
31500	DATA PROCESSING TECHNICIAN 1							3 - 7
SA	07/01/2021	753.41	776.70	793.44	810.08	828.63	853.50	
	01/01/2022	760.94	784.47	801.37	818.18	836.92	862.04	
	01/01/2023	768.55	792.31	809.38	826.36	845.29	870.66	
	01/01/2024	776.24	800.23	817.47	834.62	853.74	879.37	
31502	DATA PROCESSING TECHNICIAN 2							3 - 7
	07/01/2021	819.06	844.39	862.90	881.45	901.89	924.12	951.85
	01/01/2022	827.25	852.83	871.53	890.26	910.91	933.36	961.37
	01/01/2023	835.52	861.36	880.25	899.16	920.02	942.69	970.98
	01/01/2024	843.88	869.97	889.05	908.15	929.22	952.12	980.69
31504	DATA PROCESSING TECHNICIAN 3							3 - 7
	07/01/2021	864.89	891.64	913.02	935.21	957.48	981.62	1,011.06

	01/01/2022	873.54	900.56	922.15	944.56	967.05	991.44	1,021.17	
	01/01/2023	882.28	909.57	931.37	954.01	976.72	1,001.35	1,031.38	
	01/01/2024	891.10	918.67	940.68	963.55	986.49	1,011.36	1,041.69	
31506	DATA PROCESSING TECHNICIAN 4								3 - 7
	07/01/2021	920.71	949.15	973.20	997.33	1,024.15	1,051.46	1,083.01	
	01/01/2022	929.92	958.64	982.93	1,007.30	1,034.39	1,061.97	1,093.84	
	01/01/2023	939.22	968.23	992.76	1,017.37	1,044.73	1,072.59	1,104.78	
	01/01/2024	948.61	977.91	1,002.69	1,027.54	1,055.18	1,083.32	1,115.83	
31508	DATA PROCESSING TECHNICIAN 5								3 - 7
	07/01/2021	989.68	1,020.27	1,047.52	1,074.77	1,104.03	1,135.13	1,169.17	
	01/01/2022	999.58	1,030.47	1,058.00	1,085.52	1,115.07	1,146.48	1,180.86	
	01/01/2023	1,009.58	1,040.77	1,068.58	1,096.38	1,126.22	1,157.94	1,192.67	
	01/01/2024	1,019.68	1,051.18	1,079.27	1,107.34	1,137.48	1,169.52	1,204.60	
31510	DATA PROCESSING TECHNICIAN 6								3 - 7
	07/01/2021	1,057.70	1,090.41	1,119.60	1,150.74	1,183.83	1,217.93	1,254.49	
	01/01/2022	1,068.28	1,101.31	1,130.80	1,162.25	1,195.67	1,230.11	1,267.03	
	01/01/2023	1,078.96	1,112.32	1,142.11	1,173.87	1,207.63	1,242.41	1,279.70	
	01/01/2024	1,089.75	1,123.44	1,153.53	1,185.61	1,219.71	1,254.83	1,292.50	
31512	DATA PROCESSING TECHNICIAN 7								3 - 7
	07/01/2021	1,135.14	1,170.24	1,203.37	1,238.36	1,275.37	1,324.10	1,363.83	
	01/01/2022	1,146.49	1,181.94	1,215.40	1,250.74	1,288.12	1,337.34	1,377.47	
	01/01/2023	1,157.95	1,193.76	1,227.55	1,263.25	1,301.00	1,350.71	1,391.24	
	01/01/2024	1,169.53	1,205.70	1,239.83	1,275.88	1,314.01	1,364.22	1,405.15	
51230	DISTRICT STOCKROOM AND WAREHOUSE CLERK								4 - 7
	07/01/2021	24.19	24.93	25.48	25.97	26.75			
	01/01/2022	24.43	25.18	25.73	26.23	27.02			
	01/01/2023	24.67	25.43	25.99	26.49	27.29			
	01/01/2024	24.92	25.68	26.25	26.75	27.56			
05912	DRIVER EXAMINATION SUPERVISOR								3
	07/01/2021	1,037.06	1,069.11	1,110.70	1,154.07	1,199.06	1,245.81	1,283.21	
	01/01/2022	1,047.43	1,079.80	1,121.81	1,165.61	1,211.05	1,258.27	1,296.04	
	01/01/2023	1,057.90	1,090.60	1,133.03	1,177.27	1,223.16	1,270.85	1,309.00	
	01/01/2024	1,068.48	1,101.51	1,144.36	1,189.04	1,235.39	1,283.56	1,322.09	
05911	DRIVER EXAMINER								3
	07/01/2021	1,002.89	1,033.93	1,064.70	1,097.72	1,130.67			
	01/01/2022	1,012.92	1,044.27	1,075.35	1,108.70	1,141.98			
	01/01/2023	1,023.05	1,054.71	1,086.10	1,119.79	1,153.40			
	01/01/2024	1,033.28	1,065.26	1,096.96	1,130.99	1,164.93			
05910	DRIVER EXAMINER (PROBATIONARY)								3
	07/01/2021	905.96	934.01	962.00					
	01/01/2022	915.02	943.35	971.62					
	01/01/2023	924.17	952.78	981.34					

	01/01/2024	933.41	962.31	991.15					
01OAD	OFFICE ADMINISTRATION 01								3 - 7
SA	07/01/2021	20.78	21.41	21.80	22.27	22.71	23.17	23.87	
	01/01/2022	20.99	21.62	22.02	22.49	22.94	23.40	24.11	
	01/01/2023	21.20	21.84	22.24	22.71	23.17	23.63	24.35	
	01/01/2024	21.41	22.06	22.46	22.94	23.40	23.87	24.59	
02OAD	OFFICE ADMINISTRATION 02								3 - 7
SA	07/01/2021	21.07	21.73	22.23	22.66	23.13	23.61	24.33	
	01/01/2022	21.28	21.95	22.45	22.89	23.36	23.85	24.57	
	01/01/2023	21.49	22.17	22.67	23.12	23.59	24.09	24.82	
	01/01/2024	21.70	22.39	22.90	23.35	23.83	24.33	25.07	
03OAD	OFFICE ADMINISTRATION 03								3 - 7
SA	07/01/2021	21.57	22.23	22.66	23.14	23.61	24.14	24.87	
	01/01/2022	21.79	22.45	22.89	23.37	23.85	24.38	25.12	
	01/01/2023	22.01	22.67	23.12	23.60	24.09	24.62	25.37	
	01/01/2024	22.23	22.90	23.35	23.84	24.33	24.87	25.62	
04OAD	OFFICE ADMINISTRATION 04								3 - 7
SA-04	07/01/2021	21.99	22.66	23.14	23.61	24.14	24.67	25.41	
	01/01/2022	22.21	22.89	23.37	23.85	24.38	24.92	25.66	
	01/01/2023	22.43	23.12	23.60	24.09	24.62	25.17	25.92	
	01/01/2024	22.65	23.35	23.84	24.33	24.87	25.42	26.18	
05OAD	OFFICE ADMINISTRATION 05								3 - 7
SA-03	07/01/2021	22.47	23.17	23.69	24.19	24.71	25.28	26.04	
	01/01/2022	22.69	23.40	23.93	24.43	24.96	25.53	26.30	
	01/01/2023	22.92	23.63	24.17	24.67	25.21	25.79	26.56	
	01/01/2024	23.15	23.87	24.41	24.92	25.46	26.05	26.83	
06OAD	OFFICE ADMINISTRATION 06								3 - 7
SA-02	07/01/2021	23.06	23.76	24.25	24.75	25.32	25.86	26.63	
	01/01/2022	23.29	24.00	24.49	25.00	25.57	26.12	26.90	
	01/01/2023	23.52	24.24	24.73	25.25	25.83	26.38	27.17	
	01/01/2024	23.76	24.48	24.98	25.50	26.09	26.64	27.44	
07OAD	OFFICE ADMINISTRATION 07								3 - 7
	07/01/2021	23.61	24.35	24.92	25.47	26.10	26.70	27.49	
	01/01/2022	23.85	24.59	25.17	25.72	26.36	26.97	27.76	
	01/01/2023	24.09	24.84	25.42	25.98	26.62	27.24	28.04	
	01/01/2024	24.33	25.09	25.67	26.24	26.89	27.51	28.32	
08OAD	OFFICE ADMINISTRATION 08								3 - 7
	07/01/2021	24.52	25.28	25.81	26.41	27.04	27.66	28.51	
	01/01/2022	24.77	25.53	26.07	26.67	27.31	27.94	28.80	
	01/01/2023	25.02	25.79	26.33	26.94	27.58	28.22	29.09	
	01/01/2024	25.27	26.05	26.59	27.21	27.86	28.50	29.38	

09OAD	OFFICE ADMINISTRATION 09								3 - 7
	07/01/2021	25.63	26.43	27.04	27.62	28.26	29.02	29.88	
	01/01/2022	25.89	26.69	27.31	27.90	28.54	29.31	30.18	
	01/01/2023	26.15	26.96	27.58	28.18	28.83	29.60	30.48	
	01/01/2024	26.41	27.23	27.86	28.46	29.12	29.90	30.78	
10OAD	OFFICE ADMINISTRATION 10								3
	07/01/2021	26.89	27.73	28.48	29.22	29.96	30.75	31.65	
	01/01/2022	27.16	28.01	28.76	29.51	30.26	31.06	31.97	
	01/01/2023	27.43	28.29	29.05	29.81	30.56	31.37	32.29	
	01/01/2024	27.70	28.57	29.34	30.11	30.87	31.68	32.61	
11OAD	OFFICE ADMINISTRATION 11								3
	07/01/2021	29.24	30.15	31.01	31.93	32.89	33.88	34.91	
	01/01/2022	29.53	30.45	31.32	32.25	33.22	34.22	35.26	
	01/01/2023	29.83	30.75	31.63	32.57	33.55	34.56	35.61	
	01/01/2024	30.13	31.06	31.95	32.90	33.89	34.91	35.97	
12OAD	OFFICE ADMINISTRATION 12								3
	07/01/2021	31.77	32.75	33.77	34.78	35.91	36.91	38.04	
	01/01/2022	32.09	33.08	34.11	35.13	36.27	37.28	38.42	
	01/01/2023	32.41	33.41	34.45	35.48	36.63	37.65	38.80	
	01/01/2024	32.73	33.74	34.79	35.83	37.00	38.03	39.19	
13OAD	OFFICE ADMINISTRATION 13								3
	07/01/2021	33.94	35.00	36.09	37.19	38.40	39.55	40.74	
	01/01/2022	34.28	35.35	36.45	37.56	38.78	39.95	41.15	
	01/01/2023	34.62	35.70	36.81	37.94	39.17	40.35	41.56	
	01/01/2024	34.97	36.06	37.18	38.32	39.56	40.75	41.98	
95408	OFFICE EQUIPMENT OPERATION (BU) CEQ10								3
	07/01/2021	28.66	29.54	30.36	31.25	32.15	33.05	34.03	
	01/01/2022	28.95	29.84	30.66	31.56	32.47	33.38	34.37	
	01/01/2023	29.24	30.14	30.97	31.88	32.79	33.71	34.71	
	01/01/2024	29.53	30.44	31.28	32.20	33.12	34.05	35.06	
95409	OFFICE EQUIPMENT OPERATION (BU) CEQ11								3
	07/01/2021	30.27	31.20	32.09	32.99	33.94	34.95	35.99	
	01/01/2022	30.57	31.51	32.41	33.32	34.28	35.30	36.35	
	01/01/2023	30.88	31.83	32.73	33.65	34.62	35.65	36.71	
	01/01/2024	31.19	32.15	33.06	33.99	34.97	36.01	37.08	
95410	OFFICE EQUIPMENT OPERATION (BU) CEQ12								3
	07/01/2021	31.90	32.89	33.87	34.90	35.92	36.98	38.10	
	01/01/2022	32.22	33.22	34.21	35.25	36.28	37.35	38.48	
	01/01/2023	32.54	33.55	34.55	35.60	36.64	37.72	38.86	
	01/01/2024	32.87	33.89	34.90	35.96	37.01	38.10	39.25	

95411	OFFICE EQUIPMENT OPERATION (BU) CEQ13							3
	07/01/2021	33.74	34.79	35.84	36.91	38.05	39.18	40.35
	01/01/2022	34.08	35.14	36.20	37.28	38.43	39.57	40.75
	01/01/2023	34.42	35.49	36.56	37.65	38.81	39.97	41.16
	01/01/2024	34.76	35.84	36.93	38.03	39.20	40.37	41.57
95102	PURCHASING & SUPPLY (BU) APS13							4
	07/01/2021	964.85	994.70	1,033.22	1,073.26	1,114.86	1,158.06	1,192.82
	01/01/2022	974.50	1,004.65	1,043.55	1,083.99	1,126.01	1,169.64	1,204.75
	01/01/2023	984.25	1,014.70	1,053.99	1,094.83	1,137.27	1,181.34	1,216.80
	01/01/2024	994.09	1,024.85	1,064.53	1,105.78	1,148.64	1,193.15	1,228.97
02039	PURCHASING AGENT							3
	07/01/2021	1,076.86	1,110.17	1,144.55	1,179.04	1,215.70	1,254.07	1,291.69
	01/01/2022	1,087.63	1,121.27	1,156.00	1,190.83	1,227.86	1,266.61	1,304.61
	01/01/2023	1,098.51	1,132.48	1,167.56	1,202.74	1,240.14	1,279.28	1,317.66
	01/01/2024	1,109.50	1,143.80	1,179.24	1,214.77	1,252.54	1,292.07	1,330.84
02040	PURCHASING OFFICER 1							3
	07/01/2021	884.96	912.31	937.38	965.85	995.44	1,026.03	1,056.82
	01/01/2022	893.81	921.43	946.75	975.51	1,005.39	1,036.29	1,067.39
	01/01/2023	902.75	930.64	956.22	985.27	1,015.44	1,046.65	1,078.06
	01/01/2024	911.78	939.95	965.78	995.12	1,025.59	1,057.12	1,088.84
02042	PURCHASING OFFICER 2							3
	07/01/2021	1,029.26	1,061.11	1,093.93	1,126.90	1,161.86	1,199.02	1,235.01
	01/01/2022	1,039.55	1,071.72	1,104.87	1,138.17	1,173.48	1,211.01	1,247.36
	01/01/2023	1,049.95	1,082.44	1,115.92	1,149.55	1,185.21	1,223.12	1,259.83
	01/01/2024	1,060.45	1,093.26	1,127.08	1,161.05	1,197.06	1,235.35	1,272.43
02044	PURCHASING OFFICER 3							3
	07/01/2021	1,135.19	1,170.31	1,210.80	1,254.07	1,300.18	1,349.12	1,389.60
	01/01/2022	1,146.54	1,182.01	1,222.91	1,266.61	1,313.18	1,362.61	1,403.50
	01/01/2023	1,158.01	1,193.83	1,235.14	1,279.28	1,326.31	1,376.24	1,417.54
	01/01/2024	1,169.59	1,205.77	1,247.49	1,292.07	1,339.57	1,390.00	1,431.72
00038	SENIOR USHER AND MESSENGER							3 - 7
	07/01/2021	834.91	860.74	875.55	890.42	906.72	923.08	950.76
	01/01/2022	843.26	869.35	884.31	899.32	915.79	932.31	960.27
	01/01/2023	851.69	878.04	893.15	908.31	924.95	941.63	969.87
	01/01/2024	860.21	886.82	902.08	917.39	934.20	951.05	979.57
51232	SHIPPER							4 - 7
	07/01/2021	22.78	23.48	23.86	24.27	25.02		
	01/01/2022	23.01	23.71	24.10	24.51	25.27		
	01/01/2023	23.24	23.95	24.34	24.76	25.52		
	01/01/2024	23.47	24.19	24.58	25.01	25.78		
51234	SHIPPER RECEIVER							4 - 7
	07/01/2021	22.78	23.48	23.86	24.27	25.02		

	01/01/2022	23.01	23.71	24.10	24.51	25.27		
	01/01/2023	23.24	23.95	24.34	24.76	25.52		
	01/01/2024	23.47	24.19	24.58	25.01	25.78		
95412	SHIPPER, RECEIVER, STOCKROOM CLERK							4 - 7
	07/01/2021	23.71	24.44	24.93	25.41	26.19		
	01/01/2022	23.95	24.68	25.18	25.66	26.45		
	01/01/2023	24.19	24.93	25.43	25.92	26.71		
	01/01/2024	24.43	25.18	25.68	26.18	26.98		
51215	STOCKKEEPER, DISTRIBUTION CENTRE							4 - 7
	07/01/2021	22.66	23.36	23.77	24.18	24.91		
	01/01/2022	22.89	23.59	24.01	24.42	25.16		
	01/01/2023	23.12	23.83	24.25	24.66	25.41		
	01/01/2024	23.35	24.07	24.49	24.91	25.66		
95413	STORES/FORMS CO-ORDINATOR							4 - 7
	07/01/2021	24.92	25.69	26.26	26.77	27.55		
	01/01/2022	25.17	25.95	26.52	27.04	27.83		
	01/01/2023	25.42	26.21	26.79	27.31	28.11		
	01/01/2024	25.67	26.47	27.06	27.58	28.39		
51217	STORES/REPRODUCTION CLERK							4 - 7
SA	07/01/2021	22.14	22.84	23.19	23.62	24.35		
	01/01/2022	22.36	23.07	23.42	23.86	24.59		
	01/01/2023	22.58	23.30	23.65	24.10	24.84		
	01/01/2024	22.81	23.53	23.89	24.34	25.09		
00486	SUPREME COURT REPORTER 1							6
	07/01/2021	1,201.69	1,238.87	1,278.53	1,327.75	1,380.69	1,435.53	1,478.58
	01/01/2022	1,213.71	1,251.26	1,291.32	1,341.03	1,394.50	1,449.89	1,493.37
	01/01/2023	1,225.85	1,263.77	1,304.23	1,354.44	1,408.45	1,464.39	1,508.30
	01/01/2024	1,238.11	1,276.41	1,317.27	1,367.98	1,422.53	1,479.03	1,523.38
00036	USHER AND MESSENGER							3 - 7
SA	07/01/2021	778.80	802.90	816.22	829.55	842.96	857.77	883.52
	01/01/2022	786.59	810.93	824.38	837.85	851.39	866.35	892.36
	01/01/2023	794.46	819.04	832.62	846.23	859.90	875.01	901.28
	01/01/2024	802.40	827.23	840.95	854.69	868.50	883.76	910.29
51213	WAREHOUSE GROUP LEADER							4 - 7
	07/01/2021	27.78	28.64	29.30	29.98	30.90		
	01/01/2022	28.06	28.93	29.59	30.28	31.21		
	01/01/2023	28.34	29.22	29.89	30.58	31.52		
	01/01/2024	28.62	29.51	30.19	30.89	31.84		
50578	13 GENERAL ADMINISTRATION							3 - 7
	07/01/2021	52,638	54,263	56,164	58,132	60,165	62,270	64,450
		66,074						
	01/01/2022	53,164	54,806	56,726	58,713	60,767	62,893	65,095

		66,735							
	01/01/2023	53,696	55,354	57,293	59,300	61,375	63,522	65,746	
		67,402							
	01/01/2024	54,233	55,908	57,866	59,893	61,989	64,157	66,403	
		68,076							
50579	14 FINANCIAL ADMINISTRATION								3 - 7
	07/01/2021	54,629	56,318	58,287	60,328	62,438	64,626	66,886	
		68,965							
	01/01/2022	55,175	56,881	58,870	60,931	63,062	65,272	67,555	
		69,655							
	01/01/2023	55,727	57,450	59,459	61,540	63,693	65,925	68,231	
		70,352							
	01/01/2024	56,284	58,025	60,054	62,155	64,330	66,584	68,913	
		71,056							
50580	14 GENERAL ADMINISTRATION								3 - 7
	07/01/2021	56,440	58,186	60,222	62,330	64,512	66,770	69,105	
		70,928							
	01/01/2022	57,004	58,768	60,824	62,953	65,157	67,438	69,796	
		71,637							
	01/01/2023	57,574	59,356	61,432	63,583	65,809	68,112	70,494	
		72,353							
	01/01/2024	58,150	59,950	62,046	64,219	66,467	68,793	71,199	
		73,077							
50581	15 GENERAL ADMINISTRATION								3 - 7
	07/01/2021	60,189	62,050	64,223	66,471	68,798	71,204	73,696	
		76,157							
	01/01/2022	60,791	62,671	64,865	67,136	69,486	71,916	74,433	
		76,919							
	01/01/2023	61,399	63,298	65,514	67,807	70,181	72,635	75,177	
		77,688							
	01/01/2024	62,013	63,931	66,169	68,485	70,883	73,361	75,929	
		78,465							
50592	18 PROGRAM ANALYSIS								3 - 7
	07/01/2021	72,010	74,236	76,836	79,524	82,308	85,190	88,170	
		91,257	92,527						
	01/01/2022	72,730	74,978	77,604	80,319	83,131	86,042	89,052	
		92,170	93,452						
	01/01/2023	73,457	75,728	78,380	81,122	83,962	86,902	89,943	
		93,092	94,387						
	01/01/2024	74,192	76,485	79,164	81,933	84,802	87,771	90,842	
		94,023	95,331						

In accordance with past agreements the following classifications in the fixed term service, for which there are no equivalent classifications in the Civil Service, have been linked to this Bargaining Unit for the purpose of wage increases:

U0111 MERCHANDISER 1

3

	07/01/2021	15.33	15.79	16.28	
	01/01/2022	15.48	15.95	16.44	
	01/01/2023	15.63	16.11	16.60	
	01/01/2024	15.79	16.27	16.77	
U0130	MERCHANDISER 2				3
	07/01/2021	17.99	18.55	19.11	
	01/01/2022	18.17	18.74	19.30	
	01/01/2023	18.35	18.93	19.49	
	01/01/2024	18.53	19.12	19.68	
U0131	MERCHANDISER 3				3
	07/01/2021	18.86	19.45	20.03	
	01/01/2022	19.05	19.64	20.23	
	01/01/2023	19.24	19.84	20.43	
	01/01/2024	19.43	20.04	20.63	
U0112	MERCHANDISER 4				3
	07/01/2021	20.76	21.39	22.04	
	01/01/2022	20.97	21.60	22.26	
	01/01/2023	21.18	21.82	22.48	
	01/01/2024	21.39	22.04	22.70	
U0132	MERCHANDISER 5				3
	07/01/2021	21.97	22.64	23.32	
	01/01/2022	22.19	22.87	23.55	
	01/01/2023	22.41	23.10	23.79	
	01/01/2024	22.63	23.33	24.03	

OPERATIONAL AND MAINTENANCE CLASSIFICATION GROUP

The following classifications apply to employees with an appointment status of regular and fixed term:
(SA = semi-annual progression)

Note: The 07/01/2021 salary rate reflects the previous increase from the 2018 - 2021 collective agreement

							Hours of Work Schedule
95500	AGRICULTURAL SUPPORT (BU) OAG11						4
	07/01/2021	20.36	21.00	22.64	24.39	25.12	
	01/01/2022	20.56	21.21	22.87	24.63	25.37	
	01/01/2023	20.77	21.42	23.10	24.88	25.62	
	01/01/2024	20.98	21.63	23.33	25.13	25.88	
19120	AGRICULTURAL WORKER 1						4 - 7
	07/01/2021	22.25	22.93	23.32	24.02		
	01/01/2022	22.47	23.16	23.55	24.26		
	01/01/2023	22.69	23.39	23.79	24.50		
	01/01/2024	22.92	23.62	24.03	24.75		

19122	AGRICULTURAL WORKER 2						4 - 7
	07/01/2021	22.63	23.32	23.76	24.48		
	01/01/2022	22.86	23.55	24.00	24.72		
	01/01/2023	23.09	23.79	24.24	24.97		
	01/01/2024	23.32	24.03	24.48	25.22		
19124	AGRICULTURAL WORKER 3						4 - 7
	07/01/2021	23.01	23.71	24.13	24.66	25.40	
	01/01/2022	23.24	23.95	24.37	24.91	25.65	
	01/01/2023	23.47	24.19	24.61	25.16	25.91	
	01/01/2024	23.70	24.43	24.86	25.41	26.17	
19126	AGRICULTURAL WORKER 4						A(36¼)
	07/01/2021	973.02	1,003.10	1,031.76	1,060.52	1,092.34	
	01/01/2022	982.75	1,013.13	1,042.08	1,071.13	1,103.26	
	01/01/2023	992.58	1,023.26	1,052.50	1,081.84	1,114.29	
	01/01/2024	1,002.51	1,033.49	1,063.03	1,092.66	1,125.43	
17657	AIR ENGINEER 1					K15	4 - 7
	07/01/2021	32.18	33.18	33.92	34.95		
	01/01/2022	32.50	33.51	34.26	35.30		
	01/01/2023	32.83	33.85	34.60	35.65		
	01/01/2024	33.16	34.19	34.95	36.01		
17659	AIR ENGINEER 2					K15	4 - 7
	07/01/2021	33.73	34.78	35.77	36.83		
	01/01/2022	34.07	35.13	36.13	37.20		
	01/01/2023	34.41	35.48	36.49	37.57		
	01/01/2024	34.75	35.83	36.85	37.95		
17661	AIR ENGINEER 3					K15	4 - 7
	07/01/2021	35.58	36.67	37.69	38.83		
	01/01/2022	35.94	37.04	38.07	39.22		
	01/01/2023	36.30	37.41	38.45	39.61		
	01/01/2024	36.66	37.78	38.83	40.01		
17663	AIR ENGINEER 4					K15	6
	07/01/2021	1,495.57	1,541.83	1,586.82	1,634.41		
	01/01/2022	1,510.53	1,557.25	1,602.69	1,650.75		
	01/01/2023	1,525.64	1,572.82	1,618.72	1,667.26		
	01/01/2024	1,540.90	1,588.55	1,634.91	1,683.93		
17660	ASSISTANT PLANT SUPERINTENDENT, AIR SERVICE						6
	07/01/2021	1,249.18	1,287.80	1,331.61	1,379.24	1,420.63	
	01/01/2022	1,261.67	1,300.68	1,344.93	1,393.03	1,434.84	
	01/01/2023	1,274.29	1,313.69	1,358.38	1,406.96	1,449.19	
	01/01/2024	1,287.03	1,326.83	1,371.96	1,421.03	1,463.68	
94010	BOOKBINDER 1						4 - 7

SA	07/01/2021	25.28	26.07	26.70	27.49	
	01/01/2022	25.53	26.33	26.97	27.76	
	01/01/2023	25.79	26.59	27.24	28.04	
	01/01/2024	26.05	26.86	27.51	28.32	
94012	BOOKBINDER 2					4 - 7
	07/01/2021	26.61	27.43	28.07	28.91	
	01/01/2022	26.88	27.70	28.35	29.20	
	01/01/2023	27.15	27.98	28.63	29.49	
	01/01/2024	27.42	28.26	28.92	29.78	
12830	BRIDGE OPERATOR					4 - 7
SA	07/01/2021	21.32	21.99	22.36	23.04	
	01/01/2022	21.53	22.21	22.58	23.27	
	01/01/2023	21.75	22.43	22.81	23.50	
	01/01/2024	21.97	22.65	23.04	23.74	
93147	BUILDING CONTRACT ADMINISTRATOR					3 - 7
	07/01/2021	1,346.49	1,388.15	1,432.03	1,478.50	1,522.85
	01/01/2022	1,359.95	1,402.03	1,446.35	1,493.29	1,538.08
	01/01/2023	1,373.55	1,416.05	1,460.81	1,508.22	1,553.46
	01/01/2024	1,387.29	1,430.21	1,475.42	1,523.30	1,568.99
40115	BUILDING SYSTEMS OPERATOR					4 - 7
	07/01/2021	29.69	30.61	31.27	32.21	
	01/01/2022	29.99	30.92	31.58	32.53	
	01/01/2023	30.29	31.23	31.90	32.86	
	01/01/2024	30.59	31.54	32.22	33.19	
50630	BUILDINGS CARETAKER 1					4 - 7
SA	07/01/2021	21.06	21.72	22.17	22.84	
	01/01/2022	21.27	21.94	22.39	23.07	
	01/01/2023	21.48	22.16	22.61	23.30	
	01/01/2024	21.69	22.38	22.84	23.53	
50632	BUILDINGS CARETAKER 2					4 - 7
	07/01/2021	21.50	22.17	22.58	23.27	
	01/01/2022	21.72	22.39	22.81	23.50	
	01/01/2023	21.94	22.61	23.04	23.74	
	01/01/2024	22.16	22.84	23.27	23.98	
50640	BUILDINGS CARETAKER 6					3 - 7
	07/01/2021	1,142.02	1,177.34	1,213.23	1,250.26	1,287.75
	01/01/2022	1,153.44	1,189.11	1,225.36	1,262.76	1,300.63
	01/01/2023	1,164.97	1,201.00	1,237.61	1,275.39	1,313.64
	01/01/2024	1,176.62	1,213.01	1,249.99	1,288.14	1,326.78
50625	BUILDINGS CLEANER AND HELPER 3 (BARGAINING UNIT)					4
	07/01/2021	884.18	911.54	934.28	955.98	984.65
	01/01/2022	893.02	920.66	943.62	965.54	994.50

	01/01/2023	901.95	929.87	953.06	975.20	1,004.45	
	01/01/2024	910.97	939.17	962.59	984.95	1,014.49	
17270	CABLE FERRY OPERATOR 1						4 - 7
SA	07/01/2021	22.38	23.07	23.54	24.25		
	01/01/2022	22.60	23.30	23.78	24.49		
	01/01/2023	22.83	23.53	24.02	24.73		
	01/01/2024	23.06	23.77	24.26	24.98		
17272	CABLE FERRY OPERATOR 2						4 - 7
	07/01/2021	22.84	23.54	24.06	24.77		
	01/01/2022	23.07	23.78	24.30	25.02		
	01/01/2023	23.30	24.02	24.54	25.27		
	01/01/2024	23.53	24.26	24.79	25.52		
50614	CLEANER 1						4 - 7
SA	07/01/2021	21.21	21.86	22.17	22.84		
	01/01/2022	21.42	22.08	22.39	23.07		
	01/01/2023	21.63	22.30	22.61	23.30		
	01/01/2024	21.85	22.52	22.84	23.53		
50616	CLEANER 2						4 - 7
SA	07/01/2021	22.48	23.19	23.57	24.28		
	01/01/2022	22.70	23.42	23.81	24.52		
	01/01/2023	22.93	23.65	24.05	24.77		
	01/01/2024	23.16	23.89	24.29	25.02		
50618	CLEANER 3						4 - 7
	07/01/2021	23.30	24.03	24.46	25.19		
	01/01/2022	23.53	24.27	24.70	25.44		
	01/01/2023	23.77	24.51	24.95	25.69		
	01/01/2024	24.01	24.76	25.20	25.95		
50650	CLEANER, OFFICE BUILDINGS						4 - 7
	07/01/2021	22.55	23.26	23.96			
	01/01/2022	22.78	23.49	24.20			
	01/01/2023	23.01	23.72	24.44			
	01/01/2024	23.24	23.96	24.68			
17232	DECKHAND						4 - 7
SA	07/01/2021	20.86	21.50	21.99	22.64		
	01/01/2022	21.07	21.72	22.21	22.87		
	01/01/2023	21.28	21.94	22.43	23.10		
	01/01/2024	21.49	22.16	22.65	23.33		
50600	ELEVATOR ATTENDANT						4 - 7
SA	07/01/2021	20.66	21.31	21.68	22.34		
	01/01/2022	20.87	21.52	21.90	22.56		
	01/01/2023	21.08	21.74	22.12	22.79		
	01/01/2024	21.29	21.96	22.34	23.02		

17234	FERRY MATE								4 - 7
SA	07/01/2021	23.07	23.77	24.33	25.07				
	01/01/2022	23.30	24.01	24.57	25.32				
	01/01/2023	23.53	24.25	24.82	25.57				
	01/01/2024	23.77	24.49	25.07	25.83				
17600	GARAGE ATTENDANT								4 - 7
SA	07/01/2021	21.66	22.33	22.74	23.42				
	01/01/2022	21.88	22.55	22.97	23.65				
	01/01/2023	22.10	22.78	23.20	23.89				
	01/01/2024	22.32	23.01	23.43	24.13				
17602	GARAGE ATTENDANT SUPERVISOR								4 - 7
	07/01/2021	23.90	24.63	25.22	25.97				
	01/01/2022	24.14	24.88	25.47	26.23				
	01/01/2023	24.38	25.13	25.72	26.49				
	01/01/2024	24.62	25.38	25.98	26.75				
95509	GENERAL OPERATIONAL (10OGN)								4
	07/01/2021	781.91	806.07	837.31	869.69	903.40	938.42	966.60	
	01/01/2022	789.73	814.13	845.68	878.39	912.43	947.80	976.27	
	01/01/2023	797.63	822.27	854.14	887.17	921.55	957.28	986.03	
	01/01/2024	805.61	830.49	862.68	896.04	930.77	966.85	995.89	
95510	GENERAL OPERATIONAL (11OGN)								4
	07/01/2021	837.98	863.91	897.09	931.60	967.42	1,004.66	1,034.81	
	01/01/2022	846.36	872.55	906.06	940.92	977.09	1,014.71	1,045.16	
	01/01/2023	854.82	881.28	915.12	950.33	986.86	1,024.86	1,055.61	
	01/01/2024	863.37	890.09	924.27	959.83	996.73	1,035.11	1,066.17	
95511	GENERAL OPERATIONAL (12OGN)								6
	07/01/2021	887.03	914.45	949.83	986.57	1,024.77	1,064.42	1,096.37	
	01/01/2022	895.90	923.59	959.33	996.44	1,035.02	1,075.06	1,107.33	
	01/01/2023	904.86	932.83	968.92	1,006.40	1,045.37	1,085.81	1,118.40	
	01/01/2024	913.91	942.16	978.61	1,016.46	1,055.82	1,096.67	1,129.58	
95512	GENERAL OPERATIONAL (13OGN)								6
	07/01/2021	941.06	970.17	1,007.37	1,046.03	1,086.22	1,127.99	1,161.79	
	01/01/2022	950.47	979.87	1,017.44	1,056.49	1,097.08	1,139.27	1,173.41	
	01/01/2023	959.97	989.67	1,027.61	1,067.05	1,108.05	1,150.66	1,185.14	
	01/01/2024	969.57	999.57	1,037.89	1,077.72	1,119.13	1,162.17	1,196.99	
95513	GENERAL OPERATIONAL (14OGN)								6
	07/01/2021	1,011.10	1,042.37	1,082.71	1,124.71	1,168.27	1,213.55	1,249.97	
	01/01/2022	1,021.21	1,052.79	1,093.54	1,135.96	1,179.95	1,225.69	1,262.47	
	01/01/2023	1,031.42	1,063.32	1,104.48	1,147.32	1,191.75	1,237.95	1,275.09	
	01/01/2024	1,041.73	1,073.95	1,115.52	1,158.79	1,203.67	1,250.33	1,287.84	
95514	GENERAL OPERATIONAL (15OGN)								6

	07/01/2021	1,084.44	1,117.96	1,162.21	1,208.23	1,256.03	1,305.76	1,344.92	
	01/01/2022	1,095.28	1,129.14	1,173.83	1,220.31	1,268.59	1,318.82	1,358.37	
	01/01/2023	1,106.23	1,140.43	1,185.57	1,232.51	1,281.28	1,332.01	1,371.95	
	01/01/2024	1,117.29	1,151.83	1,197.43	1,244.84	1,294.09	1,345.33	1,385.67	
93103	GUNSMITH 1								3 - 7
	07/01/2021	30.55	31.49	32.23	33.22				
	01/01/2022	30.86	31.80	32.55	33.55				
	01/01/2023	31.17	32.12	32.88	33.89				
	01/01/2024	31.48	32.44	33.21	34.23				
93105	GUNSMITH 2								3 - 7
	07/01/2021	32.95	33.97	34.76	35.81				
	01/01/2022	33.28	34.31	35.11	36.17				
	01/01/2023	33.61	34.65	35.46	36.53				
	01/01/2024	33.95	35.00	35.81	36.90				
17250	HIGHWAY EQUIPMENT OPERATOR 1								4 - 7
SA	07/01/2021	21.32	21.99	22.47	23.16				
	01/01/2022	21.53	22.21	22.69	23.39				
	01/01/2023	21.75	22.43	22.92	23.62				
	01/01/2024	21.97	22.65	23.15	23.86				
17252	HIGHWAY EQUIPMENT OPERATOR 2								4 - 7
SA	07/01/2021	21.80	22.47	23.00	23.68				
	01/01/2022	22.02	22.69	23.23	23.92				
	01/01/2023	22.24	22.92	23.46	24.16				
	01/01/2024	22.46	23.15	23.69	24.40				
17254	HIGHWAY EQUIPMENT OPERATOR 3								4 - 7
SA	07/01/2021	22.31	23.00	23.48	24.19				
	01/01/2022	22.53	23.23	23.71	24.43				
	01/01/2023	22.76	23.46	23.95	24.67				
	01/01/2024	22.99	23.69	24.19	24.92				
17256	HIGHWAY EQUIPMENT OPERATOR 4								4 - 7
SA	07/01/2021	23.29	24.02	24.51	25.25				
	01/01/2022	23.52	24.26	24.76	25.50				
	01/01/2023	23.76	24.50	25.01	25.76				
	01/01/2024	24.00	24.75	25.26	26.02				
17619	HIGHWAY EQUIPMENT SUPERVISOR 1								4
	07/01/2021	1,178.62	1,215.09	1,254.95	1,297.44	1,336.36			
	01/01/2022	1,190.41	1,227.24	1,267.50	1,310.41	1,349.72			
	01/01/2023	1,202.31	1,239.51	1,280.18	1,323.51	1,363.22			
	01/01/2024	1,214.33	1,251.91	1,292.98	1,336.75	1,376.85			
17621	HIGHWAY EQUIPMENT SUPERVISOR 2								6
	07/01/2021	1,249.18	1,287.80	1,331.61	1,379.24	1,420.63			
	01/01/2022	1,261.67	1,300.68	1,344.93	1,393.03	1,434.84			

	01/01/2023	1,274.29	1,313.69	1,358.38	1,406.96	1,449.19	
	01/01/2024	1,287.03	1,326.83	1,371.96	1,421.03	1,463.68	
17623	HIGHWAY EQUIPMENT SUPERVISOR 3						6
	07/01/2021	1,432.76	1,477.04	1,541.38	1,601.86	1,649.90	
	01/01/2022	1,447.09	1,491.81	1,556.79	1,617.88	1,666.40	
	01/01/2023	1,461.56	1,506.73	1,572.36	1,634.06	1,683.06	
	01/01/2024	1,476.18	1,521.80	1,588.08	1,650.40	1,699.89	
12494	HIGHWAY GENERAL FOREMAN/WOMAN 1						4 - 7
	07/01/2021	23.44	24.16	24.81	25.33	26.10	
	01/01/2022	23.67	24.40	25.06	25.58	26.36	
	01/01/2023	23.91	24.64	25.31	25.84	26.62	
	01/01/2024	24.15	24.89	25.56	26.10	26.89	
12482	HIGHWAY LABOUR FOREMAN/WOMAN						4 - 7
	07/01/2021	21.69	22.36	22.83	23.50		
	01/01/2022	21.91	22.58	23.06	23.74		
	01/01/2023	22.13	22.81	23.29	23.98		
	01/01/2024	22.35	23.04	23.52	24.22		
17624	HIGHWAY MAINTENANCE SUPERVISOR						6
	07/01/2021	1,336.58	1,377.92	1,424.30	1,474.47	1,518.72	
	01/01/2022	1,349.95	1,391.70	1,438.54	1,489.21	1,533.91	
	01/01/2023	1,363.45	1,405.62	1,452.93	1,504.10	1,549.25	
	01/01/2024	1,377.08	1,419.68	1,467.46	1,519.14	1,564.74	
17617	HIGHWAY SERVICES SUPERVISOR						6
	07/01/2021	1,249.18	1,287.80	1,331.61	1,379.24	1,420.63	
	01/01/2022	1,261.67	1,300.68	1,344.93	1,393.03	1,434.84	
	01/01/2023	1,274.29	1,313.69	1,358.38	1,406.96	1,449.19	
	01/01/2024	1,287.03	1,326.83	1,371.96	1,421.03	1,463.68	
19132	INDOOR PLANT SPECIALIST						4 - 7
	07/01/2021	25.73	26.54	27.01	27.59	28.43	
	01/01/2022	25.99	26.81	27.28	27.87	28.71	
	01/01/2023	26.25	27.08	27.55	28.15	29.00	
	01/01/2024	26.51	27.35	27.83	28.43	29.29	
05324	INSPECTOR, OPERATING ENGINEERS' BRANCH						6
	07/01/2021	1,130.10	1,165.07	1,193.37	1,223.66	1,260.36	
	01/01/2022	1,141.40	1,176.72	1,205.30	1,235.90	1,272.96	
	01/01/2023	1,152.81	1,188.49	1,217.35	1,248.26	1,285.69	
	01/01/2024	1,164.34	1,200.37	1,229.52	1,260.74	1,298.55	
50641	LEASED FACILITIES COORDINATOR						3 - 7
	07/01/2021	1,209.35	1,246.73	1,284.78	1,324.08	1,363.82	
	01/01/2022	1,221.44	1,259.20	1,297.63	1,337.32	1,377.46	
	01/01/2023	1,233.65	1,271.79	1,310.61	1,350.69	1,391.23	
	01/01/2024	1,245.99	1,284.51	1,323.72	1,364.20	1,405.14	

93145	MAINTENANCE/CONSTRUCTION INSPECTOR								3 - 7
	07/01/2021	1,377.81	1,420.40	1,465.32	1,512.85	1,558.24			
	01/01/2022	1,391.59	1,434.60	1,479.97	1,527.98	1,573.82			
	01/01/2023	1,405.51	1,448.95	1,494.77	1,543.26	1,589.56			
	01/01/2024	1,419.57	1,463.44	1,509.72	1,558.69	1,605.46			
18608	MANUAL WORKER								4 - 7
SA	07/01/2021	20.82	21.45	21.82	22.46				
	01/01/2022	21.03	21.66	22.04	22.68				
	01/01/2023	21.24	21.88	22.26	22.91				
	01/01/2024	21.45	22.10	22.48	23.14				
18608G	MANUAL WORKER (G5 SALARY NOTE)								4 - 7
SA	07/01/2021	23.02							
	01/01/2022	23.25							
	01/01/2023	23.48							
	01/01/2024	23.71							
17280	MARINE ENGINEER 1								4 - 7
SA	07/01/2021	26.07	26.87	27.50	28.32				
	01/01/2022	26.33	27.14	27.78	28.60				
	01/01/2023	26.59	27.41	28.06	28.89				
	01/01/2024	26.86	27.68	28.34	29.18				
17282	MARINE ENGINEER 2								4 - 7
SA	07/01/2021	26.67	27.50	28.21	29.06				
	01/01/2022	26.94	27.78	28.49	29.35				
	01/01/2023	27.21	28.06	28.77	29.64				
	01/01/2024	27.48	28.34	29.06	29.94				
17201	MOTOR VEHICLE OPERATOR 1								4 - 7
SA	07/01/2021	21.80	22.47	23.00	23.68				
	01/01/2022	22.02	22.69	23.23	23.92				
	01/01/2023	22.24	22.92	23.46	24.16				
	01/01/2024	22.46	23.15	23.69	24.40				
17203	MOTOR VEHICLE OPERATOR 2								4 - 7
	07/01/2021	22.31	23.00	23.48	24.19				
	01/01/2022	22.53	23.23	23.71	24.43				
	01/01/2023	22.76	23.46	23.95	24.67				
	01/01/2024	22.99	23.69	24.19	24.92				
95501	OPERATIONAL (BU) OST12								4
	07/01/2021	874.49	901.54	936.40	972.61	1,010.26	1,049.33	1,080.81	
	01/01/2022	883.23	910.56	945.76	982.34	1,020.36	1,059.82	1,091.62	
	01/01/2023	892.06	919.67	955.22	992.16	1,030.56	1,070.42	1,102.54	
	01/01/2024	900.98	928.87	964.77	1,002.08	1,040.87	1,081.12	1,113.57	
95502	OPERATIONAL (BU) OST13								4

	07/01/2021	941.33	970.44	1,007.67	1,046.40	1,086.57	1,128.28	1,162.14	
	01/01/2022	950.74	980.14	1,017.75	1,056.86	1,097.44	1,139.56	1,173.76	
	01/01/2023	960.25	989.94	1,027.93	1,067.43	1,108.41	1,150.96	1,185.50	
	01/01/2024	969.85	999.84	1,038.21	1,078.10	1,119.49	1,162.47	1,197.36	
95503	OPERATIONAL (BU) OST14								4
	07/01/2021	1,011.39	1,042.67	1,083.08	1,125.01	1,168.58	1,213.87	1,250.28	
	01/01/2022	1,021.50	1,053.10	1,093.91	1,136.26	1,180.27	1,226.01	1,262.78	
	01/01/2023	1,031.72	1,063.63	1,104.85	1,147.62	1,192.07	1,238.27	1,275.41	
	01/01/2024	1,042.04	1,074.27	1,115.90	1,159.10	1,203.99	1,250.65	1,288.16	
95504	OPERATIONAL (BU) OST15								4
	07/01/2021	1,084.76	1,118.32	1,162.48	1,208.51	1,255.76	1,306.10	1,345.31	
	01/01/2022	1,095.61	1,129.50	1,174.10	1,220.60	1,268.32	1,319.16	1,358.76	
	01/01/2023	1,106.57	1,140.80	1,185.84	1,232.81	1,281.00	1,332.35	1,372.35	
	01/01/2024	1,117.64	1,152.21	1,197.70	1,245.14	1,293.81	1,345.67	1,386.07	
95504P	OPERATIONAL (BU) OST15 (PEEL)								4
	07/01/2021	1,237.71	1,271.29	1,315.44	1,361.46	1,408.71	1,459.06	1,498.26	
	01/01/2022	1,250.09	1,284.00	1,328.59	1,375.07	1,422.80	1,473.65	1,513.24	
	01/01/2023	1,262.59	1,296.84	1,341.88	1,388.82	1,437.03	1,488.39	1,528.37	
	01/01/2024	1,275.22	1,309.81	1,355.30	1,402.71	1,451.40	1,503.27	1,543.65	
95505	OPERATIONAL (BU) OST16								3
	07/01/2021	1,164.20	1,200.20	1,248.33	1,298.40	1,350.51	1,404.65	1,446.78	
	01/01/2022	1,175.84	1,212.20	1,260.81	1,311.38	1,364.02	1,418.70	1,461.25	
	01/01/2023	1,187.60	1,224.32	1,273.42	1,324.49	1,377.66	1,432.89	1,475.86	
	01/01/2024	1,199.48	1,236.56	1,286.15	1,337.73	1,391.44	1,447.22	1,490.62	
52560	OPERATOR 1, BINDERY EQUIPMENT								3 - 7
SA	07/01/2021	666.28	686.87	700.60	715.16	730.57	746.02	768.39	
	01/01/2022	672.94	693.74	707.61	722.31	737.88	753.48	776.07	
	01/01/2023	679.67	700.68	714.69	729.53	745.26	761.01	783.83	
	01/01/2024	686.47	707.69	721.84	736.83	752.71	768.62	791.67	
52500	OPERATOR 1, OFFSET EQUIPMENT								3 - 7
SA	07/01/2021	666.28	686.87	700.60	715.16	730.57	746.02	768.39	
	01/01/2022	672.94	693.74	707.61	722.31	737.88	753.48	776.07	
	01/01/2023	679.67	700.68	714.69	729.53	745.26	761.01	783.83	
	01/01/2024	686.47	707.69	721.84	736.83	752.71	768.62	791.67	
52562	OPERATOR 2, BINDERY EQUIPMENT								3 - 7
SA	07/01/2021	735.34	758.06	775.25	792.40	809.56	828.39	853.23	
	01/01/2022	742.69	765.64	783.00	800.32	817.66	836.67	861.76	
	01/01/2023	750.12	773.30	790.83	808.32	825.84	845.04	870.38	
	01/01/2024	757.62	781.03	798.74	816.40	834.10	853.49	879.08	
52502	OPERATOR 2, OFFSET EQUIPMENT								3 - 7
SA	07/01/2021	754.47	777.80	794.94	812.11	831.05	851.49	877.04	
	01/01/2022	762.01	785.58	802.89	820.23	839.36	860.00	885.81	

	01/01/2023	769.63	793.44	810.92	828.43	847.75	868.60	894.67	
	01/01/2024	777.33	801.37	819.03	836.71	856.23	877.29	903.62	
52564	OPERATOR 3, BINDERY EQUIPMENT								3
	07/01/2021	800.60	825.35	851.15	875.62	902.57	929.50	957.40	
	01/01/2022	808.61	833.60	859.66	884.38	911.60	938.80	966.97	
	01/01/2023	816.70	841.94	868.26	893.22	920.72	948.19	976.64	
	01/01/2024	824.87	850.36	876.94	902.15	929.93	957.67	986.41	
52504	OPERATOR 3, OFFSET EQUIPMENT								3 - 7
SA-02	07/01/2021	803.56	828.39	848.99	869.56	890.18	912.51	939.86	
	01/01/2022	811.60	836.67	857.48	878.26	899.08	921.64	949.26	
	01/01/2023	819.72	845.04	866.05	887.04	908.07	930.86	958.75	
	01/01/2024	827.92	853.49	874.71	895.91	917.15	940.17	968.34	
52506	OPERATOR 4, OFFSET EQUIPMENT								3
	07/01/2021	901.62	929.50	957.10	987.95	1,018.91	1,051.03	1,082.56	
	01/01/2022	910.64	938.80	966.67	997.83	1,029.10	1,061.54	1,093.39	
	01/01/2023	919.75	948.19	976.34	1,007.81	1,039.39	1,072.16	1,104.32	
	01/01/2024	928.95	957.67	986.10	1,017.89	1,049.78	1,082.88	1,115.36	
50604	PARKING ATTENDANT								4 - 7
SA	07/01/2021	21.06	21.72	22.17	22.84				
	01/01/2022	21.27	21.94	22.39	23.07				
	01/01/2023	21.48	22.16	22.61	23.30				
	01/01/2024	21.69	22.38	22.84	23.53				
50606	PARKING CONTROL OFFICER								4 - 7
	07/01/2021	22.50	23.21	23.67	24.39				
	01/01/2022	22.73	23.44	23.91	24.63				
	01/01/2023	22.96	23.67	24.15	24.88				
	01/01/2024	23.19	23.91	24.39	25.13				
17261	PILOT 1								6
	07/01/2021	950.24	979.62	1,013.22	1,047.94	1,083.82	1,121.13	1,154.77	
	01/01/2022	959.74	989.42	1,023.35	1,058.42	1,094.66	1,132.34	1,166.32	
	01/01/2023	969.34	999.31	1,033.58	1,069.00	1,105.61	1,143.66	1,177.98	
	01/01/2024	979.03	1,009.30	1,043.92	1,079.69	1,116.67	1,155.10	1,189.76	
17263	PILOT 2								6
	07/01/2021	1,157.10	1,192.89	1,228.79	1,266.85	1,306.85	1,359.61	1,400.40	
	01/01/2022	1,168.67	1,204.82	1,241.08	1,279.52	1,319.92	1,373.21	1,414.40	
	01/01/2023	1,180.36	1,216.87	1,253.49	1,292.32	1,333.12	1,386.94	1,428.54	
	01/01/2024	1,192.16	1,229.04	1,266.02	1,305.24	1,346.45	1,400.81	1,442.83	
17265	PILOT 3								6
	07/01/2021	1,276.50	1,315.97	1,361.34	1,408.28	1,456.80	1,507.15	1,552.36	
	01/01/2022	1,289.27	1,329.13	1,374.95	1,422.36	1,471.37	1,522.22	1,567.88	
	01/01/2023	1,302.16	1,342.42	1,388.70	1,436.58	1,486.08	1,537.44	1,583.56	
	01/01/2024	1,315.18	1,355.84	1,402.59	1,450.95	1,500.94	1,552.81	1,599.40	

17267	PILOT 4								6
	07/01/2021	1,417.57	1,461.40	1,511.89	1,564.04	1,618.15	1,674.04	1,724.28	
	01/01/2022	1,431.75	1,476.01	1,527.01	1,579.68	1,634.33	1,690.78	1,741.52	
	01/01/2023	1,446.07	1,490.77	1,542.28	1,595.48	1,650.67	1,707.69	1,758.94	
	01/01/2024	1,460.53	1,505.68	1,557.70	1,611.43	1,667.18	1,724.77	1,776.53	
17267G	PILOT 4 (G6 SALARY NOTE)								6
	07/01/2021	1,489.57	1,535.64	1,588.71	1,643.51	1,700.34	1,759.08	1,811.86	
	01/01/2022	1,504.47	1,551.00	1,604.60	1,659.95	1,717.34	1,776.67	1,829.98	
	01/01/2023	1,519.51	1,566.51	1,620.65	1,676.55	1,734.51	1,794.44	1,848.28	
	01/01/2024	1,534.71	1,582.18	1,636.86	1,693.32	1,751.86	1,812.38	1,866.76	
17269	PILOT 5								6
	07/01/2021	1,567.77	1,616.24	1,672.15	1,729.92	1,789.75	1,851.66	1,907.21	
	01/01/2022	1,583.45	1,632.40	1,688.87	1,747.22	1,807.65	1,870.18	1,926.28	
	01/01/2023	1,599.28	1,648.72	1,705.76	1,764.69	1,825.73	1,888.88	1,945.54	
	01/01/2024	1,615.27	1,665.21	1,722.82	1,782.34	1,843.99	1,907.77	1,965.00	
52524	PLATEMAKER 1								3 - 7
SA	07/01/2021	666.28	686.87	700.60	715.16	730.57	746.02	768.39	
	01/01/2022	672.94	693.74	707.61	722.31	737.88	753.48	776.07	
	01/01/2023	679.67	700.68	714.69	729.53	745.26	761.01	783.83	
	01/01/2024	686.47	707.69	721.84	736.83	752.71	768.62	791.67	
52526	PLATEMAKER 2								3 - 7
SA	07/01/2021	754.47	777.80	794.94	812.11	831.05	851.49	877.04	
	01/01/2022	762.01	785.58	802.89	820.23	839.36	860.00	885.81	
	01/01/2023	769.63	793.44	810.92	828.43	847.75	868.60	894.67	
	01/01/2024	777.33	801.37	819.03	836.71	856.23	877.29	903.62	
95507	PRINTING (BU) OPR10								3
	07/01/2021	755.81	779.18	809.34	840.66	873.16	907.01	934.25	
	01/01/2022	763.37	786.97	817.43	849.07	881.89	916.08	943.59	
	01/01/2023	771.00	794.84	825.60	857.56	890.71	925.24	953.03	
	01/01/2024	778.71	802.79	833.86	866.14	899.62	934.49	962.56	
95508	PRINTING (BU) OPR12								3
	07/01/2021	874.19	901.22	936.12	972.30	1,009.93	1,048.98	1,080.45	
	01/01/2022	882.93	910.23	945.48	982.02	1,020.03	1,059.47	1,091.25	
	01/01/2023	891.76	919.33	954.93	991.84	1,030.23	1,070.06	1,102.16	
	01/01/2024	900.68	928.52	964.48	1,001.76	1,040.53	1,080.76	1,113.18	
02050	PRINTING ESTIMATOR								3 - 7
	07/01/2021	31.08	32.04	32.85	33.74	34.74			
	01/01/2022	31.39	32.36	33.18	34.08	35.09			
	01/01/2023	31.70	32.68	33.51	34.42	35.44			
	01/01/2024	32.02	33.01	33.85	34.76	35.79			
50470	RESIDENCE SUPERVISOR 1								4 - 7

	07/01/2021	20.66	21.31	21.68	22.34	
	01/01/2022	20.87	21.52	21.90	22.56	
	01/01/2023	21.08	21.74	22.12	22.79	
	01/01/2024	21.29	21.96	22.34	23.02	
12832	SENIOR BRIDGE OPERATOR					4 - 7
	07/01/2021	22.13	22.83	23.32	24.02	
	01/01/2022	22.35	23.06	23.55	24.26	
	01/01/2023	22.57	23.29	23.79	24.50	
	01/01/2024	22.80	23.52	24.03	24.75	
17286	SENIOR MARINE ENGINEER 1					4 - 7
	07/01/2021	28.21	29.08	29.77	30.66	
	01/01/2022	28.49	29.37	30.07	30.97	
	01/01/2023	28.77	29.66	30.37	31.28	
	01/01/2024	29.06	29.96	30.67	31.59	
17288	SENIOR MARINE ENGINEER 2					4 - 7
	07/01/2021	28.88	29.77	30.54	31.46	
	01/01/2022	29.17	30.07	30.85	31.77	
	01/01/2023	29.46	30.37	31.16	32.09	
	01/01/2024	29.75	30.67	31.47	32.41	
40120	STEAM PLANT CHIEF 2					3 - 7
	07/01/2021	1,100.80	1,134.84	1,170.87	1,206.92	1,243.16
	01/01/2022	1,111.81	1,146.19	1,182.58	1,218.99	1,255.59
	01/01/2023	1,122.93	1,157.65	1,194.41	1,231.18	1,268.15
	01/01/2024	1,134.16	1,169.23	1,206.35	1,243.49	1,280.83
40110	STEAM PLANT ENGINEER 1					4 - 7
SA	07/01/2021	24.38	25.14	25.70	26.47	
	01/01/2022	24.62	25.39	25.96	26.73	
	01/01/2023	24.87	25.64	26.22	27.00	
	01/01/2024	25.12	25.90	26.48	27.27	
40112	STEAM PLANT ENGINEER 2					4 - 7
	07/01/2021	26.02	26.82	27.37	28.19	
	01/01/2022	26.28	27.09	27.64	28.47	
	01/01/2023	26.54	27.36	27.92	28.75	
	01/01/2024	26.81	27.63	28.20	29.04	
40112G	STEAM PLANT ENGINEER 2 (G4 SALARY NOTE)					4 - 7
	07/01/2021	28.89				
	01/01/2022	29.18				
	01/01/2023	29.47				
	01/01/2024	29.76				
40114	STEAM PLANT ENGINEER 3					4 - 7
	07/01/2021	27.76	28.63	29.24	30.12	
	01/01/2022	28.04	28.92	29.53	30.42	

	01/01/2023	28.32	29.21	29.83	30.72	
	01/01/2024	28.60	29.50	30.13	31.03	
40114G	STEAM PLANT ENGINEER 3 (G4 SALARY NOTE)					4 - 7
	07/01/2021	31.02				
	01/01/2022	31.33				
	01/01/2023	31.64				
	01/01/2024	31.96				
40100	STEAM PLANT TECHNICIAN 1					4 - 7
SA	07/01/2021	22.01	22.68	23.08	23.77	
	01/01/2022	22.23	22.91	23.31	24.01	
	01/01/2023	22.45	23.14	23.54	24.25	
	01/01/2024	22.67	23.37	23.78	24.49	
40102	STEAM PLANT TECHNICIAN 2					4 - 7
SA	07/01/2021	23.78	24.51	25.06	25.80	
	01/01/2022	24.02	24.76	25.31	26.06	
	01/01/2023	24.26	25.01	25.56	26.32	
	01/01/2024	24.50	25.26	25.82	26.58	
40200	THERMAL OPERATOR 1					4 - 7
	07/01/2021	24.34	25.10	25.79	26.47	27.28
	01/01/2022	24.58	25.35	26.05	26.73	27.55
	01/01/2023	24.83	25.60	26.31	27.00	27.83
	01/01/2024	25.08	25.86	26.57	27.27	28.11
40202	THERMAL OPERATOR 2					4 - 7
	07/01/2021	27.24	28.08	28.84	29.70	30.58
	01/01/2022	27.51	28.36	29.13	30.00	30.89
	01/01/2023	27.79	28.64	29.42	30.30	31.20
	01/01/2024	28.07	28.93	29.71	30.60	31.51
40202P	THERMAL OPERATOR 2 (PEEL)					4 - 7
	07/01/2021	29.43	30.27	31.03	31.89	32.76
	01/01/2022	29.72	30.57	31.34	32.21	33.09
	01/01/2023	30.02	30.88	31.65	32.53	33.42
	01/01/2024	30.32	31.19	31.97	32.86	33.75
40204	THERMAL OPERATOR 3					4 - 7
	07/01/2021	28.72	29.60	30.43	31.32	32.25
	01/01/2022	29.01	29.90	30.73	31.63	32.57
	01/01/2023	29.30	30.20	31.04	31.95	32.90
	01/01/2024	29.59	30.50	31.35	32.27	33.23
40204P	THERMAL OPERATOR 3 (PEEL)					4 - 7
	07/01/2021	30.91	31.79	32.61	33.51	34.43
	01/01/2022	31.22	32.11	32.94	33.85	34.77
	01/01/2023	31.53	32.43	33.27	34.19	35.12
	01/01/2024	31.85	32.75	33.60	34.53	35.47

40206	THERMAL OPERATOR 4						4 - 7
	07/01/2021	30.54	31.48	32.35	33.27	34.28	
	01/01/2022	30.85	31.79	32.67	33.60	34.62	
	01/01/2023	31.16	32.11	33.00	33.94	34.97	
	01/01/2024	31.47	32.43	33.33	34.28	35.32	
12590	TRAFFIC PATROLLER 1, TRANSPORTATION AND COMMUNICATIONS						4 - 7
SA	07/01/2021	21.80	22.47	23.00	23.68		
	01/01/2022	22.02	22.69	23.23	23.92		
	01/01/2023	22.24	22.92	23.46	24.16		
	01/01/2024	22.46	23.15	23.69	24.40		
12592	TRAFFIC PATROLLER 2, TRANSPORTATION AND COMMUNICATIONS						4 - 7
SA	07/01/2021	23.29	24.02	24.51	25.25		
	01/01/2022	23.52	24.26	24.76	25.50		
	01/01/2023	23.76	24.50	25.01	25.76		
	01/01/2024	24.00	24.75	25.26	26.02		
17208	TRANSPORT DISPATCHER						4 - 7
	07/01/2021	24.48	25.23	25.84	26.60		
	01/01/2022	24.72	25.48	26.10	26.87		
	01/01/2023	24.97	25.73	26.36	27.14		
	01/01/2024	25.22	25.99	26.62	27.41		
17206	TRANSPORT DRIVER						4 - 7
SA	07/01/2021	22.78	23.48	24.02	24.72		
	01/01/2022	23.01	23.71	24.26	24.97		
	01/01/2023	23.24	23.95	24.50	25.22		
	01/01/2024	23.47	24.19	24.75	25.47		
93032	UTILITY PLANT ELECTRICIAN						4 - 7
	07/01/2021	28.77	29.66	30.33	31.22		
	01/01/2022	29.06	29.96	30.63	31.53		
	01/01/2023	29.35	30.26	30.94	31.85		
	01/01/2024	29.64	30.56	31.25	32.17		
41117	VESSEL MASTER						4 - 7
	07/01/2021	1,308.60	1,349.05	1,403.75	1,458.44	1,502.19	
	01/01/2022	1,321.69	1,362.54	1,417.79	1,473.02	1,517.21	
	01/01/2023	1,334.91	1,376.17	1,431.97	1,487.75	1,532.38	
	01/01/2024	1,348.26	1,389.93	1,446.29	1,502.63	1,547.70	
13972	WATER LEVEL CONTROL SUPERVISOR						4
	07/01/2021	1,088.86	1,122.53	1,158.58	1,194.59	1,230.44	
	01/01/2022	1,099.75	1,133.76	1,170.17	1,206.54	1,242.74	
	01/01/2023	1,110.75	1,145.10	1,181.87	1,218.61	1,255.17	
	01/01/2024	1,121.86	1,156.55	1,193.69	1,230.80	1,267.72	

TECHNICAL CLASSIFICATION GROUP

The following classifications apply to employees with an appointment status of regular and fixed term:

(SA = semi-annual progression; SA-0# = semi-annual until #th step)

Note: The 07/01/2021 salary rate reflects the previous increase from the 2018 - 2021 collective agreement

									Hours of Work Schedule
13760	AGRICULTURAL TECHNICIAN 1								4 - 7
	07/01/2021	789.09	813.49	831.60	850.77	871.04	890.20	916.91	
	01/01/2022	796.98	821.62	839.92	859.28	879.75	899.10	926.08	
	01/01/2023	804.95	829.84	848.32	867.87	888.55	908.09	935.34	
	01/01/2024	813.00	838.14	856.80	876.55	897.44	917.17	944.69	
13762	AGRICULTURAL TECHNICIAN 2								4 - 7
	07/01/2021	863.50	890.20	912.63	935.05	959.66	984.25	1,013.77	
	01/01/2022	872.14	899.10	921.76	944.40	969.26	994.09	1,023.91	
	01/01/2023	880.86	908.09	930.98	953.84	978.95	1,004.03	1,034.15	
	01/01/2024	889.67	917.17	940.29	963.38	988.74	1,014.07	1,044.49	
13764	AGRICULTURAL TECHNICIAN 3								4
	07/01/2021	1,007.94	1,039.13	1,068.26	1,097.37	1,128.75	1,160.05	1,194.84	
	01/01/2022	1,018.02	1,049.52	1,078.94	1,108.34	1,140.04	1,171.65	1,206.79	
	01/01/2023	1,028.20	1,060.02	1,089.73	1,119.42	1,151.44	1,183.37	1,218.86	
	01/01/2024	1,038.48	1,070.62	1,100.63	1,130.61	1,162.95	1,195.20	1,231.05	
13980	ARBORICULTURIST 1								4 - 7
	07/01/2021	25.39	26.18	26.82	27.48	28.30			
	01/01/2022	25.64	26.44	27.09	27.75	28.58			
	01/01/2023	25.90	26.70	27.36	28.03	28.87			
	01/01/2024	26.16	26.97	27.63	28.31	29.16			
13982	ARBORICULTURIST 2								A(36¼)
	07/01/2021	1,119.71	1,154.32	1,184.40	1,216.44	1,252.93			
	01/01/2022	1,130.91	1,165.86	1,196.24	1,228.60	1,265.46			
	01/01/2023	1,142.22	1,177.52	1,208.20	1,240.89	1,278.11			
	01/01/2024	1,153.64	1,189.30	1,220.28	1,253.30	1,290.89			
13983	ARBORICULTURIST 3								A(36¼)
	07/01/2021	1,179.96	1,216.44	1,248.47	1,282.46	1,320.94			
	01/01/2022	1,191.76	1,228.60	1,260.95	1,295.28	1,334.15			
	01/01/2023	1,203.68	1,240.89	1,273.56	1,308.23	1,347.49			
	01/01/2024	1,215.72	1,253.30	1,286.30	1,321.31	1,360.96			
12230	ARCHITECTURAL JOB CAPTAIN 1								3 - 7
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	

12232	ARCHITECTURAL JOB CAPTAIN 2								3 - 7
	07/01/2021	1,135.24	1,170.37	1,204.79	1,241.12	1,289.04	1,337.00	1,377.09	
	01/01/2022	1,146.59	1,182.07	1,216.84	1,253.53	1,301.93	1,350.37	1,390.86	
	01/01/2023	1,158.06	1,193.89	1,229.01	1,266.07	1,314.95	1,363.87	1,404.77	
	01/01/2024	1,169.64	1,205.83	1,241.30	1,278.73	1,328.10	1,377.51	1,418.82	
12234	ARCHITECTURAL JOB CAPTAIN 3								3 - 7
	07/01/2021	1,277.70	1,317.20	1,363.49	1,422.97	1,486.35	1,551.13	1,597.66	
	01/01/2022	1,290.48	1,330.37	1,377.12	1,437.20	1,501.21	1,566.64	1,613.64	
	01/01/2023	1,303.38	1,343.67	1,390.89	1,451.57	1,516.22	1,582.31	1,629.78	
	01/01/2024	1,316.41	1,357.11	1,404.80	1,466.09	1,531.38	1,598.13	1,646.08	
94020	ARTISAN 1								4
	07/01/2021	21.95	22.61	23.00	23.58	24.30			
	01/01/2022	22.17	22.84	23.23	23.82	24.54			
	01/01/2023	22.39	23.07	23.46	24.06	24.79			
	01/01/2024	22.61	23.30	23.69	24.30	25.04			
94022	ARTISAN 2								4
	07/01/2021	24.31	25.07	25.63	26.18	26.97			
	01/01/2022	24.55	25.32	25.89	26.44	27.24			
	01/01/2023	24.80	25.57	26.15	26.70	27.51			
	01/01/2024	25.05	25.83	26.41	26.97	27.79			
94024	ARTISAN 3								4
SA	07/01/2021	26.48	27.31	27.97	28.79				
	01/01/2022	26.74	27.58	28.25	29.08				
	01/01/2023	27.01	27.86	28.53	29.37				
	01/01/2024	27.28	28.14	28.82	29.66				
94028	ARTISAN 4								4
	07/01/2021	29.42	30.32	31.19	32.14				
	01/01/2022	29.71	30.62	31.50	32.46				
	01/01/2023	30.01	30.93	31.82	32.78				
	01/01/2024	30.31	31.24	32.14	33.11				
12840	CARTOGRAPHER 1								3 - 7
SA	07/01/2021	671.01	691.77	706.07	720.34	736.35	752.40	768.50	
		786.32	804.11	828.24					
	01/01/2022	677.72	698.69	713.13	727.54	743.71	759.92	776.19	
		794.18	812.15	836.52					
	01/01/2023	684.50	705.68	720.26	734.82	751.15	767.52	783.95	
		802.12	820.27	844.89					
	01/01/2024	691.35	712.74	727.46	742.17	758.66	775.20	791.79	
		810.14	828.47	853.34					
12842	CARTOGRAPHER 2								3 - 7
	07/01/2021	772.25	796.11	813.99	831.77	851.41	872.82	899.00	
	01/01/2022	779.97	804.07	822.13	840.09	859.92	881.55	907.99	
	01/01/2023	787.77	812.11	830.35	848.49	868.52	890.37	917.07	

	01/01/2024	795.65	820.23	838.65	856.97	877.21	899.27	926.24	
12844	CARTOGRAPHER 3								3
	07/01/2021	882.91	910.20	933.38	958.59	984.73	1,010.98	1,041.32	
	01/01/2022	891.74	919.30	942.71	968.18	994.58	1,021.09	1,051.73	
	01/01/2023	900.66	928.49	952.14	977.86	1,004.53	1,031.30	1,062.25	
	01/01/2024	909.67	937.77	961.66	987.64	1,014.58	1,041.61	1,072.87	
12846	CARTOGRAPHER 4								3
	07/01/2021	1,020.59	1,052.15	1,082.14	1,112.03	1,143.89	1,177.67	1,213.00	
	01/01/2022	1,030.80	1,062.67	1,092.96	1,123.15	1,155.33	1,189.45	1,225.13	
	01/01/2023	1,041.11	1,073.30	1,103.89	1,134.38	1,166.88	1,201.34	1,237.38	
	01/01/2024	1,051.52	1,084.03	1,114.93	1,145.72	1,178.55	1,213.35	1,249.75	
12416	CARTOGRAPHIC TECHNICIAN 1								3 - 7
SA	07/01/2021	704.61	726.39	740.61	754.89	769.22	785.15	808.70	
	01/01/2022	711.66	733.65	748.02	762.44	776.91	793.00	816.79	
	01/01/2023	718.78	740.99	755.50	770.06	784.68	800.93	824.96	
	01/01/2024	725.97	748.40	763.06	777.76	792.53	808.94	833.21	
12418	CARTOGRAPHIC TECHNICIAN 2								3 - 7
	07/01/2021	797.95	822.62	840.50	858.29	876.15	895.78	922.64	
	01/01/2022	805.93	830.85	848.91	866.87	884.91	904.74	931.87	
	01/01/2023	813.99	839.16	857.40	875.54	893.76	913.79	941.19	
	01/01/2024	822.13	847.55	865.97	884.30	902.70	922.93	950.60	
12419	CARTOGRAPHIC TECHNICIAN 3								3 - 7
	07/01/2021	849.87	876.15	895.78	916.29	937.63	959.04	987.82	
	01/01/2022	858.37	884.91	904.74	925.45	947.01	968.63	997.70	
	01/01/2023	866.95	893.76	913.79	934.70	956.48	978.32	1,007.68	
	01/01/2024	875.62	902.70	922.93	944.05	966.04	988.10	1,017.76	
12854	CARTOGRAPHIC TECHNOLOGIST								3 - 7
	07/01/2021	1,086.10	1,119.71	1,156.41	1,193.04	1,242.05	1,292.92	1,331.75	
	01/01/2022	1,096.96	1,130.91	1,167.97	1,204.97	1,254.47	1,305.85	1,345.07	
	01/01/2023	1,107.93	1,142.22	1,179.65	1,217.02	1,267.01	1,318.91	1,358.52	
	01/01/2024	1,119.01	1,153.64	1,191.45	1,229.19	1,279.68	1,332.10	1,372.11	
12602	COMMERCIAL ARTIST 1								3
	07/01/2021	814.24	839.45	859.12	880.56	902.09	924.50	952.23	
	01/01/2022	822.38	847.84	867.71	889.37	911.11	933.75	961.75	
	01/01/2023	830.60	856.32	876.39	898.26	920.22	943.09	971.37	
	01/01/2024	838.91	864.88	885.15	907.24	929.42	952.52	981.08	
12604	COMMERCIAL ARTIST 2								3
	07/01/2021	939.13	968.18	994.43	1,020.80	1,049.03	1,078.22	1,110.56	
	01/01/2022	948.52	977.86	1,004.37	1,031.01	1,059.52	1,089.00	1,121.67	
	01/01/2023	958.01	987.64	1,014.41	1,041.32	1,070.12	1,099.89	1,132.89	
	01/01/2024	967.59	997.52	1,024.55	1,051.73	1,080.82	1,110.89	1,144.22	

12606	COMMERCIAL ARTIST 3							6
	07/01/2021	1,085.46	1,119.02	1,155.98	1,195.68	1,236.60	1,278.93	1,317.30
	01/01/2022	1,096.31	1,130.21	1,167.54	1,207.64	1,248.97	1,291.72	1,330.47
	01/01/2023	1,107.27	1,141.51	1,179.22	1,219.72	1,261.46	1,304.64	1,343.77
	01/01/2024	1,118.34	1,152.93	1,191.01	1,231.92	1,274.07	1,317.69	1,357.21
16770	COMMUNICATIONS TECHNICIAN 1							4
	07/01/2021	891.57	919.16	941.51	966.57	993.51	1,020.52	1,051.12
	01/01/2022	900.49	928.35	950.93	976.24	1,003.45	1,030.73	1,061.63
	01/01/2023	909.49	937.63	960.44	986.00	1,013.48	1,041.04	1,072.25
	01/01/2024	918.58	947.01	970.04	995.86	1,023.61	1,051.45	1,082.97
16772	COMMUNICATIONS TECHNICIAN 2							4
	07/01/2021	958.12	987.73	1,014.77	1,041.73	1,070.71	1,099.58	1,132.55
	01/01/2022	967.70	997.61	1,024.92	1,052.15	1,081.42	1,110.58	1,143.88
	01/01/2023	977.38	1,007.59	1,035.17	1,062.67	1,092.23	1,121.69	1,155.32
	01/01/2024	987.15	1,017.67	1,045.52	1,073.30	1,103.15	1,132.91	1,166.87
16774	COMMUNICATIONS TECHNICIAN 3							3
	07/01/2021	1,085.46	1,119.02	1,155.98	1,195.68	1,236.60	1,278.93	1,317.30
	01/01/2022	1,096.31	1,130.21	1,167.54	1,207.64	1,248.97	1,291.72	1,330.47
	01/01/2023	1,107.27	1,141.51	1,179.22	1,219.72	1,261.46	1,304.64	1,343.77
	01/01/2024	1,118.34	1,152.93	1,191.01	1,231.92	1,274.07	1,317.69	1,357.21
12454	CONSTRUCTION COST ANALYST 1							3
	07/01/2021	1,247.12	1,285.69	1,323.54	1,363.53	1,416.26	1,468.98	1,513.04
	01/01/2022	1,259.59	1,298.55	1,336.78	1,377.17	1,430.42	1,483.67	1,528.17
	01/01/2023	1,272.19	1,311.54	1,350.15	1,390.94	1,444.72	1,498.51	1,543.45
	01/01/2024	1,284.91	1,324.66	1,363.65	1,404.85	1,459.17	1,513.50	1,558.88
12456	CONSTRUCTION COST ANALYST 2							3
	07/01/2021	1,344.42	1,386.00	1,432.27	1,487.69	1,545.26	1,605.88	1,654.04
	01/01/2022	1,357.86	1,399.86	1,446.59	1,502.57	1,560.71	1,621.94	1,670.58
	01/01/2023	1,371.44	1,413.86	1,461.06	1,517.60	1,576.32	1,638.16	1,687.29
	01/01/2024	1,385.15	1,428.00	1,475.67	1,532.78	1,592.08	1,654.54	1,704.16
12490	CONSTRUCTION INSPECTOR							4
	07/01/2021	1,293.04	1,333.03	1,376.80	1,423.15	1,465.85		
	01/01/2022	1,305.97	1,346.36	1,390.57	1,437.38	1,480.51		
	01/01/2023	1,319.03	1,359.82	1,404.48	1,451.75	1,495.32		
	01/01/2024	1,332.22	1,373.42	1,418.52	1,466.27	1,510.27		
12976	CONSTRUCTION PROGRAM ANALYST							3
	07/01/2021	1,223.68	1,261.50	1,303.63	1,353.98	1,406.35	1,461.39	1,505.25
	01/01/2022	1,235.92	1,274.12	1,316.67	1,367.52	1,420.41	1,476.00	1,520.30
	01/01/2023	1,248.28	1,286.86	1,329.84	1,381.20	1,434.61	1,490.76	1,535.50
	01/01/2024	1,260.76	1,299.73	1,343.14	1,395.01	1,448.96	1,505.67	1,550.86
12960	CONSTRUCTION SUPERINTENDENT 1							3 - 7
	07/01/2021	1,132.59	1,167.63	1,203.70	1,241.02	1,278.23		

	01/01/2022	1,143.92	1,179.31	1,215.74	1,253.43	1,291.01		
	01/01/2023	1,155.36	1,191.10	1,227.90	1,265.96	1,303.92		
	01/01/2024	1,166.91	1,203.01	1,240.18	1,278.62	1,316.96		
12962	CONSTRUCTION SUPERINTENDENT 2						3 - 7	
	07/01/2021	1,205.03	1,242.30	1,282.16	1,324.63	1,364.34		
	01/01/2022	1,217.08	1,254.72	1,294.98	1,337.88	1,377.98		
	01/01/2023	1,229.25	1,267.27	1,307.93	1,351.26	1,391.76		
	01/01/2024	1,241.54	1,279.94	1,321.01	1,364.77	1,405.68		
12964	CONSTRUCTION SUPERINTENDENT 3						3 - 7	
	07/01/2021	1,371.08	1,413.46	1,459.79	1,510.04	1,555.33		
	01/01/2022	1,384.79	1,427.59	1,474.39	1,525.14	1,570.88		
	01/01/2023	1,398.64	1,441.87	1,489.13	1,540.39	1,586.59		
	01/01/2024	1,412.63	1,456.29	1,504.02	1,555.79	1,602.46		
13780	DAIRY FIELDWORKER 1						A(36¼)	
	07/01/2021	921.43	949.93	972.00	995.99	1,025.89		
	01/01/2022	930.64	959.43	981.72	1,005.95	1,036.15		
	01/01/2023	939.95	969.02	991.54	1,016.01	1,046.51		
	01/01/2024	949.35	978.71	1,001.46	1,026.17	1,056.98		
13782	DAIRY FIELDWORKER 2						A(36¼)	
	07/01/2021	1,059.32	1,092.08	1,120.06	1,148.14	1,182.58		
	01/01/2022	1,069.91	1,103.00	1,131.26	1,159.62	1,194.41		
	01/01/2023	1,080.61	1,114.03	1,142.57	1,171.22	1,206.35		
	01/01/2024	1,091.42	1,125.17	1,154.00	1,182.93	1,218.41		
13784	DAIRY FIELDWORKER 3						A(36¼)	
	07/01/2021	1,184.66	1,221.31	1,253.30	1,287.27	1,325.88		
	01/01/2022	1,196.51	1,233.52	1,265.83	1,300.14	1,339.14		
	01/01/2023	1,208.48	1,245.86	1,278.49	1,313.14	1,352.53		
	01/01/2024	1,220.56	1,258.32	1,291.27	1,326.27	1,366.06		
12240	DESIGNER 1						3	
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48
12242	DESIGNER 2						3	
	07/01/2021	1,135.24	1,170.37	1,204.79	1,241.12	1,289.04	1,337.00	1,377.09
	01/01/2022	1,146.59	1,182.07	1,216.84	1,253.53	1,301.93	1,350.37	1,390.86
	01/01/2023	1,158.06	1,193.89	1,229.01	1,266.07	1,314.95	1,363.87	1,404.77
	01/01/2024	1,169.64	1,205.83	1,241.30	1,278.73	1,328.10	1,377.51	1,418.82
12974	DISTRICT ENGINEERING SERVICES OFFICER						3	
	07/01/2021	1,226.09	1,264.03	1,315.23	1,365.16	1,429.23	1,496.33	1,541.21
	01/01/2022	1,238.35	1,276.67	1,328.38	1,378.81	1,443.52	1,511.29	1,556.62
	01/01/2023	1,250.73	1,289.44	1,341.66	1,392.60	1,457.96	1,526.40	1,572.19

	01/01/2024	1,263.24	1,302.33	1,355.08	1,406.53	1,472.54	1,541.66	1,587.91	
12402	DRAFTER 1								3 - 7
	07/01/2021	814.24	839.45	859.12	880.56	902.09	924.50	952.23	
	01/01/2022	822.38	847.84	867.71	889.37	911.11	933.75	961.75	
	01/01/2023	830.60	856.32	876.39	898.26	920.22	943.09	971.37	
	01/01/2024	838.91	864.88	885.15	907.24	929.42	952.52	981.08	
12404	DRAFTER 2								3 - 7
	07/01/2021	939.13	968.18	994.43	1,020.80	1,049.03	1,078.22	1,110.56	
	01/01/2022	948.52	977.86	1,004.37	1,031.01	1,059.52	1,089.00	1,121.67	
	01/01/2023	958.01	987.64	1,014.41	1,041.32	1,070.12	1,099.89	1,132.89	
	01/01/2024	967.59	997.52	1,024.55	1,051.73	1,080.82	1,110.89	1,144.22	
12406	DRAFTER 3								3
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12401	DRAFTER, TRACER								3 - 7
	07/01/2021	736.91	759.72	775.83	793.70	811.63	829.53	854.45	
	01/01/2022	744.28	767.32	783.59	801.64	819.75	837.83	862.99	
	01/01/2023	751.72	774.99	791.43	809.66	827.95	846.21	871.62	
	01/01/2024	759.24	782.74	799.34	817.76	836.23	854.67	880.34	
95600	DRAFTING, DESIGN & ESTIMATING (BU) TDD13								3
	07/01/2021	992.86	1,023.57	1,063.69	1,105.34	1,148.60	1,193.61	1,229.40	
	01/01/2022	1,002.79	1,033.81	1,074.33	1,116.39	1,160.09	1,205.55	1,241.69	
	01/01/2023	1,012.82	1,044.15	1,085.07	1,127.55	1,171.69	1,217.61	1,254.11	
	01/01/2024	1,022.95	1,054.59	1,095.92	1,138.83	1,183.41	1,229.79	1,266.65	
17647	ELECTRONICS REPAIRER								4 - 7
SA	07/01/2021	25.09	25.86	26.47	27.28				
	01/01/2022	25.34	26.12	26.73	27.55				
	01/01/2023	25.59	26.38	27.00	27.83				
	01/01/2024	25.85	26.64	27.27	28.11				
17646	ELECTRONICS TECHNICIAN								4 - 7
SA	07/01/2021	27.04	27.87	28.53	29.38				
	01/01/2022	27.31	28.15	28.82	29.67				
	01/01/2023	27.58	28.43	29.11	29.97				
	01/01/2024	27.86	28.71	29.40	30.27				
17646P	ELECTRONICS TECHNICIAN (PEEL)								4 - 7
SA	07/01/2021	30.86	31.68	32.34	33.20				
	01/01/2022	31.17	32.00	32.66	33.53				
	01/01/2023	31.48	32.32	32.99	33.87				
	01/01/2024	31.79	32.64	33.32	34.21				

62000	ELECTRONICS TECHNICIAN 1, GOVERNMENT SERVICES							4 - 7
	07/01/2021	869.89	896.80	918.27	941.70	967.88	994.06	1,023.90
	01/01/2022	878.59	905.77	927.45	951.12	977.56	1,004.00	1,034.14
	01/01/2023	887.38	914.83	936.72	960.63	987.34	1,014.04	1,044.48
	01/01/2024	896.25	923.98	946.09	970.24	997.21	1,024.18	1,054.92
62002	ELECTRONICS TECHNICIAN 2, GOVERNMENT SERVICES							4 - 7
	07/01/2021	933.40	962.29	988.49	1,014.78	1,042.84	1,070.94	1,103.08
	01/01/2022	942.73	971.91	998.37	1,024.93	1,053.27	1,081.65	1,114.11
	01/01/2023	952.16	981.63	1,008.35	1,035.18	1,063.80	1,092.47	1,125.25
	01/01/2024	961.68	991.45	1,018.43	1,045.53	1,074.44	1,103.39	1,136.50
05380	ELEVATOR MECHANIC 1							4 - 7
	07/01/2021	24.15	24.89	25.37	25.98	26.77		
	01/01/2022	24.39	25.14	25.62	26.24	27.04		
	01/01/2023	24.63	25.39	25.88	26.50	27.31		
	01/01/2024	24.88	25.64	26.14	26.77	27.58		
05382	ELEVATOR MECHANIC 2							4 - 7
	07/01/2021	30.56	31.51	32.25	33.23			
	01/01/2022	30.87	31.83	32.57	33.56			
	01/01/2023	31.18	32.15	32.90	33.90			
	01/01/2024	31.49	32.47	33.23	34.24			
05384	ELEVATOR MECHANIC 3							4 - 7
	07/01/2021	1,307.97	1,348.43	1,393.74	1,435.56			
	01/01/2022	1,321.05	1,361.91	1,407.68	1,449.92			
	01/01/2023	1,334.26	1,375.53	1,421.76	1,464.42			
	01/01/2024	1,347.60	1,389.29	1,435.98	1,479.06			
95601	ENGINEERING & SURVEYING SUPPORT (BU) TEN13							4
	07/01/2021	992.86	1,023.57	1,063.69	1,105.34	1,148.60	1,193.61	1,229.40
	01/01/2022	1,002.79	1,033.81	1,074.33	1,116.39	1,160.09	1,205.55	1,241.69
	01/01/2023	1,012.82	1,044.15	1,085.07	1,127.55	1,171.69	1,217.61	1,254.11
	01/01/2024	1,022.95	1,054.59	1,095.92	1,138.83	1,183.41	1,229.79	1,266.65
95602	ENGINEERING & SURVEYING SUPPORT (BU) TEN14							4
	07/01/2021	1,067.27	1,100.28	1,143.49	1,188.44	1,235.17	1,283.69	1,322.21
	01/01/2022	1,077.94	1,111.28	1,154.92	1,200.32	1,247.52	1,296.53	1,335.43
	01/01/2023	1,088.72	1,122.39	1,166.47	1,212.32	1,260.00	1,309.50	1,348.78
	01/01/2024	1,099.61	1,133.61	1,178.13	1,224.44	1,272.60	1,322.60	1,362.27
95603	ENGINEERING & SURVEYING SUPPORT (BU) TEN15							4
	07/01/2021	1,134.07	1,169.14	1,218.93	1,270.84	1,324.95	1,381.41	1,422.85
	01/01/2022	1,145.41	1,180.83	1,231.12	1,283.55	1,338.20	1,395.22	1,437.08
	01/01/2023	1,156.86	1,192.64	1,243.43	1,296.39	1,351.58	1,409.17	1,451.45
	01/01/2024	1,168.43	1,204.57	1,255.86	1,309.35	1,365.10	1,423.26	1,465.96
17604	EQUIPMENT SPRAY PAINTER							4 - 7

SA	07/01/2021	23.94	24.67	25.23	25.98				
	01/01/2022	24.18	24.92	25.48	26.24				
	01/01/2023	24.42	25.17	25.73	26.50				
	01/01/2024	24.66	25.42	25.99	26.77				
12450	ESTIMATOR AND QUANTITY SURVEYOR 1								3 - 7
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12452	ESTIMATOR AND QUANTITY SURVEYOR 2								3
	07/01/2021	1,135.24	1,170.37	1,204.79	1,241.12	1,289.04	1,337.00	1,377.09	
	01/01/2022	1,146.59	1,182.07	1,216.84	1,253.53	1,301.93	1,350.37	1,390.86	
	01/01/2023	1,158.06	1,193.89	1,229.01	1,266.07	1,314.95	1,363.87	1,404.77	
	01/01/2024	1,169.64	1,205.83	1,241.30	1,278.73	1,328.10	1,377.51	1,418.82	
94031	EXHIBIT FABRICATOR 1								4 - 7
SA	07/01/2021	30.26	31.19	32.06	32.89	33.89			
	01/01/2022	30.56	31.50	32.38	33.22	34.23			
	01/01/2023	30.87	31.82	32.70	33.55	34.57			
	01/01/2024	31.18	32.14	33.03	33.89	34.92			
94031G	EXHIBIT FABRICATOR 1 (G26 SALARY NOTE)								4 - 7
SA	07/01/2021	34.85							
	01/01/2022	35.20							
	01/01/2023	35.55							
	01/01/2024	35.91							
94033	EXHIBIT FABRICATOR 2								4 - 7
SA	07/01/2021	31.97	32.96	33.87	34.80	35.86			
	01/01/2022	32.29	33.29	34.21	35.15	36.22			
	01/01/2023	32.61	33.62	34.55	35.50	36.58			
	01/01/2024	32.94	33.96	34.90	35.86	36.95			
94033G	EXHIBIT FABRICATOR 2 (G26 SALARY NOTE)								4 - 7
SA	07/01/2021	36.90							
	01/01/2022	37.27							
	01/01/2023	37.64							
	01/01/2024	38.02							
94035	EXHIBIT FABRICATOR 3								4 - 7
SA	07/01/2021	33.86	34.92	35.89	36.88	38.01			
	01/01/2022	34.20	35.27	36.25	37.25	38.39			
	01/01/2023	34.54	35.62	36.61	37.62	38.77			
	01/01/2024	34.89	35.98	36.98	38.00	39.16			
94035G	EXHIBIT FABRICATOR 3 (G26 SALARY NOTE)								4 - 7
	07/01/2021	39.04							
	01/01/2022	39.43							

	01/01/2023	39.82							
	01/01/2024	40.22							
12270	EXHIBITION DESIGNER 1								3 - 7
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12272	EXHIBITION DESIGNER 2								3 - 7
	07/01/2021	1,135.24	1,170.37	1,204.79	1,241.12	1,289.04	1,337.00	1,377.09	
	01/01/2022	1,146.59	1,182.07	1,216.84	1,253.53	1,301.93	1,350.37	1,390.86	
	01/01/2023	1,158.06	1,193.89	1,229.01	1,266.07	1,314.95	1,363.87	1,404.77	
	01/01/2024	1,169.64	1,205.83	1,241.30	1,278.73	1,328.10	1,377.51	1,418.82	
12274	EXHIBITION DESIGNER 3								6
	07/01/2021	1,235.42	1,273.64	1,319.85	1,366.10	1,425.63	1,477.15	1,521.46	
	01/01/2022	1,247.77	1,286.38	1,333.05	1,379.76	1,439.89	1,491.92	1,536.67	
	01/01/2023	1,260.25	1,299.24	1,346.38	1,393.56	1,454.29	1,506.84	1,552.04	
	01/01/2024	1,272.85	1,312.23	1,359.84	1,407.50	1,468.83	1,521.91	1,567.56	
13758	EXTENSION ASSISTANT								6
	07/01/2021	827.21	852.79	873.06	895.27	917.49	939.77	967.98	
	01/01/2022	835.48	861.32	881.79	904.22	926.66	949.17	977.66	
	01/01/2023	843.83	869.93	890.61	913.26	935.93	958.66	987.44	
	01/01/2024	852.27	878.63	899.52	922.39	945.29	968.25	997.31	
61800	FORENSIC ANALYST 1								3
	07/01/2021	914.97	943.27	967.33	994.49	1,021.51	1,048.75	1,080.23	
	01/01/2022	924.12	952.70	977.00	1,004.43	1,031.73	1,059.24	1,091.03	
	01/01/2023	933.36	962.23	986.77	1,014.47	1,042.05	1,069.83	1,101.94	
	01/01/2024	942.69	971.85	996.64	1,024.61	1,052.47	1,080.53	1,112.96	
61802	FORENSIC ANALYST 2								3
	07/01/2021	1,067.28	1,100.29	1,131.73	1,163.12	1,196.58	1,232.03	1,268.97	
	01/01/2022	1,077.95	1,111.29	1,143.05	1,174.75	1,208.55	1,244.35	1,281.66	
	01/01/2023	1,088.73	1,122.40	1,154.48	1,186.50	1,220.64	1,256.79	1,294.48	
	01/01/2024	1,099.62	1,133.62	1,166.02	1,198.37	1,232.85	1,269.36	1,307.42	
61804	FORENSIC ANALYST 3								3
	07/01/2021	1,185.15	1,221.82	1,258.00	1,295.18	1,345.56	1,395.88	1,437.79	
	01/01/2022	1,197.00	1,234.04	1,270.58	1,308.13	1,359.02	1,409.84	1,452.17	
	01/01/2023	1,208.97	1,246.38	1,283.29	1,321.21	1,372.61	1,423.94	1,466.69	
	01/01/2024	1,221.06	1,258.84	1,296.12	1,334.42	1,386.34	1,438.18	1,481.36	
12148	GEODETIC CONTROL ANALYST								3
	07/01/2021	1,244.72	1,283.22	1,332.79	1,387.06	1,443.15	1,504.07	1,549.21	
	01/01/2022	1,257.17	1,296.05	1,346.12	1,400.93	1,457.58	1,519.11	1,564.70	
	01/01/2023	1,269.74	1,309.01	1,359.58	1,414.94	1,472.16	1,534.30	1,580.35	
	01/01/2024	1,282.44	1,322.10	1,373.18	1,429.09	1,486.88	1,549.64	1,596.15	

14520	GEOLOGIST ASSISTANT 1								A(36¼)
SA-05	07/01/2021	804.25	829.12	839.74	848.74	859.41	870.10	891.44	
		918.19							
	01/01/2022	812.29	837.41	848.14	857.23	868.00	878.80	900.35	
		927.37							
	01/01/2023	820.41	845.78	856.62	865.80	876.68	887.59	909.35	
		936.64							
	01/01/2024	828.61	854.24	865.19	874.46	885.45	896.47	918.44	
		946.01							
14522	GEOLOGIST ASSISTANT 2								3
SA-05	07/01/2021	885.51	912.90	925.34	936.13	949.15	962.29	988.49	
		1,018.14							
	01/01/2022	894.37	922.03	934.59	945.49	958.64	971.91	998.37	
		1,028.32							
	01/01/2023	903.31	931.25	943.94	954.94	968.23	981.63	1,008.35	
		1,038.60							
	01/01/2024	912.34	940.56	953.38	964.49	977.91	991.45	1,018.43	
		1,048.99							
14524	GEOLOGIST ASSISTANT 3								3
	07/01/2021	984.33	1,014.78	1,042.84	1,070.94	1,100.89	1,132.60	1,166.43	
		1,201.45							
	01/01/2022	994.17	1,024.93	1,053.27	1,081.65	1,111.90	1,143.93	1,178.09	
		1,213.46							
	01/01/2023	1,004.11	1,035.18	1,063.80	1,092.47	1,123.02	1,155.37	1,189.87	
		1,225.59							
	01/01/2024	1,014.15	1,045.53	1,074.44	1,103.39	1,134.25	1,166.92	1,201.77	
		1,237.85							
12576	HIGHWAY CONSTRUCTION INSPECTOR 1								4
	07/01/2021	877.69	904.84	928.06	952.11	978.52	1,004.83	1,034.98	
	01/01/2022	886.47	913.89	937.34	961.63	988.31	1,014.88	1,045.33	
	01/01/2023	895.33	923.03	946.71	971.25	998.19	1,025.03	1,055.78	
	01/01/2024	904.28	932.26	956.18	980.96	1,008.17	1,035.28	1,066.34	
12578	HIGHWAY CONSTRUCTION INSPECTOR 2								4
	07/01/2021	990.18	1,020.80	1,049.03	1,078.22	1,108.27	1,140.31	1,174.48	
	01/01/2022	1,000.08	1,031.01	1,059.52	1,089.00	1,119.35	1,151.71	1,186.22	
	01/01/2023	1,010.08	1,041.32	1,070.12	1,099.89	1,130.54	1,163.23	1,198.08	
	01/01/2024	1,020.18	1,051.73	1,080.82	1,110.89	1,141.85	1,174.86	1,210.06	
12580	HIGHWAY CONSTRUCTION INSPECTOR 3								4
	07/01/2021	1,095.12	1,129.00	1,160.91	1,194.84	1,230.57	1,277.59	1,315.92	
	01/01/2022	1,106.07	1,140.29	1,172.52	1,206.79	1,242.88	1,290.37	1,329.08	
	01/01/2023	1,117.13	1,151.69	1,184.25	1,218.86	1,255.31	1,303.27	1,342.37	
	01/01/2024	1,128.30	1,163.21	1,196.09	1,231.05	1,267.86	1,316.30	1,355.79	
16750	HIGHWAYS ASSISTANT COMMUNICATIONS SUPERVISOR								3

	07/01/2021	1,046.02	1,078.39	1,108.37	1,140.23	1,173.87	1,207.63	1,243.84	
	01/01/2022	1,056.48	1,089.17	1,119.45	1,151.63	1,185.61	1,219.71	1,256.28	
	01/01/2023	1,067.04	1,100.06	1,130.64	1,163.15	1,197.47	1,231.91	1,268.84	
	01/01/2024	1,077.71	1,111.06	1,141.95	1,174.78	1,209.44	1,244.23	1,281.53	
05354	INDUSTRIAL TRAINING OFFICER 1								A(36¼)
	07/01/2021	953.96	983.45	1,010.87	1,039.43	1,069.09	1,099.75	1,132.76	
	01/01/2022	963.50	993.28	1,020.98	1,049.82	1,079.78	1,110.75	1,144.09	
	01/01/2023	973.14	1,003.21	1,031.19	1,060.32	1,090.58	1,121.86	1,155.53	
	01/01/2024	982.87	1,013.24	1,041.50	1,070.92	1,101.49	1,133.08	1,167.09	
05355	INDUSTRIAL TRAINING OFFICER 2								A(36¼)
	07/01/2021	1,108.92	1,143.23	1,176.39	1,210.78	1,246.29	1,283.02	1,321.50	
	01/01/2022	1,120.01	1,154.66	1,188.15	1,222.89	1,258.75	1,295.85	1,334.72	
	01/01/2023	1,131.21	1,166.21	1,200.03	1,235.12	1,271.34	1,308.81	1,348.07	
	01/01/2024	1,142.52	1,177.87	1,212.03	1,247.47	1,284.05	1,321.90	1,361.55	
06030	INSPECTOR 1, DRILLING AND PRODUCTION								A(36¼)
	07/01/2021	1,036.27	1,068.30	1,094.26	1,122.32	1,156.01			
	01/01/2022	1,046.63	1,078.98	1,105.20	1,133.54	1,167.57			
	01/01/2023	1,057.10	1,089.77	1,116.25	1,144.88	1,179.25			
	01/01/2024	1,067.67	1,100.67	1,127.41	1,156.33	1,191.04			
06032	INSPECTOR 2, DRILLING AND PRODUCTION								A(36¼)
	07/01/2021	1,133.34	1,168.40	1,198.44	1,228.46	1,265.32			
	01/01/2022	1,144.67	1,180.08	1,210.42	1,240.74	1,277.97			
	01/01/2023	1,156.12	1,191.88	1,222.52	1,253.15	1,290.75			
	01/01/2024	1,167.68	1,203.80	1,234.75	1,265.68	1,303.66			
12978	INSPECTOR OF WEIGHERS AND CHECKERS 1								4
	07/01/2021	1,009.71	1,040.92	1,071.81	1,102.70	1,135.77			
	01/01/2022	1,019.81	1,051.33	1,082.53	1,113.73	1,147.13			
	01/01/2023	1,030.01	1,061.84	1,093.36	1,124.87	1,158.60			
	01/01/2024	1,040.31	1,072.46	1,104.29	1,136.12	1,170.19			
12980	INSPECTOR OF WEIGHERS AND CHECKERS 2								4
	07/01/2021	1,107.01	1,141.26	1,177.31	1,213.39	1,249.79			
	01/01/2022	1,118.08	1,152.67	1,189.08	1,225.52	1,262.29			
	01/01/2023	1,129.26	1,164.20	1,200.97	1,237.78	1,274.91			
	01/01/2024	1,140.55	1,175.84	1,212.98	1,250.16	1,287.66			
07600	INSTRUCTOR, AGRICULTURAL SCHOOL								A(36¼)
	07/01/2021	875.13	902.20	925.33	949.00	975.21	1,001.20	1,031.24	
	01/01/2022	883.88	911.22	934.58	958.49	984.96	1,011.21	1,041.55	
	01/01/2023	892.72	920.33	943.93	968.07	994.81	1,021.32	1,051.97	
	01/01/2024	901.65	929.53	953.37	977.75	1,004.76	1,031.53	1,062.49	
93102 SA	INSTRUMENT REPAIRER 1								3 - 7
	07/01/2021	26.78	27.61	28.24	29.11				

	01/01/2022	27.05	27.89	28.52	29.40			
	01/01/2023	27.32	28.17	28.81	29.69			
	01/01/2024	27.59	28.45	29.10	29.99			
93104	INSTRUMENT REPAIRER 2							3 - 7
	07/01/2021	28.16	29.02	29.73	30.61			
	01/01/2022	28.44	29.31	30.03	30.92			
	01/01/2023	28.72	29.60	30.33	31.23			
	01/01/2024	29.01	29.90	30.63	31.54			
93106	INSTRUMENT REPAIRER, FOREMAN/WOMAN							3 - 7
	07/01/2021	30.40	31.34	32.06	33.01			
	01/01/2022	30.70	31.65	32.38	33.34			
	01/01/2023	31.01	31.97	32.70	33.67			
	01/01/2024	31.32	32.29	33.03	34.01			
93106P	INSTRUMENT REPAIRER, FOREMAN/WOMAN (PEEL)							3 - 7
	07/01/2021	34.23	35.15	35.88	36.83			
	01/01/2022	34.57	35.50	36.24	37.20			
	01/01/2023	34.92	35.86	36.60	37.57			
	01/01/2024	35.27	36.22	36.97	37.95			
12509	INTERIOR DESIGNER 1							3 - 7
	07/01/2021	939.13	968.18	994.43	1,020.80	1,049.03	1,078.22	1,110.56
	01/01/2022	948.52	977.86	1,004.37	1,031.01	1,059.52	1,089.00	1,121.67
	01/01/2023	958.01	987.64	1,014.41	1,041.32	1,070.12	1,099.89	1,132.89
	01/01/2024	967.59	997.52	1,024.55	1,051.73	1,080.82	1,110.89	1,144.22
12511	INTERIOR DESIGNER 2							3 - 7
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48
12506	INTERIOR DESIGNER, TRAINEE							3 - 7
	07/01/2021	814.24	839.45	859.12	880.56	902.09	924.50	952.23
	01/01/2022	822.38	847.84	867.71	889.37	911.11	933.75	961.75
	01/01/2023	830.60	856.32	876.39	898.26	920.22	943.09	971.37
	01/01/2024	838.91	864.88	885.15	907.24	929.42	952.52	981.08
12600	JUNIOR COMMERCIAL ARTIST							3 - 7
	07/01/2021	700.37	722.04	738.22	754.34	770.44	788.39	812.05
	01/01/2022	707.37	729.26	745.60	761.88	778.14	796.27	820.17
	01/01/2023	714.44	736.55	753.06	769.50	785.92	804.23	828.37
	01/01/2024	721.58	743.92	760.59	777.20	793.78	812.27	836.65
12400	JUNIOR DRAFTER							3 - 7
SA	07/01/2021	646.57	666.56	679.07	693.41	707.78	722.04	738.22
		754.34	770.44	788.39	812.05			
	01/01/2022	653.04	673.23	685.86	700.34	714.86	729.26	745.60

		761.88	778.14	796.27	820.17			
	01/01/2023	659.57	679.96	692.72	707.34	722.01	736.55	753.06
		769.50	785.92	804.23	828.37			
	01/01/2024	666.17	686.76	699.65	714.41	729.23	743.92	760.59
		777.20	793.78	812.27	836.65			
15500	LABORATORY ATTENDANT 1							
SA	07/01/2021	23.42	24.14	24.43	24.70	25.43		
	01/01/2022	23.65	24.38	24.67	24.95	25.68		
	01/01/2023	23.89	24.62	24.92	25.20	25.94		
	01/01/2024	24.13	24.87	25.17	25.45	26.20		
15502	LABORATORY ATTENDANT 2							
	07/01/2021	24.88	25.64	26.03	26.43	27.23		
	01/01/2022	25.13	25.90	26.29	26.69	27.50		
	01/01/2023	25.38	26.16	26.55	26.96	27.78		
	01/01/2024	25.63	26.42	26.82	27.23	28.06		
12820	LANDSCAPE WORKER							
SA	07/01/2021	22.43	23.13	23.71	24.43			
	01/01/2022	22.65	23.36	23.95	24.67			
	01/01/2023	22.88	23.59	24.19	24.92			
	01/01/2024	23.11	23.83	24.43	25.17			
07940	LIBRARY TECHNICIAN 1							
SA	07/01/2021	766.85	790.57	803.76	817.17	832.30	847.47	872.91
	01/01/2022	774.52	798.48	811.80	825.34	840.62	855.94	881.64
	01/01/2023	782.27	806.46	819.92	833.59	849.03	864.50	890.46
	01/01/2024	790.09	814.52	828.12	841.93	857.52	873.15	899.36
07942	LIBRARY TECHNICIAN 2							
	07/01/2021	833.14	858.88	874.12	891.15	908.22	927.26	955.10
	01/01/2022	841.47	867.47	882.86	900.06	917.30	936.53	964.65
	01/01/2023	849.88	876.14	891.69	909.06	926.47	945.90	974.30
	01/01/2024	858.38	884.90	900.61	918.15	935.73	955.36	984.04
07944	LIBRARY TECHNICIAN 3							
	07/01/2021	936.17	965.11	984.17	1,005.03	1,027.83	1,050.58	1,082.07
	01/01/2022	945.53	974.76	994.01	1,015.08	1,038.11	1,061.09	1,092.89
	01/01/2023	954.99	984.51	1,003.95	1,025.23	1,048.49	1,071.70	1,103.82
	01/01/2024	964.54	994.36	1,013.99	1,035.48	1,058.97	1,082.42	1,114.86
07946	LIBRARY TECHNICIAN 4							
	07/01/2021	1,042.01	1,074.26	1,100.13	1,128.12	1,156.04	1,183.91	1,219.43
	01/01/2022	1,052.43	1,085.00	1,111.13	1,139.40	1,167.60	1,195.75	1,231.62
	01/01/2023	1,062.95	1,095.85	1,122.24	1,150.79	1,179.28	1,207.71	1,243.94
	01/01/2024	1,073.58	1,106.81	1,133.46	1,162.30	1,191.07	1,219.79	1,256.38
17648	LINEMAN/WOMAN							
SA	07/01/2021	24.53	25.29	25.86	26.63			

	01/01/2022	24.78	25.54	26.12	26.90	
	01/01/2023	25.03	25.80	26.38	27.17	
	01/01/2024	25.28	26.06	26.64	27.44	
93020	MAINTENANCE BRICKLAYER					4 - 7
SA	07/01/2021	26.83	27.66	28.24	29.11	
	01/01/2022	27.10	27.94	28.52	29.40	
	01/01/2023	27.37	28.22	28.81	29.69	
	01/01/2024	27.64	28.50	29.10	29.99	
93024	MAINTENANCE CARPENTER					4 - 7
SA	07/01/2021	26.83	27.66	28.24	29.11	
	01/01/2022	27.10	27.94	28.52	29.40	
	01/01/2023	27.37	28.22	28.81	29.69	
	01/01/2024	27.64	28.50	29.10	29.99	
93026	MAINTENANCE CARPENTER, FOREMAN/WOMAN					4 - 7
	07/01/2021	28.77	29.66	30.29	31.19	
	01/01/2022	29.06	29.96	30.59	31.50	
	01/01/2023	29.35	30.26	30.90	31.82	
	01/01/2024	29.64	30.56	31.21	32.14	
93025	MAINTENANCE CARPENTER/INSPECTOR					4 - 7
	07/01/2021	28.41	29.29	29.87	30.77	
	01/01/2022	28.69	29.58	30.17	31.08	
	01/01/2023	28.98	29.88	30.47	31.39	
	01/01/2024	29.27	30.18	30.77	31.70	
93030	MAINTENANCE ELECTRICIAN					4 - 7
SA	07/01/2021	27.73	28.59	29.24	30.12	
	01/01/2022	28.01	28.88	29.53	30.42	
	01/01/2023	28.29	29.17	29.83	30.72	
	01/01/2024	28.57	29.46	30.13	31.03	
93030P	MAINTENANCE ELECTRICIAN (PEEL)					4 - 7
SA	07/01/2021	31.55	32.42	33.05	33.93	
	01/01/2022	31.87	32.74	33.38	34.27	
	01/01/2023	32.19	33.07	33.71	34.61	
	01/01/2024	32.51	33.40	34.05	34.96	
93034	MAINTENANCE ELECTRICIAN, FOREMAN/WOMAN					4 - 7
	07/01/2021	30.54	31.48	32.28	33.26	
	01/01/2022	30.85	31.79	32.60	33.59	
	01/01/2023	31.16	32.11	32.93	33.93	
	01/01/2024	31.47	32.43	33.26	34.27	
93034P	MAINTENANCE ELECTRICIAN, FOREMAN/WOMAN (PEEL)					4 - 7
	07/01/2021	34.36	35.30	36.10	37.09	
	01/01/2022	34.70	35.65	36.46	37.46	
	01/01/2023	35.05	36.01	36.82	37.83	

	01/01/2024	35.40	36.37	37.19	38.21	
17650	MAINTENANCE ELECTRICIAN/CONTRACT INSPECTOR					4 - 7
	07/01/2021	29.75	30.67	31.40	32.32	
	01/01/2022	30.05	30.98	31.71	32.64	
	01/01/2023	30.35	31.29	32.03	32.97	
	01/01/2024	30.65	31.60	32.35	33.30	
93010	MAINTENANCE FOREMAN/WOMAN					4 - 7
	07/01/2021	28.77	29.66	30.29	31.19	
	01/01/2022	29.06	29.96	30.59	31.50	
	01/01/2023	29.35	30.26	30.90	31.82	
	01/01/2024	29.64	30.56	31.21	32.14	
93010P	MAINTENANCE FOREMAN/WOMAN (PEEL)					4 - 7
	07/01/2021	32.60	33.50	34.10	35.02	
	01/01/2022	32.93	33.84	34.44	35.37	
	01/01/2023	33.26	34.18	34.78	35.72	
	01/01/2024	33.59	34.52	35.13	36.08	
93040	MAINTENANCE MACHINIST (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	27.73	28.59	29.24	30.12	
	01/01/2022	28.01	28.88	29.53	30.42	
	01/01/2023	28.29	29.17	29.83	30.72	
	01/01/2024	28.57	29.46	30.13	31.03	
93042	MAINTENANCE MACHINIST, FOREMAN/WOMAN (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	30.96	31.92	32.74	33.73	
	01/01/2022	31.27	32.24	33.07	34.07	
	01/01/2023	31.58	32.56	33.40	34.41	
	01/01/2024	31.90	32.89	33.73	34.75	
93046	MAINTENANCE MASON					4 - 7
SA	07/01/2021	26.83	27.66	28.24	29.11	
	01/01/2022	27.10	27.94	28.52	29.40	
	01/01/2023	27.37	28.22	28.81	29.69	
	01/01/2024	27.64	28.50	29.10	29.99	
93002	MAINTENANCE MECHANIC 1 (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	22.87	23.57	24.02	24.72	
	01/01/2022	23.10	23.81	24.26	24.97	
	01/01/2023	23.33	24.05	24.50	25.22	
	01/01/2024	23.56	24.29	24.75	25.47	
93004	MAINTENANCE MECHANIC 2 (K7 SALARY NOTE)					4 - 7
	07/01/2021	24.56	25.33	25.84	26.43	27.23
	01/01/2022	24.81	25.58	26.10	26.69	27.50
	01/01/2023	25.06	25.84	26.36	26.96	27.78
	01/01/2024	25.31	26.10	26.62	27.23	28.06

93006	MAINTENANCE MECHANIC 3 (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	26.83	27.66	28.24	29.11	
	01/01/2022	27.10	27.94	28.52	29.40	
	01/01/2023	27.37	28.22	28.81	29.69	
	01/01/2024	27.64	28.50	29.10	29.99	
93006P	MAINTENANCE MECHANIC 3 (PEEL)					4 - 7
SA	07/01/2021	30.65	31.49	32.07	32.93	
	01/01/2022	30.96	31.80	32.39	33.26	
	01/01/2023	31.27	32.12	32.71	33.59	
	01/01/2024	31.58	32.44	33.04	33.93	
93007	MAINTENANCE MECHANIC 3A					4 - 7
	07/01/2021	28.15	29.01	29.60	30.50	
	01/01/2022	28.43	29.30	29.90	30.81	
	01/01/2023	28.71	29.59	30.20	31.12	
	01/01/2024	29.00	29.89	30.50	31.43	
93050	MAINTENANCE PAINTER AND DECORATOR					4 - 7
SA	07/01/2021	25.71	26.51	27.14	27.95	
	01/01/2022	25.97	26.78	27.41	28.23	
	01/01/2023	26.23	27.05	27.68	28.51	
	01/01/2024	26.49	27.32	27.96	28.80	
93052	MAINTENANCE PAINTER AND DECORATOR, FOREMAN/WOMAN					4 - 7
	07/01/2021	28.16	29.02	29.66	30.54	
	01/01/2022	28.44	29.31	29.96	30.85	
	01/01/2023	28.72	29.60	30.26	31.16	
	01/01/2024	29.01	29.90	30.56	31.47	
93056	MAINTENANCE PLASTERER					4 - 7
SA	07/01/2021	26.83	27.66	28.24	29.11	
	01/01/2022	27.10	27.94	28.52	29.40	
	01/01/2023	27.37	28.22	28.81	29.69	
	01/01/2024	27.64	28.50	29.10	29.99	
93058	MAINTENANCE PLASTERER, FOREMAN/WOMAN					4 - 7
	07/01/2021	28.77	29.66	30.29	31.19	
	01/01/2022	29.06	29.96	30.59	31.50	
	01/01/2023	29.35	30.26	30.90	31.82	
	01/01/2024	29.64	30.56	31.21	32.14	
93060	MAINTENANCE PLUMBER					4 - 7
SA	07/01/2021	27.73	28.59	29.24	30.12	
	01/01/2022	28.01	28.88	29.53	30.42	
	01/01/2023	28.29	29.17	29.83	30.72	
	01/01/2024	28.57	29.46	30.13	31.03	
93062	MAINTENANCE PLUMBER, FOREMAN/WOMAN					4 - 7
	07/01/2021	30.54	31.48	32.28	33.26	

	01/01/2022	30.85	31.79	32.60	33.59	
	01/01/2023	31.16	32.11	32.93	33.93	
	01/01/2024	31.47	32.43	33.26	34.27	
17996	MAINTENANCE REFRIGERATION MECHANIC					4 - 7
SA	07/01/2021	27.20	28.03	28.59	29.44	
	01/01/2022	27.47	28.31	28.88	29.73	
	01/01/2023	27.74	28.59	29.17	30.03	
	01/01/2024	28.02	28.88	29.46	30.33	
17998	MAINTENANCE REFRIGERATION MECHANIC, FOREMAN/WOMAN					4 - 7
	07/01/2021	28.50	29.39	29.99	30.91	
	01/01/2022	28.79	29.68	30.29	31.22	
	01/01/2023	29.08	29.98	30.59	31.53	
	01/01/2024	29.37	30.28	30.90	31.85	
93066	MAINTENANCE SHEET METAL WORKER					4 - 7
SA	07/01/2021	27.20	28.03	28.59	29.44	
	01/01/2022	27.47	28.31	28.88	29.73	
	01/01/2023	27.74	28.59	29.17	30.03	
	01/01/2024	28.02	28.88	29.46	30.33	
93070	MAINTENANCE STEAMFITTER					4 - 7
SA	07/01/2021	27.73	28.59	29.24	30.12	
	01/01/2022	28.01	28.88	29.53	30.42	
	01/01/2023	28.29	29.17	29.83	30.72	
	01/01/2024	28.57	29.46	30.13	31.03	
18800	MAINTENANCE SUPERINTENDENT 1					3
	07/01/2021	1,050.67	1,083.15	1,107.68	1,133.25	1,167.25
	01/01/2022	1,061.18	1,093.98	1,118.76	1,144.58	1,178.92
	01/01/2023	1,071.79	1,104.92	1,129.95	1,156.03	1,190.71
	01/01/2024	1,082.51	1,115.97	1,141.25	1,167.59	1,202.62
18802	MAINTENANCE SUPERINTENDENT 2					3
	07/01/2021	1,142.25	1,177.56	1,213.64	1,249.69	1,287.19
	01/01/2022	1,153.67	1,189.34	1,225.78	1,262.19	1,300.06
	01/01/2023	1,165.21	1,201.23	1,238.04	1,274.81	1,313.06
	01/01/2024	1,176.86	1,213.24	1,250.42	1,287.56	1,326.19
93074	MAINTENANCE WELDER (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	27.68	28.54	29.15	30.01	
	01/01/2022	27.96	28.83	29.44	30.31	
	01/01/2023	28.24	29.12	29.73	30.61	
	01/01/2024	28.52	29.41	30.03	30.92	
17609	MECHANIC 1 (K7 SALARY NOTE)					4 - 7
SA	07/01/2021	27.06	27.90	28.57	29.42	
	01/01/2022	27.33	28.18	28.86	29.71	
	01/01/2023	27.60	28.46	29.15	30.01	

	01/01/2024	27.88	28.74	29.44	30.31		
17611	MECHANIC 2 (K7 SALARY NOTE)						4 - 7
	07/01/2021	28.26	29.14	29.99			
	01/01/2022	28.54	29.43	30.29			
	01/01/2023	28.83	29.72	30.59			
	01/01/2024	29.12	30.02	30.90			
17613	MECHANIC FOREMAN/WOMAN (K7 SALARY NOTE)						4 - 7
	07/01/2021	29.39	30.29	31.06	32.00		
	01/01/2022	29.68	30.59	31.37	32.32		
	01/01/2023	29.98	30.90	31.68	32.64		
	01/01/2024	30.28	31.21	32.00	32.97		
93148	MECHANICAL/ELECTRICAL BUILDING SYSTEMS SPECIALIST						3 - 7
	07/01/2021	1,539.34	1,586.95	1,640.81	1,708.30	1,759.55	
	01/01/2022	1,554.73	1,602.82	1,657.22	1,725.38	1,777.15	
	01/01/2023	1,570.28	1,618.85	1,673.79	1,742.63	1,794.92	
	01/01/2024	1,585.98	1,635.04	1,690.53	1,760.06	1,812.87	
15590	MILL WORKER 1						4 - 7
	07/01/2021	21.95	22.61	23.00	23.58	24.30	
	01/01/2022	22.17	22.84	23.23	23.82	24.54	
	01/01/2023	22.39	23.07	23.46	24.06	24.79	
	01/01/2024	22.61	23.30	23.69	24.30	25.04	
15592	MILL WORKER 2						4 - 7
	07/01/2021	22.88	23.58	24.03	24.51	25.25	
	01/01/2022	23.11	23.82	24.27	24.76	25.50	
	01/01/2023	23.34	24.06	24.51	25.01	25.76	
	01/01/2024	23.57	24.30	24.76	25.26	26.02	
17641	MINE RESCUE OFFICER 1						3 - 7
	07/01/2021	1,414.44	1,458.18	1,529.90	1,601.63	1,649.68	
	01/01/2022	1,428.58	1,472.76	1,545.20	1,617.65	1,666.18	
	01/01/2023	1,442.87	1,487.49	1,560.65	1,633.83	1,682.84	
	01/01/2024	1,457.30	1,502.36	1,576.26	1,650.17	1,699.67	
17643	MINE RESCUE OFFICER 2						3 - 7
	07/01/2021	1,450.39	1,495.25	1,582.67	1,670.08	1,720.21	
	01/01/2022	1,464.89	1,510.20	1,598.50	1,686.78	1,737.41	
	01/01/2023	1,479.54	1,525.30	1,614.49	1,703.65	1,754.78	
	01/01/2024	1,494.34	1,540.55	1,630.63	1,720.69	1,772.33	
61514	MONITORING SITE AND EQUIPMENT TECHNICIAN						3 - 7
	07/01/2021	1,372.32	1,414.76	1,456.26	1,500.13	1,546.28	1,598.18
	01/01/2022	1,386.04	1,428.91	1,470.82	1,515.13	1,561.74	1,614.16
	01/01/2023	1,399.90	1,443.20	1,485.53	1,530.28	1,577.36	1,630.30
	01/01/2024	1,413.90	1,457.63	1,500.39	1,545.58	1,593.13	1,646.60

02920	MUSEUM ASSISTANT (TRAINEE)								A(36¼)
	07/01/2021	737.23	760.03	777.31	794.54	813.64	832.82	857.81	
	01/01/2022	744.60	767.63	785.08	802.49	821.78	841.15	866.39	
	01/01/2023	752.05	775.31	792.93	810.51	830.00	849.56	875.05	
	01/01/2024	759.57	783.06	800.86	818.62	838.30	858.06	883.80	
02922	MUSEUM ASSISTANT 1								A(36¼)
	07/01/2021	789.21	813.64	832.82	852.00	871.20	892.26	919.04	
	01/01/2022	797.10	821.78	841.15	860.52	879.91	901.18	928.23	
	01/01/2023	805.07	830.00	849.56	869.13	888.71	910.19	937.51	
	01/01/2024	813.12	838.30	858.06	877.82	897.60	919.29	946.89	
02924	MUSEUM ASSISTANT 2								A(36¼)
	07/01/2021	1,031.53	1,063.46	1,086.74	1,111.87	1,138.05	1,166.24	1,201.21	
	01/01/2022	1,041.85	1,074.09	1,097.61	1,122.99	1,149.43	1,177.90	1,213.22	
	01/01/2023	1,052.27	1,084.83	1,108.59	1,134.22	1,160.92	1,189.68	1,225.35	
	01/01/2024	1,062.79	1,095.68	1,119.68	1,145.56	1,172.53	1,201.58	1,237.60	
02926	MUSEUM ASSISTANT 3								A(36¼)
	07/01/2021	1,074.01	1,107.22	1,139.43	1,171.68	1,205.80	1,242.11	1,279.35	
	01/01/2022	1,084.75	1,118.29	1,150.82	1,183.40	1,217.86	1,254.53	1,292.14	
	01/01/2023	1,095.60	1,129.47	1,162.33	1,195.23	1,230.04	1,267.08	1,305.06	
	01/01/2024	1,106.56	1,140.76	1,173.95	1,207.18	1,242.34	1,279.75	1,318.11	
07842	MUSEUMS ADVISER								A(36¼)
	07/01/2021	1,150.08	1,185.66	1,219.85	1,256.10	1,294.30	1,344.65	1,385.00	
	01/01/2022	1,161.58	1,197.52	1,232.05	1,268.66	1,307.24	1,358.10	1,398.85	
	01/01/2023	1,173.20	1,209.50	1,244.37	1,281.35	1,320.31	1,371.68	1,412.84	
	01/01/2024	1,184.93	1,221.60	1,256.81	1,294.16	1,333.51	1,385.40	1,426.97	
52550	OPERATOR 1, MICROFILM								3 - 7
SA	07/01/2021	827.77	853.38	865.99	880.40	894.80	909.29	936.56	
	01/01/2022	836.05	861.91	874.65	889.20	903.75	918.38	945.93	
	01/01/2023	844.41	870.53	883.40	898.09	912.79	927.56	955.39	
	01/01/2024	852.85	879.24	892.23	907.07	921.92	936.84	964.94	
52552	OPERATOR 2, MICROFILM								3 - 7
SA	07/01/2021	869.69	896.60	911.03	926.30	942.54	958.79	987.55	
	01/01/2022	878.39	905.57	920.14	935.56	951.97	968.38	997.43	
	01/01/2023	887.17	914.63	929.34	944.92	961.49	978.06	1,007.40	
	01/01/2024	896.04	923.78	938.63	954.37	971.10	987.84	1,017.47	
52554	OPERATOR 3, MICROFILM								3 - 7
	07/01/2021	942.26	971.38	989.41	1,007.29	1,025.39	1,045.16	1,076.54	
	01/01/2022	951.68	981.09	999.30	1,017.36	1,035.64	1,055.61	1,087.31	
	01/01/2023	961.20	990.90	1,009.29	1,027.53	1,046.00	1,066.17	1,098.18	
	01/01/2024	970.81	1,000.81	1,019.38	1,037.81	1,056.46	1,076.83	1,109.16	
52556	OPERATOR 4, MICROFILM								3
	07/01/2021	1,041.70	1,073.93	1,099.56	1,123.99	1,150.82	1,181.50	1,216.94	

	01/01/2022	1,052.12	1,084.67	1,110.56	1,135.23	1,162.33	1,193.32	1,229.11	
	01/01/2023	1,062.64	1,095.52	1,121.67	1,146.58	1,173.95	1,205.25	1,241.40	
	01/01/2024	1,073.27	1,106.48	1,132.89	1,158.05	1,185.69	1,217.30	1,253.81	
52510	OPERATOR 1, WHITEPRINT EQUIPMENT								3 - 7
SA	07/01/2021	665.53	686.10	700.53	715.81	732.06	748.31	770.75	
	01/01/2022	672.19	692.96	707.54	722.97	739.38	755.79	778.46	
	01/01/2023	678.91	699.89	714.62	730.20	746.77	763.35	786.24	
	01/01/2024	685.70	706.89	721.77	737.50	754.24	770.98	794.10	
52512	OPERATOR 2, WHITEPRINT EQUIPMENT								3 - 7
SA	07/01/2021	758.11	781.57	799.56	817.62	837.43	859.06	884.82	
	01/01/2022	765.69	789.39	807.56	825.80	845.80	867.65	893.67	
	01/01/2023	773.35	797.28	815.64	834.06	854.26	876.33	902.61	
	01/01/2024	781.08	805.25	823.80	842.40	862.80	885.09	911.64	
52514	OPERATOR 3, WHITEPRINT EQUIPMENT								3 - 7
SA-02	07/01/2021	809.64	834.67	856.30	877.91	899.47	923.01	950.70	
	01/01/2022	817.74	843.02	864.86	886.69	908.46	932.24	960.21	
	01/01/2023	825.92	851.45	873.51	895.56	917.54	941.56	969.81	
	01/01/2024	834.18	859.96	882.25	904.52	926.72	950.98	979.51	
17458	OPERATOR 4, X-RAY UNIT								3 - 7
	07/01/2021	1,075.72	1,108.98	1,139.44	1,171.77	1,206.92			
	01/01/2022	1,086.48	1,120.07	1,150.83	1,183.49	1,218.99	0.00	0.00	
	01/01/2023	1,097.34	1,131.27	1,162.34	1,195.32	1,231.18	0.00	0.00	
	01/01/2024	1,108.31	1,142.58	1,173.96	1,207.27	1,243.49	0.00	0.00	
60105	PAVEMENT DESIGN & EVALUATION OFFICER								3
	07/01/2021	1,292.47	1,332.43	1,376.95	1,430.16	1,485.52	1,543.71	1,590.05	
	01/01/2022	1,305.39	1,345.75	1,390.72	1,444.46	1,500.38	1,559.15	1,605.95	
	01/01/2023	1,318.44	1,359.21	1,404.63	1,458.90	1,515.38	1,574.74	1,622.01	
	01/01/2024	1,331.62	1,372.80	1,418.68	1,473.49	1,530.53	1,590.49	1,638.23	
16073	PETROLEUM RESOURCES SAMPLE STORAGE TECHNICIAN								3 - 7
SA	07/01/2021	848.52	874.78	895.56	917.09	939.62	962.19	991.08	
	01/01/2022	857.01	883.53	904.52	926.26	949.02	971.81	1,000.99	
	01/01/2023	865.58	892.37	913.57	935.52	958.51	981.53	1,011.00	
	01/01/2024	874.24	901.29	922.71	944.88	968.10	991.35	1,021.11	
12880	PHOTOGRAMMETRIST 1								3 - 7
	07/01/2021	833.62	859.41	880.80	902.15	925.34	949.15	977.63	
	01/01/2022	841.96	868.00	889.61	911.17	934.59	958.64	987.41	
	01/01/2023	850.38	876.68	898.51	920.28	943.94	968.23	997.28	
	01/01/2024	858.88	885.45	907.50	929.48	953.38	977.91	1,007.25	
12882	PHOTOGRAMMETRIST 2								3 - 7
	07/01/2021	967.95	997.89	1,024.07	1,052.15	1,082.14	1,112.03	1,145.40	
	01/01/2022	977.63	1,007.87	1,034.31	1,062.67	1,092.96	1,123.15	1,156.85	
	01/01/2023	987.41	1,017.95	1,044.65	1,073.30	1,103.89	1,134.38	1,168.42	

	01/01/2024	997.28	1,028.13	1,055.10	1,084.03	1,114.93	1,145.72	1,180.10	
12884	PHOTOGRAMMETRIST 3								3 - 7
	07/01/2021	1,020.59	1,052.15	1,082.14	1,112.03	1,143.89	1,177.67	1,213.00	
	01/01/2022	1,030.80	1,062.67	1,092.96	1,123.15	1,155.33	1,189.45	1,225.13	
	01/01/2023	1,041.11	1,073.30	1,103.89	1,134.38	1,166.88	1,201.34	1,237.38	
	01/01/2024	1,051.52	1,084.03	1,114.93	1,145.72	1,178.55	1,213.35	1,249.75	
12886	PHOTOGRAMMETRIST 4								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	
95604	PHOTOGRAPHY (BU) TPH14								6
	07/01/2021	1,067.27	1,100.28	1,143.49	1,188.44	1,235.17	1,283.69	1,322.21	
	01/01/2022	1,077.94	1,111.28	1,154.92	1,200.32	1,247.52	1,296.53	1,335.43	
	01/01/2023	1,088.72	1,122.39	1,166.47	1,212.32	1,260.00	1,309.50	1,348.78	
	01/01/2024	1,099.61	1,133.61	1,178.13	1,224.44	1,272.60	1,322.60	1,362.27	
12824	POWDERMAN/WOMAN								4 - 7
SA	07/01/2021	23.43	24.15	24.75	25.48				
	01/01/2022	23.66	24.39	25.00	25.73				
	01/01/2023	23.90	24.63	25.25	25.99				
	01/01/2024	24.14	24.88	25.50	26.25				
02880	PUBLICITY PHOTOGRAPHER 1								6
	07/01/2021	836.20	862.04	883.54	904.89	928.03	951.97	980.53	
	01/01/2022	844.56	870.66	892.38	913.94	937.31	961.49	990.34	
	01/01/2023	853.01	879.37	901.30	923.08	946.68	971.10	1,000.24	
	01/01/2024	861.54	888.16	910.31	932.31	956.15	980.81	1,010.24	
02882	PUBLICITY PHOTOGRAPHER 2								6
	07/01/2021	951.61	981.05	1,007.24	1,035.36	1,063.40	1,093.38	1,126.18	
	01/01/2022	961.13	990.86	1,017.31	1,045.71	1,074.03	1,104.31	1,137.44	
	01/01/2023	970.74	1,000.77	1,027.48	1,056.17	1,084.77	1,115.35	1,148.81	
	01/01/2024	980.45	1,010.78	1,037.75	1,066.73	1,095.62	1,126.50	1,160.30	
02884	PUBLICITY PHOTOGRAPHER 3								6
	07/01/2021	1,093.14	1,126.95	1,155.98	1,195.68	1,236.60	1,284.17	1,322.69	
	01/01/2022	1,104.07	1,138.22	1,167.54	1,207.64	1,248.97	1,297.01	1,335.92	
	01/01/2023	1,115.11	1,149.60	1,179.22	1,219.72	1,261.46	1,309.98	1,349.28	
	01/01/2024	1,126.26	1,161.10	1,191.01	1,231.92	1,274.07	1,323.08	1,362.77	
12579	QUALITY ASSURANCE INSPECTOR								4
	07/01/2021	1,089.21	1,122.90	1,153.93	1,186.01	1,219.08	1,254.31	1,291.98	
	01/01/2022	1,100.10	1,134.13	1,165.47	1,197.87	1,231.27	1,266.85	1,304.90	
	01/01/2023	1,111.10	1,145.47	1,177.12	1,209.85	1,243.58	1,279.52	1,317.95	
	01/01/2024	1,122.21	1,156.92	1,188.89	1,221.95	1,256.02	1,292.32	1,331.13	

12938	QUALITY ASSURANCE OFFICER							3
	07/01/2021	1,261.83	1,300.84	1,351.33	1,399.86	1,449.76	1,509.75	1,555.04
	01/01/2022	1,274.45	1,313.85	1,364.84	1,413.86	1,464.26	1,524.85	1,570.59
	01/01/2023	1,287.19	1,326.99	1,378.49	1,428.00	1,478.90	1,540.10	1,586.30
	01/01/2024	1,300.06	1,340.26	1,392.27	1,442.28	1,493.69	1,555.50	1,602.16
16020	RADIATION PROTECTION PHYSICIST 1							6
	07/01/2021	1,461.04	1,506.23	1,578.14	1,653.01	1,738.10	1,821.75	1,876.41
	01/01/2022	1,475.65	1,521.29	1,593.92	1,669.54	1,755.48	1,839.97	1,895.17
	01/01/2023	1,490.41	1,536.50	1,609.86	1,686.24	1,773.03	1,858.37	1,914.12
	01/01/2024	1,505.31	1,551.87	1,625.96	1,703.10	1,790.76	1,876.95	1,933.26
94016	RADIO AND TV REPAIRER							4 - 7
SA	07/01/2021	25.68	26.48	27.06	27.88			
	01/01/2022	25.94	26.74	27.33	28.16			
	01/01/2023	26.20	27.01	27.60	28.44			
	01/01/2024	26.46	27.28	27.88	28.72			
16776	RADIO TELECOMMUNICATIONS ANALYST							3
	07/01/2021	1,282.87	1,322.53	1,370.08	1,434.33	1,498.56	1,568.44	1,615.48
	01/01/2022	1,295.70	1,335.76	1,383.78	1,448.67	1,513.55	1,584.12	1,631.63
	01/01/2023	1,308.66	1,349.12	1,397.62	1,463.16	1,528.69	1,599.96	1,647.95
	01/01/2024	1,321.75	1,362.61	1,411.60	1,477.79	1,543.98	1,615.96	1,664.43
15552	RADIOCHEMIST							3
	07/01/2021	1,117.05	1,151.62	1,196.98	1,244.22	1,293.28	1,344.33	1,384.65
	01/01/2022	1,128.22	1,163.14	1,208.95	1,256.66	1,306.21	1,357.77	1,398.50
	01/01/2023	1,139.50	1,174.77	1,221.04	1,269.23	1,319.27	1,371.35	1,412.49
	01/01/2024	1,150.90	1,186.52	1,233.25	1,281.92	1,332.46	1,385.06	1,426.61
12981	REGIONAL ADMINISTRATOR OF WEIGHING OPERATIONS							4
	07/01/2021	1,281.54	1,321.18	1,362.95	1,404.79	1,446.93		
	01/01/2022	1,294.36	1,334.39	1,376.58	1,418.84	1,461.40		
	01/01/2023	1,307.30	1,347.73	1,390.35	1,433.03	1,476.01		
	01/01/2024	1,320.37	1,361.21	1,404.25	1,447.36	1,490.77		
12965	REGIONAL SPECIAL SERVICES OFFICER							3 - 7
	07/01/2021	1,486.67	1,532.64	1,582.90	1,637.37	1,686.50		
	01/01/2022	1,501.54	1,547.97	1,598.73	1,653.74	1,703.37		
	01/01/2023	1,516.56	1,563.45	1,614.72	1,670.28	1,720.40		
	01/01/2024	1,531.73	1,579.08	1,630.87	1,686.98	1,737.60		
12885	REMOTE SENSING TECHNICIAN, TRANSPORTATION							3 - 7
	07/01/2021	1,112.53	1,146.91	1,190.78	1,234.69	1,281.37	1,330.33	1,370.26
	01/01/2022	1,123.66	1,158.38	1,202.69	1,247.04	1,294.18	1,343.63	1,383.96
	01/01/2023	1,134.90	1,169.96	1,214.72	1,259.51	1,307.12	1,357.07	1,397.80
	01/01/2024	1,146.25	1,181.66	1,226.87	1,272.11	1,320.19	1,370.64	1,411.78
12088	RESEARCH OFFICER 1, TRANSPORTATION AND COMMUNICATIONS							3
SA	07/01/2021	909.06	937.19	952.38	967.61	982.77	997.99	1,013.22

		1,030.54	1,045.74	1,063.18	1,095.05				
	01/01/2022	918.15	946.56	961.90	977.29	992.60	1,007.97	1,023.35	
		1,040.85	1,056.20	1,073.81	1,106.00				
	01/01/2023	927.33	956.03	971.52	987.06	1,002.53	1,018.05	1,033.58	
		1,051.26	1,066.76	1,084.55	1,117.06				
	01/01/2024	936.60	965.59	981.24	996.93	1,012.56	1,028.23	1,043.92	
		1,061.77	1,077.43	1,095.40	1,128.23				
12090	RESEARCH OFFICER 2(A), TRANSPORTATION AND COMMUNICATIONS								3
	07/01/2021	1,086.01	1,119.61	1,156.44	1,195.56	1,235.79	1,290.04	1,328.77	
	01/01/2022	1,096.87	1,130.81	1,168.00	1,207.52	1,248.15	1,302.94	1,342.06	
	01/01/2023	1,107.84	1,142.12	1,179.68	1,219.60	1,260.63	1,315.97	1,355.48	
	01/01/2024	1,118.92	1,153.54	1,191.48	1,231.80	1,273.24	1,329.13	1,369.03	
12092	RESEARCH OFFICER 2(B), TRANSPORTATION AND COMMUNICATIONS								3
	07/01/2021	1,246.11	1,284.64	1,338.96	1,397.54	1,458.34	1,521.31	1,566.99	
	01/01/2022	1,258.57	1,297.49	1,352.35	1,411.52	1,472.92	1,536.52	1,582.66	
	01/01/2023	1,271.16	1,310.46	1,365.87	1,425.64	1,487.65	1,551.89	1,598.49	
	01/01/2024	1,283.87	1,323.56	1,379.53	1,439.90	1,502.53	1,567.41	1,614.47	
15400	RESEARCH SCIENTIST 1, NATURAL RESOURCES								A(36¼)
SA	07/01/2021	927.22	955.92	971.44	986.95	1,002.46	1,017.93	1,033.47	
		1,051.13	1,066.68	1,084.44	1,116.95				
	01/01/2022	936.49	965.48	981.15	996.82	1,012.48	1,028.11	1,043.80	
		1,061.64	1,077.35	1,095.28	1,128.12				
	01/01/2023	945.85	975.13	990.96	1,006.79	1,022.60	1,038.39	1,054.24	
		1,072.26	1,088.12	1,106.23	1,139.40				
	01/01/2024	955.31	984.88	1,000.87	1,016.86	1,032.83	1,048.77	1,064.78	
		1,082.98	1,099.00	1,117.29	1,150.79				
15402	RESEARCH SCIENTIST 2, NATURAL RESOURCES								A(36¼)
	07/01/2021	1,069.01	1,102.07	1,137.52	1,175.18	1,215.08	1,254.94	1,292.62	
	01/01/2022	1,079.70	1,113.09	1,148.90	1,186.93	1,227.23	1,267.49	1,305.55	
	01/01/2023	1,090.50	1,124.22	1,160.39	1,198.80	1,239.50	1,280.16	1,318.61	
	01/01/2024	1,101.41	1,135.46	1,171.99	1,210.79	1,251.90	1,292.96	1,331.80	
15404	RESEARCH SCIENTIST 3, NATURAL RESOURCES								6
	07/01/2021	1,322.24	1,363.14	1,419.79	1,488.09	1,557.86	1,631.98	1,680.94	
	01/01/2022	1,335.46	1,376.77	1,433.99	1,502.97	1,573.44	1,648.30	1,697.75	
	01/01/2023	1,348.81	1,390.54	1,448.33	1,518.00	1,589.17	1,664.78	1,714.73	
	01/01/2024	1,362.30	1,404.45	1,462.81	1,533.18	1,605.06	1,681.43	1,731.88	
15406	RESEARCH SCIENTIST 4, NATURAL RESOURCES								6
	07/01/2021	1,638.02	1,688.68	1,768.63	1,871.79	1,979.35	2,094.22	2,157.04	
	01/01/2022	1,654.40	1,705.57	1,786.32	1,890.51	1,999.14	2,115.16	2,178.61	
	01/01/2023	1,670.94	1,722.63	1,804.18	1,909.42	2,019.13	2,136.31	2,200.40	
	01/01/2024	1,687.65	1,739.86	1,822.22	1,928.51	2,039.32	2,157.67	2,222.40	
15408	RESEARCH SCIENTIST 5, NATURAL RESOURCES								6
	07/01/2021	1,677.44	1,729.32	1,829.69	1,932.86	2,046.23	2,162.49	2,227.34	

	01/01/2022	1,694.21	1,746.61	1,847.99	1,952.19	2,066.69	2,184.11	2,249.61	
	01/01/2023	1,711.15	1,764.08	1,866.47	1,971.71	2,087.36	2,205.95	2,272.11	
	01/01/2024	1,728.26	1,781.72	1,885.13	1,991.43	2,108.23	2,228.01	2,294.83	
41100	RESOURCE TECHNICIAN 1								4 - 7
	07/01/2021	21.79	22.46	22.96	23.62				
	01/01/2022	22.01	22.68	23.19	23.86				
	01/01/2023	22.23	22.91	23.42	24.10				
	01/01/2024	22.45	23.14	23.65	24.34				
41100G	RESOURCE TECHNICIAN 1 (G29 SALARY NOTE)								4 - 7
	07/01/2021	22.44	23.14	23.62	24.34				
	01/01/2022	22.66	23.37	23.86	24.58				
	01/01/2023	22.89	23.60	24.10	24.83				
	01/01/2024	23.12	23.84	24.34	25.08				
41102	RESOURCE TECHNICIAN 2								4 - 7
	07/01/2021	23.48	24.20	24.81	25.38	26.16			
	01/01/2022	23.71	24.44	25.06	25.63	26.42			
	01/01/2023	23.95	24.68	25.31	25.89	26.68			
	01/01/2024	24.19	24.93	25.56	26.15	26.95			
41102G	RESOURCE TECHNICIAN 2 (G29 SALARY NOTE)								4 - 7
	07/01/2021	24.19	24.93	25.57	26.17	26.95			
	01/01/2022	24.43	25.18	25.83	26.43	27.22			
	01/01/2023	24.67	25.43	26.09	26.69	27.49			
	01/01/2024	24.92	25.68	26.35	26.96	27.76			
41104	RESOURCE TECHNICIAN 3								4 - 7
	07/01/2021	25.04	25.81	26.38	27.05	27.87			
	01/01/2022	25.29	26.07	26.64	27.32	28.15			
	01/01/2023	25.54	26.33	26.91	27.59	28.43			
	01/01/2024	25.80	26.59	27.18	27.87	28.71			
41104G	RESOURCE TECHNICIAN 3 (G29 SALARY NOTE)								4 - 7
	07/01/2021	25.79	26.58	27.17	27.87	28.68			
	01/01/2022	26.05	26.85	27.44	28.15	28.97			
	01/01/2023	26.31	27.12	27.71	28.43	29.26			
	01/01/2024	26.57	27.39	27.99	28.71	29.55			
41109	RESOURCE TECHNICIAN, SENIOR 1 (BARGAINING UNIT)								6
	07/01/2021	1,080.31	1,113.71	1,152.05	1,203.63	1,239.72			
	01/01/2022	1,091.11	1,124.85	1,163.57	1,215.67	1,252.12			
	01/01/2023	1,102.02	1,136.10	1,175.21	1,227.83	1,264.64			
	01/01/2024	1,113.04	1,147.46	1,186.96	1,240.11	1,277.29			
41109G	RESOURCE TECHNICIAN, SENIOR 1 (BARGAINING UNIT; G29 SALARY NOTE)								6
	07/01/2021	1,112.93	1,147.37	1,186.86	1,239.98	1,277.17			
	01/01/2022	1,124.06	1,158.84	1,198.73	1,252.38	1,289.94			
	01/01/2023	1,135.30	1,170.43	1,210.72	1,264.90	1,302.84			

	01/01/2024	1,146.65	1,182.13	1,222.83	1,277.55	1,315.87		
41109A	AERIAL TACTICAL FIRE OPERATIONS						4-7	
	07/01/2021	30.70	31.65	32.74	34.21	35.23		
	01/01/2022	31.01	31.97	33.07	34.55	35.58		
	01/01/2023	31.32	32.29	33.40	34.89	35.94		
	01/01/2024	31.63	32.61	33.73	35.24	36.30		
41111	RESOURCE TECHNICIAN, SENIOR 2 (BARGAINING UNIT)						6	
	07/01/2021	1,152.08	1,187.72	1,230.04	1,284.17	1,322.69		
	01/01/2022	1,163.60	1,199.60	1,242.34	1,297.01	1,335.92		
	01/01/2023	1,175.24	1,211.60	1,254.76	1,309.98	1,349.28		
	01/01/2024	1,186.99	1,223.72	1,267.31	1,323.08	1,362.77		
41111G	RESOURCE TECHNICIAN, SENIOR 2 (BARGAINING UNIT; G29 SALARY NOTE)						6	
	07/01/2021	1,186.87	1,223.58	1,267.20	1,322.95	1,362.64		
	01/01/2022	1,198.74	1,235.82	1,279.87	1,336.18	1,376.27		
	01/01/2023	1,210.73	1,248.18	1,292.67	1,349.54	1,390.03		
	01/01/2024	1,222.84	1,260.66	1,305.60	1,363.04	1,403.93		
41113	RESOURCE TECHNICIAN, SENIOR 3 (BARGAINING UNIT)						6	
	07/01/2021	1,313.67	1,354.29	1,401.78	1,452.08	1,495.64		
	01/01/2022	1,326.81	1,367.83	1,415.80	1,466.60	1,510.60		
	01/01/2023	1,340.08	1,381.51	1,429.96	1,481.27	1,525.71		
	01/01/2024	1,353.48	1,395.33	1,444.26	1,496.08	1,540.97		
41113G	RESOURCE TECHNICIAN, SENIOR 3 (BARGAINING UNIT; G29 SALARY NOTE)						6	
	07/01/2021	1,353.37	1,395.20	1,444.11	1,495.93	1,540.78		
	01/01/2022	1,366.90	1,409.15	1,458.55	1,510.89	1,556.19		
	01/01/2023	1,380.57	1,423.24	1,473.14	1,526.00	1,571.75		
	01/01/2024	1,394.38	1,437.47	1,487.87	1,541.26	1,587.47		
41115	RESOURCE TECHNICIAN, SENIOR 4 (BARGAINING UNIT)						6	
	07/01/2021	1,400.78	1,444.10	1,494.35	1,568.27	1,615.34		
	01/01/2022	1,414.79	1,458.54	1,509.29	1,583.95	1,631.49		
	01/01/2023	1,428.94	1,473.13	1,524.38	1,599.79	1,647.80		
	01/01/2024	1,443.23	1,487.86	1,539.62	1,615.79	1,664.28		
41115G	RESOURCE TECHNICIAN, SENIOR 4 (BARGAINING UNIT; G29 SALARY NOTE)						6	
	07/01/2021	1,443.08	1,487.69	1,539.47	1,615.65	1,664.10		
	01/01/2022	1,457.51	1,502.57	1,554.86	1,631.81	1,680.74		
	01/01/2023	1,472.09	1,517.60	1,570.41	1,648.13	1,697.55		
	01/01/2024	1,486.81	1,532.78	1,586.11	1,664.61	1,714.53		
95605	RESOURCES, TECHNICAL (BU) TRT12						4	
	07/01/2021	922.79	951.31	988.51	1,027.18	1,067.38	1,109.13	1,142.41
	01/01/2022	932.02	960.82	998.40	1,037.45	1,078.05	1,120.22	1,153.83
	01/01/2023	941.34	970.43	1,008.38	1,047.82	1,088.83	1,131.42	1,165.37

	01/01/2024	950.75	980.13	1,018.46	1,058.30	1,099.72	1,142.73	1,177.02	
93150	ROOFING SPECIALIST								3 - 7
	07/01/2021	1,517.75	1,564.68	1,636.57	1,719.76	1,771.35			
	01/01/2022	1,532.93	1,580.33	1,652.94	1,736.96	1,789.06			
	01/01/2023	1,548.26	1,596.13	1,669.47	1,754.33	1,806.95			
	01/01/2024	1,563.74	1,612.09	1,686.16	1,771.87	1,825.02			
12710	SCHEDULE CO-ORDINATOR 1								3
	07/01/2021	896.76	924.50	948.40	974.74	1,001.05	1,027.39	1,058.20	
	01/01/2022	905.73	933.75	957.88	984.49	1,011.06	1,037.66	1,068.78	
	01/01/2023	914.79	943.09	967.46	994.33	1,021.17	1,048.04	1,079.47	
	01/01/2024	923.94	952.52	977.13	1,004.27	1,031.38	1,058.52	1,090.26	
12712	SCHEDULE CO-ORDINATOR 2								3
	07/01/2021	961.94	991.71	1,017.98	1,046.18	1,074.39	1,104.55	1,137.67	
	01/01/2022	971.56	1,001.63	1,028.16	1,056.64	1,085.13	1,115.60	1,149.05	
	01/01/2023	981.28	1,011.65	1,038.44	1,067.21	1,095.98	1,126.76	1,160.54	
	01/01/2024	991.09	1,021.77	1,048.82	1,077.88	1,106.94	1,138.03	1,172.15	
12714	SCHEDULE CO-ORDINATOR 3								3
	07/01/2021	1,020.21	1,051.78	1,081.92	1,112.00	1,144.03	1,177.92	1,213.25	
	01/01/2022	1,030.41	1,062.30	1,092.74	1,123.12	1,155.47	1,189.70	1,225.38	
	01/01/2023	1,040.71	1,072.92	1,103.67	1,134.35	1,167.02	1,201.60	1,237.63	
	01/01/2024	1,051.12	1,083.65	1,114.71	1,145.69	1,178.69	1,213.62	1,250.01	
95606	SCIENTIFIC SUPPORT (BU) TSS12								3
	07/01/2021	992.86	1,023.57	1,063.69	1,105.34	1,148.60	1,193.61	1,229.40	
	01/01/2022	1,002.79	1,033.81	1,074.33	1,116.39	1,160.09	1,205.55	1,241.69	
	01/01/2023	1,012.82	1,044.15	1,085.07	1,127.55	1,171.69	1,217.61	1,254.11	
	01/01/2024	1,022.95	1,054.59	1,095.92	1,138.83	1,183.41	1,229.79	1,266.65	
95607	SCIENTIFIC SUPPORT (BU) TSS15								3
	07/01/2021	1,234.39	1,272.58	1,323.08	1,375.58	1,430.25	1,487.03	1,531.63	
	01/01/2022	1,246.73	1,285.31	1,336.31	1,389.34	1,444.55	1,501.90	1,546.95	
	01/01/2023	1,259.20	1,298.16	1,349.67	1,403.23	1,459.00	1,516.92	1,562.42	
	01/01/2024	1,271.79	1,311.14	1,363.17	1,417.26	1,473.59	1,532.09	1,578.04	
15542	SCIENTIST 1								3
SA	07/01/2021	1,001.40	1,032.38	1,049.12	1,065.91	1,082.64	1,099.39	1,116.13	
		1,135.23	1,152.00	1,171.14	1,206.30				
	01/01/2022	1,011.41	1,042.70	1,059.61	1,076.57	1,093.47	1,110.38	1,127.29	
		1,146.58	1,163.52	1,182.85	1,218.36				
	01/01/2023	1,021.52	1,053.13	1,070.21	1,087.34	1,104.40	1,121.48	1,138.56	
		1,158.05	1,175.16	1,194.68	1,230.54				
	01/01/2024	1,031.74	1,063.66	1,080.91	1,098.21	1,115.44	1,132.69	1,149.95	
		1,169.63	1,186.91	1,206.63	1,242.85				
15544	SCIENTIST 2								3
	07/01/2021	1,154.56	1,190.24	1,228.49	1,269.19	1,312.28	1,355.37	1,396.02	

	01/01/2022	1,166.11	1,202.14	1,240.77	1,281.88	1,325.40	1,368.92	1,409.98	
	01/01/2023	1,177.77	1,214.16	1,253.18	1,294.70	1,338.65	1,382.61	1,424.08	
	01/01/2024	1,189.55	1,226.30	1,265.71	1,307.65	1,352.04	1,396.44	1,438.32	
15546	SCIENTIST 3								3
	07/01/2021	1,320.48	1,361.31	1,421.10	1,480.91	1,545.55	1,612.51	1,660.86	
	01/01/2022	1,333.68	1,374.92	1,435.31	1,495.72	1,561.01	1,628.64	1,677.47	
	01/01/2023	1,347.02	1,388.67	1,449.66	1,510.68	1,576.62	1,644.93	1,694.24	
	01/01/2024	1,360.49	1,402.56	1,464.16	1,525.79	1,592.39	1,661.38	1,711.18	
15546G	SCIENTIST 3 (G22 SALARY NOTE)								3
	07/01/2021	1,733.21							
	01/01/2022	1,750.54							
	01/01/2023	1,768.05							
	01/01/2024	1,785.73							
15548	SCIENTIST 4								6
	07/01/2021	1,462.02	1,507.24	1,571.91	1,640.09	1,711.80	1,801.61	1,855.65	
	01/01/2022	1,476.64	1,522.31	1,587.63	1,656.49	1,728.92	1,819.63	1,874.21	
	01/01/2023	1,491.41	1,537.53	1,603.51	1,673.05	1,746.21	1,837.83	1,892.95	
	01/01/2024	1,506.32	1,552.91	1,619.55	1,689.78	1,763.67	1,856.21	1,911.88	
15548G	SCIENTIST 4 (G22 SALARY NOTE)								3
	07/01/2021	1,943.97							
	01/01/2022	1,963.41							
	01/01/2023	1,983.04							
	01/01/2024	2,002.87							
12243	SENIOR ACCOMMODATION DESIGNER								3
	07/01/2021	1,202.68	1,239.89	1,276.39	1,314.93	1,365.71	1,416.53	1,459.02	
	01/01/2022	1,214.71	1,252.29	1,289.15	1,328.08	1,379.37	1,430.70	1,473.61	
	01/01/2023	1,226.86	1,264.81	1,302.04	1,341.36	1,393.16	1,445.01	1,488.35	
	01/01/2024	1,239.13	1,277.46	1,315.06	1,354.77	1,407.09	1,459.46	1,503.23	
12410	SENIOR STRUCTURAL DRAFTER								3
	07/01/2021	1,145.56	1,180.99	1,219.51	1,262.53	1,302.60	1,348.63	1,389.11	
	01/01/2022	1,157.02	1,192.80	1,231.71	1,275.16	1,315.63	1,362.12	1,403.00	
	01/01/2023	1,168.59	1,204.73	1,244.03	1,287.91	1,328.79	1,375.74	1,417.03	
	01/01/2024	1,180.28	1,216.78	1,256.47	1,300.79	1,342.08	1,389.50	1,431.20	
12906	SENIOR TECHNICIAN, SURVEY								4
	07/01/2021	967.12	997.04	1,020.79	1,046.55	1,072.49	1,098.30	1,131.26	
	01/01/2022	976.79	1,007.01	1,031.00	1,057.02	1,083.21	1,109.28	1,142.57	
	01/01/2023	986.56	1,017.08	1,041.31	1,067.59	1,094.04	1,120.37	1,154.00	
	01/01/2024	996.43	1,027.25	1,051.72	1,078.27	1,104.98	1,131.57	1,165.54	
12931	SENIOR TECHNICIAN, TRANSPORTATION CONSTRUCTION								4
	07/01/2021	1,023.78	1,055.42	1,092.82	1,127.42	1,166.30	1,203.79	1,239.91	
	01/01/2022	1,034.02	1,065.97	1,103.75	1,138.69	1,177.96	1,215.83	1,252.31	
	01/01/2023	1,044.36	1,076.63	1,114.79	1,150.08	1,189.74	1,227.99	1,264.83	

	01/01/2024	1,054.80	1,087.40	1,125.94	1,161.58	1,201.64	1,240.27	1,277.48	
12959	SENIOR TRANSPORTATION DESIGN TECHNICIAN								3
	07/01/2021	1,144.23	1,179.60	1,214.60	1,249.61	1,297.28	1,346.05	1,386.41	
	01/01/2022	1,155.67	1,191.40	1,226.75	1,262.11	1,310.25	1,359.51	1,400.27	
	01/01/2023	1,167.23	1,203.31	1,239.02	1,274.73	1,323.35	1,373.11	1,414.27	
	01/01/2024	1,178.90	1,215.34	1,251.41	1,287.48	1,336.58	1,386.84	1,428.41	
93146	SERVICES OFFICER 1 (BARGAINING UNIT)								3 - 7
	07/01/2021	1,268.26	1,307.47	1,348.84	1,392.69	1,434.45			
	01/01/2022	1,280.94	1,320.54	1,362.33	1,406.62	1,448.79			
	01/01/2023	1,293.75	1,333.75	1,375.95	1,420.69	1,463.28			
	01/01/2024	1,306.69	1,347.09	1,389.71	1,434.90	1,477.91			
93142	SERVICES SUPERVISOR 2								3 - 7
	07/01/2021	1,398.11	1,441.35	1,489.07	1,540.74	1,586.97			
	01/01/2022	1,412.09	1,455.76	1,503.96	1,556.15	1,602.84			
	01/01/2023	1,426.21	1,470.32	1,519.00	1,571.71	1,618.87			
	01/01/2024	1,440.47	1,485.02	1,534.19	1,587.43	1,635.06			
93084	SIGN PAINTER								4 - 7
SA	07/01/2021	25.61	26.41	27.00	27.82				
	01/01/2022	25.87	26.67	27.27	28.10				
	01/01/2023	26.13	26.94	27.54	28.38				
	01/01/2024	26.39	27.21	27.82	28.66				
93086	SIGN PAINTER, FOREMAN/WOMAN								4 - 7
	07/01/2021	27.51	28.37	29.01	29.87				
	01/01/2022	27.79	28.65	29.30	30.17				
	01/01/2023	28.07	28.94	29.59	30.47				
	01/01/2024	28.35	29.23	29.89	30.77				
93080	SIGN PAINTER, HELPER								4 - 7
SA	07/01/2021	21.66	22.33	22.80	23.48				
	01/01/2022	21.88	22.55	23.03	23.71				
	01/01/2023	22.10	22.78	23.26	23.95				
	01/01/2024	22.32	23.01	23.49	24.19				
93082	SIGN PAINTER, IMPROVER								4 - 7
	07/01/2021	23.39	24.12	24.63	25.19	25.93			
	01/01/2022	23.62	24.36	24.88	25.44	26.19			
	01/01/2023	23.86	24.60	25.13	25.69	26.45			
	01/01/2024	24.10	24.85	25.38	25.95	26.71			
95608	SKILLS & TRADE (BU) OST12								4
	07/01/2021	871.03	897.97	932.83	969.04	1,006.68	1,045.74	1,077.11	
	01/01/2022	879.74	906.95	942.16	978.73	1,016.75	1,056.20	1,087.88	
	01/01/2023	888.54	916.02	951.58	988.52	1,026.92	1,066.76	1,098.76	
	01/01/2024	897.43	925.18	961.10	998.41	1,037.19	1,077.43	1,109.75	

95609	SKILLS & TRADE (BU) OST13							4
	07/01/2021	937.86	966.86	1,004.14	1,042.83	1,083.00	1,124.75	1,158.48
	01/01/2022	947.24	976.53	1,014.18	1,053.26	1,093.83	1,136.00	1,170.06
	01/01/2023	956.71	986.30	1,024.32	1,063.79	1,104.77	1,147.36	1,181.76
	01/01/2024	966.28	996.16	1,034.56	1,074.43	1,115.82	1,158.83	1,193.58
95610	SKILLS & TRADE (BU) OST14							4
	07/01/2021	1,007.95	1,039.14	1,079.50	1,121.43	1,165.02	1,210.27	1,246.57
	01/01/2022	1,018.03	1,049.53	1,090.30	1,132.64	1,176.67	1,222.37	1,259.04
	01/01/2023	1,028.21	1,060.03	1,101.20	1,143.97	1,188.44	1,234.59	1,271.63
	01/01/2024	1,038.49	1,070.63	1,112.21	1,155.41	1,200.32	1,246.94	1,284.35
95611	SKILLS & TRADE (BU) OST15							4
	07/01/2021	1,081.26	1,114.70	1,158.95	1,204.97	1,252.19	1,302.50	1,341.56
	01/01/2022	1,092.07	1,125.85	1,170.54	1,217.02	1,264.71	1,315.53	1,354.98
	01/01/2023	1,102.99	1,137.11	1,182.25	1,229.19	1,277.36	1,328.69	1,368.53
	01/01/2024	1,114.02	1,148.48	1,194.07	1,241.48	1,290.13	1,341.98	1,382.22
95612	SKILLS & TRADE (BU) OST16							3
	07/01/2021	1,161.05	1,196.95	1,245.07	1,295.13	1,347.25	1,401.41	1,443.46
	01/01/2022	1,172.66	1,208.92	1,257.52	1,308.08	1,360.72	1,415.42	1,457.89
	01/01/2023	1,184.39	1,221.01	1,270.10	1,321.16	1,374.33	1,429.57	1,472.47
	01/01/2024	1,196.23	1,233.22	1,282.80	1,334.37	1,388.07	1,443.87	1,487.19
60100	SPECIFICATION OFFICER 1							3
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48
60102	SPECIFICATION OFFICER 2							3
	07/01/2021	1,135.24	1,170.37	1,204.79	1,241.12	1,289.04	1,337.00	1,377.09
	01/01/2022	1,146.59	1,182.07	1,216.84	1,253.53	1,301.93	1,350.37	1,390.86
	01/01/2023	1,158.06	1,193.89	1,229.01	1,266.07	1,314.95	1,363.87	1,404.77
	01/01/2024	1,169.64	1,205.83	1,241.30	1,278.73	1,328.10	1,377.51	1,418.82
60104	SPECIFICATION OFFICER 3							3
	07/01/2021	1,223.68	1,261.50	1,303.63	1,353.98	1,406.35	1,461.39	1,505.25
	01/01/2022	1,235.92	1,274.12	1,316.67	1,367.52	1,420.41	1,476.00	1,520.30
	01/01/2023	1,248.28	1,286.86	1,329.84	1,381.20	1,434.61	1,490.76	1,535.50
	01/01/2024	1,260.76	1,299.73	1,343.14	1,395.01	1,448.96	1,505.67	1,550.86
05500	STANDARDS OFFICER 1, INDUSTRIAL TRAINING							3 - 7
	07/01/2021	1,175.19	1,211.55	1,247.38	1,290.20	1,340.07	1,391.86	1,433.63
	01/01/2022	1,186.94	1,223.67	1,259.85	1,303.10	1,353.47	1,405.78	1,447.97
	01/01/2023	1,198.81	1,235.91	1,272.45	1,316.13	1,367.00	1,419.84	1,462.45
	01/01/2024	1,210.80	1,248.27	1,285.17	1,329.29	1,380.67	1,434.04	1,477.07
05502	STANDARDS OFFICER 2, INDUSTRIAL TRAINING							3 - 7
	07/01/2021	1,237.07	1,275.32	1,325.05	1,374.84	1,428.78	1,484.54	1,529.08

	01/01/2022	1,249.44	1,288.07	1,338.30	1,388.59	1,443.07	1,499.39	1,544.37	
	01/01/2023	1,261.93	1,300.95	1,351.68	1,402.48	1,457.50	1,514.38	1,559.81	
	01/01/2024	1,274.55	1,313.96	1,365.20	1,416.50	1,472.08	1,529.52	1,575.41	
12930	TECHNICIAN 1, CONSTRUCTION								4
	07/01/2021	940.56	969.67	1,004.04	1,035.71	1,071.39	1,105.77	1,138.95	
	01/01/2022	949.97	979.37	1,014.08	1,046.07	1,082.10	1,116.83	1,150.34	
	01/01/2023	959.47	989.16	1,024.22	1,056.53	1,092.92	1,128.00	1,161.84	
	01/01/2024	969.06	999.05	1,034.46	1,067.10	1,103.85	1,139.28	1,173.46	
12932	TECHNICIAN 2, CONSTRUCTION								4
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12934	TECHNICIAN 3, CONSTRUCTION								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	
12936	TECHNICIAN 4, CONSTRUCTION								3
	07/01/2021	1,282.87	1,322.53	1,368.76	1,428.19	1,490.35	1,557.75	1,604.48	
	01/01/2022	1,295.70	1,335.76	1,382.45	1,442.47	1,505.25	1,573.33	1,620.52	
	01/01/2023	1,308.66	1,349.12	1,396.27	1,456.89	1,520.30	1,589.06	1,636.73	
	01/01/2024	1,321.75	1,362.61	1,410.23	1,471.46	1,535.50	1,604.95	1,653.10	
12722	TECHNICIAN 1, ENGINEERING OFFICE								3
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12724	TECHNICIAN 2, ENGINEERING OFFICE								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	
12916	TECHNICIAN 1, ENGINEERING SURVEY								4
	07/01/2021	940.56	969.67	1,004.04	1,035.71	1,071.39	1,105.77	1,138.95	
	01/01/2022	949.97	979.37	1,014.08	1,046.07	1,082.10	1,116.83	1,150.34	
	01/01/2023	959.47	989.16	1,024.22	1,056.53	1,092.92	1,128.00	1,161.84	
	01/01/2024	969.06	999.05	1,034.46	1,067.10	1,103.85	1,139.28	1,173.46	
12917	TECHNICIAN 2, ENGINEERING SURVEY (BARGAINING UNIT)								4
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	

	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12919	TECHNICIAN 3, ENGINEERING SURVEY								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	
12920	TECHNICIAN 4, ENGINEERING SURVEY								3
	07/01/2021	1,282.87	1,322.53	1,368.76	1,428.19	1,490.35	1,557.75	1,604.48	
	01/01/2022	1,295.70	1,335.76	1,382.45	1,442.47	1,505.25	1,573.33	1,620.52	
	01/01/2023	1,308.66	1,349.12	1,396.27	1,456.89	1,520.30	1,589.06	1,636.73	
	01/01/2024	1,321.75	1,362.61	1,410.23	1,471.46	1,535.50	1,604.95	1,653.10	
12990	TECHNICIAN 1, FIELD								4 - 7
SA-06	07/01/2021	676.28	697.18	711.79	726.38	740.99	757.50	773.88	
		790.30	813.99						
	01/01/2022	683.04	704.15	718.91	733.64	748.40	765.08	781.62	
		798.20	822.13						
	01/01/2023	689.87	711.19	726.10	740.98	755.88	772.73	789.44	
		806.18	830.35						
	01/01/2024	696.77	718.30	733.36	748.39	763.44	780.46	797.33	
		814.24	838.65						
12992	TECHNICIAN 2, FIELD								4 - 7
	07/01/2021	825.09	850.60	870.77	891.71	913.70	935.53	963.63	
	01/01/2022	833.34	859.11	879.48	900.63	922.84	944.89	973.27	
	01/01/2023	841.67	867.70	888.27	909.64	932.07	954.34	983.00	
	01/01/2024	850.09	876.38	897.15	918.74	941.39	963.88	992.83	
12994	TECHNICIAN 3, FIELD								4
	07/01/2021	956.82	986.43	1,013.26	1,040.18	1,068.85	1,097.72	1,130.67	
	01/01/2022	966.39	996.29	1,023.39	1,050.58	1,079.54	1,108.70	1,141.98	
	01/01/2023	976.05	1,006.25	1,033.62	1,061.09	1,090.34	1,119.79	1,153.40	
	01/01/2024	985.81	1,016.31	1,043.96	1,071.70	1,101.24	1,130.99	1,164.93	
12996	TECHNICIAN 4, FIELD								4
	07/01/2021	1,043.37	1,075.61	1,105.38	1,136.06	1,168.70	1,203.18	1,239.28	
	01/01/2022	1,053.80	1,086.37	1,116.43	1,147.42	1,180.39	1,215.21	1,251.67	
	01/01/2023	1,064.34	1,097.23	1,127.59	1,158.89	1,192.19	1,227.36	1,264.19	
	01/01/2024	1,074.98	1,108.20	1,138.87	1,170.48	1,204.11	1,239.63	1,276.83	
12998	TECHNICIAN 5, FIELD								4
	07/01/2021	1,141.10	1,176.36	1,210.91	1,246.35	1,294.35	1,342.33	1,382.59	
	01/01/2022	1,152.51	1,188.12	1,223.02	1,258.81	1,307.29	1,355.75	1,396.42	
	01/01/2023	1,164.04	1,200.00	1,235.25	1,271.40	1,320.36	1,369.31	1,410.38	
	01/01/2024	1,175.68	1,212.00	1,247.60	1,284.11	1,333.56	1,383.00	1,424.48	
12922	TECHNICIAN 1, LEGAL SURVEY								4
	07/01/2021	940.56	969.67	1,004.04	1,035.71	1,071.39	1,105.77	1,138.95	

	01/01/2022	949.97	979.37	1,014.08	1,046.07	1,082.10	1,116.83	1,150.34	
	01/01/2023	959.47	989.16	1,024.22	1,056.53	1,092.92	1,128.00	1,161.84	
	01/01/2024	969.06	999.05	1,034.46	1,067.10	1,103.85	1,139.28	1,173.46	
12923	TECHNICIAN 2, LEGAL SURVEY								4
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12924	TECHNICIAN 3, LEGAL SURVEY								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	
12970	TECHNICIAN 1, MUNICIPAL ENGINEERING								3
	07/01/2021	961.94	991.71	1,017.98	1,046.18	1,074.39	1,104.55	1,137.67	
	01/01/2022	971.56	1,001.63	1,028.16	1,056.64	1,085.13	1,115.60	1,149.05	
	01/01/2023	981.28	1,011.65	1,038.44	1,067.21	1,095.98	1,126.76	1,160.54	
	01/01/2024	991.09	1,021.77	1,048.82	1,077.88	1,106.94	1,138.03	1,172.15	
12972	TECHNICIAN 2, MUNICIPAL ENGINEERING								3
	07/01/2021	1,106.09	1,140.31	1,174.10	1,207.93	1,254.00	1,301.07	1,340.12	
	01/01/2022	1,117.15	1,151.71	1,185.84	1,220.01	1,266.54	1,314.08	1,353.52	
	01/01/2023	1,128.32	1,163.23	1,197.70	1,232.21	1,279.21	1,327.22	1,367.06	
	01/01/2024	1,139.60	1,174.86	1,209.68	1,244.53	1,292.00	1,340.49	1,380.73	
12972P	TECHNICAN 2, MUNICIPAL ENGINEERING (PEEL)								3
	07/01/2021	1,244.71	1,278.93	1,312.73	1,346.56	1,392.63	1,439.69	1,478.74	
	01/01/2022	1,257.16	1,291.72	1,325.86	1,360.03	1,406.56	1,454.09	1,493.53	
	01/01/2023	1,269.73	1,304.64	1,339.12	1,373.63	1,420.63	1,468.63	1,508.47	
	01/01/2024	1,282.43	1,317.69	1,352.51	1,387.37	1,434.84	1,483.32	1,523.55	
52581	TECHNICIAN 1, PHOTOGRAPHIC								3 - 7
	07/01/2021	797.41	822.05	841.37	861.25	881.74	902.76	929.87	
	01/01/2022	805.38	830.27	849.78	869.86	890.56	911.79	939.17	
	01/01/2023	813.43	838.57	858.28	878.56	899.47	920.91	948.56	
	01/01/2024	821.56	846.96	866.86	887.35	908.46	930.12	958.05	
52583	TECHNICIAN 2, PHOTOGRAPHIC								3 - 7
	07/01/2021	848.08	874.31	896.11	917.94	941.55	965.92	994.87	
	01/01/2022	856.56	883.05	905.07	927.12	950.97	975.58	1,004.82	
	01/01/2023	865.13	891.88	914.12	936.39	960.48	985.34	1,014.87	
	01/01/2024	873.78	900.80	923.26	945.75	970.08	995.19	1,025.02	
52585	TECHNICIAN 3, PHOTOGRAPHIC								3 - 7
	07/01/2021	908.38	936.47	960.62	985.50	1,012.82	1,040.07	1,071.25	
	01/01/2022	917.46	945.83	970.23	995.36	1,022.95	1,050.47	1,081.96	
	01/01/2023	926.63	955.29	979.93	1,005.31	1,033.18	1,060.97	1,092.78	

	01/01/2024	935.90	964.84	989.73	1,015.36	1,043.51	1,071.58	1,103.71	
52587	TECHNICIAN 4, PHOTOGRAPHIC								3 - 7
	07/01/2021	978.95	1,009.23	1,036.98	1,064.77	1,094.59	1,123.98	1,157.70	
	01/01/2022	988.74	1,019.32	1,047.35	1,075.42	1,105.54	1,135.22	1,169.28	
	01/01/2023	998.63	1,029.51	1,057.82	1,086.17	1,116.60	1,146.57	1,180.97	
	01/01/2024	1,008.62	1,039.81	1,068.40	1,097.03	1,127.77	1,158.04	1,192.78	
16070	TECHNICIAN 1, PHYSICAL LABORATORY								3 - 7
	07/01/2021	710.62	732.59	747.95	763.30	778.64	795.96	813.18	
		830.43	855.37						
	01/01/2022	717.73	739.92	755.43	770.93	786.43	803.92	821.31	
		838.73	863.92						
	01/01/2023	724.91	747.32	762.98	778.64	794.29	811.96	829.52	
		847.12	872.56						
	01/01/2024	732.16	754.79	770.61	786.43	802.23	820.08	837.82	
		855.59	881.29						
16072	TECHNICIAN 2, PHYSICAL LABORATORY								3 - 7
SA-06	07/01/2021	867.01	893.81	915.01	937.04	960.09	983.07	1,012.58	
	01/01/2022	875.68	902.75	924.16	946.41	969.69	992.90	1,022.71	
	01/01/2023	884.44	911.78	933.40	955.87	979.39	1,002.83	1,032.94	
	01/01/2024	893.28	920.90	942.73	965.43	989.18	1,012.86	1,043.27	
16074	TECHNICIAN 3, PHYSICAL LABORATORY								3 - 7
	07/01/2021	1,005.46	1,036.53	1,064.73	1,093.00	1,123.14	1,153.52	1,188.12	
	01/01/2022	1,015.51	1,046.90	1,075.38	1,103.93	1,134.37	1,165.06	1,200.00	
	01/01/2023	1,025.67	1,057.37	1,086.13	1,114.97	1,145.71	1,176.71	1,212.00	
	01/01/2024	1,035.93	1,067.94	1,096.99	1,126.12	1,157.17	1,188.48	1,224.12	
16076	TECHNICIAN 4, PHYSICAL LABORATORY								3
	07/01/2021	1,096.37	1,130.27	1,161.52	1,193.77	1,228.08	1,264.31	1,302.25	
	01/01/2022	1,107.33	1,141.57	1,173.14	1,205.71	1,240.36	1,276.95	1,315.27	
	01/01/2023	1,118.40	1,152.99	1,184.87	1,217.77	1,252.76	1,289.72	1,328.42	
	01/01/2024	1,129.58	1,164.52	1,196.72	1,229.95	1,265.29	1,302.62	1,341.70	
16078	TECHNICIAN 5, PHYSICAL LABORATORY								3
	07/01/2021	1,256.73	1,295.61	1,339.49	1,387.61	1,437.24	1,491.10	1,535.82	
	01/01/2022	1,269.30	1,308.57	1,352.88	1,401.49	1,451.61	1,506.01	1,551.18	
	01/01/2023	1,281.99	1,321.66	1,366.41	1,415.50	1,466.13	1,521.07	1,566.69	
	01/01/2024	1,294.81	1,334.88	1,380.07	1,429.66	1,480.79	1,536.28	1,582.36	
16080	TECHNICIAN 1, RADIATION								3 - 7
SA-06	07/01/2021	676.28	697.18	711.79	726.38	740.99	757.50	773.88	
		790.30	813.99						
	01/01/2022	683.04	704.15	718.91	733.64	748.40	765.08	781.62	
		798.20	822.13						
	01/01/2023	689.87	711.19	726.10	740.98	755.88	772.73	789.44	
		806.18	830.35						
	01/01/2024	696.77	718.30	733.36	748.39	763.44	780.46	797.33	

		814.24	838.65						
16082	TECHNICIAN 2, RADIATION								3 - 7
	07/01/2021	825.09	850.60	870.77	891.71	913.70	935.53	963.63	
	01/01/2022	833.34	859.11	879.48	900.63	922.84	944.89	973.27	
	01/01/2023	841.67	867.70	888.27	909.64	932.07	954.34	983.00	
	01/01/2024	850.09	876.38	897.15	918.74	941.39	963.88	992.83	
16084	TECHNICIAN 3, RADIATION								3 - 7
	07/01/2021	956.82	986.43	1,013.26	1,040.18	1,068.85	1,097.72	1,130.67	
	01/01/2022	966.39	996.29	1,023.39	1,050.58	1,079.54	1,108.70	1,141.98	
	01/01/2023	976.05	1,006.25	1,033.62	1,061.09	1,090.34	1,119.79	1,153.40	
	01/01/2024	985.81	1,016.31	1,043.96	1,071.70	1,101.24	1,130.99	1,164.93	
16086	TECHNICIAN 4, RADIATION								3
	07/01/2021	1,043.37	1,075.61	1,105.38	1,136.06	1,168.70	1,203.18	1,239.28	
	01/01/2022	1,053.80	1,086.37	1,116.43	1,147.42	1,180.39	1,215.21	1,251.67	
	01/01/2023	1,064.34	1,097.23	1,127.59	1,158.89	1,192.19	1,227.36	1,264.19	
	01/01/2024	1,074.98	1,108.20	1,138.87	1,170.48	1,204.11	1,239.63	1,276.83	
16088	TECHNICIAN 5, RADIATION								3
	07/01/2021	1,141.10	1,176.36	1,210.91	1,246.35	1,294.35	1,342.33	1,382.59	
	01/01/2022	1,152.51	1,188.12	1,223.02	1,258.81	1,307.29	1,355.75	1,396.42	
	01/01/2023	1,164.04	1,200.00	1,235.25	1,271.40	1,320.36	1,369.31	1,410.38	
	01/01/2024	1,175.68	1,212.00	1,247.60	1,284.11	1,333.56	1,383.00	1,424.48	
12950	TECHNICIAN 1, ROAD DESIGN								3 - 7
	07/01/2021	814.24	839.45	859.12	880.56	902.09	924.50	952.23	
	01/01/2022	822.38	847.84	867.71	889.37	911.11	933.75	961.75	
	01/01/2023	830.60	856.32	876.39	898.26	920.22	943.09	971.37	
	01/01/2024	838.91	864.88	885.15	907.24	929.42	952.52	981.08	
12952	TECHNICIAN 2, ROAD DESIGN								3 - 7
	07/01/2021	939.13	968.18	994.43	1,020.80	1,049.03	1,078.22	1,110.56	
	01/01/2022	948.52	977.86	1,004.37	1,031.01	1,059.52	1,089.00	1,121.67	
	01/01/2023	958.01	987.64	1,014.41	1,041.32	1,070.12	1,099.89	1,132.89	
	01/01/2024	967.59	997.52	1,024.55	1,051.73	1,080.82	1,110.89	1,144.22	
12954	TECHNICIAN 3, ROAD DESIGN								3 - 7
	07/01/2021	1,020.09	1,051.66	1,085.98	1,124.26	1,159.95	1,200.95	1,237.00	
	01/01/2022	1,030.29	1,062.18	1,096.84	1,135.50	1,171.55	1,212.96	1,249.37	
	01/01/2023	1,040.59	1,072.80	1,107.81	1,146.86	1,183.27	1,225.09	1,261.86	
	01/01/2024	1,051.00	1,083.53	1,118.89	1,158.33	1,195.10	1,237.34	1,274.48	
12956	TECHNICIAN 4, ROAD DESIGN								3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75	
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11	
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61	
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26	

12900	TECHNICIAN 1, SURVEY								4
SA	07/01/2021	651.36	671.49	684.10	698.60	713.06	727.52	749.36	
	01/01/2022	657.87	678.20	690.94	705.59	720.19	734.80	756.85	
	01/01/2023	664.45	684.98	697.85	712.65	727.39	742.15	764.42	
	01/01/2024	671.09	691.83	704.83	719.78	734.66	749.57	772.06	
12902	TECHNICIAN 2, SURVEY								4
	07/01/2021	737.33	760.11	776.38	794.48	812.57	830.64	855.57	
	01/01/2022	744.70	767.71	784.14	802.42	820.70	838.95	864.13	
	01/01/2023	752.15	775.39	791.98	810.44	828.91	847.34	872.77	
	01/01/2024	759.67	783.14	799.90	818.54	837.20	855.81	881.50	
12904	TECHNICIAN 3, SURVEY								4
	07/01/2021	812.73	837.86	857.81	879.48	901.27	922.95	950.65	
	01/01/2022	820.86	846.24	866.39	888.27	910.28	932.18	960.16	
	01/01/2023	829.07	854.70	875.05	897.15	919.38	941.50	969.76	
	01/01/2024	837.36	863.25	883.80	906.12	928.57	950.92	979.46	
12940	TECHNICIAN 1, TRAFFIC								4
SA	07/01/2021	649.80	669.89	682.61	696.96	711.37	725.78	747.56	
	01/01/2022	656.30	676.59	689.44	703.93	718.48	733.04	755.04	
	01/01/2023	662.86	683.36	696.33	710.97	725.66	740.37	762.59	
	01/01/2024	669.49	690.19	703.29	718.08	732.92	747.77	770.22	
12942	TECHNICIAN 2, TRAFFIC								4
	07/01/2021	735.44	758.19	774.40	792.35	810.38	828.39	853.23	
	01/01/2022	742.79	765.77	782.14	800.27	818.48	836.67	861.76	
	01/01/2023	750.22	773.43	789.96	808.27	826.66	845.04	870.38	
	01/01/2024	757.72	781.16	797.86	816.35	834.93	853.49	879.08	
12944	TECHNICIAN 3, TRAFFIC								4
	07/01/2021	810.57	835.62	855.38	877.08	898.67	920.27	947.89	
	01/01/2022	818.68	843.98	863.93	885.85	907.66	929.47	957.37	
	01/01/2023	826.87	852.42	872.57	894.71	916.74	938.76	966.94	
	01/01/2024	835.14	860.94	881.30	903.66	925.91	948.15	976.61	
12946	TECHNICIAN 4, TRAFFIC								4
	07/01/2021	940.56	969.67	1,004.04	1,035.71	1,071.39	1,105.77	1,138.95	
	01/01/2022	949.97	979.37	1,014.08	1,046.07	1,082.10	1,116.83	1,150.34	
	01/01/2023	959.47	989.16	1,024.22	1,056.53	1,092.92	1,128.00	1,161.84	
	01/01/2024	969.06	999.05	1,034.46	1,067.10	1,103.85	1,139.28	1,173.46	
17442	TECHNICIAN 1(A), X-RAY								3 - 7
	07/01/2021	1,043.10	1,075.36	1,103.77	1,134.76	1,168.79			
	01/01/2022	1,053.53	1,086.11	1,114.81	1,146.11	1,180.48			
	01/01/2023	1,064.07	1,096.97	1,125.96	1,157.57	1,192.28			
	01/01/2024	1,074.71	1,107.94	1,137.22	1,169.15	1,204.20			
17443	TECHNICIAN 1(B), X-RAY								3 - 7
	07/01/2021	1,070.67	1,103.77	1,134.76	1,165.71	1,200.70			

	01/01/2022	1,081.38	1,114.81	1,146.11	1,177.37	1,212.71		
	01/01/2023	1,092.19	1,125.96	1,157.57	1,189.14	1,224.84		
	01/01/2024	1,103.11	1,137.22	1,169.15	1,201.03	1,237.09		
12738	TECHNICIAN, EQUIPMENT DEVELOPMENT (K7 SALARY NOTE)							4
	07/01/2021	27.68	28.54	29.15	29.97	30.88		
	01/01/2022	27.96	28.83	29.44	30.27	31.19		
	01/01/2023	28.24	29.12	29.73	30.57	31.50		
	01/01/2024	28.52	29.41	30.03	30.88	31.82		
12903	TECHNICIAN, TRANSPORTATION CONSTRUCTION							4
	07/01/2021	932.16	960.97	983.95	1,008.83	1,033.90	1,058.84	1,090.62
	01/01/2022	941.48	970.58	993.79	1,018.92	1,044.24	1,069.43	1,101.53
	01/01/2023	950.89	980.29	1,003.73	1,029.11	1,054.68	1,080.12	1,112.55
	01/01/2024	960.40	990.09	1,013.77	1,039.40	1,065.23	1,090.92	1,123.68
17446	TECHNICIAN, X-RAY SUPERVISOR							3
	07/01/2021	1,060.76	1,093.56	1,128.47	1,164.81	1,202.62	1,243.32	1,280.61
	01/01/2022	1,071.37	1,104.50	1,139.75	1,176.46	1,214.65	1,255.75	1,293.42
	01/01/2023	1,082.08	1,115.55	1,151.15	1,188.22	1,226.80	1,268.31	1,306.35
	01/01/2024	1,092.90	1,126.71	1,162.66	1,200.10	1,239.07	1,280.99	1,319.41
16051	TECHNOLOGIST 1, CHEMICAL LABORATORY							3 - 7
	07/01/2021	1,103.31	1,137.44	1,166.62	1,197.15	1,229.07	1,261.11	1,298.94
	01/01/2022	1,114.34	1,148.81	1,178.29	1,209.12	1,241.36	1,273.72	1,311.93
	01/01/2023	1,125.48	1,160.30	1,190.07	1,221.21	1,253.77	1,286.46	1,325.05
	01/01/2024	1,136.73	1,171.90	1,201.97	1,233.42	1,266.31	1,299.32	1,338.30
16053	TECHNOLOGIST 2, CHEMICAL LABORATORY							3 - 7
	07/01/2021	1,172.03	1,208.27	1,240.45	1,273.31	1,308.05	1,342.95	1,383.26
	01/01/2022	1,183.75	1,220.35	1,252.85	1,286.04	1,321.13	1,356.38	1,397.09
	01/01/2023	1,195.59	1,232.55	1,265.38	1,298.90	1,334.34	1,369.94	1,411.06
	01/01/2024	1,207.55	1,244.88	1,278.03	1,311.89	1,347.68	1,383.64	1,425.17
16055	TECHNOLOGIST 3, CHEMICAL LABORATORY							3 - 7
	07/01/2021	1,240.76	1,279.14	1,314.24	1,349.44	1,387.03	1,424.84	1,467.59
	01/01/2022	1,253.17	1,291.93	1,327.38	1,362.93	1,400.90	1,439.09	1,482.27
	01/01/2023	1,265.70	1,304.85	1,340.65	1,376.56	1,414.91	1,453.48	1,497.09
	01/01/2024	1,278.36	1,317.90	1,354.06	1,390.33	1,429.06	1,468.01	1,512.06
16057	TECHNOLOGIST 4, CHEMICAL LABORATORY							3 - 7
	07/01/2021	1,328.73	1,369.79	1,407.78	1,446.72	1,488.26	1,531.52	1,577.47
	01/01/2022	1,342.02	1,383.49	1,421.86	1,461.19	1,503.14	1,546.84	1,593.24
	01/01/2023	1,355.44	1,397.32	1,436.08	1,475.80	1,518.17	1,562.31	1,609.17
	01/01/2024	1,368.99	1,411.29	1,450.44	1,490.56	1,533.35	1,577.93	1,625.26
16061	TECHNOLOGIST 1, MEDICAL LABORATORY							3 - 7
	07/01/2021	1,103.31	1,137.44	1,166.62	1,197.15	1,229.07	1,261.11	1,298.94
	01/01/2022	1,114.34	1,148.81	1,178.29	1,209.12	1,241.36	1,273.72	1,311.93
	01/01/2023	1,125.48	1,160.30	1,190.07	1,221.21	1,253.77	1,286.46	1,325.05

	01/01/2024	1,136.73	1,171.90	1,201.97	1,233.42	1,266.31	1,299.32	1,338.30	
16063	TECHNOLOGIST 2, MEDICAL LABORATORY								3 - 7
	07/01/2021	1,240.76	1,279.14	1,314.24	1,349.44	1,387.03	1,424.84	1,467.59	
	01/01/2022	1,253.17	1,291.93	1,327.38	1,362.93	1,400.90	1,439.09	1,482.27	
	01/01/2023	1,265.70	1,304.85	1,340.65	1,376.56	1,414.91	1,453.48	1,497.09	
	01/01/2024	1,278.36	1,317.90	1,354.06	1,390.33	1,429.06	1,468.01	1,512.06	
16065	TECHNOLOGIST 3, MEDICAL LABORATORY								3
	07/01/2021	1,328.73	1,369.79	1,407.78	1,446.72	1,488.26	1,531.52	1,577.47	
	01/01/2022	1,342.02	1,383.49	1,421.86	1,461.19	1,503.14	1,546.84	1,593.24	
	01/01/2023	1,355.44	1,397.32	1,436.08	1,475.80	1,518.17	1,562.31	1,609.17	
	01/01/2024	1,368.99	1,411.29	1,450.44	1,490.56	1,533.35	1,577.93	1,625.26	
93120	TELEPHONE INSTALLER 1								4 - 7
SA	07/01/2021	22.49	23.20	23.67	24.12	24.84			
	01/01/2022	22.71	23.43	23.91	24.36	25.09			
	01/01/2023	22.94	23.66	24.15	24.60	25.34			
	01/01/2024	23.17	23.90	24.39	24.85	25.59			
93122	TELEPHONE INSTALLER 2								4 - 7
	07/01/2021	24.95	25.71	26.20	26.84	27.64			
	01/01/2022	25.20	25.97	26.46	27.11	27.92			
	01/01/2023	25.45	26.23	26.72	27.38	28.20			
	01/01/2024	25.70	26.49	26.99	27.65	28.48			
93124	TELEPHONE INSTALLER 3								4 - 7
	07/01/2021	26.67	27.50	28.16	28.83	29.72			
	01/01/2022	26.94	27.78	28.44	29.12	30.02			
	01/01/2023	27.21	28.06	28.72	29.41	30.32			
	01/01/2024	27.48	28.34	29.01	29.70	30.62			
93128	TELEPHONE SERVICES OFFICER								3
	07/01/2021	30.63	31.58	32.40	33.25	34.25			
	01/01/2022	30.94	31.90	32.72	33.58	34.59			
	01/01/2023	31.25	32.22	33.05	33.92	34.94			
	01/01/2024	31.56	32.54	33.38	34.26	35.29			
12750	TRAFFIC ANALYST 1								3 - 7
	07/01/2021	821.50	846.92	867.47	888.81	910.20	933.38	961.40	
	01/01/2022	829.72	855.39	876.14	897.70	919.30	942.71	971.01	
	01/01/2023	838.02	863.94	884.90	906.68	928.49	952.14	980.72	
	01/01/2024	846.40	872.58	893.75	915.75	937.77	961.66	990.53	
12752	TRAFFIC ANALYST 2								3 - 7
	07/01/2021	920.71	949.15	975.42	1,001.69	1,027.88	1,055.97	1,087.64	
	01/01/2022	929.92	958.64	985.17	1,011.71	1,038.16	1,066.53	1,098.52	
	01/01/2023	939.22	968.23	995.02	1,021.83	1,048.54	1,077.20	1,109.51	
	01/01/2024	948.61	977.91	1,004.97	1,032.05	1,059.03	1,087.97	1,120.61	

12754	TRAFFIC ANALYST 3							3 - 7
	07/01/2021	974.27	1,004.40	1,031.60	1,059.68	1,089.59	1,120.51	1,154.11
	01/01/2022	984.01	1,014.44	1,041.92	1,070.28	1,100.49	1,131.72	1,165.65
	01/01/2023	993.85	1,024.58	1,052.34	1,080.98	1,111.49	1,143.04	1,177.31
	01/01/2024	1,003.79	1,034.83	1,062.86	1,091.79	1,122.60	1,154.47	1,189.08
12756	TRAFFIC ANALYST 4							3
	07/01/2021	1,022.58	1,054.21	1,082.02	1,119.02	1,155.98	1,203.63	1,239.72
	01/01/2022	1,032.81	1,064.75	1,092.84	1,130.21	1,167.54	1,215.67	1,252.12
	01/01/2023	1,043.14	1,075.40	1,103.77	1,141.51	1,179.22	1,227.83	1,264.64
	01/01/2024	1,053.57	1,086.15	1,114.81	1,152.93	1,191.01	1,240.11	1,277.29
12758	TRAFFIC ANALYST 5							3
	07/01/2021	1,175.19	1,211.55	1,252.48	1,297.43	1,343.62	1,393.91	1,435.75
	01/01/2022	1,186.94	1,223.67	1,265.00	1,310.40	1,357.06	1,407.85	1,450.11
	01/01/2023	1,198.81	1,235.91	1,277.65	1,323.50	1,370.63	1,421.93	1,464.61
	01/01/2024	1,210.80	1,248.27	1,290.43	1,336.74	1,384.34	1,436.15	1,479.26
12755	TRAFFIC OPERATIONS ANALYST							3 - 7
	07/01/2021	1,108.41	1,142.68	1,173.67	1,205.67	1,239.78	1,274.97	1,313.22
	01/01/2022	1,119.49	1,154.11	1,185.41	1,217.73	1,252.18	1,287.72	1,326.35
	01/01/2023	1,130.68	1,165.65	1,197.26	1,229.91	1,264.70	1,300.60	1,339.61
	01/01/2024	1,141.99	1,177.31	1,209.23	1,242.21	1,277.35	1,313.61	1,353.01
12414	TRAFFIC SIGNING DRAFTER							3 - 7
	07/01/2021	994.81	1,025.56	1,053.42	1,081.42	1,111.30	1,142.24	1,176.49
	01/01/2022	1,004.76	1,035.82	1,063.95	1,092.23	1,122.41	1,153.66	1,188.25
	01/01/2023	1,014.81	1,046.18	1,074.59	1,103.15	1,133.63	1,165.20	1,200.13
	01/01/2024	1,024.96	1,056.64	1,085.34	1,114.18	1,144.97	1,176.85	1,212.13
12958	TRANSPORTATION DESIGN TECHNICIAN							3 - 7
	07/01/2021	1,031.36	1,063.26	1,092.23	1,121.17	1,152.25	1,184.34	1,219.85
	01/01/2022	1,041.67	1,073.89	1,103.15	1,132.38	1,163.77	1,196.18	1,232.05
	01/01/2023	1,052.09	1,084.63	1,114.18	1,143.70	1,175.41	1,208.14	1,244.37
	01/01/2024	1,062.61	1,095.48	1,125.32	1,155.14	1,187.16	1,220.22	1,256.81
12093	TRANSPORTATION ENVIRONMENTAL PLANNER							3
	07/01/2021	1,370.77	1,413.17	1,472.80	1,537.29	1,604.18	1,673.46	1,723.71
	01/01/2022	1,384.48	1,427.30	1,487.53	1,552.66	1,620.22	1,690.19	1,740.95
	01/01/2023	1,398.32	1,441.57	1,502.41	1,568.19	1,636.42	1,707.09	1,758.36
	01/01/2024	1,412.30	1,455.99	1,517.43	1,583.87	1,652.78	1,724.16	1,775.94
93033	TRANSPORTATION SYSTEMS ELECTRONIC TECHNICIAN							4 - 7
	07/01/2021	29.46	30.36	31.10	32.04			
	01/01/2022	29.75	30.66	31.41	32.36			
	01/01/2023	30.05	30.97	31.72	32.68			
	01/01/2024	30.35	31.28	32.04	33.01			
50442	UPHOLSTERY REPAIRER							4 - 7
	07/01/2021	23.43	24.15	24.68	25.42			

	01/01/2022	23.66	24.39	24.93	25.67				
	01/01/2023	23.90	24.63	25.18	25.93				
	01/01/2024	24.14	24.88	25.43	26.19				
17645	UTILITY PLANT INSTRUMENT TECHNICIAN								4 - 7
SA	07/01/2021	30.47	31.41	32.15	33.12				
	01/01/2022	30.77	31.72	32.47	33.45				
	01/01/2023	31.08	32.04	32.79	33.78				
	01/01/2024	31.39	32.36	33.12	34.12				
07370	VOCATIONAL TRAINING SUPERVISOR 1								6
	07/01/2021	1,442.17	1,486.77	1,557.07	1,632.71	1,712.13	1,797.08	1,851.02	
	01/01/2022	1,456.59	1,501.64	1,572.64	1,649.04	1,729.25	1,815.05	1,869.53	
	01/01/2023	1,471.16	1,516.66	1,588.37	1,665.53	1,746.54	1,833.20	1,888.23	
	01/01/2024	1,485.87	1,531.83	1,604.25	1,682.19	1,764.01	1,851.53	1,907.11	
40402	WASTE AND WATER PROJECT OPERATOR 1								4 - 7
	07/01/2021	24.66	25.43	26.06	26.62	27.43			
	01/01/2022	24.91	25.68	26.32	26.89	27.70			
	01/01/2023	25.16	25.94	26.58	27.16	27.98			
	01/01/2024	25.41	26.20	26.85	27.43	28.26			
40402P	WASTE AND WATER PROJECT OPERATOR 1 (PEEL)								4 - 7
	07/01/2021	30.14	30.90	31.52	32.09	32.90			
	01/01/2022	30.44	31.21	31.84	32.41	33.23			
	01/01/2023	30.74	31.52	32.16	32.73	33.56			
	01/01/2024	31.05	31.84	32.48	33.06	33.90			
40404	WASTE AND WATER PROJECT OPERATOR 2								4 - 7
	07/01/2021	26.08	26.88	27.52	28.19	29.02			
	01/01/2022	26.34	27.15	27.80	28.47	29.31			
	01/01/2023	26.60	27.42	28.08	28.75	29.60			
	01/01/2024	26.87	27.69	28.36	29.04	29.90			
40404P	WASTE AND WATER PROJECT OPERATOR 2 (PEEL)								4 - 7
	07/01/2021	31.54	32.34	32.99	33.65	34.48			
	01/01/2022	31.86	32.66	33.32	33.99	34.82			
	01/01/2023	32.18	32.99	33.65	34.33	35.17			
	01/01/2024	32.50	33.32	33.99	34.67	35.52			
40400	WASTE AND WATER PROJECT TRAINEE OPERATOR								4 - 7
	07/01/2021	24.15	24.89	25.63					
	01/01/2022	24.39	25.14	25.89					
	01/01/2023	24.63	25.39	26.15					
	01/01/2024	24.88	25.64	26.41					
40405	WASTE TREATMENT OPERATOR								4 - 7
	07/01/2021	25.61	26.41	27.08	27.67	28.53			
	01/01/2022	25.87	26.67	27.35	27.95	28.82			
	01/01/2023	26.13	26.94	27.62	28.23	29.11			

	01/01/2024	26.39	27.21	27.90	28.51	29.40
12836	WEIGHER					
SA	07/01/2021	21.78	22.45	22.84	23.51	
	01/01/2022	22.00	22.67	23.07	23.75	
	01/01/2023	22.22	22.90	23.30	23.99	
	01/01/2024	22.44	23.13	23.53	24.23	

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In accordance with past agreements the following classifications in the fixed term service, for which there are no equivalent classifications in the Civil Service, have been linked to this Bargaining Unit for the purpose of wage increases:

U0109 INTERPRETER 1

3

07/01/2021	15.69	16.18	16.64
01/01/2022	15.85	16.34	16.81
01/01/2023	16.01	16.50	16.98
01/01/2024	16.17	16.67	17.15

U0129 INTERPRETER 2

3

07/01/2021	17.77	18.30	18.86
01/01/2022	17.95	18.48	19.05
01/01/2023	18.13	18.66	19.24
01/01/2024	18.31	18.85	19.43

U0110 INTERPRETER 3

3

07/01/2021	20.26	20.89	21.53
01/01/2022	20.46	21.10	21.75
01/01/2023	20.66	21.31	21.97
01/01/2024	20.87	21.52	22.19

The following classifications, for which there were no equivalent classifications in the Civil Service, were established for pay purposes for employees with an appointment status of fixed term:

U0125 ADJUSTER, CROP INSURANCE & STABILIZATION

**	07/01/2021	17.30	17.84	22.33	34.94
	01/01/2022	17.47	18.02	22.55	35.29
	01/01/2023	17.64	18.20	22.78	35.64
	01/01/2024	17.82	18.38	23.01	36.00

U0070 FORT HENRY GUARD

**	07/01/2021	14.86	15.30	16.33	16.81	20.10
	01/01/2022	15.01	15.45	16.49	16.98	20.30
	01/01/2023	15.16	15.60	16.65	17.15	20.50
	01/01/2024	15.31	15.76	16.82	17.32	20.71

U0127 GRADER, DAIRY FRUIT & VEG IND INSPECTOR

**	07/01/2021	14.86	15.32	15.70	16.08	25.34	30.61	32.10
	01/01/2022	15.01	15.47	15.86	16.24	25.59	30.92	32.42
	01/01/2023	15.16	15.62	16.02	16.40	25.85	31.23	32.74
	01/01/2024	15.31	15.78	16.18	16.56	26.11	31.54	33.07

U0068	JUNIOR ASSISTANT - GEOLOGICAL FIELD PARTY					
**	07/01/2021	585.68	603.81	671.07	691.07	
	01/01/2022	591.54	609.85	677.78	697.98	
	01/01/2023	597.46	615.95	684.56	704.96	
	01/01/2024	603.43	622.11	691.41	712.01	
U5050	JUNIOR RANGER					
**	07/01/2021	6.55	6.79	9.97	24.20	
	01/01/2022	6.62	6.86	10.07	24.44	
	01/01/2023	6.69	6.93	10.17	24.68	
	01/01/2024	6.76	7.00	10.27	24.93	
U0069	SENIOR ASSISTANT - GEOLOGICAL FIELD PARTY					
**	07/01/2021	807.33	832.30	873.34	932.36	982.42
	01/01/2022	815.40	840.62	882.07	941.68	992.24
	01/01/2023	823.55	849.03	890.89	951.10	1,002.16
	01/01/2024	831.79	857.52	899.80	960.61	1,012.18
U0126	YIELD COLLECTOR					
**	07/01/2021	17.30	17.84			
	01/01/2022	17.47	18.02			
	01/01/2023	17.64	18.20			
	01/01/2024	17.82	18.38			

** This is not a salary progression range. These are individual employee rates used by ministries.

ALPHABETICAL INDEX

This index is intended solely for the purpose of identifying commonly referenced words or terms within the articles of the Collective Agreements. The index does not form part of these Collective Agreements and shall not be used to interpret or give meaning to any article, word or clause in the Collective Agreements.

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