



## **OPSEU/SEFPO Central Participating Hospitals HPD Final Wage Rates Inclusive of Both Pay Equity and Kaplan Award**

The following information concerns the joint OHA and OPSEU/SEFPO HPD Pay Equity plan for the Central Participating Hospitals. The Kaplan General Wage increases awarded to the Central Participating Hospitals have resulted in a required change to the Pay Equity compliant rates reflected in the updated wage grid included in this communication.

The Kaplan award is as follows

### **Wage Increases**

April 1, 2022 – Additional 3.75% (Total 4.75%)

April 1, 2023 – Additional 2.50% (Total 3.50%)

April 1, 2024 – Additional 2.00% (Total 3.00%)

### **Wage Grid Adjustment**

September 1, 2023 – 1.75% (applied to max rate)

- Registered Technologists and all classifications above Registered Technologist

Table 1 below shows the newly adjusted Pay Equity compliant male comparator rates for each of the years from April 1<sup>st</sup> 2020 to April 1<sup>st</sup> 2022. The pay rate for April 1<sup>st</sup>, 2022, includes the 4.75% increase awarded by Kaplan.

**TABLE 1**

	Male Comparator	Points	1-Apr-20	1-Apr-21	1-Apr-22
<b>Band 1</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 2</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 3</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 4</b>	Lab Morgue Attendant	420	\$30.93	\$31.48	\$32.98
<b>Band 5</b>	IT Network Analyst	449	\$30.93	\$31.48	\$32.98
<b>Band 6</b>	Biomedical Technician	503	\$30.93	\$31.48	\$32.98
<b>Band 7</b>	Biomedical Technologist	543	\$43.46	\$44.22	\$46.32
<b>Band 8</b>	Maintenance Supervisor	608	\$38.88	\$39.66	\$40.85
<b>Band 9</b>	Biomedical Charge	631	\$48.70	\$49.55	\$51.90
<b>Band 10</b>	Director Pastoral Care	676	\$47.47	\$48.42	\$49.87

In Table 2 below bands 5, 6 and 10 are now 6% higher than the band directly below them and in Band 8 the male comparator becomes the Biomedical Technologist Senior. The Go Forward rates effective April 1<sup>st</sup> 2023 onward are inclusive of the Kaplan award.

**TABLE 2**

	Male Comparator	Points	1-Apr-23	1-Sep-23	1-Apr-24
<b>Band 1</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 2</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 3</b>	Proportional Value		\$ -	\$ -	\$ -
<b>Band 4</b>	Lab Morgue Attendant	420	\$34.13	\$34.13	\$35.15
<b>Band 5</b>	Band 4 + 6%	-	\$36.18	\$36.18	\$37.26
<b>Band 6</b>	Band 5 + 6%	-	\$38.35	\$38.35	\$39.50
<b>Band 7</b>	Biomedical Technologist	543	\$47.94	\$48.78	\$50.24
<b>Band 8</b>	Biomedical Senior	560	\$50.84	\$51.73	\$53.28
<b>Band 9</b>	Biomedical Charge	631	\$53.72	\$54.66	\$56.30
<b>Band 10</b>	Band 9 + 6%	-	\$56.94	\$57.94	\$59.68

The most common misconception the parties have been hearing is that due to the Kaplan award the General Wage increases have now eliminated or affected Pay Equity adjustments. The Kaplan award **DOES NOT** affect Pay Equity or reduce any monies owed to any Job Class requiring a Pay Equity adjustment.

What is to be remembered is that the same increases are applied to the male comparator rates of pay and these General Wage Increases are not inclusive of Pay Equity adjusted rates. As of April 1<sup>st</sup>, 2023, all the male comparator rates are based off

of the Central Grid either by a specifically named Job Class or a 6% higher wage rate than the band directly below as explained in the above in the table.

New Wage grids have been calculated and agreed to by both parties inclusive of the Kaplan award and the Pay Equity compliant rates of pay. These wage grids have been sent out to the Hospitals by the OHA along with a calculator to help with all calculations needing to be made for go forward and retro payments. The new wage grid is below.

## PAY EQUITY ADJUSTED OPSEU CENTRAL WAGE RATES April 1, 2022 - March 31, 2025

### Medical Laboratory Technologist, Radiation Technologist, Biomedical Technologist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	32.99	34.56	35.77	35.77	36.84
1 yr	34.27	35.90	37.15	37.15	38.27
2 yr	35.70	37.40	38.70	38.70	39.87
3 yr	37.12	38.88	40.24	40.24	41.45
4 yr	38.54	40.37	41.78	41.78	43.04
5 yr	39.96	41.86	43.32	43.32	44.62
6 yr	41.38	43.35	44.86	44.86	46.21
7 yr	42.79	44.82	46.39	46.39	47.78
8 yr	44.22	46.32	47.94	48.78	50.24

### Ultrasound, Echocardiographer, MRI Technologist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	32.99	34.56	35.77	35.77	36.84
1 yr	34.27	35.90	37.15	37.15	38.27
2 yr	35.70	37.40	38.70	38.70	39.87
3 yr	37.12	38.88	40.24	40.24	41.45
4 yr	38.54	40.37	41.78	41.78	43.04
5 yr	39.96	41.86	43.32	43.32	44.62
6 yr	41.38	43.35	44.86	44.86	46.21
7 yr	42.79	44.82	46.39	46.39	47.78
8 yr	45.56	47.72	49.39	50.26	51.77

### SENIOR Medical Laboratory Technologist Radiation Technologist, Biomedical Technologist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	37.83	39.63	41.01	41.01	42.24
1 yr	39.33	41.20	42.64	42.64	43.92
2 yr	40.87	42.81	44.31	44.31	45.64
3 yr	42.34	44.35	45.90	45.90	47.28
4 yr	43.89	45.97	47.58	47.58	49.01
5 yr	45.35	47.50	49.17	49.17	50.64
6 yr	46.89	49.12	50.84	51.73	53.28

### SENIOR Ultrasound, Echocardiographer, MRI Technologist, Respiratory Therapist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	37.83	39.63	41.01	41.01	42.24
1 yr	39.33	41.20	42.64	42.64	43.92
2 yr	40.87	42.81	44.31	44.31	45.64
3 yr	42.34	44.35	45.90	45.90	47.28
4 yr	43.89	45.97	47.58	47.58	49.01
5 yr	45.35	47.50	49.17	49.17	50.64
6 yr	48.29	50.58	52.35	53.27	54.87

### CHARGE Medical Laboratory Technologist Radiation Technologist, Biomedical Technologist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	39.99	41.89	43.36	43.36	44.66
1 yr	41.57	43.54	45.07	45.07	46.42
2 yr	43.17	45.22	46.80	46.80	48.21
3 yr	44.76	46.89	48.53	48.53	49.98
4 yr	46.37	48.57	50.27	50.27	51.78
5 yr	47.92	50.20	51.95	51.95	53.51
6 yr	49.55	51.90	53.72	54.66	56.30

### CHARGE Ultrasound, Echocardiographer, MRI Technologist, Respiratory Therapist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	39.99	41.89	43.36	43.36	44.66
1 yr	41.57	43.54	45.07	45.07	46.42
2 yr	43.17	45.22	46.80	46.80	48.21
3 yr	44.76	46.89	48.53	48.53	49.98
4 yr	46.37	48.57	50.27	50.27	51.78
5 yr	47.92	50.20	51.95	51.95	53.51
6 yr	51.04	53.46	55.34	56.30	57.99

### Respiratory Therapist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	32.99	34.56	37.21	37.24	38.35
1 yr	34.27	35.90	38.60	38.63	39.78
2 yr	35.70	37.40	40.15	40.18	41.38
3 yr	37.12	38.88	41.69	41.72	42.96
4 yr	38.54	40.37	43.23	43.25	44.55
5 yr	39.96	41.86	44.77	44.79	46.14
6 yr	41.38	43.35	46.31	46.33	47.72
7 yr	42.79	44.82	47.84	47.86	49.30
8 yr	45.56	47.72	50.84	51.73	53.28

### Perfusionist

	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	38.48	38.48	38.48	41.72	42.97
1 yr	40.62	40.62	40.62	44.04	45.36
2 yr	42.72	42.72	42.72	46.32	47.70
3 yr	44.83	44.83	44.83	48.60	50.06
4 yr	46.94	46.94	46.94	50.89	52.42
5 yr	50.53	50.53	50.53	55.74	57.41

**PAY EQUITY ADJUSTED OPSEU CENTRAL WAGE RATES**  
**April 1, 2022 - March 31, 2025**

<b>BSW, Kinesiologist</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	35.07	36.74	38.02	38.02	39.16
1 yr	36.98	38.74	40.09	40.09	41.30
2 yr	38.91	40.76	42.18	42.18	43.45
3 yr	40.84	42.78	44.28	44.28	45.61
4 yr	42.76	44.79	46.36	46.36	47.75
5 yr	44.68	46.80	48.44	49.29	50.77

<b>Pharmacy Technician</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	28.94	30.31	31.38	31.38	32.32
1 yr	30.07	31.50	32.60	32.60	33.58
2 yr	31.15	32.63	33.77	33.77	34.78
3 yr	32.26	33.79	34.98	34.98	36.02
4 yr	33.37	34.96	36.18	36.18	37.26

<b>Pharmacist</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	43.17	45.22	46.80	46.80	48.21
1 yr	45.54	47.70	49.37	49.37	50.85
2 yr	47.95	50.23	51.99	51.99	53.55
3 yr	50.31	52.70	54.54	54.54	56.18
4 yr	52.72	55.22	57.16	57.16	58.87
5 yr	56.77	59.47	61.55	62.62	64.50

<b>Dietitian</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	35.07	36.74	40.42	40.46	41.68
1 yr	36.98	38.74	42.49	42.53	43.81
2 yr	38.91	40.76	44.58	44.63	45.96
3 yr	40.84	42.78	46.68	46.72	48.12
4 yr	42.76	44.79	48.76	48.80	50.26
5 yr	44.68	46.80	50.84	51.73	53.28

<b>Psychologist</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	55.07	57.69	59.70	59.70	61.50
1 yr	58.10	60.86	62.99	62.99	64.88
2 yr	61.12	64.02	66.26	66.26	68.25
3 yr	64.14	67.19	69.54	69.54	71.62
4 yr	67.18	70.37	72.83	72.83	75.02
5 yr	70.19	73.52	76.10	77.43	79.75

<b>Occupational Therapist, Physiotherapist</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	36.12	37.83	39.16	39.19	40.36
1 yr	38.53	40.36	41.77	41.80	43.05
2 yr	40.94	42.88	44.39	44.41	45.74
3 yr	43.35	45.41	47.00	47.02	48.43
4 yr	45.74	47.91	49.59	49.61	51.10
5 yr	49.55	51.90	53.72	54.66	56.30

<b>Audiologist, Psychometrist, MSW, Speech Pathologist</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	40.00	41.90	43.37	43.37	44.67
1 yr	42.18	44.18	45.73	45.73	47.10
2 yr	44.37	46.48	48.10	48.10	49.55
3 yr	46.57	48.78	50.49	50.49	52.00
4 yr	48.76	51.08	52.86	52.86	54.45
5 yr	50.96	53.38	55.25	56.22	57.90

<b>TECHNICIAN 1 - Lab Aide/Clerk, Audio-Visual Assistant, Darkroom Technician</b>					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	23.05	24.14	24.99	24.99	25.74
1 yr	23.90	25.04	25.91	25.91	26.69
2 yr	24.79	25.97	26.88	26.88	27.68
3 yr	25.66	26.88	27.82	27.82	28.65
4 yr	26.54	27.80	28.77	28.77	29.64

## PAY EQUITY ADJUSTED OPSEU CENTRAL WAGE RATES April 1, 2022 - March 31, 2025

TECHNICIAN 2 - Orthotic/Prosthetic Technician, Media Maker					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	25.58	26.80	27.73	27.73	28.56
1 yr	26.54	27.80	28.77	28.77	29.64
2 yr	27.50	28.81	29.81	29.81	30.71
3 yr	28.47	29.82	30.87	30.87	31.79
4 yr	29.44	30.84	31.92	31.92	32.88

TECHNICIAN 3 - Non-Certified EEG/EMG/ENG/ECHO Technician, Morgue Attendant/Technician, Pharmacy Assistant					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	27.30	28.60	29.60	29.60	30.49
1 yr	28.37	29.72	30.76	30.76	31.68
2 yr	29.39	30.79	31.86	31.86	32.82
3 yr	30.43	31.88	32.99	32.99	33.98
4 yr	31.48	32.98	34.13	34.13	35.15

TECHNICIAN 4 - Non-Registered Technologist, Audio-Visual Technician, Dental Technician/Assistant, Technician (Cardio-Pulmonary, Audiology, Ophthalmic, Orthopaedic, Doppler Flow, Retinal Photographer)Orthopaedic, Doppler Flow, Retinal Photographer)					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	30.39	31.83	32.95	32.95	33.94
1 yr	31.53	33.03	34.18	34.18	35.21
2 yr	32.68	34.23	35.43	35.43	36.49
3 yr	33.87	35.48	36.72	36.72	37.82
4 yr	34.99	36.65	37.93	37.93	39.07

TECHNICIAN 5 - Autopsy Master, Certified EEG/EMG/ENG Technician, Physical Fitness/Health Maintenance Worker					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	32.18	33.71	34.89	34.89	35.93
1 yr	33.41	35.00	36.22	36.22	37.31
2 yr	34.63	36.27	37.54	37.54	38.67
3 yr	35.84	37.54	38.86	38.86	40.02
4 yr	37.05	38.81	40.17	40.17	41.37

Phlebotomist					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	27.62	28.94	29.95	29.95	30.84
1 yr	28.58	29.94	30.99	30.99	31.91
2 yr	29.54	30.95	32.03	32.03	32.98
3 yr	30.51	31.96	33.08	33.08	34.07
4 yr	31.48	32.98	34.13	34.13	35.15

Medical Records Technician					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	27.62	28.94	32.00	32.00	32.95
1 yr	28.58	29.94	33.04	33.04	34.02
2 yr	29.54	30.95	34.08	34.08	35.09
3 yr	30.51	31.96	35.13	35.13	36.18
4 yr	31.48	32.98	36.18	36.18	37.26

ECG Technician, Lab Assistant					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	27.30	28.60	31.65	31.65	32.59
1 yr	28.37	29.72	32.81	32.81	33.79
2 yr	29.39	30.79	33.91	33.91	34.93
3 yr	30.43	31.88	35.04	35.04	36.09
4 yr	31.48	32.98	36.18	36.18	37.26

OR Technician, OT/PT Aide					
	1-Apr-21	1-Apr-22	1-Apr-23	1-Sep-23	1-Apr-24
Start	27.62	28.94	34.17	34.17	35.19
1 yr	28.58	29.94	35.21	35.21	36.26
2 yr	29.54	30.95	36.25	36.25	37.33
3 yr	30.51	31.96	37.30	37.30	38.42
4 yr	31.48	32.98	38.35	38.35	39.50

	MALE COMPARATOR	POINTS	01-APR-20	01-APR-21	01-APR-22
BAND 1	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 2	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 3	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 4	<b>Lab Morgue Attendant</b>	<b>420</b>	<b>\$ 30.93</b>	<b>\$ 31.48</b>	<b>\$ 31.48</b>
BAND 5	<b>IT Network Analyst</b>	<b>449</b>	<b>\$ 30.93</b>	<b>\$ 31.48</b>	<b>\$ 31.48</b>
BAND 6	<b>Biomedical Technician</b>	<b>503</b>	<b>\$ 30.93</b>	<b>\$ 31.48</b>	<b>\$ 31.48</b>
BAND 7	<b>Biomedical Technologist</b>	<b>543</b>	<b>\$ 43.46</b>	<b>\$ 44.22</b>	<b>\$ 44.22</b>
BAND 8	<b>Maintenance Supervisor</b>	<b>608</b>	<b>\$ 38.88</b>	<b>\$ 39.66</b>	<b>\$ 39.66</b>
BAND 9	<b>Biomedical Charge</b>	<b>631</b>	<b>\$ 48.70</b>	<b>\$ 49.55</b>	<b>\$ 49.55</b>
BAND 10	<b>Director Pastoral Care</b>	<b>676</b>	<b>\$ 47.47</b>	<b>\$ 48.42</b>	<b>\$ 48.42</b>

	MALE COMPARATOR	POINTS	01-APR-23	01-SEP-23	01-APR-24
BAND 1	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 2	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 3	<b>Proportional Value</b>		\$- -	\$- -	\$- -
BAND 4	<b>Lab Morgue Attendant</b>	<b>420</b>	<b>\$ 34.13</b>	<b>\$ 34.13</b>	<b>\$35.15</b>
BAND 5	<b>Band 4 + 6%</b>	<b>-</b>	<b>\$ 36.18</b>	<b>\$ 36.18</b>	<b>\$ 37.26</b>
BAND 6	<b>Band 5 + 6%</b>	<b>-</b>	<b>\$ 38.35</b>	<b>\$ 38.35</b>	<b>\$ 39.50</b>
BAND 7	<b>Biomedical Technologist</b>	<b>543</b>	<b>\$ 47.94</b>	<b>\$ 48.78</b>	<b>\$ 50.24</b>
BAND 8	<b>Biomedical Senior</b>	<b>560</b>	<b>\$ 50.84</b>	<b>\$ 51.73</b>	<b>\$ 53.28</b>
BAND 9	<b>Biomedical Charge</b>	<b>631</b>	<b>\$ 53.72</b>	<b>\$ 54.66</b>	<b>\$ 56.30</b>
BAND 10	<b>Band 9 + 6%</b>	<b>-</b>	<b>\$ 56.94</b>	<b>\$ 57.94</b>	<b>\$ 59.68</b>