

Schedule "A"
Rates of Pay

Classification	Effective Date						
	<u>Level</u>	<u>January 14 2009</u>	<u>(1.2%) June 1, 2009</u>	<u>(1.5%) April 1, 2010</u>	<u>(1.5%) October 1, 2010</u>	<u>(1.5%) April 1, 2011</u>	<u>(1.5%) October 1, 2011</u>
Administrative Assistant	A	38,534	38,996	39,581	40,175	40,777	41,389
	B	40,075	40,556	41,164	41,782	42,409	43,045
	C	41,678	42,178	42,811	43,453	44,105	44,766
	D	43,345	43,865	44,523	45,191	45,869	46,557
	E	44,249	44,780	45,452	46,133	46,825	47,528
Office Managers	A	49,145	49,735	50,481	51,238	52,007	52,787
	B	51,111	51,724	52,500	53,287	54,087	54,898
	C	53,155	53,793	54,600	55,419	56,250	57,094
	D	55,281	55,944	56,783	57,635	58,499	59,377
	E	56,660	57,340	58,200	59,073	59,959	60,859
Counsellor/Bachelor/ Family Ed / Coordinator	A	54,254	54,905	55,729	56,565	57,413	58,274
	B	56,424	57,101	57,958	58,827	59,709	60,605
	C	58,681	59,385	60,276	61,180	62,098	63,029
	D	61,028	61,760	62,686	63,627	64,581	65,550
	E	62,636	63,388	64,339	65,304	66,283	67,278
Counsellor/ Master/ Doctorate	A	57,155	57,841	58,709	59,589	60,483	61,390
	B	59,442	60,155	61,057	61,973	62,903	63,846
	C	61,819	62,561	63,499	64,452	65,419	66,400
	D	64,292	65,064	66,040	67,031	68,036	69,057
	E	66,033	66,825	67,827	68,845	69,877	70,926

PAY NOTES

1. Employees shall move from one pay step to the next highest (i.e. A – B) subject to satisfactory job performance on their annual anniversary date of hire.
2. At ratification employees shall be placed on Schedule "A" based on their current salary level.
3. Retroactivity will only be paid to employees employed at ratification.

Letter of Understanding
Between the Public Service Alliance of Canada
And The
Many Rivers Counselling and Support
Services Society

RE: Policy Review

The parties agree to refer the following issues to the Labour-Management Committee for development and review as appropriate.

1. Code of Ethics
2. Conflict of Interest

The parties agree the Labour-Management Committee will meet within 90 days of ratification and make every reasonable effort to conclude their work within nine (9) months of the first meeting. The Labour-Management Committee will make recommendations to the parties as per Article 54 of the Collective Agreement.

LOU Contract Work

The Labour-Management Committee will discuss any issues related to maximizing the work of the bargaining unit and reducing the need to use outside contractors.

LOU Dealing with Complaints

The parties agree the following Policy of the Employer as initialled off during the First Collective Agreement Negotiations shall form part of the Collective Agreement. The parties further agree this Policy may be revised or amended by mutual agreement of the Labour-Management Committee.

1. Dealing with Complaints

For the Employer

Marilyn Wolovick

Jay Sharun

For the Union

Jim Brohman

Penny Soderlund

Michelle Rabeau

Melanie Cole

Sue Christianson

Jean-Francois Des Lauriers
Regional Executive Vice President - North