

LETTER OF UNDERSTANDING
BETWEEN
ORILLIA SOLDIERS' MEMORIAL HOSPITAL
(hereafter known as "the Hospital")

And

OPSEU Office & Clerical
Local 383
Hereafter known as "the Union"

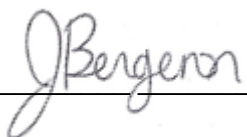
Re: Internal Equity Salary Range Adjustments

We have conducted a comprehensive internal equity review to ensure that our salary structure is aligned following the pay equity review. As a result of this review, we have made the decision to adjust salaries by a 1.18%. We believe this adjustment is necessary to maintain Pay Bands within the OPSEU Office & Clerical Union ensuring that our compensation structure is fair and consistent across all roles within the union.

OPSEU Office & Clerical Wage Scales - Effective April 1, 2022					
	Start	1 year	2 years	3 years	4 years
Pay Band 1 - Diabetic Education Centre Clerk, Day Surgery Clerk, Dietary Clerk/Cashier, Finance Cashier	\$22.66	\$23.17	\$23.65	\$24.16	\$24.68
Pay Band 2 - Community Mental Health Clerk/CMHA, Dialysis Unit Clerk (Hemo), Mental Health Clerk (C6), Obstetrics Clerk, Pediatrics Clerk, Dialysis & Home Dialysis Clerk, Operating Room Clerk, Soldiers 1 Clerk, Pharmacy Administrative Assistant, Oncology Clerk, Health Records Chart Control Clerk, Regional Children & Women's Outpatient Program Clerk, Dietary Clerk, Complex Continuing Care Clerk (C4), Complex Continuing Care Rehab Clerk (C5), Diagnostic Imaging Clerk, ICU Clerk, Pathology Clerk, Laboratory Clerk, Cardio Clerk, Children's Development Services Clerk	\$23.38	\$23.89	\$24.39	\$24.92	\$25.44
Pay Band 3 - Emergency (ECC) Clerk, CPSR Communications, CPSE Scheduling (Billing), CPSE Bed Allocation, CPSR Scheduling, Emergency (Registration Clerk, CPSR Registration	\$24.09	\$24.63	\$25.14	\$25.67	\$26.21
Pay Band 4 - Team Lead	\$26.19	\$26.76	\$27.34	\$27.92	\$28.50
Pay Band 5 - Vacant	\$28.65	\$29.29	\$29.92	\$30.55	\$31.18
Health Records Transcriptionist	\$24.25	\$24.79	\$25.31	\$25.84	\$26.38

Signed this 05 day of March, 2024.

FOR THE HOSPITAL



FOR THE UNION