

Memorandum

To: OPSEU Office & Clerical Members
From: Sarah Kitchen, Manager, Human Resources
Date: March 12, 2024
Subject: Internal Equity General Wage Increase

At Orillia Soldiers' Memorial Hospital, we are committed to fair and equitable compensation for all team members, while creating a positive work environment. Following the recent OPSEU Office & Clerical Pay Equity process we have conducted a thorough review of our internal pay structures. This review was aimed at ensuring that our compensation practices remain transparent, and reflective of the value each team member brings to our organization.

Following this review, we have made slight adjustment to reflect an overall 1.18% increase to Bands 1, 2, 3, 4, and 5 effective April 1, 2022. These adjustments, while modest, are essential to maintaining fairness and consistency across all roles within the OPSEU Office & Clerical Union.

All OPSEU Office & Clerical employees will see their rates of pay updated and reflected on their April 18, 2024 pay. Any applicable retroactive payments related to these compensation adjustment for hours worked during the period of April 1, 2022 and present will be processed on the April 26, 2024 pay.

Individual letters will be sent out to each OPSEU Office & Clerical employee outlining their adjusted rate of pay and salary band the week of April 15th. If you have any questions after you receive this letter please reach out to Human Resources.

Thank you for your ongoing dedication to our organization.