

**COMPARISON OF HOURLY RATES OF PAY AND KEY TERMS AND CONDITIONS OF EMPLOYMENT FOR SELECTED EMS EMPLOYERS**

<b>Employer</b>	<b>Palliser Health EMS</b>	<b>Peace Country Health EMS</b>	<b>Calgary Patient Transfer</b>	<b>FREMSC</b>	<b>City of Calgary</b>	<b>City of Edmonton</b>																																				
Union	HSA	HSA	HSA	HSA	CUPE (3421)	CUPE (3197)																																				
CA term	Apr 1/08 – Mar 31/11	Apr 1/06 – Mar 31/08	Apr 1/08 – Mar 31/11	Jan 1/07 – Dec 31/09	Jul 1/06 – Jun 30/09	Dec 9/07 – Dec 18/10																																				
Salary effective date	April 1, 2008	April 1, 2007*	April 1, 2008	January 1, 2008	July 1, 2008	May 25, 2008																																				
<b>HOURLY RATES OF PAY (start rate – top rate) (# of step)</b>																																										
Hours of work	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year	42 hours per week 2,184 hours per year	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year																																				
EMT-Ambulance	22.56 – 28.72 (8)	20.34 – 24.81 (7)	21.37 – 26.70 (8)	20.43 – 27.23 (8)	24.69 – 30.03 (6)**	24.29 – 31.64 (7)***																																				
EMT-Paramedic	27.18 – 35.78 (9)	24.94 – 31.73 (8)	27.18 – 35.78 (9)	25.17 – 34.22 (9)	26.70 – 34.04 (6)**	26.69 – 35.91 (7)***																																				
EMR	N/A	10.94 – 14.98 (8)	18.62 – 23.21 (8)	10.79 – 13.76 (8)	N/A	N/A																																				
<b>KEY TERMS AND CONDITIONS OF EMPLOYMENT</b>																																										
Union Dues	1.25%	1.25%	1.25%	1.25%		2.65% (as of Sept 2008)																																				
Retention Bonus / Long Service Increment	<p>2008 – 2009 <b>\$2,500</b>, prorated for part-time and casual employees, based on hours worked.</p> <p>2009 – 2010 <b>\$2,250</b>, prorated for part-time and casual employees, based on hours worked.</p>	No language	<p>2008 - 2009 <b>\$2,500</b>, prorated for part-time and casual employees, based on hours worked.</p> <p>2009 – 2010 <b>\$2,250</b>, prorated for part-time and casual employees, based on hours worked.</p>	<p>Since Jan 1, 2008, a <b>Long Service Recognition formula</b> has been in effect for regular employees and part-time employees ( prorated to the employee's FTE) as follow: 10 year anniversary =\$500 15 year anniversary =\$750 20 year anniversary =\$1000 25 year anniversary =\$1250</p>	<p>A service pay is paid to EMT-A &amp; EMT-P according to the following rule: \$10 per month after 8 continuous years of service. An additional \$10 per month for each additional 5 years. Service pay is paid out on an annual basis.</p>	<p>Permanent EMT A's and EMT-P's are allocated a long service increment , which is added to their basic rate of pay according to the following:</p> <p align="center"><b>EMT-A</b></p> <table border="1"> <thead> <tr> <th colspan="2">10 YEARS OF SERVICE</th> </tr> <tr> <th>YEAR</th> <th>INCREMENT</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>\$1.38/hr</td> </tr> <tr> <td>2009</td> <td>\$1.44/hr</td> </tr> <tr> <td>2010</td> <td>\$1.49/hr</td> </tr> <tr> <th colspan="2">20 YEARS OF SERVICE</th> </tr> <tr> <td>2008</td> <td>\$2.07/hr</td> </tr> <tr> <td>2009</td> <td>\$2.17/hr</td> </tr> <tr> <td>2010</td> <td>\$2.23/hr</td> </tr> </tbody> </table> <p align="center"><b>EMT-P</b></p> <table border="1"> <thead> <tr> <th colspan="2">10 YEARS OF SERVICE</th> </tr> <tr> <th>YEAR</th> <th>INCREMENT</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>\$1.63/hr</td> </tr> <tr> <td>2009</td> <td>\$1.70/hr</td> </tr> <tr> <td>2010</td> <td>\$1.75/hr</td> </tr> <tr> <th colspan="2">20 YEARS OF SERVICE</th> </tr> <tr> <td>2008</td> <td>\$2.44/hr</td> </tr> <tr> <td>2009</td> <td>\$2.55/hr</td> </tr> <tr> <td>2010</td> <td>\$2.63/hr</td> </tr> </tbody> </table>	10 YEARS OF SERVICE		YEAR	INCREMENT	2008	\$1.38/hr	2009	\$1.44/hr	2010	\$1.49/hr	20 YEARS OF SERVICE		2008	\$2.07/hr	2009	\$2.17/hr	2010	\$2.23/hr	10 YEARS OF SERVICE		YEAR	INCREMENT	2008	\$1.63/hr	2009	\$1.70/hr	2010	\$1.75/hr	20 YEARS OF SERVICE		2008	\$2.44/hr	2009	\$2.55/hr	2010	\$2.63/hr
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Flexible Spending Account Eligibility	All regular full-time employees. All regular part-time employees whose hours of work are equal to or greater than 15 hours per week over 1 complete cycle of shift schedule.	All regular full-time employees. All regular part-time employees whose hours of work are equal to or greater than 15 hours per week over 1 complete cycle of shift schedule.	All regular full-time employees. All regular part-time employees whose hours of work are equal to or greater than 15 hours per week over 1 complete cycle of shift schedule.	All regular full-time employees. All regular employees scheduled to work a minimum 0.5 FTE averaged over 1 complete cycle of shift schedule.	No Language	No Language
Flexible Spending Account****	<b>January 1, 2009</b> <b>\$2,500</b> , prorated for part-time, temporary or casual employees, based on their FTE. <b>January 1, 2010</b> <b>\$2,750</b> , prorated for part-time, temporary or casual employees, based on their FTE. Unused amounts may be carried forward for a maximum of one calendar year. To be used for professional development, wellness, health expenditures, child / elder care or contribution to RRSP.	<b>\$300</b> deposited each calendar year on Jan 1. Unused amounts shall not be carried forward to the next calendar year. <b>The Flexible Health Benefit Spending Plan</b> shall be provided to regular part-time employees on a pro-rated basis, based on their annualized regularly scheduled hours of work as of January 1 of each calendar year. To be used for the purposes of receiving reimbursement for health and dental expenses not covered by their benefit plans.	<b>January 1, 2009</b> <b>\$2,500</b> , prorated for part-time, temporary or casual employees, based on their FTE. <b>January 1, 2010</b> <b>\$2,750</b> , prorated for part-time, temporary or casual employees, based on their FTE. Unused amounts may be carried forward for a maximum of one calendar year. To be used for professional development, wellness, health expenditures, child / elder care or contribution to RRSP.	<b>\$450</b> deposited each calendar year on Jan 1. Unused amounts shall not be carried forward to the next calendar year. <b>The Flexible Health Benefits Spending Account</b> shall be provided to regular part-time employees on a pro-rated basis, based on their annualized regularly scheduled hours of work as of January 1 of each calendar year. To be used for the purposes of receiving reimbursement for health and dental expenses not covered by their benefit plans.	No Language	No Language
Overtime	<b>2 times</b> for all hours worked immediately preceding or following an employee's scheduled shift or on scheduled days off or on named holidays. Employees may be granted time off duty in lieu of overtime payments at the applicable premium rate. Time in lieu not taken shall be paid out.	<b>2 times</b> for all hours worked immediately preceding or following an employee's regularly scheduled shift or on scheduled days of rest. Allowed to bank up to 96 hours at any given time in a year.	<b>2 times</b> for all hours worked in excess of the regular scheduled shift and on scheduled days of rest. Employees may be granted time off duty in lieu of overtime payments at the applicable premium rate. Time in lieu not taken shall be paid out.	<b>2 times</b> for all hours worked immediately preceding or following an employee's regularly scheduled shift or on scheduled days of rest. Allowed to bank overtime at the following rate: one hour of overtime equal two time hours lieu time.	<b>2 times</b> for all hours worked following an employee's regular shift or on regular time off. Allowed to bank up 48 hours a year which allows for 96 straight time hours off. Banked OT hrs not taken within that year will be paid out at the appropriate OT rate.	<b>2 times</b> for all hours worked in excess or outside of their regularly scheduled hours of work. Allowed to bank hours from statutory holidays and overtime to a maximum of 204 hours payable at the current basic hourly rate of pay. Accumulated lieu time credits in excess of 204 hours will be paid out.
On-Call Premium	<b>\$2.80</b> per hour on regularly scheduled days of work,	<b>\$3.00</b> per hour on regularly scheduled days of work.	<b>\$3.30</b> per hour on regularly scheduled days of work	<b>\$3.00</b> per hour for each hour of on-call duty.	\$15 a day up to a maximum of \$80 a week.	No Language

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	days off and named holidays. The premium will increase from \$2.80 to \$3.00 on April 1, 2009.	<b>\$4.25</b> per hour on days off and named holidays.	<b>\$4.50</b> per hour on days off and named holidays.			
Call Back Pay	<b>2 times</b> for all hours worked or a minimum of 2 hours, whichever is greater for employees on on-call duty.	<b>2 times</b> for all hours worked or a minimum of 2 hours, whichever is greater for employees on on-call duty.	<p><b>2 times</b> for all hours worked or a minimum of 3 hours, whichever is greater for employees on on-call duty.</p> <p><b>2 times</b> for all hours worked or a minimum of 2 hours, whichever is greater for employees that were not on on-call duty.</p> <p>When an employee can't be provided with eight hours of rest due to call backs, they will receive payment at two times for all hours worked during what should have been the eight hours rest period.</p>	<b>2 times</b> for all hours worked for employees called back during on-call duty or called back outside of regular scheduled hours of work for emergency coverage or 6 hours at straight time, whichever is greater.	No Language	Employee called out shall be paid a minimum of 3 hours at OT rates for each call out.
Evening / Night Premium	<b>\$4.25</b> per hour where the majority of the hours of such shift falls between 1730 and 0700 hours. The premium will increase from \$4.25 to \$5.00 on April 1, 2009.	<b>\$1.75</b> per hour where the majority of the hours of such shift falls between 1900 and 0700 hours.	<p><b>\$4.25</b> per hour for entire shift where the majority of hours fall within the period of 2300 - 0700 hours or for each regularly scheduled hour worked between 2300 - 0700 hours provided greater than 2 hours are worked or for all overtime hours worked which fall within the period of 2300 - 0700 hours. The premium will increase from \$4.25 to \$5.00 on April 1, 2009.</p> <p><b>\$2.50</b> per hour for entire shift where the majority of hours fall within the period of 1500 - 2300 hours or for each regularly scheduled hour worked after 1500 - 2300</p>	No Language	<b>\$0.85</b> per hour will be granted to employees working a shift, the major portion of which occurs between 1600 and 0730 hours of the next day.	<b>\$1.00</b> per hour will be granted to employees working a shift, where the majority of hours worked is between the hours of 1800 - 0800 hours.

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			hours provided greater than 2 hours are worked or for all overtime hours worked which fall within the period of 1500 - 2300 hours. The premium will increase from \$2.50 to \$2.75 on April 1, 2009.			
Weekend Premium	<b>\$2.75</b> per hour shall be paid to an employee working between 1730 hours Friday and 0730 hours Monday. The premium will increase from \$2.75 to \$3.25 on April 1, 2009.	<b>\$1.75</b> per hour where the majority of shift falls within a period commencing 1900 hrs Friday or for hours worked between 1900 hrs on Friday and 0700 hrs on Monday or to employees working OT hrs which fall within the 60 hr period commencing at 1900 Friday.	<b>\$2.75</b> per hour where the majority of shift falls within a 64 hour period commencing 1500 hours Friday or for each regularly scheduled hour worked after 1500 provided greater than 2 hours are worked or for all overtime hours which fall within the 64 hour period commencing at 15.00 hours on a Friday. The premium will increase from \$2.75 to \$3.25 on April 1, 2009.	<b>\$1.75</b> per hour where the majority of shift falls within a period commencing 1900 hrs Friday or for hours worked between 1900 hrs on Friday and 0800 hrs on Monday or to employees working OT hrs which fall within the 60 hr period commencing at 1900 Friday.	No Language	No Language
Vacation Entitlement	1 year = 12 days 2-9 years = 16 days 10 + years = 20 days.	1- 3 years = 12 days 4-9 years = 16 days 10-19 years = 20 days 20 + years = 24 days.	1 year = 15 days 2-9 years = 20 days 10-19 years = 25 days 20 + years = 30 days Supplementary Vacation 5 days credit on 25 <sup>th</sup> , 30 <sup>th</sup> , 35 <sup>th</sup> , 40 <sup>th</sup> and 45 <sup>th</sup> year of employment.	1-3 years = 131 hours 4-9 years = 174 hours 10-19 years = 218 hours 20 + years = 263 hours.	1-7 years = 21 days 8-16 years = 28 days 17-24 years = 35 days 25-29 years = 42 days 30 + years = 49 days.	1-5 years = 12 days 6-11 years = 16 days 12-23 years = 20 days 24 + years = 24 days.

Notes: \* Negotiations between HSAA's Peace Country EMS and Alberta Health Services are headed to arbitration. Consequently, we can only provide the 2007 data, which is the most recent year where data is available. \*\* Salary incremental increases for CUPE local 3421 EMT-A and EMT-P are on a yearly basis for years 2-6. However, in order to reach the top rate of their salary schedule, which is \$30.03 for EMT-A and \$34.04 for EMT-P, an employee at CUPE local 3421 needs to work 23 years. \*\*\* Salary incremental increases for CUPE local 3197 EMT-A and EMT-P are on a yearly basis for years 2-6. After 10 years of continuous service they get a long service increment. After 20 years of continuous service they reach the top of their respective salary schedules, which is \$31.64 for EMT-A and \$35.91 for EMT-P \*\*\*\* Flexible Spending Account is to be used for professional development, wellness, health expenditures, child / elder care or contribution to RRSP.