

**2001-2004 HEABC/Paramedical Professional Bargaining  
Association Wage Schedule B**

**Effective April 1, 2003:**

<b>Grid Level</b>		<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>
<b>2</b>	Monthly	3310	3478	3635	3798	3950	4130
	Bi-Weekly	1522	1599	1671	1746	1816	1899
	Hourly	21.14	22.21	23.21	24.25	25.22	26.37
<b>3</b>	Monthly	3436	3610	3772	3944	4101	4286
	Bi-Weekly	1580	1660	1734	1814	1886	1971
	Hourly	21.94	23.05	24.09	25.19	26.19	27.37
<b>4</b>	Monthly	3567	3745	3916	4092	4258	4448
	Bi-Weekly	1640	1722	1801	1881	1958	2045
	Hourly	22.78	23.91	25.01	26.13	27.19	28.40
<b>5</b>	Monthly	3703	3891	4064	4248	4419	4619
	Bi-Weekly	1703	1789	1868	1953	2032	2124
	Hourly	23.65	24.85	25.95	27.13	28.22	29.50
<b>6</b>	Monthly	3845	4038	4218	4409	4586	4793
	Bi-Weekly	1768	1857	1939	2027	2108	2204
	Hourly	24.55	25.79	26.93	28.15	29.28	30.61
<b>7</b>	Monthly	3988	4190	4379	4577	4760	4976
	Bi-Weekly	1834	1927	2013	2105	2189	2288
	Hourly	25.47	26.76	27.96	29.23	30.40	31.78
<b>8</b>	Monthly	4141	4348	4546	4751	4941	5163
	Bi-Weekly	1904	1999	2090	2184	2272	2374
	Hourly	26.44	27.77	29.03	30.34	31.55	32.97
<b>9</b>	Monthly	4289	4507	4707	4922	5119	5351
	Bi-Weekly	1972	2072	2164	2263	2354	2460
	Hourly	27.39	28.78	30.06	31.43	32.69	34.17
<b>10</b>	Monthly	4445	4669	4879	5100	5304	5540
	Bi-Weekly	2043	2146	2244	2345	2439	2547
	Hourly	28.38	29.81	31.16	32.57	33.87	35.38
<b>11</b>	Monthly	4614	4842	5064	5295	5507	5754
	Bi-Weekly	2121	2226	2328	2434	2532	2645
	Hourly	29.46	30.92	32.34	33.81	35.17	36.74
<b>12</b>	Monthly	4787	5030	5257	5495	5713	5972
	Bi-Weekly	2201	2313	2417	2526	2627	2746
	Hourly	30.57	32.12	33.57	35.09	36.48	38.14

\*These rates are based on the COLA at 3.2%.

March 21, 2003 - Without Prejudice, Errors and Omissions Excepted

2001-2004 HEABC/Paramedical Professional Bargaining  
Association Wage Schedule B

Effective April 1, 2003:

Grid Level		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
13	Monthly	4971	5222	5459	5702	5931	6199
	Bi-Weekly	2285	2401	2510	2622	2727	2850
	Hourly	31.74	33.35	34.86	36.41	37.87	39.58
14	Monthly	5158	5418	5663	5919	6156	6436
	Bi-Weekly	2372	2491	2604	2722	2830	2959
	Hourly	32.94	34.60	36.16	37.80	39.31	41.10
15	Monthly	5356	5625	5878	6145	6391	6679
	Bi-Weekly	2462	2586	2703	2825	2938	3071
	Hourly	34.20	35.92	37.54	39.24	40.81	42.65
16	Monthly	5560	5841	6102	6379	6632	6932
	Bi-Weekly	2556	2686	2806	2933	3049	3187
	Hourly	35.50	37.30	38.97	40.73	42.35	44.27
17	Monthly	5768	6059	6336	6621	6885	7193
	Bi-Weekly	2652	2786	2913	3044	3166	3307
	Hourly	36.83	38.69	40.46	42.28	43.97	45.93
18	Monthly	5988	6291	6575	6872	7148	7470
	Bi-Weekly	2753	2892	3023	3159	3286	3434
	Hourly	38.24	40.17	41.99	43.88	45.64	47.70
19	Monthly	6216	6529	6827	7133	7419	7753
	Bi-Weekly	2858	3002	3139	3280	3411	3565
	Hourly	39.69	41.69	43.60	45.55	47.38	49.51
20	Monthly	6452	6779	7083	7405	7701	8048
	Bi-Weekly	2966	3117	3257	3405	3541	3700
	Hourly	41.20	43.29	45.23	47.29	49.18	51.39
21	Monthly	6699	7038	7353	7686	7993	8354
	Bi-Weekly	3080	3236	3380	3534	3675	3841
	Hourly	42.78	44.94	46.95	49.08	51.04	53.35

\*These rates are based on the COLA at 3.2%.

March 21, 2003 - Without Prejudice, Errors and Omissions Excepted