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1.0 INTRODUCTION

1.1 Summary

The following collection of salary scales was assembled for reference by practicing medical radiation technologists and students preparing to enter the field in Canada. The publication is distributed on request only to CAMRT members, students enrolled in accredited training programs, training schools, and employment agencies.

This report is a collection of provincial wage scales gathered from unions and outside bargaining units' collective agreements. Supplementary information includes overtime premiums and an appendix addressing the cost of living disparity among provinces.

Every attempt has been made to outline wage scales with respect to the following four disciplines: Radiological Technologists, Radiation Therapists, Nuclear Medicine Technologists, and Magnetic Resonance Technologists. However, in several collective agreements no distinction between these disciplines is made. In other words, bargaining takes place at a more macro level. The fact that some unions bargain for specific skill sets is a significant benefit in its own right to employees, and the readers of this report will be easily able to identify such unions.

The aforementioned wages are pulled primarily from central collective agreements; however, on occasion the local/regional agreements have been used to fill in blanks (i.e. when the central agreement does not discuss certain disciplines but the local/regional level does). Wages at the local level not explored in this analysis might differ from those in the central collective agreement.

Readers should note that the CAMRT Policy on Labour Relations (effective: June 1994), states:

"The Association will refrain from becoming a bargaining unit for medical radiation technologists.

The CAMRT shall restrict its involvement with bargaining units to the exchange and/or clarification of information regarding the practice of medical radiation technology.

The Association may, either directly or through its Member-Associations, communicate freely with representative unions on behalf of our members."

Although every effort has been made to ensure that the following information is current and accurate, the CAMRT cannot attest that it is either complete or up-to-date. Terms and conditions of employment vary widely across Canada and salary negotiations are ongoing in some provinces.

Contact Us

To obtain additional copies of this publication, contact:

CAMRT Communications Department
10th Floor, 85 Albert Street,
Ottawa, ON K1P 6A4
Phone: (613) 234-0012 or 1-800-463-9729
Fax: (613) 234-1097

Visit us on the web, at <http://www.camrt.ca>

2.0 BRITISH COLUMBIA

- Single union representation: Health Employers Association of British Columbia (HEABC)

2.1 HEABC Wage Scale

- Collective agreement expires 2010
- The wages presented here are effective April 01, 2009 – March 31, 2010

Medical Radiation Technologist

and

Nuclear Medicine Technologist

Title	Pay Grade	Grid Level	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Medical Radiation Technologist I	I	6	Bi-weekly	1890	1985	2074	2167	2254	2356
			Hourly	26.25	27.57	28.8	30.1	31.31	32.73
Medical Radiation Technologist II	II	7	Bi-weekly	1960	2060	2153	2250	2340	2446
			Hourly	27.23	28.61	29.9	31.25	32.5	33.98
Medical Radiation Technologist III	III	8	Bi-weekly	2036	2137	2235	2335	2429	2538
			Hourly	28.28	29.69	31.04	32.43	33.74	35.25
Medical Radiation Technologist IV	IV	10	Bi-weekly	2185	2295	2399	2508	2608	2723
			Hourly	30.35	31.88	33.31	34.83	36.22	37.82
Medical Radiation Technologist V	V	13	Bi-weekly	2444	2567	2684	2803	2915	3047
			Hourly	33.94	35.65	37.27	38.93	40.49	42.32
Medical Radiation Technologist VI	VI	14	Bi-weekly	2536	2663	2784	2910	3026	3164
			Hourly	35.22	36.99	38.67	40.42	42.02	43.94

- Please note that MRI Technologists are classified at a minimum Grade III or level 8

Regular hours of work: 36 hours per week

Overtime: HEABC Collective Agreement (Article 25)

- Overtime Rates**
 - Overtime at the rate of time and one-half (1.5 x) shall be paid on the following basis: (1) for the first two (2) hours in excess of the normally scheduled full shift hours per day; (2) for the first seven point two (7.2) hours in excess of the normally scheduled full shift hours per week;
 - Overtime at the rate of double time (2 x) shall be paid on the following basis: (1) for all hours in excess of the first two (2) hours worked after the normally scheduled full shift hours per day; (2) for all hours in excess of the first seven point two (7.2) hours worked after the normally scheduled full shift hours per week; (3) for all hours worked on an employee's scheduled day off.
 - Overtime at the rate of one and one-half (1.5 x) times the appropriate holiday rate shall be paid on the following basis: (1) for all overtime hours worked on a calendar paid holiday; (2) for all overtime hours worked on a day which had originally been scheduled as a paid holiday but was changed by the employer with less than fourteen (14) calendar days notice.

3.0 ALBERTA

- Single union representation: The Health Sciences Association of Alberta (HSAA)

3.1 HSAA Wage Scale

- Collective agreement expires March 31, 2011
- The wages presented here are effective April 1, 2009

Medical Radiation Technologists

Pay Grade	Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year
6	Medical Radiation Technologists I	Hourly	28.54	29.55	30.6	31.69	32.81	33.98	35.19	36.31	37.57
7	Medical Radiation Technologists II	Hourly	30.9	31.82	32.85	33.85	34.93	36.04	37.18	38.36	39.71
9	Medical Radiation Technologists III	Hourly	32.98	34.01	35.08	36.25	37.39	38.58	39.84	41.09	42.53

Magnetic Resonance Imaging Technologists

Pay Grade	Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year
8a	Magnetic Resonance Imaging Technologists I	Hourly	31.19	32.11	33.2	34.17	35.27	36.38	37.55	38.73	40.1
10a	Magnetic Resonance Imaging Technologists II	Hourly	33.3	34.35	35.43	36.58	37.75	38.96	40.2	41.48	42.92

Nuclear Medicine Technologists

Pay Grade	Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year
6	Nuclear Medicine I	Hourly	28.54	29.55	30.6	31.69	32.81	33.98	35.19	36.31	37.57
7	Nuclear Medicine II	Hourly	30.9	31.82	32.85	33.85	34.93	36.04	37.18	38.36	39.71
9	Nuclear Medicine III	Hourly	32.98	34.01	35.08	36.25	37.39	38.58	39.84	41.09	42.53

Radiation Therapists

- Radiation Therapists were not mentioned directly in the central HSAA collective agreement; however, they are addressed at the local level; specifically, the Alberta Cancer Board.
- The wages presented here are effective October 1, 2004. Please see http://www.hsaa.ca/agreements_bargaining/r3_calgary_health for a draft version of the 2008-2011 agreement and for bargaining updates.

Pay Grade	Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year
9	Radiation Therapists I	Bi-weekly	2427	2512	2597	2685	2769	2855	2940	3026	3132
		Hourly	31.31	32.41	33.51	34.64	35.73	36.84	37.94	39.05	40.41
11	Radiation Therapists II	Bi-weekly	2517	2608	2695	2783	2873	2961	3050	3141	3250
		Hourly	32.48	33.65	34.77	35.91	37.07	38.2	39.36	40.53	41.94
13	Radiation Therapists III	Bi-weekly	2688	2783	2878	2973	3067	3162	3257	3353	3470
		Hourly	34.68	35.91	37.14	38.36	39.58	40.8	42.03	43.26	44.78
10	Dosimetrist IA	Bi-weekly	2471	2560	2646	2735	2811	2909	2995	3083	3191
		Hourly	31.89	33.03	34.14	35.29	36.27	37.53	38.65	39.78	41.18
12	Dosimetrist IIA	Bi-weekly	2609	2697	2792	2886	2983	3071	3167	3258	3373
		Hourly	33.67	34.8	36.03	37.24	38.49	39.63	40.86	42.04	43.52
15	Dosimetrist IIIA	Bi-weekly	2776	2872	2974	3067	3164	3260	3358	3457	3578
		Hourly	35.82	37.06	38.37	39.57	40.83	42.07	43.33	44.61	46.17
14	Clinical Instructor	Bi-weekly	2699	2795	2884	2988	3088	3184	3288	3383	3501
		Hourly	34.82	36.07	37.21	38.56	39.84	41.08	42.42	43.65	45.18

Regular hours of work: 38.75 hours per week

Overtime: HSAA Collective Agreement (Article 12)

- For work in excess of seven and three-quarter (7 3/4) hours per day, two times (2X) her basic rate of pay, exclusive of meal periods, if taken. This overtime payment will cease and the employee's basic rate of pay will apply at the start of the next regularly scheduled shift.

4.0 SASKATCHEWAN

- Several unions represent medical radiation technologists in Saskatchewan including:
- Saskatchewan Government Employees Union (SGEU)
- Canadian Union of Public Employees (CUPE)

4.1 SEIU Wage Scale

- SEIU/SAHO Collective Agreement expires March 31, 2008
- The wages presented here are effective April 1, 2007
- 2007 wage scales reflect the standardized wage rates for SEIU, SGEU, CUPE

Medical Radiation Technologists

Title	(\$)	Step 1	Step 2	Step 3
MR tech 25	Bi-weekly	2117	2192	2268
	hourly	28.23	29.22	30.24
MR tech – special 34	Bi-weekly	2277	2357	2439
	hourly	30.36	31.42	32.52
MR tech working supervisor 144	Bi-weekly	2640	2732	2829
	hourly	35.20	36.43	37.72

Magnetic Resonance Imaging Technologist

Title	(\$)	Step 1	Step 2	Step 3
Tech 189	Bi-weekly	2459	2545	2634
	Hourly	32.78	33.93	35.12
Working Supervisor 198	Bi-weekly	2640	2732	2829
	Hourly	35.2	36.43	37.72

Nuclear Medicine Technologists

Title	(\$)	1st year	2nd year	3rd year
Tech I 193	Bi-weekly	2117	2192	2268
	Hourly	28.23	29.22	30.24
Tech II 194	Bi-weekly	2277	2357	2439
	Hourly	30.36	31.42	32.52
Tech/Instructor 306	Bi-weekly	2640	2732	2829
	Hourly	35.2	36.43	37.72
Supervisor 214	Bi-weekly	2640	2732	2829
	Hourly	35.2	36.43	37.72

Regular hours of work: 37.5 hours per week in a “5-5-4” 3 week rotation

Overtime: SEIU Collective Agreement

- Overtime is calculated in some instances as 1 ½ times regular wages for the first 4 hours, then to double time. However, in certain instances, overtime is calculated as double time right away, (e.g. working on a regularly scheduled day off).

4.2 SGEU Wage Scale (Saskatchewan Cancer Agency)

- The wages presented here were effective between Jan 01 – Dec 31, 2009
- Regular hours of work: 36.25 hours per week

Radiation Therapists

Grade	Title	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5
4	Medical Radiation Technologist	Bi-weekly	1645.02	1702.30	1761.75	1823.37	1924.87
		Hourly	22.69	23.48	24.30	25.15	26.55
6	Radiation Therapist I	Bi-weekly	2059.72	2132.22	2206.17	2283.75	2401.20
		Hourly	28.41	29.41	30.43	31.50	33.12
7	Radiation Therapist II Dosimetrist	Bi-weekly	2305.50	2385.97	2469.35	2555.62	2682.51
		Hourly	31.80	32.91	34.06	35.25	37.00
9	Coordinator (School program, Regional program, Technical)	Bi-weekly	2807.92	2905.80	3007.3	3112.42	3258.875
		Hourly	38.73	40.08	41.48	42.93	44.95

4.3 CUPE Wage Scale

- The rates below are harmonized rates (encompassing (CUPE, SEIU, SGEU and SAHO) that come into effect on April 1, 2007. These do not include any further adjustments that may be implemented as a result of renewing the collective agreement that expired in the mean time³.

Saskatchewan Association of Health Organizations (SAHO) 2007 Harmonized Rates

Job Class Title	1st year	2nd year	3rd year
Certified Laboratory & X-Ray Technician I	16.72	17.3	17.9
Medical Radiation Technologist	20.2	20.91	21.64
Nuclear Medicine Technologist I	20.2	20.91	21.64
Certified Laboratory & X-Ray Technician II	22.17	22.94	23.74
Magnetic Resonance Imaging Technologist	22.17	22.94	23.74
Diagnostic Cardiac Sonographer	24.13	24.97	25.84
Medical Radiation Technologist - Specialty	24.13	24.97	25.84
Diagnostic Medical Sonographer	26.09	27	27.94
Magnetic Resonance Imaging Tech Working Supervisor	26.09	27	27.94
Nuclear Medicine Technologist II	26.09	27	27.94
Diagnostic Medical Sonographer/Instructor	28.05	29.03	30.04
Medical Radiation Technologist Working Supervisor	28.05	29.03	30.04
Nuclear Medicine Technologist III/Supervisor	28.05	29.03	30.04
Diagnostic Medical Sonographer Working Supervisor.	30.28	31.34	32.44

³ Edgecombe, Brian, Email, CUPE National.

The rates below are the most recent specific rates available from CUPE for Saskatchewan employers:

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
Community Health Services Association	Senior X-Ray Technologist/Purchaser	\$32.46	\$34.78	01/04/2007	31/03/2008
Community Health Services Association	X-Ray Technologist	\$26.05	\$27.90	01/04/2007	31/03/2008
Community Health Services Association	X-Ray Technologist/Purchasing Assistant	\$26.05	\$27.90	01/04/2007	31/03/2008
The Prince Albert Co-operative Health Centre	Medical Radiation Technologist	\$25.97	\$27.82	01/04/2007	31/03/2008

5.0 MANITOBA

- Two unions represent medical radiation technologists in Manitoba including:
 - The Manitoba Government Employees' Union (MGEU)
 - Manitoba Association of Health Care Professionals (MAHCP)

5.1 MGEU Master Agreement Wage Scale

- The wages below are effective March 15, 2008 to March 13, 2009

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
MED TECHNOLOGIST 1 - MG1	Bi-weekly	1616.80	1690.40	1768.80	1849.60	1936.00	2026.40	2121.60
	Hourly	20.21	21.13	22.11	23.12	24.2	25.33	26.52
MED TECHNOLOGIST 2 – MG2	Bi-weekly	1747.20	1828.00	1912.80	1999.20	2094.40	2193.60	2297.60
	Hourly	21.84	22.85	23.91	24.99	26.18	27.42	28.72
MED TECHNOLOGIST 3 – MG3	Bi-weekly	1898.40	1986.40	2077.60	2173.60	2275.20	2385.60	2500.00
	Hourly	23.73	24.83	25.97	27.17	28.44	29.82	31.25
MED TECHNOLOGIST 4 – MG4	Bi-weekly	2088.80	2184.80	2286.40	2391.20	2502.40	2624.00	2750.40
	Hourly	26.11	27.31	28.58	29.89	31.28	32.80	34.38

- The wages below are effective March 14, 2009 to March 26, 2010

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
MED TECHNOLOGIST 1 - MG1	Bi-weekly	1664.00	1739.20	1820.00	1903.20	1992.00	2084.80	2183.20
	Hourly	20.80	21.74	22.75	23.79	24.90	26.06	27.29
MED TECHNOLOGIST 2 – MG2	Bi-weekly	1797.60	1880.80	1968.00	2056.80	2155.20	2257.60	2364.00
	Hourly	22.47	23.51	24.60	25.71	26.94	28.22	29.55
MED TECHNOLOGIST 3 – MG3	Bi-weekly	1953.60	2044.00	2137.60	2236.80	2340.80	2454.40	2572.80
	Hourly	24.42	25.55	26.72	27.96	29.26	30.68	32.16
MED TECHNOLOGIST 4 – MG4	Bi-weekly	2149.60	2248.00	2352.80	2460.80	2575.20	2700.00	2830.40
	Hourly	26.87	28.10	29.41	30.76	32.19	33.75	35.38

Regular hours of work: 40 hours per week

Overtime: MGEU Collective Agreement (ARTICLE 3)

- An employee who works overtime on the employee's regular work day shall be compensated at time and one-half (1½x) for all such time worked.
- An employee who works a day of rest shall be compensated at double time (2x) for all time worked on that day.

5.1.1 MGEU & Parkland, Interlake, North Eastman, and Central Regional Health Authorities

- The wages presented here are effective April 1, 2009

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
General Duty Technologist	Bi-weekly	1884.18	1971.06	2061.42	2158.14	2258.81	2363.75	
	Hourly	24.31	25.43	26.60	27.85	29.15	30.50	
Senior Technologist	Bi-weekly	2022.13	2114.90	2211.69	2316.55	2425.98	2540.84	
	Hourly	26.09	27.29	28.54	29.89	31.30	32.78	
Charge Technologist	Bi-weekly	2083.90	2179.76	2280.75	2385.60	2496.74	2617.64	2743.11
	Hourly	26.89	28.13	29.43	30.78	32.21	33.78	35.39
Medical Technologist V	Bi-weekly	2289.89	2395.68	2507.12	2622.06	2744.35	2877.50	3015.91
	Hourly	29.55	30.91	32.35	33.83	35.41	37.13	38.91
EKG Technologist	Bi-weekly	1781.65	1862.48	1948.43	2037.71	2133.34	2232.93	2336.63
	Hourly	22.99	24.03	25.14	26.29	27.53	28.81	30.15
General Duty MRI Technologist	Bi-weekly	2342.13	2412.58	2484.81	2559.52	2636.24	2715.37	
	Hourly	30.22	31.13	32.06	33.03	34.02	35.04	
Senior MRI Technologist	Bi-weekly	2439.00	2512.16	2587.49	2665.07	2745.13	2827.51	
	Hourly	31.47	32.42	33.39	34.39	35.42	36.48	

Regular hours of work: 38.75 hours per week

Overtime: MGEU & Regional Health Authority Central Manitoba Inc. (ARTICLE 10)

- Employees shall receive one and one-half times (1½ x) their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.
- Employees shall receive double time (2x) their basic rate of pay for authorized overtime beyond the first three- (3) hours in any one- (1) day.
- Overtime worked by full-time employees on any scheduled day off shall be paid at the rate of two times (2x) the employee's basic salary. All overtime worked on a General Holiday shall be paid at two and one-half times (2½ x) the employee's basic rate of pay.

5.1.2 MGEU & The Churchill Regional Health Authority

- The wages presented here are effective April 1, 2009

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
Charge Technologist	Bi-weekly	4369.46	4570.48	4782.21	5002.08	5235.10	5488.60	5751.69
	Hourly	26.89	28.13	29.43	30.78	32.22	33.78	35.40
Radiology Technologist	Bi-weekly	3950.70	4132.86	4322.34	4525.14	4736.23	4956.25	
	Hourly	24.31	25.43	26.60	27.85	29.15	30.50	
Radiology/Ultrasound Technologist Cross Trained	Bi-weekly	4050.16	4217.75	4395.66	4580.63	4778.50	4984.63	5199.36
	Hourly	24.92	25.96	27.05	28.19	29.41	30.68	32.00

Regular hours of work: 37.5 hours per week

Overtime: MGEU & the Churchill Regional Health Authority Collective Agreement (ARTICLE 19)

- Overtime shall be compensated by payment of one and one-half (1 ½ x) times the employee's regular hourly rate of pay for each of the first three (3) consecutive hours of overtime and at the rate of double the employee's regular hourly rate of pay for hours worked in excess of three (3) hours worked in any one day.
- Overtime worked on a general holiday shall be at the rate of double the employee's regular hourly rate of pay. Where a full-time employee is required to work on a scheduled day off, the employee shall be paid at two (2) times her regular hourly rate of pay for all hours worked.

5.2 MAHCP Wage Scale

- The wages presented here are effective April 1, 2009 (hourly rates):

Employer/ Job Title	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year
Brandon Clinic Medical Corporation								
General Duty Technologist - X-Ray ¹	22.73	23.78	24.87	26.04	27.25	28.52		
Brandon Regional Health Authority								
General Duty Radiology Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Radiology Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Radiology Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
General Duty Technologist (MRI, Nuclear Medicine)	30.22	31.13	32.06	33.03	34.02	35.04		
Senior Nuclear Medicine Technologist	31.47	32.42	33.39	34.39	35.42	36.48		
Charge Technologist (MRI, Nuclear Medicine)	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
Breast Health Centre								
Radiology Technologist -Mammography	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Radiology Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Burntwood Regional Health Authority								
Technician	17.35	18.03	18.81	19.57	20.41	21.28		
General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
CancerCare Manitoba								
General Duty Therapist	30.38	31.47	32.53	33.60	34.67	35.76	36.83	
Senior Therapist	31.52	32.62	33.74	34.85	35.97	37.08	38.19	
Charge Therapist	33.66	34.85	36.04	37.23	38.40	39.73	40.79	
Concordia Hospital								
General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Deer Lodge Centre								
General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Health Sciences Centre								
Undergraduate X-Ray Technologist	19.07							
General Duty X-Ray Technologist	24.49	25.55	26.60	27.85	29.15	30.50		
Senior X-Ray Technologist	26.38	27.48	28.63	29.89	31.30	32.79		
Charge X-Ray Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Pediatric Area Supervisor - Radiology	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Technical Instructor - Radiology	29.98	30.95	31.97	33.02	34.09	35.21	36.37	
MRI - MR Research Systems Manager	22.05	22.71	23.39	24.10	24.82	25.56		
MRI - General Duty MRI Technologist	30.22	31.13	32.06	33.03	34.02	35.04		
MRI - Charge MRI Technologist	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
MRI - Functional MRI Researcher	30.40	31.62	32.88	34.20	35.57			
NM - Research Associate -Nuclear Medicine	21.17	21.94	22.77	23.60	24.49	25.42	26.39	
NM - General Duty Nuclear Medicine Technologist	30.22	31.13	32.06	33.03	34.02	35.04		
NM - Senior Nuclear Medicine Technologist	31.47	32.42	33.39	34.36	35.42	36.48		
NM - Charge Nuclear Medicine Technologist - Technical Instructor	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
NM - Assistant Radiation Safety Coordinator	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
NM - Clinical Trials Coordinator - Nuclear Medicine	29.01	29.88	30.78	31.70	32.66	33.64	34.64	
Misericordia Health Centre								
General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
NOR-MAN Regional Health Authority								

General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
South-Eastman Health/Santé Sud-Est								
General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
St. Boniface General Hospital								
Radiology - General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Radiology - Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Radiology - Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
MRI - General Duty Technologist	30.22	31.13	32.06	33.03	34.02	35.04		
MRI - Charge Technologist	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
Nuclear Medicine - General Duty Technologist	30.22	31.13	32.06	33.03	34.02	35.04		
Nuclear Medicine -Senior Technologist	31.47	32.42	33.39	34.39	35.42	36.48		
Nuclear Medicine -Charge Technologist	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
Victoria Hospital								
Radiology - General Duty Technologist	24.31	25.43	26.60	27.85	29.15	30.50		
Radiology - Senior Technologist	26.09	27.29	28.54	29.89	31.30	32.79		
Radiology - Charge Technologist	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Radiology - Clinical Instructor -Diagnostic Services	26.89	28.13	29.43	30.78	32.22	33.78	35.40	
Nuclear Medicine - General Duty Technologist	30.22	31.13	32.06	33.03	34.02	35.04		
Nuclear Medicine - Charge Technologist	30.91	31.84	32.79	33.78	34.79	35.83	36.91	38.02
Winnipeg Clinic								
Technologist I - X-Ray	23.1	24.16	25.26	26.45	27.69	28.98		
Technologist II - X-Ray	24.79	25.92	27.11	28.4	29.74	31.15		

1. Comes into effect at Brandon Clinic August 1, 2009.

6.0 ONTARIO

- Several unions represent medical radiation technologists in Ontario including:
 - Ontario Provincial Public Service Employees Union (OPSEU)
 - Canadian Union of Public Employees (CUPE)
 - The Professional Institute of the Public Service of Canada (PIPSC)
 - The Service Employees International Union (SEIU) - Local 240

6.1 OPSEU Wage Scale

- The wages presented here are effective April 01, 2008 to March 31, 2009.

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year
Registered Technologist	Hourly	27.06	28.11	29.28	30.45	31.61	32.78	33.95	35.10	36.28
Senior Technologist	Hourly	31.03	32.27	33.52	34.73	35.99	37.20	38.46		
Charge Technologist	Hourly	32.80	34.10	35.41	36.71	38.03	39.31	40.65		
Registered MRI Technologist	Hourly	27.06	28.11	29.28	30.45	31.61	32.78	33.95	35.10	37.37
Senior MRI Technologist	Hourly	31.03	32.27	33.52	34.73	35.99	37.20	39.61		
Charge MRI Technologist	Hourly	32.80	34.10	35.41	36.71	38.03	39.31	41.87		

Regular hours of work: 37 ½ hours per week

Overtime: OPSEU Collective Agreement (ARTICLE 16)

- Overtime shall be defined as being all hours worked in excess of the normal or standard work day, or in excess of the normal or standard work week. The overtime rate shall be one and one-half (1½) times the regular straight time hourly rate of pay.

6.2 CUPE Wage Scale

- CUPE is awaiting arbitration awards in a number of bargaining situations.
- The rates below are the most recent specific rates available from CUPE for Ontario employers

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
Community Health Services Association	Senior X-Ray Technologist/Purchaser	\$32.46	\$34.78	01/04/2007	31/03/2008
Community Health Services Association	X-Ray Technologist	\$26.05	\$27.90	01/04/2007	31/03/2008
Community Health Services Association	X-Ray Technologist / Purchasing Assistant	\$26.05	\$27.90	01/04/2007	31/03/2008
The Prince Albert Co-operative Health Centre	Medical Radiation Technologist	\$25.97	\$27.82	01/04/2007	31/03/2008
Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date

6.3 SEIU Local 240 Wage Scale

- It has been advised by SEIU Local 240 that wage scales and further compensation generally follows that of OPSEU, outlined in section 6.1 of this report.

7.0 QUEBEC

- Single union representation: Syndicat des technologues en radiologie du Québec (STRQ)

7.1 STRQ Wage Scale

- The wages presented here are effective April 1, 2009 to March 31, 2010

Title	Code	Group	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year	10 th year	11 th year	12 th year
Technologue en radiodiagnostic	2205	713	19.82	20.50	21.22	21.99	22.75	23.55	24.39	25.26	26.11	27.05	28.00	29.00
Technologue en radio-oncologie	2207	713	19.82	20.50	21.22	21.99	22.75	23.55	24.39	25.26	26.11	27.05	28.00	29.00
Technologue en médecine nucléaire	2208	713	19.82	20.50	21.22	21.99	22.75	23.55	24.39	25.26	26.11	27.05	28.00	29.00
Technologue spécialisé en radiologie,	2212	712	18.90	19.55	20.24	20.97	21.70	22.46	23.26	24.06	24.91	25.81	26.68	27.63
Assistant-chef technologue en radiologie,	2219	704	22.37	23.11	23.85	24.63	25.42	26.28	27.13	28.01	28.93	29.88	30.86	31.89
Technologue en radiologie (Système d'information et imagerie numérique)	2222	714	20.79	21.53	22.27	23.08	23.87	24.72	25.59	26.49	27.43	28.38	29.36	30.40

Regular hours of work: 35 hours per week

Overtime: STRQ Collective Agreement (ARTICLE 19.2)

- The employee performing overtime work is remunerated in the following manner, for the number of hours done:
 - 1) at time and one half of her or his regular salary with the exception of any inconvenience premium;
 - 2) at double time of her or his regular salary with the exception of any inconvenience premium if the overtime work is done on a statutory holiday, and this in addition to the payment for the holiday.
 - 3) The parties can agree, through a local Agreement, to convert overtime into paid time-off.

8.0 NEW BRUNSWICK

- Single union representation: New Brunswick Union of Public and Private Employees (NBUPPE)

8.1 NBUPPE Wage Scale

- Collective agreement expires December 31, 2009
- The hourly rates below are effective July 1, 2009

Note from Appendix A of NBUPPE Collective Agreement:

NOTE: Those employees classified as: **Respiratory Therapist 1, 2, 3; Magnetic Resonance Imaging (MRI) Technologist; Nuclear Medicine 1, 2 and Medical Radiation Technologist 3, 4, 5** (Nuclear Medicine supervisory only) will be paid a Recruitment and Retention adjustment of 3.00% above the rates in their individual pay scales.

Title	Grid Level	1 st Year (A)	2 nd Year (B)	3 rd Year (C)	4 th Year (D)	5 th Year (E)	6 th Year (F)
Diagnostic Imaging Technician 1 Nuclear Medicine Technician 1	Group 1 (entry level)	19.66	20.63	21.65	22.73	23.65	24.71
Diagnostic Imaging Technician 2 Nuclear Medicine Technician 2 Magnetic Resonance Imaging Technologist	Group 3 (working level)	23.06	24.09	25.24	26.38	27.42	28.65
Medical Radiation Technologist 3 (supervisor) Medical Radiation Technologist Instructor	Group 4 (supervisory level)	24.68	25.81	27.09	28.32	29.46	30.78
Medical Radiation Technologist 4 (Sector Coordinator) Director of School of Radiological Technology	Group 5	26.36	27.62	28.93	30.35	31.58	33.01
Medical Radiation Technologist 5 (Assistant Director)	Group 6	29.47	30.95	32.52	33.84	35.36	

Regular hours of work: 37.5 hours per week

Overtime: NBUPPE Collective Agreement (ARTICLE 17)

- "Overtime Rate" means one and one-half times the regular hourly rate for work performed in excess of seven and one-half (7-1/2) hours in one day or thirty-seven and one-half (37-1/2) hours per week averaged over a four (4) week period.

Hourly rates for **Radiation Therapists** and **Dosimetrists** employed at Region 1 Beauséjour or Atlantic Health Sciences Corporation:

Title	Grid level	1 st Year (A)	2 nd Year (B)	3 rd Year (C)	4 th Year (D)	5 th Year (E)	6 th Year (F)
Radiation Therapist 1	Group 1	30.30					
Radiation Therapist 2 Dosimetrist 1	Group 2	34.83	35.9	37.04	38.17	39.68	41.47
Radiation Therapist 3 (Supervisor) Radiation Therapist Instructor Dosimetrist 2	Group 3	36.48	37.59	38.87	40.13	41.71	43.59
Radiation Therapist 4	Group 4	38.15	39.41	40.72	42.17	43.83	45.8
Radiation Therapist 5	Group 5	41.28	42.75	44.34	46.1	48.17	

9.0 PRINCE EDWARD ISLAND

- Two unions represent medical radiation technologists in PEI including:
 - International Union of Operating Engineers - Local 942 (IUOE)
 - Canadian Union of Public Employees (CUPE)

9.1 IUOE Wage Scale

- Collective agreement expires March 31, 2009. Please note: as of August, 2009, IUOE was in negotiations for a new collective agreement.
- The wages presented here are effective October 1, 2008

Group	Title	(\$)	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year
11	Radiation Tehcnologist I	Hourly	22.33	23.26	24.24	25.24	26.29	27.41
13	Radiation Technologist 2	Hourly	23.48	24.45	25.48	26.54	27.64	28.80
14	Radiation Technologist 3	Hourly	24.72	25.73	26.82	27.92	29.09	30.31
14A	Radiation Therapist*	Hourly	31.42	32.44	33.53	34.63	35.79	37.01
14B	MRI Coordinator*	Hourly	30.30	31.31	32.40	33.50	34.67	35.89
15A	Radiation Therapist 2*	Hourly	32.78	33.86	34.98	36.16	37.39	38.69
16	Quality and Risk Coordinator for DI	Hourly	27.58	28.74	29.93	31.15	32.45	33.80

* Includes Labour Market Adjustment

Regular hours of work: 37.5 hours per week

Overtime: IUOE Collective Agreement (ARTICLE 22)

- An employee who works in excess of normal weekly hours of their normal shift shall be eligible for overtime at time and one-half the regular rate.

9.2 CUPE Wage Scale

- The rates below are the most recent specific rates available from CUPE for PEI employers

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
East Prince Health Region	X-Ray Attendant	\$15.03	\$15.32	01/10/2006	31/03/2007
Queens Health Region	X-Ray Attendant	\$15.03	\$15.32	01/10/2006	31/03/2007
Southern Kings Health Region	X-Ray Attendant	\$15.03	\$15.32	01/10/2006	31/03/2007
West Prince Health Region	X-Ray Attendant	\$15.03	\$15.32	01/10/2006	31/03/2007

10.0 NOVA SCOTIA

- Three unions represent medical radiation technologists in Nova Scotia which has 9 health regions:
 - 7 regions are covered by Canadian Union of Public Employees (CUPE) through various locals.
 - Cape Breton Region is covered by The Canadian Auto Workers (CAW) local 4600
 - 1 region Capital Health (Halifax region) is covered by 2 unions: CUPE (info available) and The Nova Scotia Government Employees Union (NSGEU)

10.1 NSGEU Wage Scale

- Collective agreement expires October 31, 2009
- The wages presented here are effective April 1, 2009

Title	# of Grid Level	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Imaging Technologist A	HTH 418	Bi-weekly	1803.47	1845.03	1938.11	1992.55	2128.61	2195.81
		Hourly	24.05	24.60	25.84	26.57	28.38	29.28
Imaging Technologist B	HTH 526	Bi-weekly	1860.91	2038.74	2110.13	2185.28	2259.16	
		Hourly	24.81	27.18	28.14	29.14	30.12	
MRI Technologist	HTH 522	Bi-weekly	1852.69	1915.38	1976.71	2037.95	2100.74	2162.09
		Hourly	24.70	25.54	26.36	27.17	28.01	28.83
Nuclear Medicine Technologist	HTH 522	Bi-weekly	1852.69	1915.38	1976.71	2037.95	2100.74	2162.09
		Hourly	24.70	25.54	26.36	27.17	28.01	28.83
Radiation Therapist	HTH 139	Bi-weekly	2400.32	2578.14	2649.55	2724.69	2798.57	
		Hourly	32.00	34.38	35.33	36.33	37.31	
Dosimetrist	HTH 141	Bi-weekly	2681.18	2757.46	2832.44	2906.18		
		Hourly	35.75	36.77	37.77	38.75		
Team Leader, Diagnostic Imaging	HTH 526	Bi-weekly	1914.88	2097.86	2171.33	2248.65	2324.67	
		Hourly	25.53	27.97	28.95	29.98	31.00	
Clinical Educator, Radiation Therapy	HTH 143	Bi-weekly	2834.18	2915.88	2996.24	3075.23		
		Hourly	37.79	38.88	39.95	41.00		

Regular Hours of Work: 37.5 hours per week

Overtime: NSGEU Collective Agreement (ARTICLE 15):

Time worked in addition to the regular scheduled shifts or time worked in a biweekly pay period that is in excess of the bi-weekly hours shall be compensated at the rate of one and one half (1½T) times the regular hourly rate for the overtime worked. An employee who works in excess of four (4) hours overtime in any one day shall be compensated at the rate of two times (2T) the regular hourly rate for the overtime worked which shall include the first four (4) hours at double time.

10.2 CUPE Wage Scale

- The rates below are the most recent specific rates available from CUPE for Nova Scotia employers

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
South Shore District Health Authority (Healthcare & Service Bargaining Units)	X-RAY Technologist	\$17.64	\$19.71	01/04/2007	31/03/2008
South Shore District Health Authority (Healthcare & Service Bargaining Units)	X-RAY Technologist	\$18.15	\$20.28	01/04/2008	31/03/2009

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
South West Nova District Health Authority (Healthcare Bargaining Unit)	MRI Technologist	\$24.70	\$28.83	01/11/2007	31/03/2008
South West Nova District Health Authority (Healthcare Bargaining Unit)	MRI Technologist	\$25.42	\$29.66	01/04/2008	2008-10-31
South West Nova District Health Authority (Healthcare Bargaining Unit)	MRI Technologist	\$25.95	\$30.29	01/11/2008	2009-03-31
South West Nova District Health Authority (Healthcare Bargaining Unit)	Nuclear Medicine Technologist I	\$24.70	\$28.83	01/11/2007	2008-03-31
South West Nova District Health Authority (Healthcare Bargaining Unit)	Nuclear Medicine Technologist I	\$25.42	\$29.66	01/04/2008	2008-10-31

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
South West Nova District Health Authority (Healthcare Bargaining Unit)	Radiology Technologist	\$22.24	\$27.08	01/11/2007	31/03/2008
South West Nova District Health Authority (Healthcare Bargaining Unit)	Radiology Technologist	\$22.89	\$27.87	01/04/2008	31/10/2008
South West Nova District Health Authority (Healthcare Bargaining Unit)	Radiology Technologist	\$23.37	\$28.45	01/11/2008	31/03/2009

Regular hours of work: 37.5 hours per week

10.3 CAW local 4600 Wage Scale - Cape Breton District Health Authority

- Wages were effective October 31, 2008
- Collective agreement expires March 31, 2009. Bargaining for a new collective agreement has just begun and should be available in the fall¹.

Title	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
CT Technologist	Bi-weekly	1752.75	1793.25	1883.25	1951.5	2068.5	2133.75	
	Hourly	23.37	23.91	25.11	26.02	27.58	28.45	
Diagnostic Imaging Technologist I	Bi-weekly	1752.75	1793.25	1883.25	1951.5	2068.5	2133.75	
	Hourly	23.37	23.91	25.11	26.02	27.58	28.45	
Diagnostic Imaging Technologist II	Bi-weekly	1955.25	2142	2217	2295.75	2373.75		
	Hourly	26.07	28.56	29.56	30.61	31.65		
Dosimetrist (April 01-08 only)	Bi-weekly	2702.25	2779.5	2854.5	2928.75			
	Hourly	36.03	37.06	38.06	39.05			
Radiology Technologist	Bi-weekly	1800	1860.75	1920.75	1981.5	2043.75	2105.25	2166.75
	Hourly	24.00	24.81	25.61	26.42	27.25	28.07	28.89
Mammography Technologist I	Bi-weekly	1752.75	1793.25	1883.25	1951.5	2068.5	2133.75	
	Hourly	23.37	23.91	25.11	26.02	27.58	28.45	
Mammography Technologist II	Bi-weekly	1955.25	2142	2217	2295.75	2373.75		
	Hourly	26.07	28.56	29.56	30.61	31.65		
MRI technologist I	Bi-weekly	1946.25	2012.25	2076.75	2141.25	2207.25	2271.75	
	Hourly	25.95	26.83	27.69	28.55	29.43	30.29	
MRI technologist II	Bi-weekly	2054.25	2123.25	2191.5	2259	2328.75	2397	
	Hourly	27.39	28.31	29.22	30.12	31.05	31.96	
Nuclear Medicine Technician I	Bi-weekly	1946.25	2012.25	2076.75	2141.25	2207.25	2271.75	
	Hourly	25.95	26.83	27.69	28.55	29.43	30.29	
Nuclear Medicine Technician II	Bi-weekly	1955.25	2142	2217	2295.75	2373.75		
	Hourly	26.07	28.56	29.56	30.61	31.65		
Radiation Oncology Therapist (April 01-08 only)	Bi-weekly	2418.75	2598	2670	2745.75	2820.75		
	Hourly	32.25	34.64	35.60	36.61	37.61		
Radiation Therapy Coordinator (April 01-08 only)	Bi-weekly	2706.75	2778.75	2854.5	2928.75			
	Hourly	36.09	37.05	38.06	39.05			

Regular hours of work: 37.5 hours per week

Overtime: CAW Local 4600 agreement, Article 9.06 (a):

Except where otherwise provided under Article 9.01 (d), time worked in excess of the regular shift of seven and one-half (7.5) or more hours shall be paid at the rate of one and one-half times (1.5x) the Employee's regular rate of pay for the first four (4) continuous hours of such overtime worked and at the rate of two times (2x) the Employee's regular rate of pay for the overtime hours worked in excess of 4 (4) continuous hours.

1. Personal e-mail, Shauna Wilcox, President, CAW local 4600

11.0 NEWFOUNDLAND & LABRADOR

- Single union representation: Newfoundland Association of Public Employees (NAPE)

11.1 NAPE Wage Scale

- Collective agreement expires March 31, 2012
- The wages presented here are effective Apr 01, 2009

Title	Class Number	Grid Level	(\$)	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Clinical Radiography Instructor	5221	LX-31	Hourly	28.89	30.01	31.2	32.46	33.75	36.34
			Bi-weekly	2,022.30	2,100.70	2,184.00	2,272.20	2,362.50	2,543.80
Diagnostic Imaging Information System Technologist	5219	LX-20	Hourly	20.44	21.07	21.75	22.44	23.16	24.75
			Bi-weekly	1,430.80	1,474.90	1,522.50	1,570.80	1,621.20	1,732.50
Diagnostic Imaging Technologist I	5190	LX-26	Hourly	24.2	25.12	26.06	27.06	28.11	30.43
			Bi-weekly	1,694.00	1,758.40	1,824.20	1,894.20	1,967.70	2,130.10
Diagnostic Imaging Technologist II	5191	LX-28	Hourly	26.15	27.14	28.2	29.31	30.49	33.08
			Bi-weekly	1,830.50	1,899.80	1,974.00	2,051.70	2,134.30	2,315.60
Diagnostic Imaging Technologist III	5192	LX-30	Hourly	27.7	28.77	29.9	31.15	32.45	34.88
			Bi-weekly	1,939.00	2,013.90	2,093.00	2,180.50	2,271.50	2,441.60
Diagnostic Imaging Technologist IV	5193	LX-32	Hourly	29.8	31.04	32.34	33.73	35.18	37.8
			Bi-weekly	2,086.00	2,172.80	2,263.80	2,361.10	2,462.60	2,646.00
Nuclear Medicine Technologist I	5345	LX-26	Hourly	24.2	25.12	26.06	27.06	28.11	30.43
			Bi-weekly	1,694.00	1,758.40	1,824.20	1,894.20	1,967.70	2,130.10
Nuclear Medicine Technologist II	5346	LX-28	Hourly	26.15	27.14	28.2	29.31	30.49	33.08
			Bi-weekly	1,830.50	1,899.80	1,974.00	2,051.70	2,134.30	2,315.60
Nuclear Medicine Technologist III	5347	LX-30	Hourly	27.7	28.77	29.9	31.15	32.45	34.88
			Bi-weekly	1,939.00	2,013.90	2,093.00	2,180.50	2,271.50	2,441.60
Nuclear Medicine Technician	5344	LX-24	Hourly	22.27	23.07	23.92	24.81	25.75	27.86
			Bi-weekly	1,558.90	1,614.90	1,674.40	1,736.70	1,802.50	1,950.20
Radiation Therapist I	5350	LX-28	Hourly	26.15	27.14	28.2	29.31	30.49	33.08
			Bi-weekly	1,830.50	1,899.80	1,974.00	2,051.70	2,134.30	2,315.60
Radiation Therapist II	5351	LX-30	Hourly	27.7	28.77	29.9	31.15	32.45	34.88
			Bi-weekly	1,939.00	2,013.90	2,093.00	2,180.50	2,271.50	2,441.60
Radiation Therapist III	5352	LX-32	Hourly	29.8	31.04	32.34	33.73	35.18	37.8
			Bi-weekly	2,086.00	2,172.80	2,263.80	2,361.10	2,462.60	2,646.00
Dosimetrist	5349	LX-32	Hourly	29.8	31.04	32.34	33.73	35.18	37.8
			Bi-weekly	2,086.00	2,172.80	2,263.80	2,361.10	2,462.60	2,646.00
X-Ray Technician	5220	LX-24	Hourly	22.27	23.07	23.92	24.81	25.75	27.86
			Bi-weekly	1,558.90	1,614.90	1,674.40	1,736.70	1,802.50	1,950.20
Laboratory and X-Ray Technician	5211	LX-25	Hourly	24.25	25.17	26.14	27.12	28.16	30.26
			Bi-weekly	1,697.50	1,761.90	1,829.80	1,898.40	1,971.20	2,118.20
Laboratory and X-Ray Technologist	5212	LX-27	Hourly	25.13	26.08	27.08	28.11	29.19	31.41
			Bi-weekly	1,759.10	1,825.60	1,895.60	1,967.70	2,043.30	2,198.70

Regular Hours of Work: 35 hours per week

Overtime:

- NAPE Collective Agreement (ARTICLE 11)
An employee shall be paid one and one-half (1 1/2) times the regular hourly rate for all hours worked in excess of his/her normal hours on a daily or bi-weekly basis.

11.2 CUPE Wage Scale

- The rates below are the most recent specific rates available from CUPE for Newfoundland and Labrador:

Employer Name	Job Title	Min Rate	Max Rate	Start Date	End Date
Memorial University of Newfoundland	Radiological Technologist	\$33,366.00	\$46,789.00	01/04/2007	31/03/2008
The Newfoundland and Labrador Health Boards	X-Ray Film Processor II	\$14.99	\$17.28	01/04/2007	31/03/2008
The Newfoundland and Labrador Health Boards	X-Ray Film Processor I	\$14.64	\$16.70	01/04/2007	31/03/2008

12.0 NWT

- Single union representation: Union of Northern Workers

12.1 UNW Wage Scale

- Collective agreement expires March 31, 2009
- Appeals have been submitted to change some of the levels of wage classification for technologists.
- The wages presented here are effective April 1, 2007

Title	Class Number	(\$)	Casuals	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Mammography	13	Bi-weekly	2253	2448	2510	2574	2640	2708	2777
		Hourly	30.04	32.64	33.47	34.32	35.2	36.1	37.02
General Duty, CT	14	Bi-weekly	2766	2370	2565	2630	2697	2837	2909
		Hourly	36.88	31.6	34.2	35.07	35.96	37.82	38.79
Sonographers	15	Bi-weekly	2489	2684	2752	2822	2894	2968	3044
		Hourly	33.18	35.78	36.69	37.63	38.59	39.57	40.58
Technical Supervisor	16	Bi-weekly	2615	2810	2882	2956	3032	3109	3188
		Hourly	34.87	37.47	38.43	39.41	40.42	41.45	42.5

Regular Hours of Work: 37.5 hours per week.

Overtime: UNW Collective Agreement (ARTICLE 23.05)

- (a) An employee who is required to work overtime shall be entitled to a minimum of one hour's pay at the appropriate rate described below in (b)
- (b) Overtime work shall be compensated as follows: (i) at time and one-half (1 1/2) for all hours except as provided in Clause 23.05 (b)(ii); (ii) at double time (2) for all hours of overtime worked after the first four (4) consecutive hours of overtime and double time (2) for all hours worked on the second or subsequent day of rest, provided the days of rest are consecutive.

13.0 APPENDIX – Provincial Cost of Living Index

Lifestyle: Comparison of Annual Personal Costs and Taxes across Canada⁷ 2009 Interprovincial Comparisons of Annual Personal Costs and Taxes (Cdn\$)

One Earner Family of 4: \$40,000	BC	AB	SK	MB	ON	QC	NB	NS	PE	NL
Provincial Income Tax	1,141	635	-84	2,034	985	2,113	2,408	2,748	2,770	2,391
Health Premiums	1,296	0	0	0	450	820	0	0	0	0
Family/ Employment Tax Credits	0	-1,277	0	0	0	-467	0	0	0	0
Child Benefits	0	0	0	0	-408	-3,136	0	0	0	
Property Tax Credits	-570	0	-163	-650	-58	-307	0	0	0	
Retail Sales Tax	825	0	603	814	1,016	1,211	1,317	1,463	930	
Gasoline Tax	585	180	300	230	294	304	214	310	316	330
Mortgage Costs	19,639	14,077	10,159	8,030	15,786	9,078	8,340	8,893	5,818	6,926
Property Taxes	3,570	1,895	2,847	2,623	3,193	3,144	2,276	2,259	2,339	1,676
Home Heating	1,550	1,255	1,206	1,462	1,660	2,010	2,493	1,895	2,940	2,832
Electricity	571	1,169	934	555	918	582	918	1,033	1,346	
Auto Insurance	1,565	1,311	833	1,009	2,756	1,016	1,211	1,095	890	1,415
Telephone	312	279	258	286	263	263	266	303	296	266
Living Costs*	27,207	19,986	16,237	13,965	24,576	16,093	15,504	15,478	13,629	14,053
Total Costs**	30,344	19,524	16,893	16,394	26,855	16,631	19,444	19,999	17,645	18,411

* Includes Mortgage costs, Property taxes, Auto insurance, Telephone service, Electricity, and Heating.

** Includes Income tax, Retail sales and Gasoline tax, Health premiums, Child benefits, Family/ Employment Tax Credits, Mortgage costs, Auto insurance, Telephone services, Electricity, Heating and Property taxes.

Two Earners Family of 4: \$60,000	BC	AB	SK	MB	ON	QC	NB	NS	PE	NL
Provincial Income Tax	1,242	1,684	1,239	3,100	1,253	4,783	2,893	2,669	2,923	2,461
Health Premiums	1,296	0	0	0	300	1,140	0	0	0	0
Child Benefits	0	0	0	0	0	-2,553	0	0	0	0
Property Tax Credits	-570	0	-163	-650	0	0	0	0	0	0
Retail Sales Tax	1,230	0	960	1,107	1,499	1,653	2,890	1,831	1,301	2,107
Gasoline Tax	878	270	450	345	441	456	321	465	474	495
Mortgage Costs	19,639	14,077	10,159	8,030	15,786	9,078	8,340	8,893	5,818	6,926
Property Taxes	3,570	1,895	2,847	2,623	3,193	3,144	2,276	2,259	2,339	1,676
Child Care	17,231	13,248	11,064	9,776	19,074	3,640	11,700	15,264	12,740	14,712
Home Heating	1,550	1,255	1,206	1,462	1,660	2,010	2,493	2,245	2,940	2,932
Electricity	571	1,169	934	555	918	582	918	1,033	1,346	938
Auto Insurance	3,012	2,549	1,615	1,949	5,363	1,944	2,329	2,136	1,700	2,779
Telephone	312	279	258	286	263	263	266	303	296	266
Living Costs*	45,885	34,472	28,083	24,681	46,257	20,661	28,322	32,133	27,179	30,229
Total Costs**	49,942	35,149	30,569	28,583	49,750	26,140	34,426	37,099	31,877	35,292

* Includes Mortgage costs, Property taxes, Auto insurance, Child care, Telephone, Electricity, and Heating.

** Includes Income tax, Health premiums, Child benefits, Property Tax Credits, Retail Sales Tax, Gasoline Tax, Mortgage Costs, Property Taxes, Child Care, Home Heating, Electricity, Auto Insurance, Telephone

⁷ <http://www.destinationwinnipeg.ca/economic-development/business/living-here/cost-of-living>

NOTES

Provincial taxes¹, credits and premiums are based on information available on March 20, 2009, for the following major urban centres in each province: Vancouver, Calgary, Regina, Winnipeg, Toronto, Montréal, Saint John, Halifax, Charlottetown and St. John's. Results are not comparable to previous years due to changes in representative cities and data availability at the time of publication.

Auto Insurance coverage includes \$2 million Third Party Liability, a \$500 All Perils Deductible, accident benefit and \$2 million Standard Policy Form #44 family protection coverage for those jurisdictions without no-fault injury coverage, and SAAQ (La Société de l'assurance automobile du Québec) injury protection in Montréal. The driver is married, age 35, has been accident- and conviction -free for 15 or more years; the auto is driven to work (a distance of 15 km one way was used when required by insurers). Rates were provided by The Insurance Corporation of British Columbia (BC), SGI Canada (SK), and Manitoba Public Insurance (MB) for those provinces. Rates from other urban centres are the average of the quotes from 10 private insurers available in those provinces. Discounts, if available, for second or multiple vehicles are not included in the auto insurance calculations. Auto insurance for the 2003 Chevrolet Malibu and the 2000 Dodge Caravan are used in these examples, two of the more common vehicles driven in Manitoba. The single earner families of four at \$40,000 and \$60,000 insure the Malibu, while the two-earner family of four at \$60,000 and the two-earner family of five at \$75,000 insure both the Malibu and the Caravan.

Child Care is based on average fees for full-time preschool care. Average fees were based on *Early Childhood Care and Education in Canada: Provinces and Territories*, published by Child Care Resource and Research Unit, and were updated by Manitoba Family Services and Housing.

Electricity charges are based on an annual consumption of 8,100 kWh for a detached bungalow for families with \$40,000 and \$60,000 of income, as per the Canadian Intercity Comparison of Taxes, Utilities and Housing (Saskatoon Regional Economic Development Authority Inc.) updated for 2008 by the electricity component of each provinces' Consumer Price Index. Annual consumption is 4,500 kWh for the single person and the single parent, 13,500 kWh for the family at \$75,000 and the cost has been proportionally adjusted using 5,100 kWh as the base charge. Rates do not include municipal taxes or charges.

Gasoline Tax is based on annual consumption of 2,000 litres for the single-vehicle families and 3,000 litres for the two-vehicle families; this includes the 6 cents and 1.5 cents per litre levies applied by Vancouver and Montréal, respectively. Harmonized sales tax has been applied to the wholesale price in New Brunswick, Nova Scotia and Newfoundland and Labrador and provincial sales tax has been applied to the wholesale price in Prince Edward Island. The BC Carbon Tax, which came into effect July 1, 2008, has been included in the amount for Vancouver.

Health Premiums are annual premiums for hospital insurance and medical services in provinces which levy them. Quebec's Prescription Drug Plan fee is included.

Home Heating charges are based on annual consumption of 3,200 cubic metres for a detached bungalow for families with \$40,000 and \$60,000 of income, as per the Canadian Intercity Comparison of Taxes, Utilities and Housing (Saskatoon Regional Economic Development Authority Inc.) updated for 2008 by the home heating component of each provinces' Consumer Price Index. Annual consumption for the detached bungalow has been proportionally adjusted for a family with \$75,000 of income to reflect the consumption for an executive detached two storey. For the Atlantic provinces, the figures represent the BTU equivalent consumption of fuel oil. Refundable home-heating benefits have been deducted from home-heating costs in Alberta, Nova Scotia and Newfoundland and Labrador.

Mortgage Costs are based on one-half the average home prices for a detached bungalow for families with \$40,000 and \$60,000 of income, and for the graduate with \$50,000, and on an executive detached two storey for a family with \$75,000 of income, per the Royal LePage Survey of Canadian House Prices, Fourth Quarter 2008, assuming a 25-year term, amortized at a five-year interest rate of 5.62% (average of 6 major banks at March 20, 2009).

Net Child Benefits represent provincial programs comparable to the Canada Child Tax Benefit for families with children. Provincial child benefit measures are available in British Columbia (BC Family Bonus and the BC Earned Income Benefit), Alberta (Alberta Family Employment Tax Credit), Ontario (Ontario Child Care Supplement for Working Families and the Ontario Child Benefit), Quebec (Child Assistance Payments), New Brunswick (New Brunswick Child Tax Benefit and the New Brunswick Working Income Supplement), Nova Scotia (Nova Scotia Child Benefit), and Newfoundland and Labrador (Newfoundland and Labrador Child Benefit).

Property Taxes are based on the assessed values for a detached bungalow for families with \$40,000 and \$60,000 of income, as per the 2007 Residential Property Taxes and Utility Charges Survey (City of Edmonton) updated for 2008 by the property tax component of each provinces' Consumer Price Index. Property taxes for the detached bungalow have been proportionally adjusted for a family with \$75,000 of income to reflect the taxes paid for an executive detached two storey.

Provincial Income Tax is calculated for a single renter with \$30,000 earned income, a single parent with one preschool child who rents and has \$30,000 in earned income², and three family profiles with \$40,000, \$60,000 and \$75,000 of earned income², respectively. Families include one income earner, a spouse and two preschool dependent children, two income earners and two preschool children, or two income earners and three preschool children. For two-earner families, one spouse is assumed to earn 60% of the family income, while the other spouse earns 40%. Personal non-refundable credits used include the CPP/QPP and EI contribution credits. For the single parent, child care costs unique to each province have been deducted from income. For two-earner families, eligible child care costs have been deducted from the income of the spouse with the lower income. Gross Quebec personal income tax has been reduced by the 16.5% abatement from federal income tax. Refundable sales tax credits and provincial tax reductions and rebates have been deducted from income tax payable. Property tax credits for renters are included in income tax, but property tax credits for homeowners are shown separately.

Rent is from Canada Mortgage and Housing Corporation's *Rental Market Survey, October 2008*, and is based on the average one bedroom apartment rent for each urban centre.

Retail Sales Tax is based upon an average expenditure basket at the selected gross income levels from the *2007 Survey of Household Spending* (Statistics Canada), inflated to 2008 values using each provinces' Consumer Price Index.

Transit Fares are based on adult monthly pass rates in effect in February 2009. The full impact of the federal non-refundable public transit tax credit has reduced the cost of transit fees shown for the single individual and single parent with one child examples.

Telephone charges are the basic service rates for individual residences.

Source: *Manitoba Budget 2009*

14.0 APPENDIX – Methodology Supplement

The Bargaining of Specific Disciplines

Every attempt has been made to outline wage scales with respect to the following four disciplines: Radiological Technologists, Radiation Therapists, Nuclear Medicine Technologists, and Magnetic Resonance Technologists. However, in several collective agreements no distinction between these disciplines is made. Concern was expressed in the planning stages of this report to identify the wages for each discipline. However, if the skill sets are not recognized in the collective agreements they cannot and have not been reported in this review. The fact that some unions bargain for specific skill sets is a significant benefit in its own right to employees and the end users of this report will be able to identify unions that do just that.

The Exclusion of Monthly Salary Figures

Monthly salary figures have been excluded from this report, as they are believed to be deceiving to the reader. Not only are they based on hourly wage rates but also an “annual hours” figure, which can differ greatly between unions and provinces. Furthermore, in some cases this “annual hours” figure is not fully disclosed in all of the collective agreements that represent MRTs in Canada. Hourly rates and bi-weekly salary figures will therefore be the primary data provided in an attempt to present a transparent wage scale comparison.

The Exclusion of Benefits

The reasons for the exclusion of benefits are three fold. First, this is a wage scale comparison not a full compensation review. Second, due to the in-depth nature of this analysis and the number of collective agreements that have been cited, benefits have been excluded to keep this report classified as a quick reference guide. Finally, several members of the Professional Practices Committee have suggested and supported this decision.

15.0 APPENDIX – Min Max “Snapshot”

Province	Union		Min	Max
BRITISH COLUMBIA	HEABC	Medical Radiation Technologist	26.25	43.94
		Nuclear Medicine Technologist	26.25	43.94
		MRI Technologist	28.28	43.94
ALBERTA	HSAA	Medical Radiation Technologist	28.54	42.53
		Nuclear Medicine Technologist	28.54	42.53
		MRI Technologist	31.19	42.92
		Radiation Therapist	31.31	44.78
		Radiation Therapy Dosimetrist	31.89	46.17
		Radiation Therapist Clinical Instructor	34.82	45.18
SASKATCHEWAN	SEIU	Medical Radiation Technologist	28.23	32.52
		Nuclear Medicine Technologist	28.23	32.52
		MRI Technologist	32.78	35.12
	SGEU	MRT/ NM/ MRI Supervisor / Tech Instructor	35.20	37.72
		Radiation Therapist	28.41	37.00
		Radiation Therapy Dosimetrist	31.80	37.00
		Radiation Therapy Coordinator	38.73	44.95
MANITOBA	MGEU	Medical Radiation Technologist	20.80	35.38
	MAHCP	Undergraduate X-Ray Technologist	19.07	
		X-Ray / Radiology Technologist	22.73	32.79
		Charge Radiology Technologist	26.89	35.40
		Radiology CI / Pediatric Area Supervisor	26.89	35.40
		Radiology Technical Instructor	29.98	36.37
		MRI Technologist	30.22	35.04
		Nuclear Medicine Technologist	30.22	36.48
		Radiation Therapist	30.38	38.19
		NM Assistant Safety Coordinator	30.91	38.02
		NM Charge Technologist / Tech Instructor	30.91	38.02
		MRI Charge Technologist	30.91	38.02
		Charge Radiation Therapist	33.66	40.79
		ONTARIO	OPSEU / SEIU	Medical Radiation Technologist
MRI Technologist	27.06			41.87
CUPE	Medical Radiation Technologist		25.97	34.78
QUEBEC	STRQ	Technologue spécialisé en radiologie	18.90	27.63
		Technologue en radiodiagnostic	19.82	29.00
		Technologue en médecine nucléaire	19.82	29.00
		Technologue en radio-oncologie	19.82	29.00
		Assistant-chef technologue en radiologie	22.37	31.89
NEW BRUNSWICK	NBUPPE	Diagnostic Imaging Technician	19.66	28.65
		Nuclear Medicine Technician	19.66	28.65
		MRI Technologist	23.06	28.65
		MRT Supervisor / Instructor	24.68	30.78
		MRT Sector Coordinator	26.36	33.01
		Radiological Technology School Director	26.36	33.01
		Radiation Therapist	30.30	48.17

Province	Union		Min	Max
		Radiation Therapy Dosimetrist	34.83	43.59
		Radiation Therapist Supervisor	36.48	43.59
PRINCE EDWARD ISLAND	IUOE	Medical Radiation Technologist	22.33	30.31
		Radiography School Coordinator	27.31	33.47
		MRI Coordinator	30.30	35.89
		Radiation Therapist	31.42	38.69
NOVA SCOTIA	NSGEU	Imaging Technologist	24.05	30.12
		Nuclear Medicine Technologist	24.70	28.83
		MRI Technologist	24.70	28.83
		Diagnostic Imaging, Team Leader	25.53	31.00
		Radiation Therapist	32.00	37.31
		Radiation Therapy Dosimetrist	35.75	38.75
		Radiation Therapy, Clinical Educator	37.79	41.00
	CUPE	X-Ray/ Radiology Technologist	17.64	28.45
		Nuclear Medicine Technologist	24.70	29.66
		MRI Technologist	24.70	30.29
	CAW	CT Technologist	23.37	28.45
		Diagnostic Imaging / Mammography Tech	23.37	31.65
		Nuclear Medicine Technologist	25.95	31.65
		MRI Technologist	25.95	31.96
		Radiation Therapist	32.25	39.05
		Radiation Therapy Dosimetrist	36.03	39.05
NEWFOUNDLAND &	NAPE	X-Ray Technician	22.27	27.86
LABRADOR		Nuclear Medicine Technologist	24.20	34.88
		Diagnostic Imaging Technologist	24.20	37.80
		Radiation Therapist	26.15	37.80
		Radiography Clinical Instructor	28.89	36.34
		Radiation Therapy Dosimetrist	29.80	37.80

Legends:

CI = Clinical Instructor
CT = Computed Tomography
MRI = Magnetic Resonance Imaging
MRT = Medical Radiation Technologist
NM = Nuclear Medicine