



**CANADIAN SOCIETY OF RESPIRATORY THERAPISTS**  
**SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES**

# **Respiratory Therapy Professional Salary Scale Analysis**

**December 2016**

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## Contents

1. Introduction.....	3
a. Summary.....	3
2. Newfoundland.....	4
a. Association of Allied Health Professionals <sup>1,2</sup> .....	4
b. Newfoundland and Labrador Association of Public and Private Employees (Health Professionals) <sup>1,2</sup> .....	4
3. Nova Scotia.....	5
a. CUPE Local 8920 Healthcare Bargaining Unit <sup>1,2</sup> .....	5
4. Prince Edward Island.....	5
a. International Union of Operating Engineers – Local 942 <sup>1</sup> : Permanent and temporary employees.....	5
b. International Union of Operating Engineers – Local 942 <sup>1</sup> : Casual employees.....	6
5. New Brunswick.....	6
a. New Brunswick Union of Public and Private Employees - Medical Science Professionals <sup>1,2</sup> .....	6
6. Québec.....	7
a. Fédération interprofessionnelle du Québec <sup>1</sup> .....	7
7. Ontario.....	8
a. Ontario Public Service Employees Union <sup>1,2</sup> .....	8
8. Manitoba.....	9
a. Manitoba Association of Health Care Professionals <sup>1,2</sup> .....	9
9. Saskatchewan.....	9
a. Health Sciences Association of Saskatchewan <sup>1,2</sup> .....	9
10. Alberta.....	10
a. Health Sciences Association of Alberta – Paramedical Professional and Technical Employees <sup>1,2</sup> ... ..	10
11. British Columbia.....	11
a. Health Sciences Professionals Bargaining Association <sup>1,2</sup> .....	11
12. Northwest Territories.....	11
a. Union of Northern Workers – Local 11 <sup>1,2</sup> .....	11
13. Nunavut.....	12
a. Nunavut Employees Union <sup>1</sup> .....	12
Appendix A: Consumer Price Index by Province (2014) <sup>1</sup> .....	13
Appendix B: Union and Bargaining Unit Websites.....	15

# 1. Introduction

## a. Summary

This collection of wage scales was compiled in November 2016 to allow for the comparison of hourly and biweekly base wages for unionized respiratory therapists working in acute care settings across Canada. This report includes wage information gathered from collective bargaining agreements for union or local bargaining units. Data for respiratory therapists (RTs) in the Yukon were not included as RTs do not tend to work in acute care in this territory.

This report includes base wages only. Market adjustments or supplements, premiums for overtime, evening/night shifts, shifts worked on weekends, and for instructing/preceptoring students are not included, nor are wages for respiratory therapists working in specialized areas of practice (E.g. polysomnography, anesthesia assistance, cardiopulmonary diagnostics).

Some respiratory therapists working in acute care are non-unionized. Their wage scales were not included in this report. To allow for the differentiation of unionized and non-unionized employers, wherever possible, the names of the employers represented by a collective agreement are included.

In the event that biweekly wages were not specified in the collective agreement consulted, the biweekly wage was calculated using the hourly wage and standard workweek as specified in the collective agreement, or was calculated from the stated monthly or annual pay. Calculations were rounded to the nearest cent.

A comparison of average household expenditures by province is included in Appendix A. This will allow the reader to consider varying costs of living across Canada when comparing wage scales.

A list of unions and local bargaining units consulted for this report is found in Appendix B.

The Canadian Society of Respiratory Therapists (CSRT) does not get involved in labour relations. This report has been prepared as a service to its members. Copies are available on the CSRT website ([www.csrt.com](http://www.csrt.com)) or by contacting the CSRT (201-2460 Lancaster Road, Ottawa ON K1B 4S5, 1-800-267-3422, [admin@csrt.com](mailto:admin@csrt.com)).

Every effort to ensure that this wage comparison is complete and accurate has been made. Please report any errors or omissions to [cmccoy@csrt.com](mailto:cmccoy@csrt.com).

## 2. Newfoundland

### a. Association of Allied Health Professionals <sup>1,2</sup>

Title	Grid	(\$)	Step 1 <sup>5</sup>	Step 2	Step 3
Respiratory Therapist I <sup>3</sup>	CG34	Biweekly <sup>4</sup> Hourly	2158.50 28.78	2280.75 30.41	2404.50 32.06
Respiratory Therapist II (Non-supervisory)	CG38	Biweekly Hourly	2493.75 33.25	2637.75 35.17	2782.50 37.10
Respiratory Therapist IIB (Supervisory)	CG40	Biweekly Hourly	2660.25 35.47	2820.75 37.61	2976.75 39.69

1. Wages came into effect on July 15, 2015 after a provincial job evaluation project was used to determine new pay levels.
2. Employers: Eastern Regional Health Authority: St. Clare's Mercy Hospital, Janeway Child Health Centre; Waterford Hospital; General Hospital; Leonard A. Miller Centre; Dr. Bliss Murphy; Children's Rehabilitation Centre; Carbonear General Hospital; Harbour Lodge; Placentia Health Centre; Dr. A.W. Wilkonson Memorial Health Centre; Interfaith Citizen's Home, Carbonear; Bonavista Health Care Complex; Dr. G. B. Cross Memorial Hospital; Burin Peninsula Health Care Board; St. Luke's Home; Hoyles/Escasoni Complex
3. Respiratory therapist I: staff therapist; Respiratory therapist II: therapist with some additional leadership and administrative responsibilities; Respiratory therapist II (supervisory): therapist with advanced professional leadership and administrative responsibilities
4. Biweekly pay calculated based upon 75 hours in a two week period (article 19.01c).
5. Step progression occurs once 1950 hours of work are accumulated or if 1800 hours has been accumulated over a 12 month period (as per Schedule A: Salaries)

### b. Newfoundland and Labrador Association of Public and Private Employees (Health Professionals)<sup>1,2</sup>

Title	Grid	(\$)	Step 1 <sup>5</sup>	Step 2	Step 3
Respiratory Therapist I <sup>3</sup>	CG34	Biweekly <sup>4</sup> Hourly	2158.50 28.78	2280.75 30.41	2404.50 32.06
Respiratory Therapist II (Non-supervisory)	CG38	Biweekly Hourly	2493.75 33.25	2637.75 35.17	2782.50 37.10
Respiratory Therapist IIB (Supervisory)	CG40	Biweekly Hourly	2660.25 35.47	2820.75 37.61	2976.75 39.69

1. Wages came into effect in April 2015 after a provincial job evaluation project was used to determine new pay levels.
2. Employers: Central Regional Health Authority; Eastern Regional Health Authority; Labrador-Grenfell Regional Health Authority; Western Regional Health Authority
3. Respiratory therapist I: staff respiratory therapist; Respiratory therapist II: clinical leader, sole charge therapist
4. Biweekly pay calculated based upon 75 hours in a two week period (article 19.01a.ii)
5. Step progression occurs once 1950 hours of work are accumulated or if 1800 hours has been accumulated over a 12 month period. (as per Schedule A: Salaries)

### 3. Nova Scotia

#### a. CUPE Local 8920 Healthcare Bargaining Unit<sup>1, 2</sup>

Title	Grid	(\$)	Start	After 1 year	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs
Respiratory Therapist	HC-54	Biweekly <sup>3</sup> Hourly	1945.67 25.9422	2000.35 26.6713	2127.51 28.3668	2196.97 29.2929	2406.92 32.0923	2491.21 33.2161
Senior Respiratory Therapist	HC-55	Biweekly Hourly	2127.51 28.3668	2196.97 29.2929	2406.92 32.0923	2491.21 33.2161	2579.93 34.3991	2667.15 35.5620

Title	Grid	(\$)	After 6 yrs	After 7 yrs	After 25 yrs
Respiratory Therapist	HC-54	Biweekly <sup>3</sup> Hourly	2579.93 34.3991	2667.15 35.5620	2760.50 36.8066
Senior Respiratory Therapist	HC-55	Biweekly Hourly	2796.43 37.2857	2932.35 39.0980	3034.98 40.4664

1. Contract expired October 31, 2014. Negotiations are in progress. Wages are based on previous collective agreement and came into effect on November 1, 2013.

2. Employers and respective locals: Annapolis Valley District Health Authority (local 4150); Colchester East Hants Health Authority (local 2525); Cumberland Health Authority (local 2525); Guysborough Antigonish Strait Health Authority (local 2525); Pictou County Health Authority (local 2525); Southwest Nova District Health Authority (local 835); South Shore District Health Authority (local 1933)

3. Biweekly pay was calculated based on 75 hrs worked in a two week period (article 17.01 a)

### 4. Prince Edward Island

#### a. International Union of Operating Engineers – Local 942<sup>1</sup>: Permanent and temporary employees

Title	Grid	(\$)	Step1 <sup>4</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I	13	Biweekly <sup>2</sup> Hourly	2094.75 27.93	2181.00 29.08	2274.00 30.32	2367.75 31.57	2466.00 32.88	2569.50 34.26
Respiratory Therapist II	15	Biweekly Hourly	2325.75 31.01	2421.75 32.29	2522.25 33.63	2628.75 35.05	2739.00 36.52	2853.00 38.04

1. Collective agreement expires March 31, 2018. Above pay scale is in effect until March 31, 2017.

2. Employer: Health PEI

3. Respiratory therapist I: staff respiratory therapist; Respiratory therapist II: respiratory therapist with additional supervisory responsibilities

4. Biweekly pay was calculated based on a 37.5 hour work week (article 21.01)

## b. International Union of Operating Engineers – Local 942<sup>1</sup>: Casual employees

Title	Grid	(\$)	Step1 <sup>4</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I	13	Biweekly <sup>2</sup>	2346.00	2442.75	2547.00	2651.25	2761.50	2877.75
		Hourly	31.28	32.57	33.96	35.35	36.82	38.37
Respiratory Therapist II	15	Biweekly	2604.75	2712.75	2824.50	2944.50	3067.50	3195.00
		Hourly	34.73	36.17	37.66	39.26	40.90	42.60

1. Collective agreement expires March 31, 2018. Above pay scale is in effect until March 31, 2017.

2. Employer: Health PEI

3. Respiratory therapist I: staff respiratory therapist; Respiratory therapist II: respiratory therapist with additional supervisory responsibilities

4. Biweekly pay was calculated based on a 37.5 hour work week (article 21.01)

## 5. New Brunswick

### a. New Brunswick Union of Public and Private Employees - Medical Science Professionals<sup>1,2</sup>

Title	Grid	(\$)	A <sup>5</sup>	B	C	D	E	F
Respiratory Therapist I <sup>3</sup>	Group1	Biweekly <sup>4</sup>	1579.50	1659.75	1740.00	1827.75	1901.25	1996.50
		Hourly	21.06	22.13	23.20	24.37	25.35	26.62
Respiratory Therapist II	Group3	Biweekly	1854.00	1938.75	2028.00	2121.75	2204.25	2314.50
		Hourly	24.72	25.85	27.04	28.29	29.39	30.86
Respiratory Therapist III	Group4	Biweekly	1984.50	2076.75	2177.25	2277.75	2368.50	2487.00
		Hourly	26.46	27.69	29.03	30.37	31.58	33.16

1. Collective agreement expires March 31, 2019. Above pay scale is in effect until December 31, 2016.

2. Employers: Regional Health Authority A; Regional Health Authority B; Ambulance New Brunswick Inc.; New Brunswick Health Council

3. Respiratory therapist I: graduate who has not passed the credentialing exam; Respiratory therapist II: respiratory therapist; Respiratory therapist III: respiratory therapist with additional supervisory responsibilities

4. Biweekly pay was calculated based upon a 37.5 hour work week (article 16.02).

5. Incremental increases occur on the anniversary date of hire.

## 6. Québec

### a. Fédération interprofessionnelle du Québec<sup>1</sup>

Title	Grid	(\$)	Step1 <sup>3</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	2244	Biweekly <sup>2</sup>	1647.93	1707.38	1766.10	1829.90	1892.25	1959.68
		Hourly	22.73	23.55	24.36	25.24	26.10	27.03
RT Technical Coordinator	2246	Biweekly	1768.28	1825.55	1885.73	1947.35	2013.33	2077.13
		Hourly	24.39	25.18	26.01	26.86	27.77	28.65
Assistant-Head RT	2248	Biweekly	1864.70	1927.05	1985.78	2054.65	2117.00	2189.50
		Hourly	25.72	26.58	27.39	28.34	29.20	30.20

Title	Grid	(\$)	Step 7	Step 8	Step 9	Step10	Step11	Step12
Respiratory Therapist	2244	Biweekly <sup>3</sup>	2028.55	2099.60	2174.28	2248.95	2327.25	2409.90
		Hourly	27.98	28.96	29.99	31.02	32.10	33.24
RT Technical Coordinator	2246	Biweekly	2149.63	2220.68	2292.45	2369.30	2446.15	2529.53
		Hourly	29.65	30.63	31.62	32.68	33.74	34.89
Assistant-Head RT	2248	Biweekly	2262.00	2333.05	2409.18	2491.83	2572.30	2657.85
		Hourly	31.20	32.18	33.23	34.37	35.48	36.66

1. Collective agreement expires March 31, 2020. Above pay scale is in effect until March 31, 2017.

2. Biweekly pay was calculated based on 72.5 hrs worked in a two week period. (Note: the collective agreement defines the work week for respiratory therapists as 35-36.25 hours [page 27, *FIQ: New Salary Scales and List of Job Titles*]).

3. Employees advance one step upon the anniversary of their employment.

## 7. Ontario

### a. Ontario Public Service Employees Union<sup>1, 2</sup>

Title	Grid	(\$)	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Respiratory Therapist	n/a	Biweekly <sup>3</sup>	2253.00	2340.00	2437.50	2535.00	2631.75	2728.50
		Hourly	30.04	31.20	32.50	33.80	35.09	36.38
Senior RT	n/a	Biweekly	2588.00	2685.75	2790.75	2891.25	2996.25	3096.75
		Hourly	34.44	35.81	37.21	38.55	39.95	41.29
Charge RT	n/a	Biweekly	2730.75	2838.75	2947.50	3056.25	3166.50	3272.25
		Hourly	36.41	37.85	39.30	40.75	42.22	43.63

Title	Grid	(\$)	Year 6	Year 7	Year 8
Respiratory Therapist	n/a	Biweekly	2826.00	2922.00	3111.00
		Hourly	37.68	38.96	41.48
Senior RT	n/a	Biweekly	3297.75		
		Hourly	43.97		
Charge RT	n/a	Biweekly	3485.25		
		Hourly	46.47		

1. Collective agreement expired March 31, 2016.

2. Employers listed in collective agreement: Alexandra Hospital (local 106), London Health Sciences Centre (local 106), St. Joseph's Health Centre (local 106), Chatham-Kent Health Alliance (local 132), Huron Perth Healthcare Alliance (local 141), Bluewater Health (local 145), St. Thomas-Elgin General Hospital (local 159), Joseph Brant Hospital (local 206), St. Joseph's Hamilton (local 206), Hotel Dieu Shaver Health and Rehabilitation Centre (local 215), Niagara Health System (local 215), Headwaters Health Care Centre (local 227), Guelph General Hospital (local 231), Cambridge Memorial Hospital (local 239), Grey Bruce Regional Health Services (local 260), South Bruce Grey Health Centre (local 275), Hanover & District Hospital (local 275), Ross Memorial Hospital (local 309), Rouge Valley Health System (local 311), Northumberland Hills Hospital (local 344), Royal Victoria Hospital (local 346), Collingwood General & Marine Hospital (local 347), Lakeridge Health Corporation (local 348), Markham Stouffville Hospital/Uxbridge (local 348), Georgian Bay General Hospital (local 367), Peterborough Regional Health Centre (local 373), Muskoka-Algonquin Healthcare (local 380), Orillia Soldiers' Memorial Hospital (local 383), Cornwall Community Hospital (local 402), Brockville General Hospital (local 425), Kemptville District Hospital (local 425), Religious Hospitaliers of St. Joseph of the Hotel Dieu Hospital of Kingston (local 442), Kingston General Hospital (local 444), Hawkesbury & District General Hospital (local 461), Perth & Smith Falls District Hospital (local 466), Royal Ottawa Health Care Group (local 479), Quinte Healthcare Corporation (local 480), Mount Sinai Hospital (local 570), Bridgepoint Hospital (local 570), Baycrest Centre for Geriatric Care (local 583), Sault-Ste. Marie Hospital (Units A, B and C) (local 620), MICS Group of Health Services (local 643), Timmins & District Hospital (local 643), Temiskaming Hospital (local 646), Kirkland & District Hospital (local 646), Manitoulin Health Centre (local 659), Health Sciences North (local 659), North Bay Regional Health Centre (local 662), West Nipissing General Hospital (local 662), Thunder Bay Regional Hospital (local 715).

3. Biweekly pay was calculated based on 75 hrs worked in a two week period (article 29.01 a)



## 8. Manitoba

### a. Manitoba Association of Health Care Professionals<sup>1,2</sup>

Title	(\$)	Start	Step 1 <sup>4</sup>	Step 2	Step 3	Step 4	Step 5	Step 6	Year 20
Respiratory Therapist	Biweekly <sup>3</sup>	2321.44	2390.88	2462.72	2536.42	2612.76	2690.96	2771.71	2827.20
	Hourly	29.954	30.850	31.777	32.728	33.713	34.722	35.764	36.480
Clinical Service Leader-RT	Biweekly	2709.48	2790.54	2874.32	2960.73	3049.08	3140.92	3235.01	3299.64
	Hourly	34.961	36.007	37.008	38.203	39.343	40.528	41.742	42.576
Clinical Specialist-RT	Biweekly	2709.48	2790.54	2874.32	2960.73	3049.08	3140.92	3235.01	3299.64
	Hourly	34.961	36.007	37.008	38.203	39.343	40.528	41.742	42.576

1. Collective agreement expires March 31, 2018. The Above pay scale is in effect until March 31, 2017.

2. Employer: Winnipeg Regional Health Authority (Health Sciences Centre Site). The pay scale listed above is the same for the following sites: Concordia Hospital, Misericordia Health Centre, Northern Regional Health Authority, Seven Oaks General Hospital, St. Boniface Hospital, Victoria General Hospital.

3. Biweekly pay was calculated by multiplying the monthly wage listed in the collective agreement by 0.5.

4. Employees advance one step upon the anniversary of their employment.

## 9. Saskatchewan

### a. Health Sciences Association of Saskatchewan<sup>1, 2, 3</sup>

Title	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5
Respiratory Therapist - Diploma	Biweekly <sup>4</sup>	2010.20	2090.63	2174.29	2261.39	2458.61
	Hourly	26.817	27.890	29.006	30.168	32.799
Respiratory Therapist – Diploma with Market Supplement	Biweekly	2399.09	2495.12	2594.89	2698.78	2925.99
	Hourly	32.005	33.286	34.617	36.003	39.034
Senior Respiratory Therapist	Biweekly	2170.99	2257.87	2348.20	2442.12	2655.31
	Hourly	28.962	30.121	31.326	32.579	35.423
Senior Respiratory Therapist with Market Supplement	Biweekly	2590.84	2694.59	2802.38	2914.44	3160.09
	Hourly	34.563	35.947	37.385	38.880	42.157

1. Collective agreement expires March 31, 2018. Above pay scale is in effect until March 31, 2017.

2. Collective agreement is between the Health Sciences Association of Saskatchewan and the Saskatchewan Association of Health Organizations Inc, now called 3sHealth.

3. Respiratory therapists covered under this collective agreement currently also receive the market supplement.

4. Biweekly pay was calculated using a work year of 1948.8 hours (article 15).

## 10. Alberta

### a. Health Sciences Association of Alberta – Paramedical Professional and Technical Employees<sup>1, 2</sup>

Title	Grid	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I <sup>3</sup>	7	Biweekly <sup>4</sup>	2852.78	2938.03	3032.58	3124.03	3224.78	3326.30
		Hourly	36.81	37.91	39.13	40.31	41.61	42.92
Respiratory Therapist II	9	Biweekly	3043.43	3139.53	3238.73	3346.45	3451.08	3561.90
		Hourly	39.27	40.51	41.79	43.18	44.53	45.96
Respiratory Therapist III	10	Biweekly	3153.48	3251.90	3353.43	3472.00	3585.15	3703.73
		Hourly	40.69	41.96	43.27	44.80	46.26	47.79

Title	Grid	(\$)	Step 7	Step 8	Step 9
Respiratory Therapist I	7	Biweekly <sup>3</sup>	3432.48	3541.75	3665.75
		Hourly	44.29	45.70	47.30
Respiratory Therapist II	9	Biweekly	3678.15	3793.63	3924.60
		Hourly	47.46	48.95	50.64
Respiratory Therapist III	10	Biweekly	3823.85	3947.08	4086.58
		Hourly	49.34	50.93	52.73

1. Collective agreement expires March 31, 2017.

2. Employers: Alberta Health Services, Bethany Nursing Home of Camrose, Lamont Health Care Centre.

3. Respiratory therapist I: general duty RT; Respiratory therapist II: supervisor; Respiratory therapist III: unit supervisor

4. Biweekly salary calculated based upon an average of 77.5 hours in a biweekly period (articles 10.01b] and 45.05 A.a.ii)

## 11. British Columbia

### a. Health Sciences Professionals Bargaining Association<sup>1, 2</sup>

Title	Grid	(\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Respiratory Therapist Grade I <sup>3</sup>	7	Biweekly <sup>4</sup> Hourly	2062.00 27.49	2165.00 28.87	2264.00 30.18	2366.00 31.55	2460.00 32.80	2573.00 34.31
Respiratory Therapist Grade II	8	Biweekly Hourly	2141.00 28.54	2247.00 29.96	2350.00 31.33	2456.00 32.74	2556.00 34.08	2669.00 35.59
Respiratory Therapist Grade III	9	Biweekly Hourly	2216.00 29.55	2331.00 31.08	2434.00 32.45	2544.00 33.92	2646.00 35.28	2765.00 36.87
Respiratory Therapist Grade IV	12	Biweekly Hourly	2475.00 33.00	2600.00 34.67	2717.00 36.23	2843.00 37.90	2954.00 39.39	3088.00 41.17
Respiratory Therapist Grade V	13	Biweekly Hourly	2570.00 34.26	2699.00 35.99	2822.00 37.62	2949.00 39.32	3066.00 40.88	3205.00 42.73
Respiratory Therapist Grade VI	14	Biweekly Hourly	2667.00 35.56	2801.00 37.34	2928.00 39.04	3060.00 40.80	3182.00 42.43	3326.00 44.35

1. Collective agreement expires March 31, 2019.

2. Employers are represented by the Health Employers Association of British Columbia which represents the province's six regional health authorities.

3. Respiratory therapist Grade I: A respiratory therapist working under the supervision of another RT; Respiratory therapist Grades II-VI: respiratory therapists with additional supervisory responsibilities. These grades reflect the level of responsibility (supervisory, teaching, additional duties).

## 12. Northwest Territories

### a. Union of Northern Workers - Local 11<sup>1, 2</sup>

Title	Pay Range <sup>2</sup>	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	16	Biweekly <sup>3</sup> Hourly <sup>4</sup>	3161.25 42.15	3356.25 44.75	3442.50 45.90	3531.00 47.08	3621.75 48.29	3714.75 49.53	3810.00 50.80

Title	Pay Range <sup>2</sup>	(\$)	Step 7	Step 8
Respiratory Therapist	16	Biweekly <sup>3</sup> Hourly <sup>4</sup>	3907.50 52.10	4008.00 53.44

1. Collective agreement expired on March 31, 2016.

2. Employer: Stanton Territorial Health Authority (STHA)

3. Biweekly pay calculated based upon 37.5 hours per week (article 22.01 [a]) and the position description for respiratory therapists at STHA (<http://careers.hr.gov.nt.ca/sites/default/files/jd/13890.pdf>).

## 13. Nunavut

### a. Nunavut Employees Union<sup>1</sup>

Title	Pay Range <sup>2</sup>	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	12	Biweekly <sup>3</sup> Hourly <sup>4</sup>	2978.65 35.46	3197.04 38.06	3279.35 39.04	3363.35 40.04	3449.88 41.07	3538.08 42.12	3628.80 43.20

1. Collective agreement expired on September 30, 2014.

2. Respiratory therapist pay range is determined using the Hay Job Evaluation system.

3. Biweekly pay calculated by dividing annual salary by 26.

4. Hourly pay calculated by dividing annual salary by 2184 hours (as per Appendix B16)

## Appendix A: Consumer Price Index by Province (2014)<sup>1</sup>

	NL	NS	PE	NB	QC	ON	MB	SK	AB	BC
<b>Total expenditures</b>	77 339	70501	68358	68650	69215	84406	76434	85456	100957	80776
<b>Total current Consumption</b>	57 717	52114	51638	51736	50664	61660	55966	62287	71211	60931
<b>Food</b>	8489	7527	7388	7683	7771	8102	8417	8708	8740	8218
<b>Shelter</b>	13087	14130	13128	12311	13187	19409	14481	16238	20676	18497
<b>Household operations</b>	4668	4408	4190	4333	3643	4691	4279	4604	4907	4524
<b>Household furnishings &amp; equipment</b>	2265	1773	1532	1996	1776	2226	2108	2112	2359	1987
<b>Clothing &amp; accessories</b>	3664	2824	2814	2791	2994	3884	3058	3331	4378	3101
<b>Transportation</b>	13783	10985	11951	12375	10443	11712	12433	14126	15402	11511
<b>Health care</b>	2175	2084	2505	2382	2557	1868	2289	2314	2515	2522
<b>Personal care</b>	1025	892	1159	1079	1047	1317	1088	1131	1425	1183
<b>Recreation</b>	4390	3221	3224	3236	3262	3739	3680	4823	5147	4180
<b>Education</b>	781	1269	1268	1041	909	1897	975	1123	1442	2011
<b>Reading &amp; other printed material</b>	118	151	235	140	134	123	157	164	207	163
<b>Tobacco products &amp; alcoholic beverages</b>	1541	1346	775	1078	1432	959	1192	1663	1637	1103
<b>Games of chance</b>	219	n/a	284	202	150	134	210	183	167	169
<b>Miscellaneous expenditures</b>	1511	1292	1185	1090	1359	1598	1600	1765	2210	1762
<b>Income taxes</b>	13622	12394	10867	10703	13005	15526	13528	15471	21294	13005
<b>Personal insurance payments &amp; pension contributions</b>	4489	4295	4354	4438	4458	5115	4875	5298	5928	4263
<b>Gifts of money, alimony and charitable contributions</b>	1511	1698	1499	1772	1090	2105	2064	2400	2524	2576

1. Consumer Price Index obtained from Statistics Canada: October 2016 information was not available for Nunavut.
  - a. Newfoundland and Labrador: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130b-eng.htm>
  - b. Nova Scotia: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130d-eng.htm>

- c. Prince Edward Island: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130c-eng.htm>
- d. New Brunswick: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130e-eng.htm>
- e. Quebec: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130f-eng.htm>
- f. Ontario: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130g-eng.htm>
- g. Manitoba: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130h-eng.htm>
- h. Saskatchewan: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130i-eng.htm>
- i. Alberta: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130j-eng.htm>
- j. British Columbia: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/famil130k-eng.htm>

## Appendix B: Union and Bargaining Unit Websites

The information contained in this report was obtained from collective agreements available via the following websites:

Province/ Territory	Union/Bargaining Unit	URL
Newfoundland and Labrador	Newfoundland and Labrador Association of Public and Private Employees: Health Professionals	<a href="http://www.nape.ca/agreement/health-professionals-2013-2016/">http://www.nape.ca/agreement/health-professionals-2013-2016/</a>
	Association of Allied Health Professionals	<a href="https://aahp.ca/resources/">https://aahp.ca/resources/</a>
	Information on the provincial job evaluation project used to determine pay levels	<a href="http://www.exec.gov.nl.ca/exec/hrs/newjobevaluation.html">http://www.exec.gov.nl.ca/exec/hrs/newjobevaluation.html</a>
Nova Scotia	CUPE Local 892: Health Care	<a href="http://countmein.cupe.ca/about-us/collective-agreementsbilaws-8920/">http://countmein.cupe.ca/about-us/collective-agreementsbilaws-8920/</a>
Prince Edward Island	International Union of Operating Engineers: Local 942	<a href="http://iuoe942.com/for-members/">http://iuoe942.com/for-members/</a>
New Brunswick	New Brunswick Union of Public and Private Employees: Medical Science Professionals	<a href="http://nbu.ca/joomla/index.php?option=com_k2&amp;view=item&amp;id=2734:medical-science-professionals&amp;Itemid=159&amp;lang=en">http://nbu.ca/joomla/index.php?option=com_k2&amp;view=item&amp;id=2734:medical-science-professionals&amp;Itemid=159&amp;lang=en</a>
Quebec	Fédération interprofessionnelle du Québec	<a href="http://ancien.fiqsante.qc.ca/publicfiles/documents/2016-salary-scales-and-list-of-job-titles-2016-2020.pdf">http://ancien.fiqsante.qc.ca/publicfiles/documents/2016-salary-scales-and-list-of-job-titles-2016-2020.pdf</a>
Ontario	Ontario Public Service Employees Union: Hospital Professionals Division	<a href="https://opseu.org/sites/default/files/hpd_central_160331_-_signed_150414.pdf">https://opseu.org/sites/default/files/hpd_central_160331_-_signed_150414.pdf</a>
Manitoba	Manitoba Association of Healthcare Professionals	<a href="http://mahcp.ca/?page_id=60">http://mahcp.ca/?page_id=60</a>
Saskatchewan	Health Sciences Association of Saskatchewan	<a href="http://www.hsas.ca/collective-agreements/saho">http://www.hsas.ca/collective-agreements/saho</a>
Alberta	Health Sciences Association of Alberta	<a href="http://www.hsaa.ca/member-resources/bargaining-agreements">http://www.hsaa.ca/member-resources/bargaining-agreements</a>
British Columbia	Health Sciences Professional Bargaining Association	<a href="http://www.hsabc.org/collective-agreements/health-science-professionals">http://www.hsabc.org/collective-agreements/health-science-professionals</a>
Northwest Territories	Union of Northern Workers	<a href="http://www.unw.ca/sites/default/files/agreements/gnwt_2012_to_2016_march-31-2016.pdf">http://www.unw.ca/sites/default/files/agreements/gnwt_2012_to_2016_march-31-2016.pdf</a>

Nunavut	Nunavut Employees Union: Government of Nunavut	<a href="http://www.neu.ca/en/collective-agreements">http://www.neu.ca/en/collective-agreements</a>
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