



CANADIAN SOCIETY OF RESPIRATORY THERAPISTS
SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

Respiratory Therapy Professional Salary Scale Analysis

April 2018

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1. Introduction

a. Summary

This collection of wage scales is a February 2018 update of the 2016 Salary Scale Analysis. It was compiled to allow for the comparison of hourly and biweekly base wages for unionized respiratory therapists working in Canadian public institutions/organizations. 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 public institutions/organizations.

This report includes base wages and market adjustments. 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 public institutions are non-unionized. 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) or by contacting the CSRT (201-2460 Lancaster Road, Ottawa ON K1B 4S5, 1-800-267-3422, 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.

2. Newfoundland and Labrador

a. Association of Allied Health Professionals ^{1,2}

Title	Grid	(\$)	Step 1 ⁵	Step 2	Step 3
Respiratory Therapist I ³	CG34	Biweekly ⁴ 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)^{1,2}

Title	Grid	(\$)	Step 1 ⁵	Step 2	Step 3
Respiratory Therapist I ³	CG34	Biweekly ⁴ 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^{1, 2}

Title	Grid	(\$)	Start	After 1 year	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs
Respiratory Therapist	HC-54	Biweekly ³ 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 ³ 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 942¹: Permanent and temporary employees

Title	Grid	(\$)	Step1 ⁴	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I	13	Biweekly ² Hourly	2136.75 28.49	2225.25 29.67	2319.75 30.93	2415.00 32.20	2515.50 33.54	2621.25 34.95
Respiratory Therapist II	15	Biweekly Hourly	2372.25 31.63	2470.50 32.94	2572.50 34.30	2682.00 35.76	2793.75 37.25	2910.00 38.80

1. Collective agreement expires March 31, 2018.

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 942¹: Casual employees

Title	Grid	(\$)	Step1 ⁴	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I	13	Biweekly ² Hourly	2393.25 31.91	2492.25 33.23	2598.00 34.64	2704.50 36.06	2817.00 37.56	2935.50 39.14
Respiratory Therapist II	15	Biweekly Hourly	2656.50 35.42	2767.50 36.90	2881.50 38.42	3003.75 40.05	3129.00 41.72	3259.50 43.46

1. Collective agreement expires March 31, 2018.
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^{1,2,3}

Title	Grid	(\$)	A ⁶	B	C	D	E	F
Respiratory Therapist I ⁴	Group1	Biweekly ⁵ Hourly	1604.25 21.39	1684.50 22.46	1767.00 23.56	1854.75 24.73	1930.50 25.74	2025.75 27.01
Respiratory Therapist II	Group3	Biweekly Hourly	1881.00 25.08	1968.00 26.24	2059.50 27.46	2153.25 28.71	2238.00 29.84	2349.75 31.33
Respiratory Therapist III	Group4	Biweekly Hourly	2013.75 26.85	2108.25 28.11	2211.00 29.48	2311.50 30.82	2404.50 32.06	2525.25 33.67

251. Collective agreement expires March 31, 2019. Above pay scale is in effect until June 30, 2018.
2. Employers: Regional Health Authority A; Regional Health Authority B; Ambulance New Brunswick Inc.; New Brunswick Health Council
3. Respiratory therapists covered under this collective agreement currently also receive a Recruitment and Retention adjustment of 3%.
4. 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
5. Biweekly pay was calculated based upon a 37.5-hour work week (article 16.02).
6. Incremental increases occur on the anniversary date of hire.

6. Québec

a. Fédération interprofessionnelle du Québec¹

Title	Grid	(\$)	Step1 ³	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	2244	Biweekly ² Hourly	1676.20 23.12	1749.42 24.13	1826.28 25.19	1906.75 26.30	1990.85 27.46	2077.85 28.66
RT Technical Coordinator	2246	Biweekly Hourly	1703.02 23.49	1753.78 24.19	1808.15 24.94	1861.80 25.68	1919.08 26.47	1976.35 27.26
Assistant-Head RT	2248	Biweekly Hourly	1729.85 23.86	1785.68 24.63	1843.68 25.43	1902.40 26.24	1964.75 27.10	2027.82 27.97

Title	Grid	(\$)	Step 7	Step 8	Step 9	Step10	Step11	Step12
Respiratory Therapist	2244	Biweekly ³ Hourly	2169.92 29.93	2264.90 31.24	2350.45 32.42	2438.90 33.64	2530.25 34.90	2625.95 36.22
RT Technical Coordinator	2246	Biweekly Hourly	2035.80 28.08	2098.15 28.94	2160.50 29.80	2227.20 30.72	2293.90 31.64	2363.50 32.60
Assistant-Head RT	2248	Biweekly Hourly	2093.80 28.88	2160.50 29.80	2230.82 30.77	2302.60 31.76	2377.28 32.79	2453.40 33.84

Title	Grid	(\$)	Step 13	Step 14	Step 15	Step16	Step17	Step18
Respiratory Therapist	2244	Biweekly ³ Hourly						
RT Technical Coordinator	2246	Biweekly Hourly	2435.28 33.59	2496.90 34.44	2559.25 35.30	2624.50 36.20	2691.20 37.12	2758.62 38.05
Assistant-Head RT	2248	Biweekly Hourly	2533.88 34.95	2602.75 35.90	2673.80 36.88	2747.02 37.89	2821.70 38.92	2898.55 39.98

1. Collective agreement expires March 31, 2020. Above pay scale is in effect until April 1, 2019.

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^{1, 2}

Title	Grid	(\$)	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Respiratory Therapist	n/a	Biweekly ³ Hourly	2349.00 31.32	2439.75 32.53	2541.75 33.89	2643.00 35.24	2744.25 36.59	2844.75 37.93
Senior RT	n/a	Biweekly Hourly	2693.25 35.91	2800.50 37.34	2910.00 38.80	3014.25 40.19	3124.50 41.66	3228.75 43.05
Charge RT	n/a	Biweekly Hourly	2847.00 37.96	2959.50 39.46	3073.50 40.98	3186.75 42.49	3301.50 44.02	3411.75 45.49

Title	Grid	(\$)	Year 6	Year 7	Year 8
Respiratory Therapist	n/a	Biweekly Hourly	2946.00 39.28	3046.50 40.62	3243.75 43.25
Senior RT	n/a	Biweekly Hourly	3438.00 45.84		
Charge RT	n/a	Biweekly Hourly	3633.75 48.45		

1. Collective agreement expires March 31, 2019.

2. Employers listed in collective agreement: Alexandra Hospital (local 106), London Health Sciences Centre (local 106), South Huron Hospital (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), MacKenzie Health (local 588), Sault-Area 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^{1,2,3}

Title	(\$)	Start	Step 1 ⁵	Step 2	Step 3	Step 4	Step 5	Step 6	Year 20
Respiratory Therapist	Biweekly ⁴ Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150
Clinical Service Leader-RT ⁶	Biweekly Hourly	3150.12 37.520	3244.40 38.643	3341.80 39.803	3442.21 40.999	3545.06 42.224	3651.77 43.495	3761.16 44.798	3836.39 45.694
Clinical Specialist-RT	Biweekly Hourly	3150.12 37.520	3244.40 38.643	3341.80 39.803	3442.21 40.999	3545.06 42.224	3651.77 43.495	3761.16 44.798	3836.39 45.694

1. Collective agreement expires March 31, 2018.

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. The above pay scale includes Standardized & Recruitment & Retention Adjustments.

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

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

6. This pay scale represents that of Charge Respiratory Therapist (Misericordia and St. Boniface) and Clinical Resource RT (Seven Oaks).

b. Manitoba Government Employees Union^{1, 2}

Title	(\$)	Start	Step 1 ⁵	Step 2	Step 3	Step 4	Step 5	Step 6	Year 20
Respiratory Therapist	Biweekly ³ Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150
Senior Respiratory Therapist	Biweekly Hourly	2922.59 34.810	3010.16 35.853	3100.33 36.927	3193.52 38.037	3289.32 39.178	3387.88 40.352	3489.40 41.561	3559.16 42.392
Staff Respiratory Therapist	Biweekly Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150

1. Collective agreement expires March 31, 2018.

2. Employer: Prairie Mountain Health. The pay scale listed above is standardized for respiratory therapists in Manitoba who are members of this union.

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^{1, 2, 3}

Title	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5
Respiratory Therapist - Diploma	Biweekly ⁴ Hourly	2049.40 27.340	2131.41 28.434	2216.71 29.572	2305.47 30.756	2506.58 33.439
Respiratory Therapist – Diploma with Market Supplement	Biweekly Hourly	2438.30 32.528	2535.89 33.830	2637.31 35.183	2742.86 36.591	2973.96 39.674
Senior Respiratory Therapist	Biweekly Hourly	2213.34 29.527	2301.87 30.708	2393.99 31.937	2489.72 33.214	2707.10 36.114
Senior Respiratory Therapist with Market Supplement	Biweekly Hourly	2633.19 35.128	2738.58 36.534	2848.18 37.996	2962.04 39.515	3211.88 42.848

1. Collective agreement expires March 31, 2018.
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^{1, 2}

Title	Grid	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I ³	7	Biweekly ⁴	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 ³	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 expired on March 31, 2017. Negotiations are in progress.

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^{1, 2}

Title	Grid	(\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Respiratory Therapist Grade I ³	7	Biweekly ⁴ Hourly	2130.00 28.40	2237.00 29.82	2338.00 31.17	2444.00 32.58	2541.00 33.88	2658.00 35.44
Respiratory Therapist Grade II	8	Biweekly Hourly	2211.00 29.48	2321.00 30.95	2427.00 32.36	2536.00 33.81	2640.00 35.20	2756.00 36.75
Respiratory Therapist Grade III	9	Biweekly Hourly	2289.00 30.52	2408.00 32.10	2513.00 33.51	2628.00 35.04	2733.00 36.44	2856.00 38.08
Respiratory Therapist Grade IV	12	Biweekly Hourly	2556.00 34.08	2686.00 35.81	2807.00 37.42	2936.00 39.14	3052.00 40.69	3190.00 42.53
Respiratory Therapist Grade V	13	Biweekly Hourly	2654.00 35.38	2788.00 37.17	2914.00 38.85	3046.00 40.61	3167.00 42.23	3310.00 44.13
Respiratory Therapist Grade VI	14	Biweekly Hourly	2754.00 36.72	2893.00 38.57	3024.00 40.32	3161.00 42.15	3287.00 43.83	3436.00 45.81

1. Pay scale came into effect on February 1, 2018. 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^{1, 2}

Title	Pay Range ²	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	16	Biweekly ³ Hourly ⁴	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 ²	(\$)	Step 7	Step 8
Respiratory Therapist	16	Biweekly ³ Hourly ⁴	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 Union¹

Title	Pay Range ²	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	12	Biweekly ³	2834.27	3029.27	3107.27	3186.77	3268.50	3352.50	3438.77
		Hourly ⁴	37.79	40.39	41.43	42.49	43.58	44.70	45.85

1. Above pay scale came into effect on October 1, 2017. Collective agreement expires on September 30, 2018.

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 1950 hours (as per union communiqué).

Appendix A: Consumer Price Index by Province (December 2017)¹

	NL	NS	PE	NB	QC	ON	MB	SK	AB	BC
All items	136.2	132.8	133.5	132.1	127.5	132.0	131.5	135.9	137.6	125.2
Food	144.7	148.5	145.4	149.4	144.3	144.3	141.7	146.3	142.2	138.3
Shelter	157.9	142.9	136.1	135.9	131.8	141.1	146.5	165.1	166.1	120.7
Household operations, furnishing and equipment	123.6	121.8	129.3	125.1	122.1	122.3	120.2	114.6	120.2	115.4
Clothing and footwear	97.5	94.2	99.3	100.3	92.0	88.1	90.0	98.2	94.2	103.0
Transportation	138.2	129.2	134.6	130.4	133.1	137.0	133.5	130.4	138.0	136.2
Health and personal care	119.7	121.3	123.8	116.5	124.1	125.7	117.8	123.8	135.5	117.5
Recreation, education and reading	110.1	115.8	114.2	116.4	99.3	114.5	111.8	113.0	109.9	118.8
Alcoholic beverages and tobacco products	173.7	195.0	194.5	199.5	152.1	166.5	181.2	176.7	165.8	145.6
All items excluding food	134.3	129.7	131.0	128.6	123.7	129.9	129.4	133.9	136.8	122.6
All items excluding energy	132.1	129.1	128.1	128.7	125.2	130.3	130.4	135.1	136.0	122.6
Energy	166.4	160.8	176.6	156.6	149.4	159.3	142.5	142.6	156.2	162.0

1. Consumer Price Index obtained from Statistics Canada: December 2017 information was not available for the territories.
 - a. Newfoundland and Labrador: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01b-eng.htm>
 - b. Nova Scotia: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01d-eng.htm>
 - c. Prince Edward Island: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01c-eng.htm>
 - d. New Brunswick: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01e-eng.htm>
 - e. Quebec: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01f-eng.htm>
 - f. Ontario: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01g-eng.htm>
 - g. Manitoba: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01h-eng.htm>
 - h. Saskatchewan: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01i-eng.htm>

- i. Alberta: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/cpis01j-eng.htm>
- j. British Columbia: <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/cpis01k-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 Association of Allied Health Professionals Information on the provincial job evaluation project used to determine pay levels	http://www.nape.ca/agreement/health-professionals-2013-2016/ https://aahp.ca/resources/ http://www.exec.gov.nl.ca/exec/hrs/newjobevaluation.html
Nova Scotia	CUPE Local 892: Health Care	http://countmein.cupe.ca/about-us/collective-agreementsbilaws-8920/
Prince Edward Island	International Union of Operating Engineers: Local 942	http://iuoe942.com/for-members/
New Brunswick	New Brunswick Union of Public and Private Employees: Medical Science Professionals	http://nbu.ca/joomla/index.php?option=com_k2&view=item&id=2734:medical-science-professionals&Itemid=159&lang=en
Quebec	Fédération interprofessionnelle du Québec	http://www.fiqsante.qc.ca/wp-content/uploads/2016/10/Echelles_salariales_Web_2016-2020_ANG.pdf?download=1
Ontario	Ontario Public Service Employees Union: Hospital Professionals Division	https://opseu.org/sites/default/files/hpd_central_160331_-_signed_150414.pdf
Manitoba	Manitoba Association of Healthcare Professionals	http://mahcp.ca/?page_id=60
Saskatchewan	Health Sciences Association of Saskatchewan	http://www.hsas.ca/collective-agreements/saho
Alberta	Health Sciences Association of Alberta	http://www.hsa.ca/member-resources/bargaining-agreements
British Columbia	Health Sciences Professional Bargaining Association	http://www.hsabc.org/collective-agreements/health-science-professionals
Northwest Territories	Union of Northern Workers	http://www.unw.ca/sites/default/files/agreements/gnwt_2012_to_2016_march-31-2016.pdf

Nunavut	Nunavut Employees Union: Government of Nunavut	http://www.neu.ca/en/collective-agreements
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