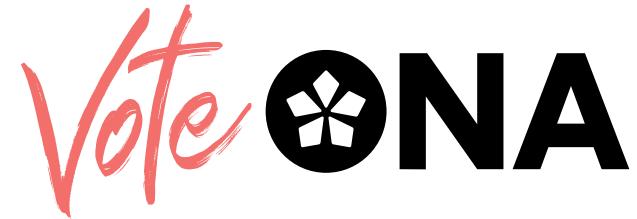


Ontario Health atHome

Wage Rates by Classification



Classification	ONA	COPE	CUPE	OPSEU
Nurse Practitioner	54.04 - 76.40	n/a	57.86 - 67.36	59.86 - 69.53
Care Coordinator	38.80 - 52.80	43.88 - 51.23	43.51 - 50.67	44.80 - 51.34
Nurse	41.29 - 51.72	45.14 - 52.49	43.51 - 50.62	n/a
Registered Practical Nurse	29.73 - 45.03	n/a	31.49 - 36.95	33.02 - 40.18
Health Records Technician	31.01 - 37.06	32.44 - 37.60	n/a	n/a
Team Assistant	24.27 - 30.96	25.48 - 30.36	25.01 - 30.94	24.22 - 29.46
Scheduler	27.04 - 32.46	24.31 - 29.39	24.27 - 28.40	n/a

ONA has achieved top wages in five out of seven classifications, **bolded** above.

Note: There are a wide range of classifications and position names with diverse professional representation across every branch and collective agreement, making a definitive comparison challenging. The above chart reflects the most easily compared job classifications.

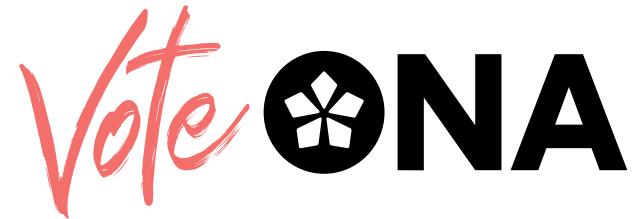
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Ontario Health atHome Contract Comparison



	ONA	COPE	CUPE	OPSEU
Dues*	Tier 1 - <31.00/hr Tier 2 - 31.00 - 37.50/hr Tier 3 - >37.50/hr <i>Not applied to overtime, premiums or retroactivity</i>	1.5% on all earnings	1.8% on all earnings	1.375% on all earnings
Shift Premium	\$3.20	\$2.00	\$2.85	\$2.20
Pension	HOOPP	HOOPP	HOOPP	HOOPP
Transportation Allowance	0.53/km**	0.50/km	0.53/km	0.55/km**
Benefits % in Lieu	5 -15%	12%	6 -15%	5 -13%
Benefit Employer Cost Share	80 - 100%	60 - 85%	85 - 100%	80 - 100%
Vision Care	\$500 over 24 months	\$350 over 24 months	\$450 over 24 months	\$450 over 24 months
Vacation	Max 6 - 7 weeks	Max 7 weeks	Max 6 weeks	Max 7 weeks
Paid Holidays and Floats	13	11	15	13

* Note: See ONA Membership Dues Comparison Chart for full details.

** The Champlain OPSEU Collective Agreement contains a provision that allows for a choice between \$70 per month or mileage at the current CRA rate. The North West ONA Collective Agreement contains a provision that compensates mileage at the current CRA rates.