

WAGE CALCULATOR CHEAT SHEET

Placement on Wages Scale:

1. Current bargaining unit members will be mapped into wage structure (A) that is the closest, higher wage rate to their current wage rate. (If your current wage rate is higher than step 5, see below)
2. In addition, Employees with 7 or more years of service (based on original hire date at KP) but less than 25 move up one additional step.
3. Employees with 25 or more years of service (based on original hire date at KP) move up two additional steps.
4. This step will determine where you are placed on wage structure (B)

Once you have found your step on wage structure (B):

- The new Wage Structure B will be implemented effective the pay period closest to October 1, 2021 and bargaining unit members' wages will be increased to match step placement on Wage Structure B, with the following exception:
 - o Employees above step 5 will receive approximately 2% wage adjustment and all Alliance of Health Care Unions (AHCU) National Agreement Across-The-Board wages increases thereafter.
 - o After the 4-year AHCU National Agreement, these above step 5 bargaining unit members will receive an equivalent lump sum in place of Across-The-Board increases until such time as the wage scale catches up to their rate of pay.
- In addition, regardless of step placement, all bargaining unit members with 7 years of service (based on original hire date at KP) shall receive \$2.00 differential for all compensated hours; Employees with 10 years of service (based on original hire date at KP) with the Employer, shall receive \$3.00 differential for all compensated hours; Employees with 15 years of service (based on original hire date at KP), shall receive \$4.00 differential for all compensated hours;
- Short hour/per diem bargaining unit members will receive a 20% pay differential on all compensated hours

Progression through the wage scale:

- Each year, the wage schedule will be inflated by the Alliance negotiated ATB (Across the Board rate) you will move through the steps on your anniversary date until you reach step 5.
- The Longevity Differential, if applicable, will be applied each year.

Alliance ATBs:

- All employees shall receive the following negotiated annual across-the-board increases:
- October 2022 - 3% ATB
- October 2023 - 2% ATB +2% lump sum
- October 2024 - 2% ATB +2% lump sum

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Wage Structure A - Initial Step Placement

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Occupational Therapist	48.77	50.20	51.64	53.07	54.03
Speech Therapist I	48.77	50.20	51.64	53.07	54.03
Physical Therapist	48.77	50.20	51.64	53.07	54.03
Sr Occupational Therapist	57.38	59.06	60.75	62.44	63.56
Speech Therapist II	57.38	59.06	60.75	62.44	63.56
Sr Physical Therapist	57.38	59.06	60.75	62.44	63.56
Occ Therapy Clin Specialist	63.11	64.97	66.83	68.68	69.92
Speech Therapist Specialist	63.11	64.97	66.83	68.68	69.92
Physical Therapist Clin Spec	63.11	64.97	66.83	68.68	69.92

Wage Structure B - Effective October 2021

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Occupational Therapist	49.66	51.11	52.58	54.04	55.02
Speech Therapist I	49.66	51.11	52.58	54.04	55.02
Physical Therapist	49.66	51.11	52.58	54.04	55.02
Sr Occupational Therapist	58.44	60.15	61.88	63.60	64.74
Speech Therapist II	58.44	60.15	61.88	63.60	64.74
Sr Physical Therapist	58.44	60.15	61.88	63.60	64.74
Occ Therapy Clin Specialist	64.28	66.18	68.08	69.96	71.23
Speech Therapist Specialist	64.28	66.18	68.08	69.96	71.23
Physical Therapist Clin Spec	64.28	66.18	68.08	69.96	71.23

Differentials

- Short Hour - 20%
- Weekend - \$75 Per Weekend Day

Longevity Differentials

- 7+ Years - \$2.00
- 10+ Years - \$3.00
- 15+ Years - \$4.00