



## ORNGE PAY AND BENEFITS Paramedics

As an Ornge Paramedic, your job is not only satisfying knowing you are helping patients of Ontario to get safe and timely care, transport and access to health services they need, but also features rewarding benefits. Here are some of the benefits you could look forward to as a Paramedic with Ornge:

### COMPETITIVE PAY:

Salary is based on an annual 2080 hours. Schedules are constructed based on a modified rotation that averages forty (40) hours per week. The duration of a shift is twelve (12) hours per day.

CCP RECRUIT	\$46.23/hour
CCP(F)	\$53.88/hour - \$60.91/hour

### PENSION:

The Healthcare of Ontario Pension Plan (HOOPP) is one of Ontario's strongest Defined Contribution Pension Plans with Employer Matching contribution of 126%. Employee contributions consist of 6.9% of annual earnings up to the Years Maximum Pensionable Earnings (YMPE) and 9.2% of the employee's annual earnings above the YMPE.

### PAID LEAVES:

- Personal Days - two (2) days per year.
- Vacation- Ten (10) shifts (120 hours) on a pro-rated basis in the first year of hiring.
- Sick Days – Twelve (12) shifts (144 hours) on a pro-rated in the first year of hiring.
- Maternity & Parental Leave Top-Up Benefit - Employees will receive 100% of their salary for the Employment Insurance (EI) waiting period. The Company will top-up the EI payment to a total of 93% up to a maximum of fifteen (15) weeks for maternity leave and up to a maximum of fifteen (15) weeks for parental leave.

### GROUP BENEFITS:

The Company provides a comprehensive group benefits package. Some of the benefits provided are highlighted below:

BASIC LIFE INSURANCE AND AD&D	<ul style="list-style-type: none"><li>▪ 200% of the employees base pay to a max of \$500,000</li></ul>
SHORT TERM DISABILITY	<ul style="list-style-type: none"><li>▪ 75% of weekly earnings to a maximum of \$3,464 for twenty-six (26) weeks</li></ul>
LONG TERM DISABILITY	<ul style="list-style-type: none"><li>▪ 66.27% of first \$2,250 monthly earnings, plus 50% of the next \$2,250 monthly earnings,</li><li>▪ plus 40% of any excess amount, to a maximum of \$15,000 or 85% of your pre-disability take home pay, whichever is less.</li></ul>
EXTENDED HEALTH CARE	<ul style="list-style-type: none"><li>▪ 100% coverage for: Drug (subject to any drug deductible), Hospital, Medical services &amp; Supplies, Paramedical Services, Vision Care, Out-of-Country Emergency Care</li><li>▪ Hospital Accommodation: Private Room</li><li>▪ Psychologist, Psychotherapist, Social Worker (Mental Health) - \$5,000 per calendar year</li><li>▪ Physiotherapists, Chiropractors &amp; Massage Therapists: \$900 each per calendar year</li></ul>
VISION CARE	<ul style="list-style-type: none"><li>▪ Prescription glasses, contact lenses and laser eye surgery: \$400 every 2 calendar years</li><li>▪ Eye exams: 1 each calendar year</li></ul>
DENTAL CARE	<ul style="list-style-type: none"><li>▪ Basic Services: 100% coverage, unlimited maximum</li><li>▪ Major Services: 50% coverage, \$1,500 annual maximum</li><li>▪ Orthodontic Coverage: 50% coverage (for dependent children under 19) \$3,000 lifetime maximum</li></ul>

**Note: All Group Benefits are provided through our third party provider, Canada Life. We offer both single and family plans.**

### UNIFORMS:

Uniforms provided by the Company.

*Note: All terms and conditions above are governed by the UNIFOR Local 2002 Collective Bargaining Agreement.*