

CAVALLUZZO

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File No. 170254

February 6, 2017

BY COURIER AND E-MAIL

Mr. Tim Price
Little, Inglis, Price and Ewer LLP
148 Wortley Road
London, ON N6C 3P5

email: tprice@lip.on.ca

Dear Mr. Price:

RE: OPSEU v Community Living Tillsonburg – Pay Equity Adjustments Enforcement of Pay Equity Hearing Tribunal Order, dated November 23, 2016

We are counsel to OPSEU in the above-noted matter. We write to request the immediate compliance with the Pay Equity Hearings Tribunal order and that Community Living Tillsonburg ("CLT") make the required pay equity payments owing to the female employees as well as the required adjustments to the job rates of the OPSEU bargaining unit members.

OPSEU will not accept Community Living Tillsonburg's significant and continued failure to comply with the *Pay Equity Act*. The required *Pay Equity Act* adjustments to redress the undervalued women's work and systemic gender discrimination in compensation are owed retroactive to April 2010. The Pay Equity Office Review Services ordered payment on April 23, 2015. On November 23, 2016, the Pay Equity Hearings Tribunal (the "Tribunal") issued its order confirming payment within 60 days. This matter has languished for too long.

Payment of the Tribunal's order, \$784,632.23, plus interest, is required immediately.

As you are aware, on April 13, 2016, the parties attended the Pay Equity Hearings Tribunal pre-hearing conference where CLT admitted that it had not paid the required retroactive pay equity adjustments and had not made changes to the job rates as ordered by the Pay Equity Review Officer. Following the pre-hearing conference, counsel engaged in further discussions to confirm the adjustments owing. The payment schedule of 60 days was agreed to by consent and counsel for the Pay Equity Office duly advised the Tribunal and provided the agreed Schedules for payment. (see attached letter and Schedule A).

CAVALLUZZO SHILTON MCINTYRE CORNISH LLP BARRISTERS & SOLICITORS

474 Bathurst Street, Suite 300, Toronto, Ontario M5T 2S6 T. 416.964.1115 F. 416.964.5895 cavalluzzo.com



On November 23, 2016, the Tribunal issued its order, which confirmed the order of the Pay Equity Review Officer. The Tribunal ordered CLT to make the statutory minimum pay equity adjustments retroactive to January 1, 2010 to December 15, 2016 including interest. The Tribunal further ordered that the job rates of the OPSEU bargaining unit members are to be adjusted to the appropriate pay equity rate. The Tribunal ordered that these adjustments be made within 60 days of the decision. (see the attached PEHT order)

The OPSEU L161 members were owed the pay equity adjustments no later than January 24, 2016. We are advised by our client that CLT informed OPSEU L161 and OPSEU's staff representative, Tom Watson, that it will not make the pay equity adjustments owing and it will not adjust the job rates as required and ordered.

In an effort to avoid further costs to your client in this matter, we request that you pay this amount in full forthwith and in any event by no later than **February 15, 2017**.

Should we not receive payment from you on or before February 15, 2017, we will move to enforce the Order in accordance with Rule 84 of the Pay Equity Hearings Tribunal *Rules of Practice* as an Order of the Court. OPSEU will proceed to enforce the judgment debt of \$784,632.23. This figure excludes any prejudgment and post-judgment interest owing and any legal costs for enforcement of the order in accordance with the *Courts of Justice Act*. OPSEU will seek any and all monies and legal costs as it advances this matter.

In the event you have any questions do not hesitate to contact me directly.

Yours very truly,

CAVALLUZZO SHILTON MCINTYRE CORNISH LLP



Janet E. Borowy
JB/iu

Encls: PEO counsel letter, dated October 12, 2016
Pay Equity Hearings Tribunal order, dated November 23, 2016.

cc. Ms. Pat Honsberger, Supervisor OPSEU
Ms. Ann Wallace, OPSEU Senior Negotiator, Pay Equity
Ms. Nancy John, OPSEU Local 161 President
Ms. Senka Dukovich, Legal Counsel, Pay Equity Office



PAY EQUITY HEARINGS TRIBUNAL

PEHT Case No: **1780-15-PE**

Pay Equity Office, Applicant v **Community Living Tillsonburg**, and Ontario Public Service Employees Union, Local 161, Respondents v The Crown in Right of Ontario, as represented by the Ministry of Community and Social Services, Respondent

BEFORE: Roslyn McGilvery, **Vice-Chair**, Ann Burke and Irene Harris, **Members**

DECISION OF THE TRIBUNAL: November 23, 2016

1. This is a referral under subsection 24(5) of the *Pay Equity Act*, R.S.O 1990, c. P.7 as amended (the "Act").

2. A Pay Equity Review Officer issued Orders under sections 24(2) and 24(3) of the Act against Community Living Tillsonburg (the "Employer") dated April 23, 2015 (the "Orders"). One of the Orders relates to unionized employees represented by the Ontario Public Service Employees Union, Local 161 ("OPSEU") and the other relates to non-unionized employees.

3. By correspondence dated October 12, 2016, the Pay Equity Commission set out various points of agreement between the parties. There is no dispute that the Employer has failed to comply with the Orders. Further, since the parties have agreed on the remedial consequences that ought to flow, the Tribunal makes the following orders:

1) The Employer is ordered to:

- a. within 60 days of this decision, pay the OPSEU bargaining unit members that are the subject of the Pay Equity Review Officer's Order of April 23, 2015, pay equity adjustments (including interest) as set out in Schedule A

to the Pay Equity Commission's letter of October 12, 2016 ("Schedule A"); and

- b. within 60 days of this decision, adjust the job rates for OPSEU bargaining unit members that are the subject of the Pay Equity Review Officer's Order of April 23, 2015, in accordance with Schedule A.

2) The Employer is ordered to:

- a. within 60 days of this decision, pay the non-unionized employees that are the subject of the Pay Equity Review Officer's Order of April 23, 2015, pay equity adjustments (including interest) as set out in Schedule A; and
- b. adjust the job rates for non-unionized employees that are the subject of the Pay Equity Review Officer's Order of April 23, 2015, in accordance with Schedule A.

4. In light of the parties' agreement, this matter is terminated.

Dated at Toronto, Ontario this 23 day of November, 2016.

"Roslyn McGilvery"
Roslyn McGilvery, Vice-Chair

"Ann Burke"
Ann Burke, Member

"Irene Harris"
Irene Harris, Member

APPENDIX A

Pay Equity Office
180 Dundas Street W, Suite 300
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Community Living Tillsonburg
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Attention: Marty Graf
Chief Executive Officer
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Fax: 519-842-7628

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Attention: Thomas Watson
Regional Staff Representative
Tel: 519-649-7770 Ext 5102
Fax: 519-649-2786

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The Crown in Right of Ontario, as represented by the Ministry of Community and
Social Services
80 Grosvenor Street
Hepburn Block, 6th Floor
Toronto ON M7A 1E9
Attention: Rosanne Perron
Tel: 519-438-5111 Ext 3176

Pay Equity
Commission

Pay Equity Office

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Sent by Email

File Number: 2015-90

October 12, 2016

Ms. Catherine Gilbert
Registrar
Pay Equity Hearings Tribunal
505 University Avenue, Floor 2
Toronto, Ontario
M5G 2P1

Dear Ms. Gilbert:

Re: In the matter of a referral under subsection 24(5) of the Pay Equity Act, R.S.O. 1990, c P.7, as amended, relating to Community Living Tillsonburg, and Community Living Tillsonburg & Ontario Public Service Employees Union Local 161. PEHT File Number 1780-15-PE

This is a referral application pursuant to section 24.(5) of the *Pay Equity Act* initiated by the Pay Equity Office (the Office) on October 15, 2015, in respect of two Orders issued on April 23, 2015. One order was issued following a complaint by OPSEU Local 161, and the other relates to non-union employees. Both Orders determined that the Employer had failed to pay adjustments owing under its deemed approved pay equity plans from 2010 to 2015 and directed the Employer to calculate and pay the outstanding adjustments with interest that were owed to current and former employees for those years, and, *inter alia*, to adjust the job rates accordingly.

Responses were filed by the Employer and OPSEU and a pre-hearing was held, following which the parties wrote to the Tribunal regarding the issues in dispute.

Further to the Tribunal's decision of July 29, 2016, seeking clarification of the parties' agreement and the conference call on September 7, I write on behalf of the parties to confirm the parties' agreement as follows:

1. That the attached Schedule A sets out the amounts of pay equity adjustments and interest owing to current and former employees;
2. That OPSEU agrees with the amounts identified as owing to bargaining unit members;
3. That the amounts have not been paid by the employer;
4. That the job rates have not been adjusted by the employer;
5. That payment be made within 60 days of the order of the Tribunal;
6. That the job rates be adjusted within 60 days of the order of the Tribunal;
7. That the legal issues raised in the responses of Employer and OPSEU are no longer being pursued by the parties.

As the Employer has acknowledged that the Orders have not been complied with, and as there is no dispute regarding the amounts and entitlement of individual employees, the Office therefore requests that the Tribunal direct the Employer to pay the identified amounts to the named current and former employees within 60 days; adjust the job rates within 60 days and pay interest calculated in accordance with the provisions of the Courts of Justice Act R.S.O. 1990, c. 43 as amended.

Thank you for your consideration.



Senka Dukovich
Legal Counsel

c Timothy G. Price, Little, Inglis, Price & Ewer LLP
Janet E. Borowy, Cavalluzzo Shilton McIntyre Cornish LLP

Schedule A

5 Pages

Community Living Pay Equity
2010 to 2015 - Dec.31/15
 Revised Jan 29 2016

	2010 hours	Rate	\$ To Be Paid	2011 hours	Rate	\$ To Be Paid	2012 hours	Rate	\$ To Be Paid	2013 hours	Rate	\$ To Be Paid	2014 hours	Rate	\$ To Be Paid	2015 hours	Rate	\$ To Be Paid	Total Ratio	Infract
Management Plan																				
03-036 MATHEWS, DAWN	2,180.00	0.25	\$48.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,160.00	1.00	2,160.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,140.00	\$64.06
04-352 SANDERSON, NICOLE	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
06-035 VERHOEVE, JOANNE	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,200.00	1.54	2,300.00	\$11,100.00	\$63.83
11-028 HUDSON, CATHERINE	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,084.00	0.75	1,563.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,043.00	\$63.50
11-031 MARVE, WENDY	2,120.00	0.25	\$30.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,050.00	\$63.54
20-077 MERON, NORMAN	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
21-080 ROELEN, MARIE	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
22-090 BRUCKLER, GREG	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
31-105 HATHAWAY, PAULA	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
32-117 ROLOSOM, SUSAN	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
57-153 BRAY, SANDRA	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,120.00	1.00	2,120.00	2,080.00	1.25	2,600.00	2,200.00	1.58	2,300.00	\$11,140.00	\$64.06
57-154 BROUGHTON, DAVE	2,120.00	0.25	\$30.00	2,120.00	0.50	1,060.00	2,120.00	0.75	1,590.00	2,120.00	1.00	2,120.00	2,120.00	1.25	2,650.00	2,200.00	1.58	2,300.00	\$11,250.00	\$64.69
58-155 SAUNDERS, CRYSTAL	1,111.88	0.25	\$27.78	1,080.00	0.50	540.00	2,080.00	0.75	1,560.00	1,574.88	1.00	1,574.88	488.00	1.25	608.00	2,180.00	1.58	2,240.00	\$7,782.38	\$44.81
58-157 BERENZ, CHARLENE	2,120.00	0.25	\$30.00	2,120.00	0.50	1,060.00	2,120.00	0.75	1,590.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,100.00	\$63.83
58-158 BIRO, JUDITH	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$9,833.50	\$55.19
58-159 CLARKE, DEBBIE	2,080.00	0.25	\$20.00	2,082.00	0.50	1,041.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,041.00	\$63.49
58-181 FULLER, ARTHUR	2,120.00	0.25	\$30.00	2,120.00	0.50	1,060.00	2,100.00	0.75	1,575.00	2,080.00	1.00	2,080.00	2,120.00	1.25	2,650.00	2,200.00	1.58	2,300.00	\$11,185.00	\$64.17
58-182 ORAF, MARTIN	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
58-184 KETCHAW, JUDY	2,120.00	0.25	\$30.00	2,080.00	0.50	1,040.00	2,120.00	0.75	1,590.00	2,120.00	1.00	2,120.00	2,080.00	1.25	2,600.00	2,200.00	1.58	2,300.00	\$11,180.00	\$64.29
58-185 STEFAN, MARIH	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$11,040.00	\$63.48
58-248 VANDENBRINK, SHIRLEY	1,271.78	0.25	\$17.94	1,213.47	0.50	606.74	1,237.18	0.75	927.88	1,274.98	1.00	1,274.98	1,327.10	1.25	1,658.88	1,880.28	1.58	2,228.18	\$7,288.88	\$41.78
58-253 SMITH, LYNN	184.80	0.25	\$8.83	489.48	0.50	244.74	210.38	0.75	157.78	358.88	1.00	358.88	285.85	1.25	357.31	638.88	1.58	803.28	\$2,047.34	\$11.77
58-404 WYBO-FRANCKE, LISA	1,266.90	0.25	\$18.90	1,221.87	0.50	610.94	130.88	0.75	97.98	608.00	1.00	608.00	1,611.88	1.25	2,014.88	221.00	1.58	331.80	\$4,178.80	\$24.03
58-458 SITLAND, AMBER-LYN	2,032.00	0.25	\$80.80	1,940.00	0.50	970.00	2,080.00	0.75	1,560.00	2,080.00	1.00	2,080.00	2,080.00	1.25	2,600.00	2,180.00	1.58	2,240.00	\$10,508.00	\$60.42
58-188 BARTON, BYRDN	2,120.00	0.25	\$30.00	2,080.00	0.50	1,040.00	2,080.00	0.75	1,560.00	2,120.00	1.00	2,120.00	2,080.00	1.25	2,600.00	2,200.00	1.58	2,300.00	\$11,150.00	\$64.11
99-081 DALE, MARY	2,080.00	0.25	\$20.00	2,080.00	0.50	1,040.00	1,917.10	0.75	1,437.83	478.60	1.00	478.60	0.00	1.25	0.00	0.00	1.58	0.00	\$3,400.43	\$19.93
99-081 GOW, CATHY	1120	0.25	\$24.00	60	0.5	30.00	188.8	0.75	141.60	0.00	1	0.00	0	1.25	0.00	0.00	1.58	0.00	\$340.10	\$2.01

50,955.75 48,981.02 49,567.75 48,320.65 47,616.45 49,194.75 TO' \$255,951.52 \$1,471.72

Revised May 04 2016

Union Plan for Community Living Tillsonburg up to Dec.31/15

	2010	2011	2012	2013	2014	2015	Total Retru	Interest
02-008 LOVEYS AMY	2,889.88	418.00	437.00	538.80	1,164.64	89.88	44,736.78	577.25
02-008 WALEY JEFF	3,128.74	424.15	837.40	1,733.93	3,107.74	2,197.78	58,111.77	548.51
02-016 TOOMBS ROSE	2,889.88	417.59	804.90	1,180.10	2,888.80	1,668.80	58,792.35	520.50
02-038 ONCZ ANNETTE	2,884.88	418.28	854.00	1,280.10	2,132.28	1,682.80	58,985.20	531.88
02-546 ANDERSON JESSICA	0.00	8.88	0.00	1,122.18	873.31	1,832.31	2,048.80	338.22
02-588 FOSTER LINDAY	0.00	8.88	0.00	0.00	0.00	0.00	238.88	317.11
03-043 LA CHAPPEL RENEE	2,883.88	418.68	833.80	1,750.40	3,098.88	1,678.40	58,237.78	531.13
03-046 MCWILLIAN SUSAN	2,826.88	388.88	833.80	1,258.10	2,887.80	1,878.00	58,954.40	520.91
03-047 WOOD ANDREA	2,826.88	418.88	837.80	1,280.30	2,838.80	1,878.00	58,908.70	531.21
03-078 BARRY LINDA	1,937.88	388.88	782.80	1,168.30	1,884.88	1,565.20	58,358.80	548.05
03-580 DUXBURY TAMB	0.00	8.88	0.00	0.00	0.00	388.88	318.10	320.30
04-012 CORLESS ARDIE	0.00	8.88	0.00	0.00	0.00	0.00	7.88	111.34
04-007 WALEY CHERYL	638.88	138.88	882.20	782.80	2,888.80	1,684.00	58,468.80	544.67
04-010 KRIGLEY ANNE	1,878.88	388.88	781.20	1,185.25	1,864.88	1,564.40	58,353.15	548.20
04-027 FEHRMAN CRYSTAL	889.88	128.88	832.80	1,231.30	2,888.80	1,864.00	58,371.60	548.20
04-378 KLASSEN LINDAY	2,888.88	481.78	888.80	1,411.80	1,777.88	1,422.00	58,882.75	541.72
04-578 SWARTZ ESTHER	0.00	8.88	0.00	0.00	148.83	778.82	1,238.83	2,828.88
06-048 REDARD CATHY	2,837.78	487.54	820.20	1,881.88	1,184.80	1,812.80	58,288.80	520.48
06-086 LAROCK TERRY	2,872.88	414.48	833.80	1,743.20	2,888.78	1,864.80	58,288.80	520.48
06-087 MOORE TAMMY	2,888.88	417.88	833.80	1,233.80	2,888.88	1,864.80	58,288.80	520.48
06-261 JACKSON MICHELLE	138.88	38.88	748.20	888.80	353.40	1,823.88	1,818.88	2,888.88
10-080 CASWELL RICHARD	2,888.88	418.88	838.80	1,711.70	2,188.78	1,887.00	58,178.80	548.48
10-089 SAUVIE TERESA	1,888.88	387.88	788.80	1,200.35	1,887.88	1,589.88	58,288.80	520.48
10-381 HEWITT MICHELLE	887.88	121.88	830.30	2,888.88	1,233.80	48.88	58,288.80	520.48
10-383 WESTMAN JACKALYNN	1,823.48	386.48	733.88	1,233.28	2,817.88	1,814.00	58,288.80	520.48
11-882 CHRISTMAS TAMMY	0.00	8.88	283.40	1,823.28	1,089.85	2,819.28	1,814.00	2,888.88
11-018 WILSON KERRY	782.88	188.88	848.40	1,211.88	1,272.88	2,852.78	1,843.00	2,888.88
11-833 PRILLOW HELEN	2,881.88	418.28	788.80	1,888.88	1,888.88	1,888.88	58,288.80	520.48
11-034 SUMMERS AMY	2,888.88	418.88	835.40	1,788.88	1,788.88	1,887.88	58,288.80	520.48
11-082 DUMPHY KATHY	2,888.88	418.88	832.00	1,788.88	1,788.88	1,888.88	58,288.80	520.48
11-334 GORTVA DENNICE	648.88	88.88	868.80	1,288.88	2,888.88	1,888.88	58,288.80	520.48
11-882 WILSON CINDY	0.00	8.88	0.00	0.00	188.88	0.00	1,888.88	2,888.88
12-037 KING JENNIFER	2,188.88	411.78	888.88	1,888.88	2,888.88	1,888.88	58,288.80	520.48
12-038 PORTER CORNIE	2,128.88	418.28	838.88	1,238.88	1,888.88	1,888.88	58,288.80	520.48
12-040 RAPOSO TERESA	2,888.88	417.88	834.40	1,328.88	1,188.88	2,888.88	58,288.80	520.48
12-042 VAN DE WALLE JENNIFER	2,128.88	417.38	852.00	1,711.88	428.88	2,111.78	58,288.80	520.48
12-086 HOLBURN KAREN	1,818.88	383.88	782.24	1,888.88	981.88	1,864.88	58,288.80	520.48
14-477 CAMERON TRACY	1,818.88	383.88	741.30	387.88	208.20	2,188.88	58,288.80	520.48
14-478 CREGG JOHN	1,882.88	318.88	1,888.88	1,181.10	2,888.88	1,842.40	58,288.80	520.48
14-480 HELMER TERRY	1,481.88	284.37	838.78	1,288.88	1,888.88	1,888.88	58,288.80	520.48
14-482 TITUS ADAM	434.98	88.22	1,182.18	478.88	2,818.88	1,778.00	58,288.80	520.48
14-651 TUCKER ANDREW	0.00	8.88	0.00	888.88	882.11	1,848.88	1,888.88	2,888.88
14-688 O'CONNOR MICHAEL	0.00	8.88	0.00	0.00	1,887.88	822.00	1,848.88	2,888.88
14-688 EDGAR IAN	0.00	8.88	0.00	0.00	1,888.88	98.40	1,848.88	2,888.88
18-071 ROOKIN BECCY	2,888.88	388.88	888.88	1,188.10	1,338.88	1,071.88	58,288.80	520.48
18-080 LARPER MATTHEW	2,122.88	424.44	848.80	1,288.88	1,888.88	1,888.88	58,288.80	520.48
18-084 GRAYDON TRUDI	2,888.88	418.88	832.00	1,743.20	2,888.88	1,864.00	58,288.80	520.48
18-350 DEBUSSCHERE RAGHEAL	1,828.88	388.88	788.50	1,201.85	881.88	672.80	58,288.80	520.48
18-482 GOW LISA	1,888.88	383.28	878.88	1,188.88	1,888.88	1,888.88	58,288.80	520.48
18-485 BAIL LISA	781.88	188.73	888.28	1,181.10	888.88	888.88	58,288.80	520.48
18-485 OGDEN LINDA	1,218.78	243.73	1,211.28	488.50	1,288.88	1,018.38	58,288.80	520.48
18-088 KNEBEL JENN	1,848.88	388.88	832.22	1,748.88	1,888.88	1,888.88	58,288.80	520.48
18-483 ARMSTRONG SHEY	0.00	8.88	0.00	0.00	0.00	0.00	828.38	1,888.88
18-481 MCKAY KATHY	878.22	188.88	888.28	274.10	888.88	358.88	58,288.80	520.48
18-489 THURBT JENNIFER	438.34	87.37	738.88	288.38	1,188.88	1,088.88	58,288.80	520.48
18-508 NEUFELD BECCY	8.88	8.88	8.88	0.00	0.00	0.00	1,888.88	2,888.88
18-527 KOOLEN LISA-MAREE	0.00	8.88	1,881.84	438.88	1,888.88	1,020.21	58,288.80	520.48

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10-522 ANDERSON KRISTE	0.20	0.00	24.98	0.40	0.82		0.00	0.00		0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	
10-528 HAUSE WENDY	0.20	0.00	104.00	0.40	208.00		0.00	0.00		0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	
10-527 LOEBLEY KEV	0.20	0.00	463.18	0.40	926.36	1,700.21	0.00	896.53	481.78	0.00	337.42	419.09	1.00	0.00	1.00	0.00	0.00	
10-529 WALKER MAGGIE	0.20	0.00	387.78	0.40	775.56	1,846.58	0.00	1,107.90	728.84	0.00	591.87		1.00	0.00	1.00	0.00	0.00	
10-524 ROBERTY BRIANNE	0.20	0.00	324.88	0.40	649.76	124.24	0.00	199.82	109.68	0.00	293.64	741.97	1.00	0.00	1.00	0.00	0.00	
10-577 GAVER SHELBA	0.20	0.00	145.00	0.40	290.00	60.84	0.00	228.96	134.18	0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-528 BAYFORD BRENT	0.20	0.00	289.00	0.40	578.00	444.00	0.00	279.40		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-530 HAARD ALEA	0.20	0.00	113.70	0.40	47.88		0.00	13.30		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-542 LOTT KALEY	0.20	0.00	187.70	0.40	49.18	446.34	0.00	327.81		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-544 HANKE CHELITE	0.20	0.00	15.88	0.40	6.35	184.29	0.00	87.70		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-546 ALBYL SCHEIN	0.20	0.00		0.40	0.00	1,167.44	0.00	670.78	31.88	0.00	31.88		1.00	0.00	1.00	0.00	0.00	
10-501 NORMAN WANGMILLER MICHELLE	0.20	0.00		0.40	0.00	161.00	0.00	14.71		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-538 RAHWER VERONICA	0.20	0.00		0.40	0.00	34.48	0.00	34.48		0.00	0.00		1.00	0.00	1.00	0.00	0.00	
10-538 MENTIRE AMANDA	0.20	0.00		0.40	0.00	746.86	0.00	448.17	1,089.74	0.00	1,881.80	3,896.49	1.00	0.00	1.00	0.00	0.00	
10-508 HUGHES HILLARY	0.20	0.00	2.40	0.20	34.26	0.00	20.3660	3.73	0.00	531.00	86.78	1.00	0.00	1.00	0.00	0.00	0.00	
10-500 TORRENZO-CORVAE SAMANTHA	0.20	0.00	2.40	0.20	189.94	0.00	72.2028	3.99	0.00	213.20		1.00	0.00	1.00	0.00	0.00	0.00	
10-541 THE KELLY	0.20	0.00	0.40	0.20	0.00	0.00	0.00	263.24	0.00	324.26		1.00	0.00	1.00	0.00	0.00	0.00	
10-582 WYKOSZCZAK JENNIFER	0.20	0.00	0.40	0.20	0.00	0.00	0.00	1,381.18	0.00	1,581.50	79.46	1.00	0.00	1.00	0.00	0.00	0.00	
10-547 SEVERDOL MELISSA	0.20	0.00	0.40	0.20	0.00	0.00	0.00	437.64	0.00	430.00		1.00	0.00	1.00	0.00	0.00	0.00	
10-588 MATTHEW INMA	0.20	0.00	0.40	0.20	0.00	0.00	0.00	463.28	0.00	463.28	443.38	1.00	0.00	1.00	0.00	0.00	0.00	
10-588 JOACHIMS ALYSEA	0.20	0.00	0.40	0.20	0.00	0.00	0.00	292.13	0.00	272.50	424.70	1.00	0.00	1.00	0.00	0.00	0.00	
10-573 COLON RYM	0.20	0.00	0.40	0.20	0.00	0.00	0.00	187.88	0.00	131.80		1.00	0.00	1.00	0.00	0.00	0.00	
10-574 WAREH JACOB	0.20	0.00	0.40	0.20	0.00	0.00	0.00	699.44	0.00	431.34	744.78	1.00	0.00	1.00	0.00	0.00	0.00	
10-540 CLARK PAM	0.20	0.00	0.40	0.20	0.00	0.00	0.00	523.84	0.00	111.80	543.93	1.00	0.00	1.00	0.00	0.00	0.00	
10-548 NORTH KRISTOPHER	0.20	0.00	0.40	0.20	0.00	0.00	0.00	62.46	0.00	86.50	124.70	1.00	0.00	1.00	0.00	0.00	0.00	
10-548 HANDE BRAD	0.20	0.00	0.40	0.20	0.00	0.00	0.00	113.28	0.00	89.00	464.80	1.00	0.00	1.00	0.00	0.00	0.00	
10-547 BAUER TERESA	0.20	0.00	0.40	0.20	0.00	0.00	0.00	127.89	0.00	109.00	33.21	1.00	0.00	1.00	0.00	0.00	0.00	
10-581 CRONIN MORGAN	0.20	0.00	0.40	0.20	0.00	0.00	0.00	688.44	0.00	431.34	744.78	1.00	0.00	1.00	0.00	0.00	0.00	
10-544 SUTMAN ST JOLAN JOANNE	0.20	0.00	0.40	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	
10-547 McILVAHY KARYL	0.20	0.00	0.40	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	
10-508 GERAL JOHN	0.20	0.00	0.40	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	
10-515 BENNET MICKA												764.80	1.00	0.00	1.00	0.00	0.00	
10-508 GOELL-HOODS MEGAN												426.13	1.00	0.00	1.00	0.00	0.00	
10-523 COORMAN RYAN												654.89	1.00	0.00	1.00	0.00	0.00	
10-520 WICKEL JAMES												426.13	1.00	0.00	1.00	0.00	0.00	
10-517 BILLETTS BRIANNA												644.89	1.00	0.00	1.00	0.00	0.00	
10-518 GRAMM JOSHUA												426.13	1.00	0.00	1.00	0.00	0.00	
10-521 GRAMM KENNIA												426.13	1.00	0.00	1.00	0.00	0.00	
10-524 FOREITH KAY												364.89	1.00	0.00	1.00	0.00	0.00	
10-528 FROW VICTORIA												24.89	1.00	0.00	1.00	0.00	0.00	
10-534 SPINER JACQUE												11.09	1.00	0.00	1.00	0.00	0.00	
10-533 MOORE ETHANNE												48.88	1.00	0.00	1.00	0.00	0.00	
TOTAL per Year			16,663.87		76,726.14			116,849.88		363,763.18		137,743.30			227,948.88	TOTAL	1784,632.33	84,511.84