

FINAL AGREEMENT
FOR A NEW COLLECTIVE BARGAINING AGREEMENT
BETWEEN ESSENTIA HEALTH
AND
UNITED STEEL, PAPER & FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL & SERVICE WORKERS INTERNATIONAL UNION AFL-CIO
LOCAL UNION 9460 – TECHNICAL UNIT
September 2026

Essentia Health (“Employer”) and the United Steel Workers (“Union”) have agreed to the following terms for a new collective bargaining agreement for the Technical Unit, to be effective July 1, 2026 through June 30, 2029.

This Agreement is subject only to ratification vote by the bargaining units, which shall be held no later than September 21, 2026, and the negotiated terms shall be unanimously recommended for ratification by all members of the Union Bargaining Committee to their membership.

The Parties agree as follows:

1. **Previous Agreement.** The terms of the previous Collective Bargaining Agreements, which were in effect July 1, 2023 through June 30, 2026, shall continue in full effect, except as specifically changed by the terms outlined herein.
2. **Duration and Effective Date.** The new Collective Bargaining Agreements shall be effective July 1, 2026 through June 30, 2029. Although the parties have agreed on a retroactive effective date (so that the old contract and the new contract run continuously with no hiatus), the parties hereby agree that the negotiated substantive changes do not become effective until after ratification, except as otherwise outlined herein.
3. **Economic Changes.**
 - A. **Wage Increases.**
 - i. Year 1: An across-the-board increase of **2.25%** effective the first pay period commencing after October 1, 2026 (scheduled for October 5, 2026).
 - ii. Year 2: An across-the-board increase of **2.25%** effective the first pay period commencing after July 1, 2027.
 - iii. Year 3: An across-the-board increase of **3.00%** effective the first pay period commencing after July 1, 2028.
 - iv. Existing market differentials shall be built into base wages and discontinued, effective with the Year 1 wage increases.
 - v. Surgical Radiology Technologist II will receive a new \$0.50 differential above the rate defined for Radiology Technologists, effective with the Year 1 wage increases.
 - B. **Off Premise Call Pay:** Increase to \$7.25 per hour, effective October 5, 2026 (the first pay period commencing after ratification).

- C. **Night Shift Differential:** Increase to \$2.35 per hour, effective November 2, 2026 (the first pay period commencing after 30 days following ratification).
 - D. **Clinic and Urgent Care Evening Differential:** Implement a new differential of \$1.75 per hour for all hours worked after 5:00PM in a clinic or urgent care setting, effective November 2, 2026 (the first pay period commencing after 30 days following ratification).
 - E. **New Shift Differential Pay Rules:** Implement new pay rules associated with shift differentials as outlined in Article 44, effective November 2, 2026 (the first pay period commencing after 30 days following ratification).
 - F. **Reserve Bank Cap:** The reserve bank cap will reduce from 720 hours to 600 hours effective November 2, 2026 (the first pay period commencing after 30 days following ratification). Employees with existing balances that exceed the new cap will be paid out the employees at the vested rate outlined in the CBA.
 - G. **Vacation Bank Cap:** The vacation bank cap will reduce from 2.5x to 1.5x an employee's annual accrual rate effective November 2, 2026 (the first pay period commencing after 30 days following ratification). No employees have existing balances that exceed the new cap.
 - H. **System Implementation.** Provided that the Employer receives written notice from the union that this agreement was successfully ratified by the bargaining unit no later than 11:59PM on September 21, 2026, system implementation of the new wage scales, including payout of any amounts owed for retroactive wage adjustments (if applicable), will be completed within 45 days following ratification. Only members of the bargaining unit who are employed by the Employer and on the Employer's payroll as of the date of the ratification of this agreement shall be eligible for any applicable retroactive pay, no employee who separated from employment or transferred out of the bargaining unit prior to the ratification date shall be eligible.
4. **Other Language Changes.** In addition to the economic changes described above, the parties agree to additional language changes as outlined attached.
- A. Article 3 – Definitions
 - B. Article 12 – Work Hours and Overtime
 - C. Article 14 – Grievance & Arbitration
 - D. Article 15 – Absence for Union Activities
 - E. Article 16 – Discipline & Termination
 - F. Article 17 – Seniority
 - G. Article 23 – Tuition Reimbursement
 - H. Article 25 – Low Need
 - I. Article 26 – Reduction of Hours and Layoff
 - J. Article 28 – Vacancies
 - K. Article 39 – Holidays
 - L. Article 41 – Vacation
 - M. Article 42 – PTO
 - N. Article 43 – Call Pay
 - O. Article 44 – Shift Differential
 - P. Article 45 – Unscheduled Shift Bonus
 - Q. Article 49 – Group Life Insurance
 - R. Article 53 – Wages

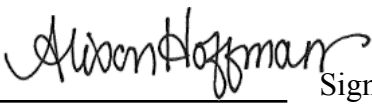
- S. Article 54 – Incentives
- T. Article 59 – Letters of Understanding
- U. LOU – Workplace Violence Program (NEW)
- V. LOU – Cross Facility Cooperation (NEW)

5. **Withdrawal of Outstanding Proposals.** All outstanding proposals that have been presented by either party during the course of these negotiations that are not specifically outlined within this Agreement shall be considered withdrawn.
6. **Withdrawal of Unfair Labor Practice Charge(s).** If the Parties have filed any unfair labor practice charges with the NLRB against the other Party pertaining to these negotiations that have not been previously identified, such charge(s) shall be withdrawn. The Parties shall not file any unfair labor practice charges regarding incidents or events that occurred prior to the date of this Agreement that in any way relate to the negotiations or communications or statements or management conduct relating to the negotiations and/or the surrounding events.
7. **Withdrawal of Request(s) for Information (RFI).** If applicable, the parties hereby withdraw any outstanding requests for information that were sent in relation to the parties' contract negotiations.

The above terms have been agreed upon by the representatives of the below-signed parties. All Union bargaining committee members agree to fully recommend ratification of these terms to their membership.

ESSENTIA HEALTH

UNION

 Signature _____ Name <u>Alison Hoffman</u> Title <u>Senior Labor Relations Specialist</u> Date _____	Signature _____ Name <u>Mike Woods</u> Title <u>Union Representative</u> Date _____
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NEGOTIATED LANGUAGE CHANGES

PREAMBLE

This agreement is made and entered into effective July 1, ~~2020~~ 2026 by and between St. Mary's Duluth Clinic Health System (Employer) and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC (Union).

ARTICLE 3 – DEFINITIONS

ARTICLE 3. DEFINITIONS

(...)

3.5 Temporary Employee

A "temporary employee" is an employee outside the scope of this labor agreement that is employed by Essentia Health. This employee is hired to substitute for a specific absent employee when the absent employee's position cannot be filled under the Temporary Vacancy Language or an employee is hired to work on a project of limited duration. A temporary position shall have a definite ending date but shall not exceed one hundred eighty (180) days.

Temporary employees' service may be terminated at the end of the designated hiring period without just cause, and they shall not have access to the grievance arbitration provisions of Article 14.

The Employer will make a list of temporary employees, including department, position title, ~~agency name~~, start date, estimated end date, ~~and~~ reason for hire and ~~agency hourly bill rate~~ hourly rate, available to the Union upon request not more than three (3) times per year.

3.6 Subcontractor – A subcontractor is an individual employed by an entity other than the Employer that is contracted by the Employer to perform work within the scope of the Technical Unit.

The Employer will make a list of subcontractors, including department, position title, start date, estimated end date, and agency hourly bill rate, available to the Union upon request not more than four (4) times per year.

ARTICLE 12 – WORK HOURS & OVERTIME

12.2 – Housekeeping: Memorialized in CBA from old LOU in Appendix F (bullet #12)

12.4 – Housekeeping: Memorialized in CBA from old LOU in Appendix F (bullet #8)

12.6 – Gender Neutral language

ARTICLE 12 WORK HOURS & OVERTIME

(...)

12.2 Overtime:

- A. If an employee is required to work in excess of eight (8) hours in one day or in excess of eighty (80) hours in the pay period, they shall be paid at one and one-half (1-1/2) times their regular rate of pay for all time worked in excess of eighty (80) hours in the pay period or eight (8) hours in one day, unless their position is on an alternative work schedule (as outlined below).
- B. Payment for those hours is not to be duplicated. Paid holiday, personal holiday, vacation, and PTO hours will be counted in the computation of overtime.
- C. It is understood that overtime payments represent an economic burden to the organization. As such the Employer will ask employees to voluntarily work with the Employer in constructive processes to avoid this expense whenever practical.
- D. Overtime payments shall not be duplicated for the same hours worked under the terms of this Contract and to the extent that hours are compensated for at overtime rates under one provision they shall not be counted as hours worked in determining overtime under the same or any other provision. The same shall apply to premium pay, so that premium pay shall not be permitted or duplicated for the same hours worked.
- E. Clinical Technical workers shall remain on a 40 hour overtime format rather than an 8 and 80 format as used in the acute care setting.

(...)

12.4 Scheduling: The general practice of scheduling work, with exceptions for bona fide emergencies, will be as follows:

- a) The work schedule will be posted no later than fourteen (14) days in advance for a four (4) week period. Reasonable effort will be made to accommodate requests for specific schedules if they are submitted in writing at least two (2) weeks prior to the posting of such schedules. Once the schedule is posted there shall be no changes made to the schedule unless by mutual agreement.
- b) The Employer shall not reduce or change hours from the posted schedule solely for the purpose of avoiding the payment of overtime.
- c) The Employer agrees to allow the switching of shifts if employees wish to do so,

providing that they obtain supervisory approval, with the earliest practicable notice; provided further that it does not result in the payment of overtime and employees are qualified to perform the job duties.

- d) There shall be no split shifts scheduled, unless by mutual agreement between the affected employee and the Employer.
- e) Employees will be scheduled at their authorized FTE. Exceptions to this practice are noted in the clause covering Low Need.
- f) No employee shall work or be scheduled to work more than 16 hours in a 24 hour period, excluding on-call assignments, unless by mutual agreement. The exception to this rule would be Pharmacy Techs as enumerated in MN §6800.2160.
- g) All employees will be allowed twelve (12) hours off between shifts, unless an employee volunteers to work a shift with less than twelve (12) hours between.
- h) Employees shall not be scheduled more than two (2) different shifts during the week unless an employee volunteers to work such shifts.
- i) No employee shall be scheduled to work more than eight (8) consecutive days, excluding on-call assignments, unless by mutual agreement.
- j) The Employer agrees that there will not be routine scheduling of employees to work across USWA bargaining units. Exceptions to this practice will include:
 - a. Emergent direct and indirect patient care needs by mutual agreement by the Department Manager and the Technical bargaining unit chairperson.
 - b. Vacation coverage by mutual agreement by Department Manager and Unit chair person.

(...)

12.6 Break Periods: Employees shall be allowed a fifteen (15) minute rest period for each four (4) hour work period. Employees working shifts of six (6) hours or more shall be entitled to two (2) fifteen (15) minute rest breaks during the shift. Employees working shifts of six (6) hours or more shall be entitled to an unpaid one-half (1/2) or one (1) hour meal break depending upon department practice. An employee not receiving ~~his/her~~their meal break shall have such time counted as work time and shall be paid accordingly, or, if conditions permit, the employee may be permitted to conclude ~~his/her~~their shift one-half (1/2) hour early. Employees will be expected to take their breaks as the workload permits.

As necessitated by departmental staffing needs, the Employer may schedule employees for a straight eight (8), or more, hour shift with no unpaid meal break.

ARTICLE 14 – GRIEVANCE & ARBITRATION

ARTICLE 14. GRIEVANCE & ARBITRATION

14.1 Grievance Procedure: A grievance is hereby defined as any claim by the Union or the Employer, alleging a violation of a specific contract provision or adherence to the terms and provisions of this Agreement.

The steps in the grievance procedure are as follows:

14.2 Step 1.

In an effort to facilitate good communication and efficient resolution, the employee shall, within ten (10) days of the alleged occurrence giving rise to the grievance, informally discuss the grievance with the employee's immediate supervisor. The employee may choose to have a union steward present at this meeting. Alternatively, at the employee's election, a Local Union Representative may raise the matter directly with the employee's immediate supervisor on their behalf. The Union Staff Representative and/or Local Union Representative shall also have the right to directly discuss the grievances with Labor/~~Employee~~ Relations in an attempt to resolve the grievance, but either party may still defer the employee/union representative to first address the grievance with the supervisor for attempted resolution before advancing the grievance to Step 2.

14.3 Step 2.

If the grievance is not resolved under Step 1, it shall be reduced to writing specifically listing the specific article(s) of the Collective Bargaining Agreement that are affected, and presented to the Department management and Labor/~~Employee~~ Relations office within fifteen (15) calendar days from the date of occurrence. A grievance relating to pay shall be timely if received by the above named within fifteen (15) calendar days after the pay day for the period during which the grievance occurred.

(...)

ARTICLE 15 – ABSENCE FOR UNION ACTIVITIES

12.2 – Housekeeping: Correct the typo – incorrect numbering

ARTICLE 15. ABSENCE FOR UNION ACTIVITIES

~~49.5~~ 15.4 Employees with at least twelve (12) months continuous service with the Employer, elected or appointed to a full-time position with the International Union or Local Union, shall be granted a leave of absence for the purpose of accepting such position. Seniority shall accrue during such leave for a period of three (3) years. An employee shall give the Employer 30 days' notice prior to taking a leave for a full-time position with the International Union or Local Union and 30 days' notice prior to returning from such leave. An employee returning to work during or at the end of such leave shall be returned to the same job classification they had prior to going on such leave. If the job classification no longer exists, the employee shall be placed in an equivalent position. The employee will be required to meet current qualifications for any position that they may assume. These qualifications will include required licensure, certification or registration. If these qualifications are different then when the employee went on leave the employee shall be given reasonable time to acquire proper qualifications.

ARTICLE 16 – DISCIPLINE & TERMINATION

ARTICLE 16.

DISCIPLINE & TERMINATION OF EMPLOYMENT

16.1 Upon completion of the probationary period, employees shall be disciplined, suspended or discharged only for just cause. When an employee is to be disciplined, suspended or discharged the employee shall be talked to in private, with the local grievance committee person of their choice if available. If that person is not available, then another local grievance committee person may attend.

~~16.2 Any discipline beyond a verbal warning shall be documented in writing with copies furnished to the Local Union office, Labor Relations, and the employee personnel file.~~

16.2 The normal progression shall be as follows:

- 1) Verbal Warning
- 2) Written Warning
- 3) Unpaid Disciplinary Suspension(s) / Final Written Warning
- 4) Discharge

Discipline at all steps of the above progression, including verbal warning, shall be presented to the employee in writing and documented by date in the employee's personnel file.

The Employer shall notify the Local Union in writing of any discipline beyond a verbal warning. Notification shall include a copy of the discipline notice provided to the employee.

16.3 Verbal Warnings shall not be used for progressive discipline purposes after approximately twelve (12) months following the date of the infraction that was the subject of the warning. Written warnings and unpaid disciplinary suspensions shall not be used for progressive discipline purposes after approximately eighteen (18) months following the date of the infraction that was the subject of the warning.

~~16.3~~ 16.4 It is mutually understood and agreed that the concept of progressive discipline shall be recognized in implementing and administering disciplinary procedures. It is further understood that potentially serious violations of policy or work rules may dictate discipline outside the normal progression.

~~Verbal warnings shall not be used for progressive discipline purposes after approximately twelve (12) months following the date of the infraction that was the subject of the warning.~~

~~Written warnings and unpaid disciplinary suspensions shall not be used for progressive discipline purposes after approximately eighteen (18) months following the date of the infraction that was the subject of the warning.~~

~~16.4 The normal progression shall be as follows:~~

- ~~1) Verbal Warning~~
- ~~2) Written Warning – Shall be documented by date in the employee's personnel file with a notice sent to the local union office and Labor Relations.~~
- ~~3) Unpaid Disciplinary Suspension(s) – Shall be documented by date in the employee's personnel file with a notice sent to the local union office and Labor Relations.~~
- ~~4) Discharge – Shall be documented by date in the employee's personnel file with a notice sent to the local union office and the Labor Relations~~

ARTICLE 17 - SENIORITY

Memorialize in CBA from LOU in Appendix F (bullet #2)

ARTICLE 17. SENIORITY

(...)

17.8 There shall be two seniority lists maintained, one incorporating the Clinic Technical employees and one incorporating the SMMC Technical employees. Any contract clauses that are impacted by seniority shall be addressed to each separate unit as it may apply.

ARTICLE 23 – TUITION REIMBURSEMENT

12.2 – Housekeeping: Updating to the correct policy number reference

ARTICLE 23. TUITION REIMBURSEMENT

23.1 The parties agree that the ~~SMDC~~ **Essentia Health** policy covering tuition reimbursement (~~Policy No. HR0020~~), as updated from time to time, shall apply to employees covered by this agreement. A copy of the policy currently in effect shall be made available to all employees.

23.2 ~~Policy No. HR0020~~ **Policy number EADM1012** will be followed during the term of the Collective Bargaining Agreement until such time as a new policy is adopted, provided such new policy does not diminish tuition reimbursement benefits.

ARTICLE 25 – LOW NEED

ARTICLE 25 LOW NEED

25.1 Low Need: Where the need for reduced staffing occurs on a day-to-day basis, or is of a predictable nature, the Employer shall reduce staffing by assigning the low need hours/shift(s), hereafter referred to as “low need”, in the following manner:

(...)

- 6) If there are no volunteers or employees working an extra shift, the low need will be assigned in reverse order by seniority within the affected department by classification. If a department includes multiple units, the low need will be assigned on a rotating basis throughout all units in the department in reverse order by seniority within the affected classification, with no department employee in the classification receiving a second low need assignment until all department employees in the classification have been assigned one low need day.

- a. If the low need day occurs after the schedule is posted, the employee who volunteers to take the time off, may use Vacation/PTO/Personal Holiday time up to their authorized FTE (VTO with pay) or take the day off as VTO without pay.
 - b. If the low need day occurs after the schedule is posted, the employee who is assigned to take the time off, may use Vacation/PTO/Personal Holiday time up to their authorized FTE (MTO with pay) or take the day off as MTO without pay.
- 7) If a qualified employee volunteers to pick up an available cross-facility cooperation shift at another Essentia Health facility (as outlined in Appendix XX) in lieu of being assigned an MTO shift at their home facility will be moved to the bottom of the MTO rotation.
- 8) No employee shall have an assigned a low need more than thirty-two (32) hours in a contract year. Such low need shall be calculated in not less than four (4) hour blocks, regardless of length of said low need. For example, a two (2) hour low need event shall count as a singular four (4) hour block and the employee would have twenty-eight (28) low need hours remaining for the contract year. A six (6) hour low need assignment shall count as two (2) four (4) hour blocks and the employee would have twenty-four (24) low need hours remaining for the contract year. Low need shall be assigned on a rotating basis according to seniority.

ARTICLE 26 – REDUCTION OF HOURS/LAYOFF

Memorialize in CBA from LOU in Appendix F (bullet #14)

ARTICLE 26. REDUCTION OF HOURS/LAYOFF

(...)

26.2 Lay-offs shall first be conducted within the appropriate seniority list between the Clinic Technical employees and followed by the SMMC Technical employees or vis versa.

(...) *(Renumber remaining sections)*

ARTICLE 28 – VACANCIES

Memorialize in CBA from LOU in Appendix F (bullet #14)

ARTICLE 28. VACANCIES

(...)

28.7 Postings shall first be conducted within the appropriate seniority list between the Clinic Technical employees and followed by the SMMC Technical employees or vis versa.

ARTICLE 39 – HOLIDAYS

(Housekeeping item only)

ARTICLE 39. HOLIDAYS

39.8 Holiday Scheduling: (...)

The restrictions above shall not apply ~~unless-if~~ working more holidays is the result of mutual agreement between the employee and management or in cases of emergency or unavoidable situations where it would have the effect of depriving patients of needed service. If an employee is required to work more than their required number of holidays due to the previous exceptions, the least senior qualified employee on the unit may be assigned, on a rotating basis, according to seniority, to meet such need.

(...)

ARTICLE 41 – VACATION

ARTICLE 41. VACATION

(...)

41.3 Vacation time may be carried over at the request of the employee from year to year. Maximum accrual of vacation will be limited to a maximum of ~~two and one half (2- 1/2)~~ **one and one half (1.5x)** times the employee's annual accrual, as indicated in ~~40.1~~ **41.1**.

(...)

ARTICLE 42 – PTO

ARTICLE 42. PAID TIME OFF

(...)

42.5 The maximum accumulation in the PTO Bank will be ~~1-times~~ **1.50 times** the annual accrual. When the employee reached the maximum accumulation, the accruals then begin in the Reserve Bank until hours are used in the PTO Bank. When hours are used in the PTO Bank, accruals end in the Reserve Bank and begin again in the PTO Bank.

(...)

42.11 A maximum of ~~90 days (720 hours)~~ **75 days (600 hours)** may accumulate in the Reserve Bank.

(...)

ARTICLE 43 – CALL PAY

ARTICLE 43 **CALL PAY**

(...)

43.10 Employees who are required to stay on premises and be on-call shall be compensated at the rate of one and one-half (1-1/2) times the current applicable call pay rate, **unless required otherwise by state or federal law.**

43.11 Effective ~~March 1, 2024~~ **July 1, 2026**, on-call time will be compensated at ~~\$7.00~~ **\$7.25** per hour.

(...)

ARTICLE 44 – SHIFT DIFFERENTIAL

ARTICLE 44. **SHIFT DIFFERENTIALS**

44.1 The purpose of shift differential pay is to provide twenty-four (24) hour coverage for patient care while recognizing the impact of an employee's off shift assignment.

A) Shift Differentials shall be as follows:

- a. Evening Shift Differential: \$1.75 per hour
- b. Night Shift Differential: \$ ~~\$2.25 per hour~~ **\$2.35 per hour**

B. **For any shift less than or equal to eight (8) hours, shift differentials shall be applied as follows:**

- a. **For any shift starting at or after 04:00 hours, an employee's base hourly rate shall apply for all hours worked.**
- b. **For any shift starting at or after 12:00 hours, the evening shift differential shall apply to all hours worked.**
- c. **For any shift starting at or after 20:00 hours, the night shift differential shall apply to all hours worked.**
- d. **For an Employee working two (2) consecutive eight (8) hour shifts, the appropriate differential rate will be applied based on the start time of each shift as defined above.**

C. **For any shift greater than eight (8) hours but less than sixteen (16) hours, shift differentials shall be applied as follows:**

- a. **An employee's base hourly rate shall apply for all hours worked between 7:00AM – 3:00PM**
- b. **Evening shift differential shall apply for all hours worked between 3:00PM – 11:00PM**
- c. **Night shift differential shall apply for all hours worked between 11:00PM –**

7:00AM

(example: an employee working 7:00PM to 7:00AM will receive four (4) hours of evening differential and eight (8) hours of night differential)

44.2 (NEW) Clinic and Urgent Care Evening Differential

Clinic and Urgent Care employees who are not eligible for the evening differential as defined above in 44.1, shall receive a \$1.75 clinic evening differential for all hours worked in a clinic/urgent care setting after 5:00 PM.

ARTICLE 45 – UNSCHEDULED SHIFT BONUS

45.3 – Memorialize in CBA from LOU in Appendix F (bullet #3)

ARTICLE 45. UNSCHEDULED SHIFT BONUS

(...)

45.3 Paragraph 3 of the letter of understanding between the Employer and the Union dated November 13, 2003, shall continue to govern applicability of the unscheduled shift bonus in the clinic setting:

The Unscheduled Shift Bonus shall be appropriate only to shifts filled at SMMC and not to shifts filled in the Clinic operations. In the event that during the course of this contract there are 24/7 operations within the clinic system that would qualify under this Article, such shifts would also be eligible to qualify for the appropriate bonus.

ARTICLE 49 – GROUP LIFE INSURANCE

NOTE: Moving to the Non-Contract group life insurance program, makes new hires eligible for the benefit on the first of the month following date of hire (instead of waiting 90 days) and would increase the maximum benefit up to \$300,000 (instead of \$50,000) – thus increasing the insurance benefit and reducing the waiting period.

ARTICLE 49. GROUP LIFE INSURANCE

~~49.1 Full and part time employees with an authorized FTE of 0.6 or greater shall be eligible for enrollment in the SMDG group life insurance program. The employer shall pay the premium. The coverage shall be in the face amount of one (1) times the employee's base annual earnings, computed on the employee's regular rate of pay up to a maximum of \$50,000.00. The coverage shall become effective on the first of the month following successful completion of ninety (90) days of employment and shall be subject to the terms of the insurance policy and the rules of the insurer. Qualifying employees, at their own expense, and at their own option, may purchase supplemental insurance in accordance with the schedule of insurance benefits as specified by the rules of the insurer.~~

49.1 Bargaining unit employees with an authorized FTE of 0.6 or greater shall be eligible to participate in the Essentia Health Group Life Insurance program, as may be amended from time to time at the discretion of the Employer. The union shall be notified in writing of any substantial change to the benefit, and either party may request to meet and confer.

ARTICLE 53 – WAGES

ARTICLE 53. **WAGES**

53.1 Wage Grid: Progression through the steps of the ~~SMDG~~ Technical Wage Grid will be based upon Hours Paid exclusive of Sick Leave pay and Call Pay, triggering a step increase for each 2080 hours. **See Appendix A-C for full Technical Wage Grids.**

- A. Year 1: Effective the first pay period commencing after October 1, 2026, the Technical Wage Grid shall be increased 2.25%
- B. Year 2: Effective the first pay period commencing after July 1, 2027, the Technical Wage Grid shall be increased 2.25%
- C. Year 3: Effective the first pay period commencing after July 1, 2028, the Technical Wage Grid shall be increased 3.00%

(...)

53.3 Certification Pay: The following job classifications are eligible for certification pay as outlined below. To receive certification pay, an eligible employee must first furnish proof of such certification to the Employer, including expiration date of the certification. The certification pay shall begin the first full pay period after submitting verification of their certification, and shall expire on the certification's expiration date unless the employee submits proof of renewal to the Employer in advance. Employees are eligible for only one (1) certification pay adder at a time, and must not receive compensation for more than one (1) certification covered by this Article.

- A. Employees in the Diagnostic Sonographer job title that obtain the RVT certification shall receive one dollar (\$1.00) per hour certification pay. ~~The Diagnostic Sonographer will furnish proof of such certification and the certification pay shall begin the first full pay period after submitting verification of their certification.~~
- B. Medical Laboratory Assistants are eligible for \$1.00 per hour as certification pay upon successful completion of a Phlebotomy certification or Medical Laboratory Assistant certification from either the Americal Society of Clinical Pathology (ASCP) or the National Phlebotomy Association (NPA).

53.4 Stealth Pay: Qualified Surgical Radiologic Technologists who perform and take call as stealth shall be compensated at a rate of \$0.50 per hour above their base rate.

(...) *(renumber remaining sections)*

ARTICLE 54 – INCENTIVES

ARTICLE 54.

~~RETENTION~~ MISCELLANEOUS INCENTIVES

54.1 Retention Incentives: The Employer may elect to offer and pay retention incentives to assist in retention of adequate staff, with the following provisions:

- A. Any new retention incentives implemented will be offered to all eligible hospital-based and/or clinic-based bargaining unit employees within the affected job classification(s).
- B. Retention incentives for smaller subsets of employees may be implemented only by mutual agreement with the Local Union.
- C. Retention incentives may be prorated based on FTE, provided the proration rules are applied equally to all affected employees.
- D. The Employer maintains the right to eliminate or reduce this incentive at any time.

54.2 Critical Shift Incentives: The Employer may offer and pay critical shift bonuses/incentives to assist in filling certain staffing needs in an emergency situation. An emergency shall be defined as an unforeseen situation caused by employee illness, an Act of God, or community/facility emergency. Critical shift bonuses shall not last longer than 72 hours. Any critical shift bonus/incentive payable under this Section shall be in addition to, and shall not substitute for, any premium compensation owed to an employee under any other provision of this Agreement.

54.3 Other Incentives: Should the Employer desire to offer bonuses/incentives that are not in response to an emergency, the Employer shall notify the union in writing of the structure and terms of such bonus/incentive, and either party may request to meet & confer within seven (7) days of the date the written notice was sent prior to implementation.

ARTICLE 59 – LETTERS OF UNDERSTANDING

ARTICLE 59. **LETTERS OF UNDERSTANDING**

59.1 MDMC Surgical Technician Certification Pay: Continue in accordance with letter dated November 30, 2004, from Sara Dorfman to Cathy Warner attached to this Agreement.

59.2 Discontinuation of MDMC OR Call: Continue in accordance with letter dated December 12, 2003, from Jerry Zanko to Cathy Warner attached to this Agreement. Not applicable to any future changes in call scheduling.

~~59.3 Accretion of Clinic Technical Positions: Continue in accordance with letter dated November 13, 2003, signed by Rich Rand and Eldon Kirsch.~~

59.3 Cross Facility Cooperation: Letter dated XX/XX/XXXX, signed by Alison Hoffman and Mike Woods

59.4 Assigned Overtime/Extra Shifts: ~~New Letter dated March 3, 2024, signed by Alison Hoffman and Linda Jean Thompson.~~ Letter dated XX/XX/XXXX, signed by Alison Hoffman and Mike Woods. This LOU shall sunset at the expiration of the 2026-2029 Contract Period.

APPENDIX F

Delete LOU dated 11/13/2003 from CBA

(content has been memorialized in the CBA within the applicable articles)

LOU – ASSIGNED OVERTIME/EXTRA SHIFTS

Extension of Original LOU dated March 3, 2024

(APPENDIX G)

LETTER OF UNDERSTANDING BETWEEN ESSENTIA HEALTH AND UNITED STEEL WORKERS – LOCAL 9460 (TECHNICAL UNIT)

Subject Matter: Assigned Overtime/Extra Shifts

The Employer and the Union recognize that assigning overtime is not ideal for employees but may be necessary in order to meet the needs of patients. The parties agree that patient care shall not be sacrificed as a means to enforce a cap on assigned overtime. However, the Employer shall endeavor to limit the assigned overtime/extra shifts to thirty-two (32) hours in a contract year.

Once employees (excluding casual employees) in the affected department and job classification have been assigned twenty-eight (28) hours of overtime in a contract year, either party may request to meet and confer. In addition, the Employer shall track the number of assigned overtime/extra shifts and the Union may request a report, detailing the number of assigned overtime/extra shifts by employee and department, up to four (4) times per contract year.

The parties agree that this LOU shall sunset at the expiration of the ~~2023–2026~~ 2026 – 2029 Collective Bargaining Agreement.

LOU – WORKPLACE VIOLENCE

LETTER OF UNDERSTANDING Workplace Violence Prevention Program

The parties agree that Essentia will send a formal communication to all bargaining unit members within ninety (90) days of successful ratification of the 2026-2029, which will include the following information:

- Where to access information about Essentia's Workplace Violence Prevention program and existing resources
- The opportunity and process for joining their site-specific committees if they are interested
- That employees on the Workplace Violence Committee should clock in for the meetings

LOU – CROSS FACILITY COOPERATION

LETTER OF UNDERSTANDING Cross Facility Cooperation

X.1 Purpose: The Employer may offer bargaining unit staff with opportunities to assist patients in facilities outside their bargaining unit jurisdiction on a voluntary basis. In addition, Essentia may possess outside resources that may be utilized to assist Bargaining Unit staff within the bargaining unit when needed. The opportunities presented through cross-facility floating are strictly voluntary.

X.2 Circumstances Involving Cross-Facility Floating:

- A. Voluntary shift pick-up by bargaining unit staff at Essentia Health facilities outside of bargaining unit jurisdiction
 - a. Staff may be offered the opportunity to pick up a shift in another Employer facility in addition to their scheduled shifts or in lieu of a scheduled shift at their home location.
 - b. Shifts may be offered in order to help staff avoid a MTO/VTO situation, to pick up additional shifts beyond their FTE status, or any other reason.
 - c. Picked up shifts will be paid at the employee's regular rate of pay as outlined in this Collective Bargaining Agreement. The hours will count towards the calculation of benefits, bonuses, step hours and seniority, and will be subject to applicable overtime and shift differential provisions of this Collective Bargaining Agreement.
 - d. The Employee will be eligible for applicable travel-related compensation, including mileage, as outlined in the Essentia Health Travel & Expense Reimbursement Policy.
 - e. A bargaining unit employee who has already clocked in at their home location and subsequently volunteers to float to a non-bargaining unit facility for the remainder of their shift will remain on the clock during travel to the receiving facility.
 - f. If the location of the picked up shift is more than 20 miles from the Employee's home location, the parties may mutually agree to adjust the shift time to account for the time travelling.

- g. If an overnight stay is authorized for the picked up shift, the bargaining unit employee will be reimbursed in accordance with the Employer's Travel & Expense Reimbursement Policy.
- h. No bargaining unit employee shall be treated detrimentally for declining any voluntary opportunity to work at another facility.

B. Voluntary shift pick-up of bargaining unit work by Non-Bargaining Unit staff.

- a. When the Employer identifies a need for additional staff coverage to assist with patient care at a Bargaining Unit Location, non-bargaining unit staff may be assigned to Bargaining Unit work on a limited basis
- b. Non-bargaining unit or other bargaining unit staff will only be utilized in the following circumstances:
 - i. All available and qualified bargaining unit employees have been offered a reasonable opportunity to pick up a shift, even if the assignment would result in overtime pay;
 - ii. No bargaining unit employee is displaced or has hours reduced through the assignment of the temporary employee;
 - iii. The temporary employee is qualified and trained to perform the work assigned
- c. If the Employer determines that staffing levels must be reduced mid-shift for any reason, the non-bargaining unit staff shall be sent home prior to any bargaining unit employee, unless a bargaining unit employee volunteers.
- d. The temporary use of non-bargaining unit staff will not be used as a means of circumventing the hiring of staff into the bargaining unit.

X.3 Separate Communities of Interest: The parties agree that the assignment of bargaining unit work to non-unit employees and the assignment of non-unit work to bargaining unit employees as permitted under this Section is not intended in any way to affect the separate community of interest shared by each group of employees, nor to result in an accretion of one group of employees into another.

WAGE GRID – YEAR 1

USWTECHNICAL UNIT WAGE GRID (UTECOUTECH)

Year 1
Effective 10/01/2026
2.25%

STEP	Start	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
HOURS	Rate	2,080	4,160	6,240	8,320	10,400	12,480	14,560	16,640	18,720	20,800	22,880	24,960	27,040	29,120	31,200	33,280	35,360	37,440	39,520	41,600
Surgical Technologist Apprentice	\$20.00	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)
ECG Technician	\$18.67	\$19.08	\$19.42	\$19.84	\$20.25	\$20.65	\$21.01	\$21.45	\$21.92	\$22.32	\$22.78	\$23.24	\$23.70	\$24.19	\$24.65	\$25.15	\$25.65	\$26.16	\$26.71	\$27.20	\$27.78
Monitoring Technician	\$19.44	\$19.87	\$20.22	\$20.65	\$21.06	\$21.50	\$21.87	\$22.33	\$22.81	\$23.23	\$23.71	\$24.19	\$24.67	\$25.18	\$25.66	\$26.18	\$26.70	\$27.23	\$27.80	\$28.32	\$28.91
Dietetic Technician	\$20.01	\$20.40	\$20.78	\$21.23	\$21.65	\$22.08	\$22.54	\$22.97	\$23.43	\$23.92	\$24.38	\$24.87	\$25.34	\$25.87	\$26.40	\$26.92	\$27.49	\$27.99	\$28.55	\$29.15	\$29.68
Medical Laboratory Assistant	\$20.01	\$20.40	\$20.78	\$21.23	\$21.65	\$22.08	\$22.54	\$22.97	\$23.43	\$23.92	\$24.38	\$24.87	\$25.34	\$25.87	\$26.40	\$26.92	\$27.49	\$27.99	\$28.55	\$29.15	\$29.68
Emergency Medical Services Dispatcher	\$21.32	\$21.73	\$22.14	\$22.61	\$23.06	\$23.52	\$24.01	\$24.47	\$24.96	\$25.49	\$25.97	\$26.50	\$27.00	\$27.56	\$28.13	\$28.68	\$29.28	\$29.82	\$30.41	\$31.05	\$31.62
Operating Room Equipment Technician	\$21.60	\$22.04	\$22.50	\$22.92	\$23.36	\$23.85	\$24.31	\$24.80	\$25.30	\$25.81	\$26.33	\$26.86	\$27.41	\$27.94	\$28.50	\$29.08	\$29.64	\$30.27	\$30.87	\$31.50	\$32.10
Orthotics / Prosthetics Technician	\$21.60	\$22.04	\$22.50	\$22.92	\$23.36	\$23.85	\$24.31	\$24.80	\$25.30	\$25.81	\$26.33	\$26.86	\$27.41	\$27.94	\$28.50	\$29.08	\$29.64	\$30.27	\$30.87	\$31.50	\$32.10
Pharmacy Technician - Acute Care I	\$22.07	\$22.54	\$22.72	\$22.94	\$23.91	\$24.40	\$24.82	\$25.35	\$25.90	\$26.38	\$26.91	\$27.47	\$28.01	\$28.58	\$29.11	\$29.75	\$30.32	\$30.92	\$31.56	\$32.15	\$32.81
Pharmacy Technician - Ambulatory Care I	\$22.07	\$22.54	\$22.72	\$22.94	\$23.91	\$24.40	\$24.82	\$25.35	\$25.90	\$26.38	\$26.91	\$27.47	\$28.01	\$28.58	\$29.11	\$29.75	\$30.32	\$30.92	\$31.56	\$32.15	\$32.81
Pharmacy Technician - Acute Care II	\$22.74	\$23.19	\$23.63	\$24.15	\$24.61	\$25.11	\$25.64	\$26.13	\$26.64	\$27.21	\$27.72	\$28.30	\$28.83	\$29.42	\$30.03	\$30.63	\$31.27	\$31.83	\$32.47	\$33.14	\$33.76
Pharmacy Technician - Ambulatory Care II	\$22.74	\$23.19	\$23.63	\$24.15	\$24.61	\$25.11	\$25.64	\$26.13	\$26.64	\$27.21	\$27.72	\$28.30	\$28.83	\$29.42	\$30.03	\$30.63	\$31.27	\$31.83	\$32.47	\$33.14	\$33.76
Behavioral Health Technician	\$23.28	\$23.80	\$24.25	\$24.73	\$25.25	\$25.74	\$26.25	\$26.78	\$27.29	\$27.87	\$28.43	\$29.00	\$29.56	\$30.16	\$30.77	\$31.38	\$31.99	\$32.63	\$33.27	\$33.95	\$34.63
Cardiology Technician	\$23.28	\$23.80	\$24.25	\$24.73	\$25.25	\$25.74	\$26.25	\$26.78	\$27.29	\$27.87	\$28.43	\$29.00	\$29.56	\$30.16	\$30.77	\$31.38	\$31.99	\$32.63	\$33.27	\$33.95	\$34.63
Endoscopy Technician	\$23.28	\$23.80	\$24.25	\$24.73	\$25.25	\$25.74	\$26.25	\$26.78	\$27.29	\$27.87	\$28.43	\$29.00	\$29.56	\$30.16	\$30.77	\$31.38	\$31.99	\$32.63	\$33.27	\$33.95	\$34.63
Laser Esthetician I	\$23.28	\$23.80	\$24.25	\$24.73	\$25.25	\$25.74	\$26.25	\$26.78	\$27.29	\$27.87	\$28.43	\$29.00	\$29.56	\$30.16	\$30.77	\$31.38	\$31.99	\$32.63	\$33.27	\$33.95	\$34.63
Recreational Therapist	\$23.28	\$23.80	\$24.25	\$24.73	\$25.25	\$25.74	\$26.25	\$26.78	\$27.29	\$27.87	\$28.43	\$29.00	\$29.56	\$30.16	\$30.77	\$31.38	\$31.99	\$32.63	\$33.27	\$33.95	\$34.63
Pharmacy Technician - Acute Care III	\$23.43	\$23.86	\$24.32	\$24.85	\$25.34	\$25.84	\$26.36	\$26.90	\$27.43	\$28.00	\$28.53	\$29.11	\$29.66	\$30.28	\$30.90	\$31.52	\$32.16	\$32.77	\$33.41	\$34.12	\$34.74
Pharmacy Technician - Ambulatory Care III	\$23.43	\$23.86	\$24.32	\$24.85	\$25.34	\$25.84	\$26.36	\$26.90	\$27.43	\$28.00	\$28.53	\$29.11	\$29.66	\$30.28	\$30.90	\$31.52	\$32.16	\$32.77	\$33.41	\$34.12	\$34.74
Certified Occupational Therapy Assistant	\$24.45	\$24.97	\$25.44	\$25.97	\$26.49	\$27.01	\$27.57	\$28.09	\$28.65	\$29.24	\$29.83	\$30.43	\$31.04	\$31.67	\$32.28	\$32.95	\$33.60	\$34.27	\$34.95	\$35.63	\$36.37
Physical Therapy Assistant	\$24.45	\$24.97	\$25.44	\$25.97	\$26.49	\$27.01	\$27.57	\$28.09	\$28.65	\$29.24	\$29.83	\$30.43	\$31.04	\$31.67	\$32.28	\$32.95	\$33.60	\$34.27	\$34.95	\$35.63	\$36.37
Medical Laboratory Technician	\$24.45	\$24.97	\$25.44	\$25.97	\$26.49	\$27.01	\$27.57	\$28.09	\$28.65	\$29.24	\$29.83	\$30.43	\$31.04	\$31.67	\$32.28	\$32.95	\$33.60	\$34.27	\$34.95	\$35.63	\$36.37
Radiology Operator	\$24.45	\$24.97	\$25.44	\$25.97	\$26.49	\$27.01	\$27.57	\$28.09	\$28.65	\$29.24	\$29.83	\$30.43	\$31.04	\$31.67	\$32.28	\$32.95	\$33.60	\$34.27	\$34.95	\$35.63	\$36.37
Pharmacy Technician IV - Automation	\$24.88	\$25.39	\$25.92	\$26.46	\$26.90	\$27.47	\$28.00	\$28.57	\$29.14	\$29.73	\$30.33	\$30.94	\$31.58	\$32.19	\$32.82	\$33.49	\$34.14	\$34.86	\$35.56	\$36.28	\$36.97
Pharmacy Technician IV - Investigational Drug	\$24.88	\$25.39	\$25.92	\$26.46	\$26.90	\$27.47	\$28.00	\$28.57	\$29.14	\$29.73	\$30.33	\$30.94	\$31.58	\$32.19	\$32.82	\$33.49	\$34.14	\$34.86	\$35.56	\$36.28	\$36.97
Pharmacy Technician IV - Lead*	\$24.88	\$25.39	\$25.92	\$26.46	\$26.90	\$27.47	\$28.00	\$28.57	\$29.14	\$29.73	\$30.33	\$30.94	\$31.58	\$32.19	\$32.82	\$33.49	\$34.14	\$34.86	\$35.56	\$36.28	\$36.97
Pharmacy Technician IV - Navigator	\$24.88	\$25.39	\$25.92	\$26.46	\$26.90	\$27.47	\$28.00	\$28.57	\$29.14	\$29.73	\$30.33	\$30.94	\$31.58	\$32.19	\$32.82	\$33.49	\$34.14	\$34.86	\$35.56	\$36.28	\$36.97
Pharmacy Buyer	\$24.88	\$25.39	\$25.92	\$26.46	\$26.90	\$27.47	\$28.00	\$28.57	\$29.14	\$29.73	\$30.33	\$30.94	\$31.58	\$32.19	\$32.82	\$33.49	\$34.14	\$34.86	\$35.56	\$36.28	\$36.97
Radiology Operator + Medical Laboratory Assistant	\$25.19	\$25.72	\$26.21	\$26.75	\$27.29	\$27.82	\$28.40	\$28.94	\$29.51	\$30.11	\$30.72	\$31.34	\$31.98	\$32.62	\$33.25	\$33.94	\$34.61	\$35.30	\$36.00	\$36.70	\$37.46
Radiology Operator + Medical Laboratory Technician	\$25.19	\$25.72	\$26.21	\$26.75	\$27.29	\$27.82	\$28.40	\$28.94	\$29.51	\$30.11	\$30.72	\$31.34	\$31.98	\$32.62	\$33.25	\$33.94	\$34.61	\$35.30	\$36.00	\$36.70	\$37.46
Laser Esthetician II	\$27.19	\$27.75	\$28.28	\$28.88	\$29.45	\$30.00	\$30.60	\$31.22	\$31.87	\$32.51	\$33.14	\$33.83	\$34.51	\$35.19	\$35.90	\$36.59	\$37.32	\$38.08	\$38.85	\$39.62	\$40.40
Histotechnician	\$27.27	\$27.83	\$28.36	\$28.96	\$29.53	\$30.18	\$30.88	\$31.62	\$32.30	\$32.95	\$33.59	\$34.23	\$34.91	\$35.59	\$36.27	\$36.98	\$37.67	\$38.40	\$39.16	\$39.93	\$40.70
Surgical Technologist	\$29.47	\$30.04	\$30.57	\$31.18	\$31.75	\$32.30	\$32.91	\$33.53	\$34.18	\$34.82	\$35.46	\$36.15	\$36.83	\$37.52	\$38.23	\$38.92	\$39.66	\$40.42	\$41.19	\$41.97	\$42.75
Anesthesia Technician	\$29.65	\$30.28	\$30.88	\$31.51	\$32.11	\$32.78	\$33.42	\$34.07	\$34.76	\$35.46	\$36.17	\$36.90	\$37.64	\$38.36	\$39.14	\$39.92	\$40.74	\$41.56	\$42.39	\$43.25	\$44.10
Radiologic Technologist I	\$29.66	\$30.28	\$30.88	\$31.51	\$32.11	\$32.79	\$33.43	\$34.08	\$34.76	\$35.46	\$36.17	\$36.90	\$37.64	\$38.36	\$39.14	\$39.93	\$40.75	\$41.56	\$42.40	\$43.25	\$44.11
Radiologic Technologist + Medical Laboratory Assistant	\$29.66	\$30.28	\$30.88	\$31.51	\$32.11	\$32.79	\$33.43	\$34.08	\$34.76	\$35.46	\$36.17	\$36.90	\$37.64	\$38.36	\$39.14	\$39.93	\$40.75	\$41.56	\$42.40	\$43.25	\$44.11
Neurodiagnostic Technologist	\$29.80	\$30.43	\$31.03	\$31.66	\$32.27	\$32.94	\$33.58	\$34.24	\$34.93	\$35.63	\$36.34	\$37.08	\$37.82	\$38.54	\$39.33	\$40.12	\$40.94	\$41.76	\$42.60	\$43.46	\$44.32
Ophthalmic Technician	\$29.70	\$31.31	\$31.98	\$32.62	\$33.25	\$33.90	\$34.58	\$35.27	\$35.98	\$36.72	\$37.43	\$38.19	\$38.96	\$39.75	\$40.54	\$41.34	\$42.16	\$43.02	\$43.89	\$44.74	\$45.65
Polysomnographic Technologist	\$29.70	\$31.31	\$31.98	\$32.62	\$33.25	\$33.90	\$34.58	\$35.27	\$35.98	\$36.72	\$37.43	\$38.19	\$38.96	\$39.75	\$40.54	\$41.34	\$42.16	\$43.02	\$43.89	\$44.74	\$45.65
Histotechnician II	\$30.73	\$31.36	\$31.96	\$32.59	\$33.19	\$33.86	\$34.50	\$35.15	\$35.84	\$36.54	\$37.25	\$37.98	\$38.72	\$39.44	\$40.22	\$41.00	\$41.82	\$42.64	\$43.47	\$44.33	\$45.18
Mammography Technologist I	\$26.64	\$27.30	\$27.95	\$28.63	\$29.33	\$30.03	\$30.76	\$31.49	\$32.24	\$32.99	\$33.74	\$34.50	\$35.27	\$36.04	\$36.82	\$37.61	\$38.42	\$39.24	\$40.07	\$40.92	\$41.77
Surgical Assistant	\$28.87	\$29.47	\$30.14	\$30.78	\$31.41	\$32.03	\$32.67	\$33.34	\$34.03	\$34.74	\$35.46	\$36.17	\$36.90	\$37.64	\$38.36	\$39.14	\$39.93	\$40.75	\$41.56	\$42.40	\$43.25
Respiratory Therapist	\$33.51	\$34.17	\$34.90	\$35.60	\$36.28	\$37.00	\$37.74	\$38.49	\$39.27	\$40.07	\$40.85	\$41.68	\$42.52	\$43.39	\$44.24	\$45.12	\$46.01	\$46.95	\$47.90	\$48.83	\$49.82
Radiologic Technologist II**	\$33.66	\$34.28	\$34.88	\$35.51	\$36.11	\$36.79	\$37.43	\$38.08	\$38.76	\$39.46	\$40.17	\$40.90	\$41.64	\$42.36	\$43.14	\$43.95	\$44.75	\$45.56	\$46.40	\$47.25	\$48.11
Mammography Technologist II***	\$4.64	\$5.30	\$5.95	\$6.63	\$7.33	\$8.03	\$8.76	\$9.49	\$10.24	\$11.01	\$11.78	\$12.59	\$13.41	\$14.24	\$15.09	\$15.94	\$16.82	\$17.72	\$18.63	\$19.56	\$20.51
Quality Control Mammography Technologist	\$26.18	\$26.92	\$27.65	\$28.39	\$29.19	\$29.93	\$30.77	\$31.54	\$32.38	\$33.23	\$34.08	\$34.97	\$35.89	\$36.79	\$37.74	\$38.71	\$39.64	\$40.68	\$41.68	\$42.72	\$43.75
Respiratory Therapist (Hospital Inpatient)	\$26.63	\$27.35	\$28.15	\$28.91	\$29.66	\$30.44	\$31.25	\$32.07	\$32.92	\$33.80	\$34.65	\$35.56	\$36.47	\$37.43	\$38.36	\$39.32	\$40.30	\$41.32	\$42.36	\$43.45	\$44.55
Radiation Therapist	\$27.58	\$28.23	\$28.90	\$29.57	\$30.28	\$30.99	\$31.74	\$32.48	\$33.24	\$40.00	\$44.80	\$55.58	\$66.40	\$77.23	\$88.10	\$98.98	\$109.84	\$120.77	\$131.68	\$142.64	\$153.61
CT Technologist	\$27.86	\$28.53	\$29.22	\$29.90	\$30.64	\$31.36	\$32.13	\$32.89	\$33.67	\$44.46	\$55.27	\$66.08	\$76.92	\$87.78	\$98.66	\$109.56	\$120.46	\$131.41	\$142.34	\$153.32	\$164.33
MRI Technologist	\$28.06	\$28.76	\$29.49	\$30.20	\$30.98	\$31.74	\$32.55	\$33.35	\$34.16	\$44.99	\$55.84	\$66.70	\$77.58	\$88.48	\$99.41	\$110.35	\$121.30	\$132.29	\$143.34	\$154.30	\$165.36
Interventional Radiologic Technologist	\$28.33	\$29.07	\$29.79	\$30.53	\$31.31	\$32.05	\$32.88	\$33.64	\$44.47	\$55.32	\$66.16	\$77.05	\$87.95	\$98.84	\$109.78	\$120.75	\$131.67	\$142.69	\$153.68	\$164.72	\$175.74
Invasive Cardiovascular Technologist	\$28.33	\$29.07	\$29.79	\$30.53	\$31.31	\$32.05	\$32.88	\$33.64	\$44.47	\$55.32	\$66.16	\$77.05	\$87.95	\$98.84	\$109.78	\$120.75	\$131.67	\$142.69	\$153.68	\$164.72	\$175.74
Invasive Electrophysiology Technologist	\$28.33	\$29.07	\$29.79	\$30.53	\$31.31	\$32.05	\$32.88	\$33.64													

WAGE GRID – YEAR 2

USWTECHNICAL UNIT WAGE GRID (UTECHOUTECH)

Year 2
Effective 7/01/2027
2.25%

	STEP HOURS	Start Rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
			2,080	4,160	6,240	8,320	10,400	12,480	14,560	16,640	18,720	20,800	22,880	24,960	27,040	29,120	31,200	33,280	35,360	37,440	39,520	41,600
Surgical Technologist Apprentice		\$20.00	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)
ECG Technician		\$19.09	\$19.51	\$19.86	\$20.28	\$20.68	\$21.12	\$21.48	\$21.94	\$22.41	\$22.82	\$23.29	\$23.76	\$24.24	\$24.73	\$25.21	\$25.72	\$26.23	\$26.75	\$27.31	\$27.82	\$28.40
Monitoring Technician		\$19.87	\$20.31	\$20.68	\$21.12	\$21.53	\$21.98	\$22.36	\$22.84	\$23.33	\$23.75	\$24.25	\$24.74	\$25.23	\$25.75	\$26.24	\$26.77	\$27.30	\$27.84	\$28.43	\$28.96	\$29.56
Dietetic Technician		\$20.46	\$20.85	\$21.25	\$21.70	\$22.13	\$22.58	\$23.05	\$23.49	\$23.96	\$24.46	\$24.93	\$25.43	\$25.91	\$26.46	\$27.00	\$27.53	\$28.10	\$28.62	\$29.19	\$29.80	\$30.35
Medical Laboratory Assistant		\$20.46	\$20.85	\$21.25	\$21.70	\$22.13	\$22.58	\$23.05	\$23.49	\$23.96	\$24.46	\$24.93	\$25.43	\$25.91	\$26.46	\$27.00	\$27.53	\$28.10	\$28.62	\$29.19	\$29.80	\$30.35
Emergency Medical Services Dispatcher		\$21.80	\$22.22	\$22.64	\$23.12	\$23.58	\$24.05	\$24.55	\$25.02	\$25.52	\$26.06	\$26.56	\$27.10	\$27.61	\$28.19	\$28.76	\$29.33	\$29.94	\$30.49	\$31.10	\$31.75	\$32.33
Operating Room Equipment Technician		\$22.08	\$22.54	\$23.01	\$23.44	\$23.88	\$24.39	\$24.85	\$25.36	\$25.86	\$26.39	\$26.92	\$27.46	\$28.03	\$28.57	\$29.14	\$29.73	\$30.31	\$30.95	\$31.56	\$32.20	\$32.82
Orthotics / Prosthetics Technician		\$22.08	\$22.54	\$23.01	\$23.44	\$23.88	\$24.39	\$24.85	\$25.36	\$25.86	\$26.39	\$26.92	\$27.46	\$28.03	\$28.57	\$29.14	\$29.73	\$30.31	\$30.95	\$31.56	\$32.20	\$32.82
Pharmacy Technician - Acute Care I		\$22.57	\$23.05	\$23.23	\$23.46	\$24.44	\$24.95	\$25.38	\$25.92	\$26.48	\$26.97	\$27.52	\$28.09	\$28.64	\$29.22	\$29.77	\$30.39	\$31.01	\$31.62	\$32.27	\$32.87	\$33.55
Pharmacy Technician - Ambulatory Care I		\$22.57	\$23.05	\$23.23	\$23.46	\$24.44	\$24.95	\$25.38	\$25.92	\$26.48	\$26.97	\$27.52	\$28.09	\$28.64	\$29.22	\$29.77	\$30.39	\$31.01	\$31.62	\$32.27	\$32.87	\$33.55
Pharmacy Technician - Acute Care II		\$23.25	\$23.71	\$24.16	\$24.69	\$25.16	\$25.68	\$26.22	\$26.72	\$27.24	\$27.82	\$28.35	\$28.94	\$29.48	\$30.09	\$30.71	\$31.31	\$31.97	\$32.54	\$33.20	\$33.89	\$34.52
Pharmacy Technician - Ambulatory Care II		\$23.25	\$23.71	\$24.16	\$24.69	\$25.16	\$25.68	\$26.22	\$26.72	\$27.24	\$27.82	\$28.35	\$28.94	\$29.48	\$30.09	\$30.71	\$31.31	\$31.97	\$32.54	\$33.20	\$33.89	\$34.52
Behavioral Health Technician		\$23.81	\$24.34	\$24.79	\$25.29	\$25.82	\$26.32	\$26.84	\$27.38	\$27.91	\$28.50	\$29.07	\$29.66	\$30.22	\$30.84	\$31.47	\$32.08	\$32.71	\$33.36	\$34.01	\$34.72	\$35.40
Cardiology Technician		\$23.81	\$24.34	\$24.79	\$25.29	\$25.82	\$26.32	\$26.84	\$27.38	\$27.91	\$28.50	\$29.07	\$29.66	\$30.22	\$30.84	\$31.47	\$32.08	\$32.71	\$33.36	\$34.01	\$34.72	\$35.40
Endoscopy Technician		\$23.81	\$24.34	\$24.79	\$25.29	\$25.82	\$26.32	\$26.84	\$27.38	\$27.91	\$28.50	\$29.07	\$29.66	\$30.22	\$30.84	\$31.47	\$32.08	\$32.71	\$33.36	\$34.01	\$34.72	\$35.40
Laser Esthetician I		\$23.81	\$24.34	\$24.79	\$25.29	\$25.82	\$26.32	\$26.84	\$27.38	\$27.91	\$28.50	\$29.07	\$29.66	\$30.22	\$30.84	\$31.47	\$32.08	\$32.71	\$33.36	\$34.01	\$34.72	\$35.40
Recreational Therapist		\$23.81	\$24.34	\$24.79	\$25.29	\$25.82	\$26.32	\$26.84	\$27.38	\$27.91	\$28.50	\$29.07	\$29.66	\$30.22	\$30.84	\$31.47	\$32.08	\$32.71	\$33.36	\$34.01	\$34.72	\$35.40
Pharmacy Technician - Acute Care III		\$23.96	\$24.39	\$24.87	\$25.41	\$25.91	\$26.42	\$26.95	\$27.51	\$28.05	\$28.63	\$29.17	\$29.76	\$30.33	\$30.96	\$31.59	\$32.23	\$32.89	\$33.51	\$34.16	\$34.89	\$35.52
Pharmacy Technician - Ambulatory Care III		\$23.96	\$24.39	\$24.87	\$25.41	\$25.91	\$26.42	\$26.95	\$27.51	\$28.05	\$28.63	\$29.17	\$29.76	\$30.33	\$30.96	\$31.59	\$32.23	\$32.89	\$33.51	\$34.16	\$34.89	\$35.52
Certified Occupational Therapy Assistant		\$25.00	\$25.53	\$26.01	\$26.36	\$27.09	\$27.62	\$28.20	\$28.72	\$29.29	\$29.89	\$30.50	\$31.11	\$31.74	\$32.38	\$33.01	\$33.69	\$34.35	\$35.04	\$35.73	\$36.44	\$37.19
Physical Therapy Assistant		\$25.00	\$25.53	\$26.01	\$26.36	\$27.09	\$27.62	\$28.20	\$28.72	\$29.29	\$29.89	\$30.50	\$31.11	\$31.74	\$32.38	\$33.01	\$33.69	\$34.35	\$35.04	\$35.73	\$36.44	\$37.19
Medical Laboratory Technician		\$25.00	\$25.53	\$26.01	\$26.36	\$27.09	\$27.62	\$28.20	\$28.72	\$29.29	\$29.89	\$30.50	\$31.11	\$31.74	\$32.38	\$33.01	\$33.69	\$34.35	\$35.04	\$35.73	\$36.44	\$37.19
Radiology Operator		\$25.00	\$25.53	\$26.01	\$26.36	\$27.09	\$27.62	\$28.20	\$28.72	\$29.29	\$29.89	\$30.50	\$31.11	\$31.74	\$32.38	\$33.01	\$33.69	\$34.35	\$35.04	\$35.73	\$36.44	\$37.19
Pharmacy Technician IV - Automation		\$25.44	\$25.96	\$26.50	\$27.00	\$27.51	\$28.09	\$28.63	\$29.21	\$29.79	\$30.40	\$31.01	\$31.63	\$32.29	\$32.91	\$33.56	\$34.24	\$34.91	\$35.65	\$36.36	\$37.09	\$37.80
Pharmacy Technician IV - Investigational Drug		\$25.44	\$25.96	\$26.50	\$27.00	\$27.51	\$28.09	\$28.63	\$29.21	\$29.79	\$30.40	\$31.01	\$31.63	\$32.29	\$32.91	\$33.56	\$34.24	\$34.91	\$35.65	\$36.36	\$37.09	\$37.80
Pharmacy Technician IV - Lead*		\$25.44	\$25.96	\$26.50	\$27.00	\$27.51	\$28.09	\$28.63	\$29.21	\$29.79	\$30.40	\$31.01	\$31.63	\$32.29	\$32.91	\$33.56	\$34.24	\$34.91	\$35.65	\$36.36	\$37.09	\$37.80
Pharmacy Technician IV - Navigator		\$25.44	\$25.96	\$26.50	\$27.00	\$27.51	\$28.09	\$28.63	\$29.21	\$29.79	\$30.40	\$31.01	\$31.63	\$32.29	\$32.91	\$33.56	\$34.24	\$34.91	\$35.65	\$36.36	\$37.09	\$37.80
Pharmacy Buyer		\$25.44	\$25.96	\$26.50	\$27.00	\$27.51	\$28.09	\$28.63	\$29.21	\$29.79	\$30.40	\$31.01	\$31.63	\$32.29	\$32.91	\$33.56	\$34.24	\$34.91	\$35.65	\$36.36	\$37.09	\$37.80
Radiology Operator + Medical Laboratory Assistant		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Radiology Operator + Medical Laboratory Technician		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Laser Esthetician II		\$27.80	\$28.38	\$28.92	\$29.53	\$30.11	\$30.68	\$31.29	\$31.92	\$32.59	\$33.24	\$33.89	\$34.59	\$35.28	\$35.98	\$36.71	\$37.41	\$38.16	\$38.94	\$39.73	\$40.51	\$41.31
Histotechnician		\$28.90	\$29.48	\$30.02	\$30.64	\$31.22	\$31.78	\$32.40	\$33.03	\$33.69	\$34.34	\$35.00	\$35.70	\$36.39	\$37.09	\$37.81	\$38.52	\$39.27	\$40.04	\$40.83	\$41.62	\$42.42
Surgical Technologist		\$30.14	\$30.72	\$31.26	\$31.88	\$32.46	\$33.03	\$33.65	\$34.28	\$34.95	\$35.60	\$36.26	\$36.96	\$37.66	\$38.36	\$39.09	\$39.80	\$40.55	\$41.33	\$42.12	\$42.91	\$43.72
Anesthesia Technician		\$30.32	\$30.96	\$31.58	\$32.22	\$32.83	\$33.52	\$34.17	\$34.84	\$35.54	\$36.25	\$36.98	\$37.73	\$38.48	\$39.22	\$40.02	\$40.82	\$41.66	\$42.50	\$43.35	\$44.22	\$45.09
Radiologic Technologist I		\$30.32	\$30.96	\$31.58	\$32.22	\$32.84	\$33.52	\$34.18	\$34.84	\$35.54	\$36.26	\$36.98	\$37.74	\$38.49	\$39.22	\$40.03	\$40.83	\$41.66	\$42.50	\$43.35	\$44.22	\$45.10
Radiologic Technologist + Medical Laboratory Assistant		\$30.32	\$30.96	\$31.58	\$32.22	\$32.84	\$33.52	\$34.18	\$34.84	\$35.54	\$36.26	\$36.98	\$37.74	\$38.49	\$39.22	\$40.03	\$40.83	\$41.66	\$42.50	\$43.35	\$44.22	\$45.10
Neurodiagnostic Technologist		\$30.47	\$31.11	\$31.73	\$32.37	\$32.99	\$33.68	\$34.34	\$35.01	\$35.71	\$36.43	\$37.16	\$37.91	\$38.67	\$39.41	\$40.22	\$41.02	\$41.86	\$42.70	\$43.56	\$44.43	\$45.31
Ophthalmic Technician		\$31.40	\$32.01	\$32.69	\$33.35	\$33.99	\$34.66	\$35.35	\$36.06	\$36.79	\$37.54	\$38.27	\$39.05	\$39.83	\$40.65	\$41.45	\$42.27	\$43.11	\$43.99	\$44.88	\$45.75	\$46.67
Polysomnographic Technologist		\$31.40	\$32.01	\$32.69	\$33.35	\$33.99	\$34.66	\$35.35	\$36.06	\$36.79	\$37.54	\$38.27	\$39.05	\$39.83	\$40.65	\$41.45	\$42.27	\$43.11	\$43.99	\$44.88	\$45.75	\$46.67
Histotechnician II		\$31.43	\$32.07	\$32.68	\$33.32	\$33.94	\$34.63	\$35.28	\$35.94	\$36.64	\$37.36	\$38.09	\$38.84	\$39.59	\$40.33	\$41.13	\$41.95	\$42.76	\$43.60	\$44.45	\$45.32	\$46.20
Mammography Technologist I		\$33.27	\$34.04	\$34.72	\$35.41	\$36.12	\$36.84	\$37.59	\$38.33	\$39.10	\$39.89	\$40.68	\$41.51	\$42.34	\$43.18	\$44.05	\$44.93	\$45.83	\$46.75	\$47.68	\$48.64	\$49.60
Surgical Assistant		\$33.60	\$34.22	\$34.90	\$35.56	\$36.20	\$36.87	\$37.56	\$38.27	\$39.00	\$39.75	\$40.48	\$41.26	\$42.04	\$42.86	\$43.66	\$44.48	\$45.32	\$46.20	\$47.09	\$47.95	\$48.88
Respiratory Therapist		\$34.26	\$34.94	\$35.68	\$36.40	\$37.10	\$37.83	\$38.58	\$39.35	\$40.15	\$40.97	\$41.77	\$42.62	\$43.47	\$44.36	\$45.24	\$46.13	\$47.05	\$48.01	\$48.98	\$49.93	\$50.94
Radiologic Technologist II**		\$34.32	\$34.96	\$35.58	\$36.22	\$36.84	\$37.52	\$38.18	\$38.84	\$39.54	\$40.26	\$40.98	\$41.74	\$42.49	\$43.22	\$44.03	\$44.83	\$45.66	\$46.50	\$47.35	\$48.22	\$49.10
Mammography Technologist II***		\$35.37	\$36.04	\$36.72	\$37.41	\$38.12	\$38.84	\$39.59	\$40.33	\$41.10	\$41.89	\$42.68	\$43.51	\$44.34	\$45.18	\$46.05	\$46.93	\$47.83	\$48.75	\$49.68	\$50.64	\$51.60
Quality Control Mammography Technologist		\$36.99	\$37.75	\$38.50	\$39.26	\$40.07	\$40.83	\$41.69	\$42.47	\$43.33	\$44.20	\$45.08	\$45.99	\$46.92	\$47.84	\$48.81	\$49.76	\$50.76	\$51.82	\$52.84	\$53.91	\$54.96
Respiratory Therapist (Hospital Inpatient)		\$37.45	\$38.19	\$38.90	\$39.79	\$40.55	\$41.35	\$42.18	\$43.02	\$43.89	\$44.79	\$45.66	\$46.59	\$47.52	\$48.49	\$49.45	\$50.43	\$51.43	\$52.48	\$53.54	\$54.57	\$55.68
Radiation Therapist		\$38.43	\$39.09	\$39.77	\$40.46	\$41.19	\$41.91	\$42.68	\$43.43	\$44.21	\$44.99	\$45.81	\$46.61	\$47.45	\$48.30	\$49.18	\$50.08	\$50.97	\$51.91	\$52.84	\$53.82	\$54.81
CT Technologist		\$38.71	\$39.39	\$40.10	\$40.79	\$41.55	\$42.29	\$43.08	\$43.86	\$44.65	\$45.46	\$46.29	\$47.12	\$47.97	\$48.85	\$49.76	\$50.68	\$51.59	\$52.56	\$53.52	\$54.52	\$55.55
MRI Technologist		\$38.92	\$39.63	\$40.38	\$41.11	\$41.90	\$42.68	\$43.50	\$44.32	\$45.16	\$46.00	\$46.88	\$47.75	\$48.65	\$49.57	\$50.52	\$51.49	\$52.45	\$53.47	\$54.47	\$55.52	\$56.60
Interventional Radiologic Technologist		\$39.19	\$39.95	\$40.69	\$41.44	\$42.24	\$42.99	\$43.85	\$44.62	\$45.48	\$46.34	\$47.20	\$48.10	\$49.03	\$49.94	\$50.90	\$51.89	\$52.83	\$53.88	\$54.89	\$55.95	\$57.00
Invasive Cardiovascular Technologist		\$39.19	\$39.95	\$40.69	\$41.44	\$42.24	\$42.99	\$43.85	\$44.62	\$45.48	\$46.34	\$47.20	\$									

WAGE GRID – YEAR 3

USWTECHNICAL UNIT WAGE GRID (UTECOUTECH)

Year 3
Effective 7/01/2028
3.00%

	STEP HOURS	Start Rate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		\$20.00	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)	(FLAT)
Surgical Technologist Apprentice		\$19.66	\$20.10	\$20.46	\$20.89	\$21.30	\$21.75	\$22.12	\$22.60	\$23.08	\$23.50	\$23.99	\$24.48	\$24.96	\$25.48	\$25.96	\$26.49	\$27.01	\$27.55	\$28.13	\$28.65	\$29.25
ECG Technician		\$20.47	\$20.92	\$21.30	\$21.75	\$22.18	\$22.64	\$23.03	\$23.52	\$24.03	\$24.47	\$24.97	\$25.48	\$25.99	\$26.52	\$27.08	\$27.57	\$28.12	\$28.68	\$29.28	\$29.82	\$30.45
Dietetic Technician		\$21.07	\$21.48	\$21.89	\$22.35	\$22.80	\$23.25	\$23.74	\$24.19	\$24.67	\$25.19	\$25.68	\$26.20	\$26.69	\$27.25	\$27.81	\$28.35	\$28.95	\$29.48	\$30.06	\$30.70	\$31.26
Medical Laboratory Assistant		\$21.07	\$21.48	\$21.89	\$22.35	\$22.80	\$23.25	\$23.74	\$24.19	\$24.67	\$25.19	\$25.68	\$26.20	\$26.69	\$27.25	\$27.81	\$28.35	\$28.95	\$29.48	\$30.06	\$30.70	\$31.26
Emergency Medical Services Dispatcher		\$22.45	\$22.88	\$23.32	\$23.82	\$24.29	\$24.78	\$25.29	\$25.77	\$26.29	\$26.84	\$27.36	\$27.91	\$28.44	\$29.03	\$29.63	\$30.21	\$30.84	\$31.41	\$32.03	\$32.71	\$33.30
Operating Room Equipment Technician		\$22.75	\$23.22	\$23.70	\$24.14	\$24.60	\$25.12	\$25.60	\$26.12	\$26.64	\$27.19	\$27.73	\$28.29	\$28.87	\$29.43	\$30.01	\$30.62	\$31.22	\$31.88	\$32.51	\$33.17	\$33.80
Orthotics / Prosthetics Technician		\$22.75	\$23.22	\$23.70	\$24.14	\$24.60	\$25.12	\$25.60	\$26.12	\$26.64	\$27.19	\$27.73	\$28.29	\$28.87	\$29.43	\$30.01	\$30.62	\$31.22	\$31.88	\$32.51	\$33.17	\$33.80
Pharmacy Technician - Acute Care I		\$23.24	\$23.74	\$24.25	\$24.76	\$25.28	\$25.70	\$26.14	\$26.70	\$27.27	\$27.78	\$28.34	\$28.93	\$29.50	\$30.10	\$30.66	\$31.31	\$31.94	\$32.57	\$33.24	\$33.86	\$34.56
Pharmacy Technician - Ambulatory Care I		\$23.24	\$23.74	\$24.25	\$24.76	\$25.28	\$25.70	\$26.14	\$26.70	\$27.27	\$27.78	\$28.34	\$28.93	\$29.50	\$30.10	\$30.66	\$31.31	\$31.94	\$32.57	\$33.24	\$33.86	\$34.56
Pharmacy Technician - Acute Care II		\$23.95	\$24.42	\$24.89	\$25.43	\$25.92	\$26.45	\$27.01	\$27.52	\$28.05	\$28.65	\$29.20	\$29.81	\$30.36	\$30.99	\$31.63	\$32.25	\$32.93	\$33.52	\$34.20	\$34.90	\$35.56
Pharmacy Technician - Ambulatory Care II		\$23.95	\$24.42	\$24.89	\$25.43	\$25.92	\$26.45	\$27.01	\$27.52	\$28.05	\$28.65	\$29.20	\$29.81	\$30.36	\$30.99	\$31.63	\$32.25	\$32.93	\$33.52	\$34.20	\$34.90	\$35.56
Behavioral Health Technician		\$24.52	\$25.07	\$25.54	\$26.04	\$26.59	\$27.11	\$27.64	\$28.20	\$28.75	\$29.35	\$29.94	\$30.55	\$31.13	\$31.76	\$32.41	\$33.04	\$33.69	\$34.36	\$35.03	\$35.76	\$36.47
Cardiology Technician		\$24.52	\$25.07	\$25.54	\$26.04	\$26.59	\$27.11	\$27.64	\$28.20	\$28.75	\$29.35	\$29.94	\$30.55	\$31.13	\$31.76	\$32.41	\$33.04	\$33.69	\$34.36	\$35.03	\$35.76	\$36.47
Endoscopy Technician		\$24.52	\$25.07	\$25.54	\$26.04	\$26.59	\$27.11	\$27.64	\$28.20	\$28.75	\$29.35	\$29.94	\$30.55	\$31.13	\$31.76	\$32.41	\$33.04	\$33.69	\$34.36	\$35.03	\$35.76	\$36.47
Laser Esthetician I		\$24.52	\$25.07	\$25.54	\$26.04	\$26.59	\$27.11	\$27.64	\$28.20	\$28.75	\$29.35	\$29.94	\$30.55	\$31.13	\$31.76	\$32.41	\$33.04	\$33.69	\$34.36	\$35.03	\$35.76	\$36.47
Recreational Therapist		\$24.52	\$25.07	\$25.54	\$26.04	\$26.59	\$27.11	\$27.64	\$28.20	\$28.75	\$29.35	\$29.94	\$30.55	\$31.13	\$31.76	\$32.41	\$33.04	\$33.69	\$34.36	\$35.03	\$35.76	\$36.47
Pharmacy Technician - Acute Care III		\$24.68	\$25.13	\$25.61	\$26.17	\$26.69	\$27.22	\$27.76	\$28.33	\$28.89	\$29.49	\$30.04	\$30.65	\$31.24	\$31.89	\$32.54	\$33.19	\$33.87	\$34.51	\$35.19	\$35.94	\$36.59
Pharmacy Technician - Ambulatory Care III		\$24.68	\$25.13	\$25.61	\$26.17	\$26.69	\$27.22	\$27.76	\$28.33	\$28.89	\$29.49	\$30.04	\$30.65	\$31.24	\$31.89	\$32.54	\$33.19	\$33.87	\$34.51	\$35.19	\$35.94	\$36.59
Certified Occupational Therapy Assistant		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Physical Therapy Assistant		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Medical Laboratory Technician		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Radiology Operator		\$25.75	\$26.30	\$26.80	\$27.35	\$27.90	\$28.44	\$29.04	\$29.59	\$30.17	\$30.79	\$31.41	\$32.05	\$32.69	\$33.35	\$34.00	\$34.70	\$35.38	\$36.10	\$36.81	\$37.53	\$38.30
Pharmacy Technician IV - Automation		\$26.20	\$26.74	\$27.30	\$27.81	\$28.33	\$28.93	\$29.49	\$30.09	\$30.68	\$31.31	\$31.94	\$32.58	\$33.25	\$33.90	\$34.50	\$35.27	\$35.96	\$36.72	\$37.45	\$38.21	\$38.94
Pharmacy Technician IV - Investigational Drug		\$26.20	\$26.74	\$27.30	\$27.81	\$28.33	\$28.93	\$29.49	\$30.09	\$30.68	\$31.31	\$31.94	\$32.58	\$33.25	\$33.90	\$34.57	\$35.27	\$35.96	\$36.72	\$37.45	\$38.21	\$38.94
Pharmacy Technician IV - Lead*		\$26.20	\$26.74	\$27.30	\$27.81	\$28.33	\$28.93	\$29.49	\$30.09	\$30.68	\$31.31	\$31.94	\$32.58	\$33.25	\$33.90	\$34.57	\$35.27	\$35.96	\$36.72	\$37.45	\$38.21	\$38.94
Pharmacy Technician IV - Navigator		\$26.20	\$26.74	\$27.30	\$27.81	\$28.33	\$28.93	\$29.49	\$30.09	\$30.68	\$31.31	\$31.94	\$32.58	\$33.25	\$33.90	\$34.57	\$35.27	\$35.96	\$36.72	\$37.45	\$38.21	\$38.94
Pharmacy Buyer		\$26.20	\$26.74	\$27.30	\$27.81	\$28.33	\$28.93	\$29.49	\$30.09	\$30.68	\$31.31	\$31.94	\$32.58	\$33.25	\$33.90	\$34.57	\$35.27	\$35.96	\$36.72	\$37.45	\$38.21	\$38.94
Radiology Operator + Medical Laboratory Assistant		\$26.53	\$27.09	\$27.60	\$28.17	\$28.74	\$29.30	\$29.91	\$30.47	\$31.08	\$31.72	\$32.36	\$33.01	\$33.68	\$34.36	\$35.02	\$35.74	\$36.45	\$37.18	\$37.91	\$38.65	\$39.45
Radiology Operator + Medical Laboratory Technician		\$26.53	\$27.09	\$27.60	\$28.17	\$28.74	\$29.30	\$29.91	\$30.47	\$31.08	\$31.72	\$32.36	\$33.01	\$33.68	\$34.36	\$35.02	\$35.74	\$36.45	\$37.18	\$37.91	\$38.65	\$39.45
Laser Esthetician II		\$28.63	\$29.23	\$29.78	\$30.42	\$31.01	\$31.60	\$32.23	\$32.88	\$33.56	\$34.24	\$34.91	\$35.63	\$36.34	\$37.06	\$37.81	\$38.53	\$39.31	\$40.11	\$40.92	\$41.73	\$42.55
Histotechnician		\$29.77	\$30.36	\$30.92	\$31.56	\$32.15	\$32.74	\$33.37	\$34.02	\$34.70	\$35.37	\$36.05	\$36.77	\$37.48	\$38.20	\$38.95	\$39.67	\$40.45	\$41.24	\$42.06	\$42.87	\$43.69
Surgical Technologist		\$31.04	\$31.64	\$32.20	\$32.84	\$33.44	\$34.02	\$34.66	\$35.31	\$36.00	\$36.67	\$37.35	\$38.07	\$38.79	\$39.51	\$40.26	\$40.99	\$41.77	\$42.57	\$43.38	\$44.20	\$45.03
Anesthesia Technician		\$31.23	\$31.89	\$32.52	\$33.18	\$33.82	\$34.53	\$35.20	\$35.88	\$36.61	\$37.34	\$38.09	\$38.86	\$39.64	\$40.40	\$41.23	\$42.05	\$42.91	\$43.77	\$44.65	\$45.55	\$46.45
Radiologic Technologist I		\$31.23	\$31.89	\$32.53	\$33.19	\$33.82	\$34.53	\$35.20	\$35.89	\$36.61	\$37.35	\$38.09	\$38.87	\$39.64	\$40.40	\$41.23	\$42.05	\$42.91	\$43.77	\$44.65	\$45.55	\$46.45
Radiologic Technologist + Medical Laboratory Assistant		\$31.23	\$31.89	\$32.53	\$33.19	\$33.82	\$34.53	\$35.20	\$35.89	\$36.61	\$37.35	\$38.09	\$38.87	\$39.64	\$40.40	\$41.23	\$42.05	\$42.91	\$43.77	\$44.65	\$45.55	\$46.45
Neurodiagnostic Technologist		\$31.38	\$32.04	\$32.68	\$33.34	\$33.98	\$34.69	\$35.37	\$36.06	\$36.78	\$37.52	\$38.27	\$39.05	\$39.83	\$40.59	\$41.42	\$42.25	\$43.12	\$43.98	\$44.86	\$45.77	\$46.67
Ophthalmic Technician		\$32.34	\$32.97	\$33.68	\$34.35	\$35.01	\$35.70	\$36.41	\$37.14	\$37.89	\$38.67	\$39.42	\$40.22	\$41.03	\$41.87	\$42.70	\$43.54	\$44.40	\$45.31	\$46.23	\$47.12	\$48.07
Polysomnographic Technologist		\$32.34	\$32.97	\$33.68	\$34.35	\$35.01	\$35.70	\$36.41	\$37.14	\$37.89	\$38.67	\$39.42	\$40.22	\$41.03	\$41.87	\$42.70	\$43.54	\$44.40	\$45.31	\$46.23	\$47.12	\$48.07
Histotechnician II		\$32.37	\$33.03	\$33.66	\$34.32	\$34.95	\$35.66	\$36.34	\$37.02	\$37.74	\$38.48	\$39.23	\$40.00	\$40.77	\$41.54	\$42.36	\$43.18	\$44.05	\$44.91	\$45.78	\$46.68	\$47.58
Mammography Technologist I		\$34.37	\$35.07	\$35.76	\$36.48	\$37.21	\$37.95	\$38.71	\$39.48	\$40.27	\$41.08	\$41.90	\$42.75	\$43.61	\$44.48	\$45.38	\$46.28	\$47.20	\$48.15	\$49.11	\$50.09	\$51.09
Surgical Assistant		\$34.61	\$35.25	\$35.95	\$36.63	\$37.29	\$37.98	\$38.69	\$39.42	\$40.17	\$40.95	\$41.70	\$42.50	\$43.30	\$44.14	\$44.97	\$45.81	\$46.68	\$47.58	\$48.50	\$49.39	\$50.35
Respiratory Therapist		\$35.29	\$35.99	\$36.75	\$37.49	\$38.21	\$38.96	\$39.74	\$40.53	\$41.36	\$42.20	\$43.02	\$43.90	\$44.78	\$45.69	\$46.60	\$47.52	\$48.46	\$49.45	\$50.45	\$51.42	\$52.47
Radiologic Technologist II**		\$35.23	\$35.89	\$36.53	\$37.19	\$37.82	\$38.53	\$39.20	\$39.89	\$40.61	\$41.35	\$42.09	\$42.87	\$43.64	\$44.40	\$45.25	\$46.05	\$46.91	\$47.77	\$48.65	\$49.55	\$50.45
Mammography Technologist II***		\$36.37	\$37.07	\$37.76	\$38.48	\$39.21	\$39.95	\$40.71	\$41.48	\$42.27	\$43.08	\$43.90	\$44.75	\$45.61	\$46.48	\$47.38	\$48.20	\$49.20	\$50.15	\$51.11	\$52.09	\$53.09
Quality Control Mammography Technologist		\$38.10	\$38.88	\$39.65	\$40.44	\$41.27	\$42.05	\$42.94	\$43.75	\$44.63	\$45.53	\$46.43	\$47.36	\$48.33	\$49.28	\$50.28	\$51.30	\$52.28	\$53.37	\$54.42	\$55.53	\$56.61
Respiratory Therapist (Hospital Inpatient)		\$38.58	\$39.34	\$40.17	\$40.98	\$41.77	\$42.59	\$43.44	\$44.31	\$45.20	\$46.13	\$47.03	\$47.99	\$48.94	\$49.95	\$50.94	\$51.94	\$52.97	\$54.05	\$55.15	\$56.21	\$57.35
Radiation Therapist		\$39.58	\$40.26	\$40.97	\$41.67	\$42.43	\$43.17	\$43.96	\$44.74	\$45.54	\$46.34	\$47.18	\$48.01	\$48.87	\$49.75	\$50.66	\$51.58	\$52.49	\$53.47	\$54.43	\$55.44	\$56.46
CT Technologist		\$39.87	\$40.57	\$41.30	\$42.02	\$42.80	\$43.56	\$44.37	\$45.17	\$45.99	\$46.82	\$47.68	\$48.53	\$49.41	\$50.32	\$51.25	\$52.20	\$53.14	\$54.14	\$55.12	\$56.16	\$57.22
MRI Technologist		\$40.09	\$40.82	\$41.59	\$42.34	\$43.16	\$43.96	\$44.81	\$45.65	\$46.51	\$47.38	\$48.28	\$49.18	\$50.11	\$51.06	\$52.04	\$53.03	\$54.02	\$55.07	\$56.10	\$57.19	\$58.30
Interventional Radiologic Technologist		\$40.37	\$41.15	\$41.91	\$42.68	\$43.51	\$44.28	\$45.16	\$45.96	\$46.84	\$47.73	\$48.62	\$49.55	\$50.50	\$51.44	\$52.43	\$53.45	\$54.41	\$55.50	\$56.54	\$57.63	\$58.70
Invasive Cardiovascular Technologist		\$40.37	\$41.15	\$41.91	\$42.68	\$43.51	\$44.28	\$45.16	\$45.96	\$46.84	\$47.73	\$48.62	\$49.55	\$50.50	\$51.44	\$52.43	\$53.45	\$54.41	\$55.50	\$56.54	\$57.63	\$58.70
Invasive Electrophysiology Technologist		\$40.37	\$41.15	\$41.91	\$42.68	\$43.51	\$44.28	\$45.16	\$45.96	\$46.84	\$47.73	\$48.62	\$49.55									