

**PTCA credit for past experience:
Retroactive pay was paid out December 23**

Many of the PTCAs who had their credit for past experience reviewed back in May of 2021 were paid the retroactive pay last week.

How was the calculation made?

The number of total hours for each employee was based upon their FTE multiplied by the number of hours available in the timeframe, which was 2,773. The effective date was from 5/9/2021 through 8/14/2022. MultiCare rounded that to full month increments, which results in a total timeframe of one year and four months (May 2021 through August 2022). There are 2,080 hours available in a calendar year at 40 hours per week. MultiCare therefore divided the 2,080 hours by three (to calculate the hours in other four months), which equaled 693. Those two amounts equaled 2,773. We then multiplied that amount by each employee's FTE, and multiplied those number of hours by the difference between their rates of pay in May 2021 and August 2022.

**We are becoming stronger with the support
of our community and elected leaders**

Our bargaining team met with Dean Johnson -Puyallup mayor, Chris Gildon- 28th LD Senator, Cyndy Jacobsen- house representative, and Paul Herrera- Pierce County Council. They are supporting our efforts in making Good Sam a place where people want to get care at and work.



**We Are Good Sam, We Are SEIU
MultiCare: Shame on you, bargain with us!**

MultiCare management reached out to our bargaining team and told us that they have reached a critical point in our staffing at Good Samaritan Hospital, something we have been telling them since July.

Management said they have determined that our current wages are an obstacle to recruiting and retaining staff. As such, they implemented the same 18-step wage scales that are currently in place at Tacoma General Hospital, Allenmore Hospital, and Mary Bridge Children Hospital without our agreement. These new rates will be effective on December 18, 2022.

What does this mean for us?

It means that employees would maintain their current step in the transition to the new wage scales. Any employee who would see a decrease with this change will be red circled and maintain their current rate of pay.

We have told MultiCare that we are against this implementation and wanted them to come back to the bargaining table to negotiate our contract as a whole and get it done. This change is not beneficial. More than 73 of us will see 0% increase under this change, and over 300 employees will be seeing an increase below 2.6%

This implementation will not help us recruit and retain. We need real wage increases that keep up with inflation and keep up with other hospitals.



“Having 21 years of service I get zip, nada, nothing, a big zero. Shame on you, MultiCare. Invest in me! Invest in us!”
- Careleen Moon, FNS, Cook

Many of our bargaining team have responded to CEO Jim Beatty’s letter expressing our concerns. Here are some of the letters that were sent to Jim:



Grace Land
To: Jim Beatty

Thank you but no thank you! MultiCare is not bargaining in good faith. We asked to come to the table and bargain the entire contract not pieces of it. We want to bargain an equitable contract that benefits everyone. We have said from day 1 at the tale that we are in crisis. We cannot recruit and retain at these wages. What were we told? Wages is not what draws people to Good Sam. Not once have they acknowledged what you mentioned in your email. Those are our words. Suddenly the pressure is on because of a successful informational picket and a threat of a strike is looming. Now MultiCare wants to look like they care by putting us on a wage step that we already agreed to but as an entire compensation package. Our membership sees the shadiness in this move. MultiCare needs to do the right thing and show us some respect. Its is so difficult to swallow MultiCare financial woes when every week we see MultiCare in the news or social media announcing tier acquisitions ,affiliations ,expansions, sponsorships etc. I saw the news about MultiCare and Gonzaga partnering up. I should be elated about this. The men’s basketball team has been my favorite for a couple decades but I read this news with disdain. Myself and rest of our bargaining team will continue to advocate for “All” our membership to be treated equally and most importantly advocate for our patient safety and care.

Sincerely,
Grace Land



Stacy Frazer

To: Jim Beatty

Jim,

I am a member of the bargaining team. Your team has not been at the table bargaining with SEIU, your team has been at the table with Good Samaritan employees. While our team are members of SEIU, we are employees first. You mention, “We continue to bargain in good faith for a new contract”, but this implementation of a different pay scale is not bargaining at all. We have tried time and again to help the management team understand the acuteness of staffing shortfalls and the that we are bleeding staff to other facilities. We have been pressing these facts since the beginning of negotiations in July. This crisis of staffing is not new.

The bargaining team said, “NO” to the implementation of this new scale and asked your team to come to the bargaining table. We are seeking equity for all service and technical staff in regard to compensation and this new scale does not satisfy those needs. This act of implementing this new scale outside of bargaining is seen as divisive among the employees and an attempt to thwart true bargaining attempts. Our patients deserve a facility and services that are properly staffed with employees who are invested in patient care. The community we serve deserves better. Patient safety comes with proper staffing and proper staffing comes with competitive compensation. This move by your team is a sign of disrespect and goes against the mission and principles that are supposed to be our founding.

We, the bargaining team, are deeply disappointed.

Sincerely,

Stacy



Annette Augustine

To: Jim Beatty

Mr. Beatty,

The first paragraph of your email notification states “we continue to bargain in good faith for a new contract”. Multicare’s actions negate that statement, and this is the second action outside of the bargaining table that abrogates our good faith, the first being a 5% raise to only four job classes, implemented without any discussion with SEIU1199NW. I am certain it is no coincidence this happened while we were holding a membership vote to whether or not to accept Multicare’s latest offer, and we proceeded with a picket.

Also that four job classes are amongst the largest and lowest paid. “Nearly all the staff” makes this latest action completely inequitable and unfair. Why should some of our members tolerate getting no raise while others will see the pay difference on January 6th 2023? As a bargaining team member it is on this point that we respectfully declined the request to immediately implement the shift to the 18 step wage scale.

We have repeatedly tried to impress upon administration how critically understaffed every department is, since we started bargaining in July. But after a successful informational picket, Multicare’s response is to implement this wage scale. And NOW Good Samaritan Hospital is at “critical point”? Members in my department are questioning the motive for immediate implementation and perceive this move to be divisive and underhanded.

Please return to negotiations and start to bargain in good faith.

Sincerely

Annette M. Augustine (OR-Tech)



Aleksey Rozov

To: Jim Beatty

Mr. Beatty,

I write this to you with care, and with respect to your position, in hopes that you may hear and understand us. As a stated goal of Good Samaritan is to achieve the Pathway to Excellence designation and to be a Highly Reliable Organization. Within the steps and processes to achieve this goal, it is important that all voices be heard on all levels of implication of change. Therefore, I write to you, in hopes that you hear and understand the voices that will be impacted by the said change in your email.

I would like to thank you for the email that was sent on your behalf to all SEIU1199NW members. It shows the bargaining team and the membership at large, where MultiCare stands. I would like to address a few things that were mentioned in this email, because they are disappointing and discouraging.

I know that you and MultiCare have a team representing you. Meaning you are not physically present, but I am certain that your team has kept you current and apprised of events. I bring this up as a point

that we are not just SEIU1199NW, but we are employees of Good Samaritan hospital first. The way the email reads, is dismissive of this fact, and it is discouraging, for we as employees, care about the place we work at and the patients we care for. SEIU1199NW is not an amorphous entity, it is the employees of Good Samaritan that give their all, who give their time, energy, and tears, and sweat, their loyalty, with some members who have given this for 20+ years.

With that, let me address the opening phrase of the letter, and what we have heard from your team and my thoughts on the opening line. “Good faith”. I cannot, as a member of the bargaining team, agree that MultiCare’s actions are truly in good faith. As a matter of fact, it is believed that MultiCare’s actions negate this statement. Here are a few reasons why. This is the second action outside of bargaining table, that was implemented that should have been done at the bargaining table, this shows a lack of good faith. The action I am referring to is the first 5% raises to four job class, not all, but a select few, without any conversation with SEIU1199NW. That raise was an underhanded move, that is inequitable to “nearly all” other staff. On the subject of “good faith”, as members of the bargaining team, the three responses we kept hearing from MultiCare, over and over again, which are “no”, “status quo”, and “not interested”. How do those responses communicate good faith? They are not words of good faith.

Your email mentions Tacoma General Hospital, Allenmore Hospital and Mary Bridge Children’s Hospital. You mention that you want to align our pay scale to theirs. So do we. We don’t want to lose

our fellow co-workers to other hospitals, but why is it then when we, the bargaining team, proposed similar concepts that Auburn and the mentioned hospitals have in place; the reply was “not interested”. An example of a similar concept that was rejected was, the constant observers float pool, to help with short staffing of PtCAs on the floor, which would reduce the risk of patient harm, and leave PtCAs on the floor, which in turn will help with patient satisfaction scores and our HCAHPs. Why is it that MultiCare is not giving us the same or similar, as our other sister facilities in bargaining, but we as bargaining team have to accept what MultiCare is putting forth without an agreement at hand? Let’s come back to the bargaining table and make all of our facilities reasonable and cohesive.

MultiCare prides itself as a leader in equality and fairness, as the leader in innovation, and its values of “Kindness, Collaboration, Excellence, Stewardship, Integrity, Respect”. The statement that “nearly all staff” implies that there is a lack of fairness and that this action has inequity. All of this runs contrary to the values of kindness, integrity and respect. The fact that some get a raise and others don’t is not what we stand for. We, as MultiCare employees and the bargaining team members want MultiCare to be the Pacific Northwest’s highest value system of health, as the vision statement reads. After all, we work here. We stand for the equality and equity of all our members, not a select few, not “nearly all”, but all members that we represent. This is why the immediate implementation of this was declined by the bargaining team. We have requested multiple times from MultiCare to give us the information we need to make a decision, to see where MultiCare’s point of view, and yet, we have not received the information promised to us regarding the data for the wages MultiCare is proposing, this is going against the values of collaboration, respect, excellence and integrity. Not to mention this change does nothing for the people that have been here for 20+ years. Therefore, and respectfully, no in the current form we are not interested, until we achieve equity for ALL.

After speaking with other co-workers, and the bargaining team, I can say that we are also disappointed that only now, after the successful informational picket, is the fact of staffing is being addressed, and how we are at a critical point, is being acknowledged and agreed upon by MultiCare. The disappointment is because at the start of our bargaining in July, we mentioned these concerns and they were brushed off, in other words, the song that MultiCare is singing now is not the same as when we started bargaining in July. In July we spoke of our concern, and things that made us uncomfortable, and our safety issues, and what we got in return was “no, status quo, and not interested”. A highly reliable organization does not need a picket to be heard, but works from all involved to seek a solution, we gave ours and were dismissed, repeatedly. Yet, now there is an acknowledgment from MultiCare?

Many of my fellow co-worker, and members, are asking questions of the motive of your email. The issue is with “nearly all staff”, that this email and action is seen as divisive and underhanded. This is why this email starts with the phrase “It shows to the bargaining team where MultiCare stands” to the entirety of the membership of SEIU1199NW.

Therefore, Mr. Beatty, as we both care about the patients and the hospital, I would like to extend to you an invitation, let us please return to negotiations and truly collaborate as a highly reliable organization on the pathway to excellence by, as the mission statement for MultiCare reads, “Partnering for healing and a healthy future.” We want to bargain with you and your team with this mission statement in mind. Will you join us?

Sincerely and with due respect and care,

Employee and bargaining team member,

A. P. Rozov

Technical Wage Scales

Position Code	Description	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17
M045002	Anes Supply/Equip Coord (gss)	\$25.22	\$25.98	\$26.76	\$27.56	\$28.39	\$29.24	\$30.12	\$31.01	\$31.95	\$32.91	\$33.90	\$34.91	\$35.96	\$37.04	\$38.15	\$39.29	\$40.47	\$41.68
P181001	Anesthesia Aide (gss)	\$20.07	\$20.68	\$21.30	\$21.94	\$22.60	\$23.28	\$23.97	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.28	\$32.22	\$33.19
M019077	Anesthesia Tech (gss)	\$21.49	\$22.12	\$22.79	\$23.47	\$24.18	\$24.91	\$25.66	\$26.42	\$27.21	\$28.04	\$28.87	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48	\$34.47	\$35.51
M003077	Cardiovascular Tech (gss)	\$36.42	\$37.51	\$38.65	\$39.80	\$40.99	\$42.23	\$43.50	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93	\$53.49	\$55.09	\$56.74	\$58.45	\$60.20
M035078	"COTA Specialist (gss) (\$0.50 above COTA)"	\$28.31	\$29.14	\$30.01	\$30.90	\$31.80	\$32.74	\$33.71	\$34.71	\$35.74	\$36.79	\$37.88	\$39.00	\$40.16	\$41.34	\$42.57	\$43.83	\$45.13	\$46.47
M035077	COTA-Hospital (gss)	\$27.81	\$28.64	\$29.51	\$30.40	\$31.30	\$32.24	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38	\$38.50	\$39.66	\$40.84	\$42.07	\$43.33	\$44.63	\$45.97
N044077	CS Tech (Cert gss)	\$21.86	\$22.52	\$23.20	\$23.89	\$24.61	\$25.34	\$26.10	\$26.88	\$27.70	\$28.52	\$29.38	\$30.26	\$31.17	\$32.11	\$33.06	\$34.06	\$35.08	\$36.13
M032078	CT Tech (770 gss)	\$40.16	\$41.37	\$42.62	\$43.90	\$45.21	\$46.57	\$47.97	\$49.41	\$50.89	\$52.42	\$54.00	\$55.62	\$57.29	\$59.01	\$60.78	\$62.61	\$64.48	\$66.41
M032077	CT Tech (gss)	\$35.46	\$36.53	\$37.63	\$38.76	\$39.91	\$41.12	\$42.34	\$43.62	\$44.93	\$46.28	\$47.66	\$49.09	\$50.56	\$52.09	\$53.64	\$55.26	\$56.91	\$58.62
M004077	Dietetic Tech, Clin (gss)	\$21.49	\$22.12	\$22.79	\$23.47	\$24.18	\$24.91	\$25.66	\$26.42	\$27.21	\$28.04	\$28.87	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48	\$34.47	\$35.51
M006011	Echocardiographer (770NA gss)	\$45.31	\$46.66	\$48.06	\$49.50	\$50.98	\$52.51	\$54.09	\$55.71	\$57.38	\$59.11	\$60.88	\$62.71	\$64.59	\$66.54	\$68.54	\$70.59	\$72.71	\$74.89
M006009	Echocardiographer (gss)	\$40.36	\$41.57	\$42.82	\$44.10	\$45.42	\$46.78	\$48.19	\$49.64	\$51.13	\$52.65	\$54.24	\$55.87	\$57.55	\$59.27	\$61.05	\$62.88	\$64.77	\$66.70
L002077	ER Tech (gss)	\$20.14	\$20.73	\$21.36	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.50	\$26.27	\$27.06	\$27.87	\$28.71	\$29.57	\$30.46	\$31.36	\$32.31	\$33.28
M017083	Home Sleep Apnea Test Tech (Reg gss)	\$34.76	\$35.72	\$36.67	\$37.69	\$38.72	\$39.79	\$40.87	\$42.00	\$43.16	\$44.36	\$45.58	\$46.85	\$48.17	\$49.51	\$50.90	\$52.33	\$53.80	\$55.31
M010079	Imaging Services Rep/Monitor Tech (gss) (new 12/10/2021)	\$21.00	\$21.63	\$22.28	\$22.95	\$23.64	\$24.35	\$25.08	\$25.83	\$26.60	\$27.40	\$28.22	\$29.07	\$29.94	\$30.84	\$31.77	\$32.72	\$33.70	\$34.71
N014070	Instrument Coord (gss)	\$29.68	\$30.57	\$31.49	\$32.43	\$33.41	\$34.41	\$35.44	\$36.50	\$37.61	\$38.73	\$39.89	\$41.09	\$42.32	\$43.59	\$44.90	\$46.25	\$47.64	\$49.06
M040078	Med Lab Tech (770NA gss)	\$28.89	\$29.75	\$30.64	\$31.55	\$32.50	\$33.47	\$34.48	\$35.52	\$36.58	\$37.68	\$38.81	\$39.98	\$41.18	\$42.41	\$43.68	\$44.99	\$46.34	\$47.74
M040077	Med Lab Tech (gss)	\$25.15	\$25.90	\$26.69	\$27.48	\$28.30	\$29.16	\$30.03	\$30.93	\$31.86	\$32.82	\$33.80	\$34.81	\$35.86	\$36.94	\$38.05	\$39.18	\$40.37	\$41.57
M010078	Monitor Tech/HUC (GSS)	\$21.00	\$21.63	\$22.28	\$22.95	\$23.64	\$24.35	\$25.08	\$25.83	\$26.60	\$27.40	\$28.22	\$29.07	\$29.94	\$30.84	\$31.77	\$32.72	\$33.70	\$34.71
M011077	MRI Tech (gss)	\$41.23	\$42.47	\$43.74	\$45.05	\$46.41	\$47.80	\$49.23	\$50.71	\$52.23	\$53.80	\$55.41	\$57.07	\$58.79	\$60.55	\$62.37	\$64.24	\$66.17	\$68.16
M055073	Neurodiagnostic Spec (gss)	\$34.76	\$35.72	\$36.67	\$37.69	\$38.72	\$39.79	\$40.87	\$42.00	\$43.16	\$44.36	\$45.58	\$46.85	\$48.17	\$49.51	\$50.90	\$52.33	\$53.80	\$55.31
M055071	Neurodiagnostic Tech I (gss)	\$28.60	\$29.47	\$30.34	\$31.26	\$32.20	\$33.17	\$34.15	\$35.18	\$36.24	\$37.33	\$38.44	\$39.59	\$40.79	\$42.01	\$43.27	\$44.57	\$45.91	\$47.28
M055072	Neurodiagnostic Tech II (gss)	\$31.60	\$32.47	\$33.34	\$34.26	\$35.20	\$36.17	\$37.15	\$38.18	\$39.24	\$40.33	\$41.44	\$42.59	\$43.79	\$45.01	\$46.27	\$47.57	\$48.91	\$50.28
G019077	Nuclear Med Tech (gss)	\$41.23	\$42.47	\$43.74	\$45.05	\$46.41	\$47.80	\$49.23	\$50.71	\$52.23	\$53.80	\$55.41	\$57.07	\$58.79	\$60.55	\$62.37	\$64.24	\$66.17	\$68.16
G019078	Nuclear Med Tech/PET (gss)	\$41.23	\$42.47	\$43.74	\$45.05	\$46.41	\$47.80	\$49.23	\$50.71	\$52.23	\$53.80	\$55.41	\$57.07	\$58.79	\$60.55	\$62.37	\$64.24	\$66.17	\$68.16
M016006	Perioper Svcs Tech (gss)	\$20.07	\$20.68	\$21.30	\$21.94	\$22.60	\$23.28	\$23.97	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.28	\$32.22	\$33.19
M047077	Pharmacy Purchasing Tech (gss)	\$25.10	\$25.85	\$26.63	\$27.43	\$28.25	\$29.10	\$29.97	\$30.87	\$31.80	\$32.75	\$33.73	\$34.74	\$35.78	\$36.85	\$37.96	\$39.10	\$40.27	\$41.48
M037077	Pharmacy Tech A (gss)	\$22.67	\$23.35	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.72	\$29.57	\$30.47	\$31.37	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.46
M037078	Pharmacy Tech A-Outpatient (gss)	\$22.67	\$23.35	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.72	\$29.57	\$30.47	\$31.37	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.46
M036070	Physical Therapy Asst (gss)	\$27.81	\$28.64	\$29.51	\$30.40	\$31.30	\$32.24	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38	\$38.50	\$39.66	\$40.84	\$42.07	\$43.33	\$44.63	\$45.97
M036071	"Physical Therapy Asst II (gss) (\$0.50 above PT Asst)"	\$28.31	\$29.14	\$30.01	\$30.90	\$31.80	\$32.74	\$33.71	\$34.71	\$35.74	\$36.79	\$37.88	\$39.00	\$40.16	\$41.34	\$42.57	\$43.83	\$45.13	\$46.47
M017077	Polysom Tech (Reg gss)	\$31.60	\$32.47	\$33.34	\$34.26	\$35.20	\$36.17	\$37.15	\$38.18	\$39.24	\$40.33	\$41.44	\$42.59	\$43.79	\$45.01	\$46.27	\$47.57	\$48.91	\$50.28
M017078	Polysom Tech (Unreg gss)	\$28.60	\$29.47	\$30.34	\$31.26	\$32.20	\$33.17	\$34.15	\$35.18	\$36.24	\$37.33	\$38.44	\$39.59	\$40.79	\$42.01	\$43.27	\$44.57	\$45.91	\$47.28
M0170775	Polysom Tech Trainee (gss)	\$26.15																	
M017081	Polysom Tech/Scorer (Reg gss)	\$34.76	\$35.72	\$36.67	\$37.69	\$38.72	\$39.79	\$40.87	\$42.00	\$43.16	\$44.36	\$45.58	\$46.85	\$48.17	\$49.51	\$50.90	\$52.33	\$53.80	\$55.31
M023077	Rad Tech (Reg gss)	\$31.15	\$32.08	\$33.04	\$34.03	\$35.05	\$36.10	\$37.19	\$38.31	\$39.45	\$40.63	\$41.86	\$43.12	\$44.40	\$45.74	\$47.11	\$48.52	\$49.98	\$51.48
M023078	Rad Tech Spec (gss)	\$36.42	\$37.51	\$38.65	\$39.80	\$40.99	\$42.23	\$43.50	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93	\$53.49	\$55.09	\$56.74	\$58.45	\$60.20
M02307775	Rad Tech Student (gss)	\$27.21																	
M0230776	Rad Tech Trainee (gss)	\$28.43																	
M049077	Respiratory Care Pract(RRT gss)	\$33.48	\$34.48	\$35.51	\$36.59	\$37.68	\$38.81	\$39.97	\$41.17	\$42.41	\$43.68	\$44.99	\$46.34	\$47.73	\$49.16	\$50.63	\$52.16	\$53.72	\$55.33
M049078	Respiratory Tech (CRTT gss)	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48	\$34.47	\$35.51	\$36.58	\$37.68	\$38.80	\$39.96	\$41.17	\$42.41	\$43.67	\$44.98	\$46.33	\$47.72	\$49.15
M077001	Speech Asst (gss)	\$27.81	\$28.64	\$29.51	\$30.40	\$31.30	\$32.24	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38	\$38.50	\$39.66	\$40.84	\$42.07	\$43.33	\$44.63	\$45.97
M033072	Surg Tech (Cert gss)	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55	\$31.47	\$32.41	\$33.38	\$34.39	\$35.42	\$36.48	\$37.57	\$38.71	\$39.86	\$41.07	\$42.29	\$43.56	\$44.87
M033071	Surg Tech (UnCert gss)	\$25.77	\$26.54	\$27.34	\$28.16	\$29.00	\$29.87	\$30.77	\$31.69	\$32.64	\$33.62	\$34.63	\$35.67	\$36.74	\$37.84	\$38.98	\$40.15	\$41.35	\$42.59
M033070	Svc Line Spec Tech (gss)	\$28.15	\$28.96	\$29.80	\$30.66	\$31.55	\$32.47	\$33.41	\$34.38	\$35.39	\$36.42	\$37.48	\$38.57	\$39.71	\$40.86	\$42.07	\$43.29	\$44.56	\$45.87
M033075	Svc Line Spec Tech(UnCert gss)	\$26.77	\$27.54	\$28.34	\$29.16	\$30.00	\$30.87	\$31.77	\$32.69	\$33.64	\$34.62	\$35.63	\$36.67	\$37.74	\$38.84	\$39.98	\$41.15	\$42.35	\$43.59
M028077	Ultrasound Tech (gss)	\$40.36	\$41.57	\$42.82	\$44.10	\$45.42	\$46.78	\$48.19	\$49.64	\$51.13	\$52.65	\$54.24	\$55.87	\$57.55	\$59.27	\$61.05	\$62.88	\$64.77	\$66.70

Service Wage Scales

Position Code	Description	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17
P028075	Dietary Aide I (gss)	\$16.60	\$17.02	\$17.45	\$17.89	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
P028071	Dietary Aide II (gss)	\$17.06	\$17.49	\$17.93	\$18.38	\$18.84	\$19.31	\$19.79	\$20.28	\$20.79	\$21.31	\$21.84	\$22.39	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33	\$25.96
P028072	Dietary Aide III (gss)	\$18.06	\$18.51	\$18.97	\$19.44	\$19.93	\$20.43	\$20.94	\$21.46	\$22.00	\$22.55	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15	\$26.80	\$27.47
P011078	Dietary Aide IV-Cook (gss)	\$18.75	\$19.21	\$19.69	\$20.19	\$20.69	\$21.21	\$21.73	\$22.28	\$22.84	\$23.41	\$23.99	\$24.60	\$25.20	\$25.83	\$26.48	\$27.14	\$27.82	\$28.52
P017070	Distribution Spec (gss)	\$18.05	\$18.50	\$18.95	\$19.43	\$19.92	\$20.41	\$20.92	\$21.44	\$21.98	\$22.54	\$23.09	\$23.67	\$24.27	\$24.87	\$25.49	\$26.13	\$26.78	\$27.45
S03077	Health Unit Coord (gss)	\$19.00	\$19.48	\$19.96	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.33	\$24.94	\$25.55	\$26.19	\$26.85	\$27.52	\$28.21	\$28.91
P034078	Housekeeper/Janitor (gss)	\$16.93	\$17.35	\$17.78	\$18.22	\$18.68	\$19.15	\$19.63	\$20.12	\$20.62	\$21.14	\$21.67	\$22.21	\$22.77	\$23.34	\$23.92	\$24.52	\$25.13	\$25.76
S36082	Imaging IR Coordinator	\$20.67	\$21.19	\$21.71	\$22.26	\$22.81	\$23.38	\$23.97	\$24.57	\$25.18	\$25.81	\$26.46	\$27.12	\$27.80	\$28.49	\$29.20	\$29.93	\$30.68	\$31.45
S97078	Imaging Records Mgmt Tech (gss)	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.86	\$23.42	\$24.01	\$24.61	\$25.22	\$25.85	\$26.50	\$27.16	\$27.84	\$28.54	\$29.25
S97079	Imaging Scheduler (gss)	\$20.14	\$20.64	\$21.16	\$21.69	\$22.23	\$22.79	\$23.36	\$23.94	\$24.54	\$25.15	\$25.78	\$26.42	\$27.08	\$27.76	\$28.45	\$29.16	\$29.89	\$30.64
S97077	Imaging Svcs Rep I (gss)	\$19.22	\$19.70	\$20.20	\$20.70	\$21.22	\$21.75	\$22.29	\$22.86	\$23.42	\$24.01	\$24.61	\$25.22	\$25.85	\$26.50	\$27.16	\$27.84	\$28.54	\$29.25
P017074	Inventory Spec (gss)	\$17.53	\$17.97	\$18.42	\$18.88	\$19.35	\$19.83	\$20.33	\$20.84	\$21.36	\$21.89	\$22.44	\$23.00	\$23.58	\$24.17	\$24.77	\$25.39	\$26.02	\$26.67
P064078	Lab Asst/Phleb (770NA gss)	\$21.42	\$21.95	\$22.50	\$23.06	\$23.63	\$24.23	\$24.83	\$25.45	\$26.09	\$26.74	\$27.42	\$28.10	\$28.80	\$29.52	\$30.26	\$31.02	\$31.79	\$32.59
P064077	Lab Asst/Phlebotomist (gss)	\$18.74	\$19.21	\$19.69	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.83	\$23.40	\$23.99	\$24.59	\$25.20	\$25.83	\$26.48	\$27.14	\$27.82	\$28.52
P040077	Linen Handler II (gss)	\$16.62	\$17.05	\$17.47	\$17.90	\$18.35	\$18.81	\$19.28	\$19.77	\$20.26	\$20.76	\$21.28	\$21.82	\$22.36	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30
L014079	Nurse Tech-Rehab (gss) (1:1)	\$18.57	\$19.03	\$19.51	\$19.99	\$20.50	\$21.01	\$21.54	\$22.07	\$22.62	\$23.19	\$23.77	\$24.36	\$24.97	\$25.60	\$26.23	\$26.89	\$27.56	\$28.25
S06070	Office Asst (gss)	\$18.03	\$18.48	\$18.94	\$19.41	\$19.90	\$20.40	\$20.91	\$21.43	\$21.97	\$22.52	\$23.08	\$23.66	\$24.25	\$24.86	\$25.48	\$26.12	\$26.77	\$27.44
S36080	OR Scheduling Coord (gss)	\$22.22	\$22.77	\$23.34	\$23.93	\$24.52	\$25.13	\$25.76	\$26.41	\$27.07	\$27.74	\$28.44	\$29.15	\$29.88	\$30.62	\$31.38	\$32.18	\$32.98	\$33.80
P014077	Pathology Asst (gss)	\$26.05	\$26.70	\$27.37	\$28.05	\$28.75	\$29.47	\$30.21	\$30.97	\$31.74	\$32.53	\$33.34	\$34.17	\$35.02	\$35.90	\$36.80	\$37.72	\$38.66	\$39.63
P067078	Pathology Processor (gss)	\$20.52	\$21.03	\$21.56	\$22.10	\$22.65	\$23.22	\$23.80	\$24.39	\$25.01	\$25.63	\$26.27	\$26.92	\$27.60	\$28.29	\$28.99	\$29.73	\$30.47	\$31.23
S10075	Patient Access Tech (gss)	\$20.78	\$21.29	\$21.83	\$22.37	\$22.93	\$23.50	\$24.09	\$24.69	\$25.31	\$25.95	\$26.59	\$27.25	\$27.93	\$28.63	\$29.36	\$30.09	\$30.84	\$31.61
L014078	Patient Care Asst (gss)	\$18.87	\$19.34	\$19.82	\$20.32	\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.75	\$25.37	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70
S11073	Patient Experience Coord (gss)	\$16.62	\$17.05	\$17.47	\$17.90	\$18.35	\$18.81	\$19.28	\$19.77	\$20.26	\$20.76	\$21.28	\$21.82	\$22.36	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30
P100071	Patient Svc Rep (gss)	\$20.38	\$20.90	\$21.41	\$21.95	\$22.51	\$23.06	\$23.64	\$24.24	\$24.83	\$25.46	\$26.10	\$26.75	\$27.42	\$28.10	\$28.81	\$29.53	\$30.26	\$31.02
P069077	PT/OT Aide (gss)	\$16.80	\$17.22	\$17.65	\$18.10	\$18.55	\$19.01	\$19.49	\$19.97	\$20.48	\$20.98	\$21.51	\$22.04	\$22.60	\$23.16	\$23.74	\$24.34	\$24.95	\$25.56
S04077	Receptionist (gss)	\$17.29	\$17.73	\$18.17	\$18.62	\$19.09	\$19.57	\$20.06	\$20.56	\$21.07	\$21.60	\$22.14	\$22.69	\$23.26	\$23.84	\$24.44	\$25.05	\$25.68	\$26.32
S02077	Secretary-Pathology (gss)	\$19.64	\$20.13	\$20.63	\$21.15	\$21.68	\$22.22	\$22.78	\$23.35	\$23.93	\$24.53	\$25.14	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$29.15	\$29.88
P017073	Stores Clerk (gss)	\$16.60	\$17.02	\$17.45	\$17.89	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.29
S34078	Telephone Operator (gss)	\$17.48	\$17.92	\$18.37	\$18.83	\$19.30	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83	\$22.38	\$22.94	\$23.51	\$24.10	\$24.70	\$25.32	\$25.95	\$26.60
P093077	Transporter (gss) *	\$16.47	\$16.88	\$17.30	\$17.74	\$18.18	\$18.63	\$19.10	\$19.58	\$20.06	\$20.57	\$21.08	\$21.61	\$22.16	\$22.70	\$23.27	\$23.85	\$24.45	\$25.06
L014077	Unit Asst (gss)	\$16.77	\$17.19	\$17.62	\$18.06	\$18.51	\$18.97	\$19.44	\$19.93	\$20.43	\$20.94	\$21.46	\$22.00	\$22.55	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51

UFCW LPN Wage Scales

Position Code	Description	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17
K004079	LPN (GSU)	\$23.91	\$24.63	\$25.36	\$26.12	\$26.90	\$27.72	\$28.54	\$29.41	\$30.28	\$31.19	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.37	\$39.51
K004084	LPN-Endoscopy	\$23.91	\$24.63	\$25.36	\$26.12	\$26.90	\$27.72	\$28.54	\$29.41	\$30.28	\$31.19	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.37	\$39.51



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