

SECTION A8: COMPENSATION – LABORATORY

A. Pay Rates

Effective the first pay period after August 1, 2016, all Laboratory employees shall receive a 2% across the board increase to their straight time wage rates as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year	Year	Year	Year	Year	Year	Year	Year	Year
	1	2	3	4	5	10	15	20	25
Medical Lab Tech	42.82	43.48	44.13	44.79	45.46	46.16	46.85	47.75	
Clinical Lab Scien - Trainee	40.16								
Clinical Lab Scientist	46.39	48.71	50.80						
Senior Clinical Lab Scientist	51.15	53.43	55.70	56.53	57.36	58.23	59.10	60.27	61.18
Lead Clinical Lab Scientist	59.06	60.82	62.66	63.61	64.57	65.54	66.48	67.82	68.84

Effective the first pay period after August 1, 2017, all Laboratory employees shall receive a 2% across the board increase to their straight time wage rates as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year	Year	Year	Year	Year	Year	Year	Year	Year
	1	2	3	4	5	10	15	20	25
Medical Lab Tech	43.68	44.35	45.01	45.59	46.37	47.08	47.79	48.71	
Clinical Lab Scien - Trainee	40.96								
Clinical Lab Scientist	47.32	49.68	51.82						
Senior Clinical Lab Scientist	52.17	54.50	56.81	57.66	58.51	59.39	60.28	61.48	62.40
Lead Clinical Lab Scientist	60.24	62.04	63.91	64.88	65.86	66.85	67.81	69.18	70.22

SECTION C8: COMPENSATION – THERAPISTS

Effective the first pay period following February 1, 2016, all Therapists shall receive a 2% across the board increase to the straight time base rates of pay as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 10	Year 15	Year 20
Lymphedema Therapist 1	39.25	39.97	40.70	41.42	42.15	45.76	49.38	53.00
Occupational Therapist	38.64	39.36	40.0a	40.79	41.50	45.09	48.68	52.26
Physical Therapist	38.64	39.36	40.08	40.79	41.50	45.09	48.68	52.26
Lymphedema Therapist2	41.22	41.99	42.77	43.55	44.33	48.22	52.09	55.66
Physical Therapy Assistant	26.81	27.29	27.78	28.28	28.78	31.28	31.77	36.26
Speech Pathologist	38.64	39.36	40.08	40.79	41.50	45.09	48.68	52.26

Effective the first pay period following August 1, 2016 all Therapists shall receive a 1.5% across the board increase to the straight time base rate of pay as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 10	Year 15	Year 20
Lymphedema Therapist 1	39.84	40.57	41.31	42.04	42.78	46.45	50.12	53.80
Occupational Therapist	39.22	39.95	40.68	41.40	42.12	45.77	49.41	53.04
Physical Therapist	39.22	39.95	40.68	41.40	42.12	45.77	49.41	53.04
Lymphedema Therapist2	41.84	42.62	43.41	44.20	44.99	48.94	52.87	56.49
Physical Therapy Assistant	27.21	27.70	28.20	28.70	29.21	31.75	34.28	36.80
Speech Pathologist	39.22	39.95	40.58	41.40	42.12	45.77	49.41	53.04

Effective the first pay period following February 1, 2017 all Therapists shall receive a 2% across the board increase to the straight time base rate of pay as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 10	Year 15	Year 20
Lymphedema Therapist 1	40.64	41.38	42.14	42.88	43.64	47.38	51.12	54.88
Occupational Therapist	40.00	40.75	41.49	42.23	42.96	46.69	50.40	54.10
Physical Therapist	40.00	40.75	41.49	42.23	42.96	46.69	50.40	54.10
Lymphedema Therapist2	42.68	43.47	44.28	45.08	45.89	49.92	53.93	57.62
Physical Therapy Assistant	27.75	28.25	28.76	29.27	29.79	32.39	34.97	37.54
Speech Pathologist	40.00	40.75	41.49	42.23	42.96	46.69	50.40	54.10

Effective the first pay period following August 1, 2017 all Therapists shall receive a 1.5% across the board increase to the straight time base rate of pay as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 10	Year 15	Year 20
Lymphedema Therapist 1	41.25	42.00	42.77	43.52	44.29	48.09	51.89	55.70
Occupational Therapist	40.60	41.36	42.11	42.86	43.60	47.39	51.16	54.91
Physical Therapist	40.60	41.36	42.11	42.86	43.60	47.39	51.16	54.91
Lymphedema Therapist 2	43.32	44.12	44.94	45.76	46.58	50.67	54.74	58.48
Physical Therapy Assistant	28.17	28.67	29.19	29.71	30.24	32.88	35.49	38.10
Speech Pathologist	40.60	41.36	42.11	42.86	43.60	47.39	51.16	54.91