

SECTION A8: COMPENSATION - LABORATORY

A. Pay Rates

The following rates of pay shall apply on the effective date shown below:

Effective the first pay period after February 1, 2018, Steps 6 through 9 of the Laboratory Wage Scale will receive a 2% equity adjustment and all Laboratory employees shall receive a 1.5% 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	44.34	45.02	45.69	46.38	47.07	48.74	49.48	50.43	50.43
Clinical Lab Scien - Trainee	41.57								
Clinical Lab Scientist	48.03	50.43	52.60						
Senior Clinical Lab Scientist	53.06	55.43	57.77	58.63	59.50	61.60	62.52	63.76	64.71
Lead Clinical Lab Scientist	61.14	62.97	64.87	65.85	66.85	69.21	70.20	71.62	72.70
Point of Care Coordinator	53.06	55.43	57.77	58.63	59.50	61.60	62.52	63.76	64.71

Effective the first pay period after August 1, 2018, all Laboratory employees shall receive a 1.5% 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	45.01	45.70	46.38	47.08	47.78	49.47	50.22	51.19	51.19
Clinical Lab Scien - Trainee	42.19								
Clinical Lab Scientist	48.75	51.19	53.39						
Senior Clinical Lab Scientist	53.86	56.26	58.64	59.51	60.39	62.52	63.46	64.72	65.68
Lead Clinical Lab Scientist	62.06	63.91	65.84	66.84	67.85	70.25	71.25	72.69	73.79
Point of Care Coordinator	53.86	56.26	58.64	59.51	60.39	62.52	63.46	64.72	65.68

Effective the first pay period after February 1, 2019, all Laboratory employees shall receive a 1.5% 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	45.69	46.39	47.08	47.79	48.50	50.21	50.97	51.96	51.96
Clinical Lab Scien - Trainee	42.82								
Clinical Lab Scientist	49.48	51.96	54.19						
Senior Clinical Lab Scientist	54.67	57.10	59.52	60.40	61.30	63.46	64.41	65.69	66.67
Lead Clinical Lab Scientist	62.99	64.87	66.83	67.84	68.87	71.30	72.32	73.78	74.90
Point of Care Coordinator	54.67	57.10	59.52	60.40	61.30	63.46	64.41	65.69	66.67

Effective the first pay period after August 1, 2019, all Laboratory employees shall receive a 1.5% 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	46.38	47.09	47.79	48.51	49.23	50.96	51.73	52.74	52.74
Clinical Lab Scien - Trainee	43.46								
Clinical Lab Scientist	50.22	52.74	55.00						
Senior Clinical Lab Scientist	55.49	57.96	60.41	61.31	62.22	64.41	65.38	66.68	67.67
Lead Clinical Lab Scientist	63.93	65.84	67.83	68.86	69.90	72.37	73.40	74.89	76.02
Point of Care Coordinator	55.49	57.96	60.41	61.31	62.22	64.41	65.38	66.68	67.67

Effective the first pay period after February 1, 2020, all Laboratory employees shall receive a 1.5% 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	47.08	47.80	48.51	49.24	49.97	51.72	52.51	53.53	53.53
Clinical Lab Scien - Trainee	44.11								
Clinical Lab Scientist	50.97	53.53	55.83						
Senior Clinical Lab Scientist	56.32	58.83	61.32	62.23	63.15	65.38	66.36	67.68	68.69
Lead Clinical Lab Scientist	64.89	66.83	68.85	69.89	70.95	73.46	74.50	76.01	77.16
Point of Care Coordinator	56.32	58.83	61.32	62.23	63.15	65.38	66.36	67.68	68.69

Effective the first pay period after August 1, 2020, all Laboratory employees shall receive a 1.5% 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	47.79	48.52	49.24	49.98	50.72	52.50	53.30	54.33	54.33
Clinical Lab Scien - Trainee	44.77								
Clinical Lab Scientist	51.73	54.33	56.67						
Senior Clinical Lab Scientist	57.16	59.71	62.24	63.16	64.10	66.36	67.36	68.70	69.72
Lead Clinical Lab Scientist	65.86	67.83	69.88	70.94	72.01	74.56	75.62	77.15	78.32
Point of Care Coordinator	57.16	59.71	62.24	63.16	64.10	66.36	67.36	68.70	69.72

Advancement to the 2nd year rate (step 2) shall occur only if the employee has completed 1 year of eligible service in the 1st Year (Step 1) and at least 1,000 hours.

Advancement to the 3rd year rate (step 3) shall occur only if the employee has completed 1 year of eligible service in the 2nd Year (Step 2) and at least 1,000 hours.

Advancement to the 4th year rate (step 4) shall occur only if the employee has completed 1 year of eligible service in the 3rd Year (Step 3) and at least 1,000 hours.

SECTION B8: COMPENSATION – PHARMACY

A. Pay Rates

Effective the first pay period after February 1, 2018, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	80.43	81.65	82.84	84.07	85.32	87.03	88.75	90.10	
Pharmacy Technician	29.72	31.84	33.64	35.44	36.15	36.86	37.61	38.36	38.93
Pharm Tech - Training	15.00								

Effective the first pay period after August 1, 2018, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	81.64	82.87	84.08	85.33	86.60	88.34	90.08	91.45	
Pharmacy Technician	30.17	32.32	34.14	35.97	36.69	37.41	38.17	38.94	39.51
Pharm Tech - Training	15.00								

Effective the first pay period after February 1, 2019, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	82.86	84.11	85.34	86.61	87.90	89.67	91.43	92.82	
Pharmacy Technician	30.62	32.80	34.65	36.51	37.24	37.97	38.74	39.52	40.10
Pharm Tech - Training	15.00								

Effective the first pay period after August 1, 2019, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	84.10	85.37	86.62	87.91	89.22	91.02	92.80	94.21	
Pharmacy Technician	31.08	33.29	35.17	37.06	37.80	38.54	39.32	40.11	40.70
Pharm Tech - Training	15.00								

Effective the first pay period after February 1, 2020, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	85.36	86.65	87.92	89.23	90.56	92.39	94.19	95.62	
Pharmacy Technician	31.55	33.79	35.70	37.62	38.37	39.12	39.91	40.71	41.31
Pharm Tech - Training	15.00								

Effective the first pay period after August 1, 2020, all Pharmacy employees shall receive a 1.5% across the board increase to their straight time base wages as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Year 1	Year 3	Year 5	Year 7	Year 10	Year 15	Year 20	Year 25	
Clinical Pharmacist	86.64	87.95	89.24	90.57	91.92	93.78	95.60	97.05	
Pharmacy Technician	32.02	34.30	36.24	38.18	38.95	39.71	40.51	41.32	41.93
Pharm Tech - Training	15.00								

Advancement to the 3rd year rate (Step 2) shall occur only if the employee has completed 2 years of eligible service in the 1st Year (Step 1) and at least 2,000 hours.

Advancement to the 5th year rate (Step 3) shall occur only if the employee has completed 2 years of eligible service in the 3rd Year (Step 2) and at least 2,000 hours.

Advancement to the 7th year rate (Step 4) shall occur only if the employee has completed 2 years of eligible service in the 5th Year (Step 3) and at least 2,000 hours.

Advancement to the 10th year rate (Step 5) shall occur only if the employee has completed 3 years of eligible service in the 7th Year (Step 4) and at least 3,000 hours.

Advancement to the 15th year rate (Step 6) shall occur only if the employee has completed 5 years of eligible service in the 10th Year (Step 5) and at least 5,000 hours

Advancement to the 20th year rate (Step 7) shall occur only if the employee has completed 5 years of eligible service in the 15th Year (Step 6) and at least 5,000 hours.

Advancement to the 25th year rate (Step 8) shall occur only if the employee has completed 5 years of eligible service in the 20th Year (Step 7) and at least 5,000 hours.

"Eligible Service" means years of service in the bargaining unit at Washington Hospital.

If hired at a step other than Step 1, future step progression would be as if the employee had reached that higher step through tenure.

SECTION C8: COMPENSATION - THERAPISTS

Effective the first pay period following February 1, 2018 all Therapists shall receive a 2.0% equity adjustment and 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	42.71	43.48	44.28	45.05	45.85	49.79	53.72	57.67
Occupational Therapist	42.03	42.82	43.59	44.37	45.14	49.06	52.97	56.84
Physical Therapist	42.03	42.82	43.59	44.37	45.14	49.06	52.97	56.84
Lymphedema Therapist 2	44.85	45.68	46.52	47.38	48.23	52.46	56.67	60.55
Physical Therapy Assistant	29.16	29.68	30.22	30.76	31.30	34.04	36.74	39.44
Speech Pathologist	42.03	42.82	43.59	44.37	45.14	49.06	52.97	56.84

Effective the first pay period following August 1, 2018 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	43.35	44.13	44.94	45.73	46.54	50.54	54.53	58.54
Occupational Therapist	42.66	43.46	44.24	45.04	45.82	49.80	53.76	57.69
Physical Therapist	42.66	43.46	44.24	45.04	45.82	49.80	53.76	57.69
Lymphedema Therapist 2	45.52	46.37	47.22	48.09	48.95	53.25	57.52	61.46
Physical Therapy Assistant	29.60	30.13	30.67	31.22	31.77	34.55	37.29	40.03
Speech Pathologist	42.66	43.46	44.24	45.04	45.82	49.80	53.76	57.69

Effective the first pay period following February 1, 2019 all Therapists shall receive a 2.0% equity adjustment and 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	44.88	45.69	46.52	47.35	48.18	52.33	56.46	60.61
Occupational Therapist	44.17	44.99	45.80	46.63	47.44	51.56	55.66	59.73
Physical Therapist	44.17	44.99	45.80	46.63	47.44	51.56	55.66	59.73
Lymphedema Therapist 2	47.12	48.01	48.89	49.79	50.67	55.13	59.55	63.63
Physical Therapy Assistant	30.64	31.19	31.75	32.32	32.90	35.77	38.61	41.44
Speech Pathologist	44.17	44.99	45.80	46.63	47.44	51.56	55.66	59.73

Effective the first pay period following August 1, 2019 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	45.55	46.38	47.22	48.06	48.90	53.11	57.31	61.52
Occupational Therapist	44.83	45.66	46.49	47.33	48.15	52.33	56.49	60.63
Physical Therapist	44.83	45.66	46.49	47.33	48.15	52.33	56.49	60.63

Lymphedema Therapist 2	47.83	48.73	49.62	50.54	51.43	55.96	60.44	64.58
Physical Therapy Assistant	31.10	31.66	32.23	32.80	33.39	36.31	39.19	42.06
Speech Pathologist	44.83	45.66	46.49	47.33	48.15	52.33	56.49	60.63

Effective the first pay period following February 1, 2020 all Therapists shall receive a 2.0% equity adjustment and 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	47.15	48.02	48.89	49.76	50.62	54.99	59.33	63.69
Occupational Therapist	46.41	47.27	48.13	49.00	49.85	54.17	58.49	62.77
Physical Therapist	46.41	47.27	48.13	49.00	49.85	54.17	58.49	62.77
Lymphedema Therapist 2	49.52	50.45	51.37	52.33	53.24	57.94	62.58	66.86
Physical Therapy Assistant	32.20	32.77	33.36	33.96	34.57	37.59	40.58	43.54
Speech Pathologist	46.41	47.27	48.13	49.00	49.85	54.17	58.49	62.77

Effective the first pay period following August 1, 2020 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	47.86	48.74	49.62	50.51	51.38	55.81	60.22	64.65
Occupational Therapist	47.11	47.98	48.85	49.74	50.60	54.98	59.37	63.71
Physical Therapist	47.11	47.98	48.85	49.74	50.60	54.98	59.37	63.71
Lymphedema Therapist 2	50.26	51.21	52.14	53.11	54.04	58.81	63.52	67.86
Physical Therapy Assistant	32.68	33.26	33.86	34.47	35.09	38.15	41.19	44.19
Speech Pathologist	47.11	47.98	48.85	49.74	50.60	54.98	59.37	63.71

Advancement to the 2nd year rate (step 2) shall occur only if the employee has completed 1 year of eligible service in the 1st Year (Step 1) and at least 1,000 hours.

Advancement to the 3rd year rate (step 3) shall occur only if the employee has completed 1 year of eligible service in the 2nd Year (Step 2) and at least 1,000 hours.

Advancement to the 4th year rate (step 4) shall occur only if the employee has completed 1 year of eligible service in the 3rd Year (Step 3) and at least 1,000 hours.

Advancement to the 5th year rate (Step 5) shall occur only if the employee has completed 1 year of eligible service in the 4th Year (Step 4) and at least 1,000 hours.

Advancement to the 10th year rate (Step 6) shall occur only if the employee has completed 5 years of eligible service in the 5th Year (Step 5) and at least 5,000 hours.

Advancement to the 15th year rate (Step 7) shall occur only if the employee has completed 5 years of eligible service in the 10th Year (Step 6) and at least 5,000 hours