

We overwhelmingly ratified our new contract!

We sent a message to Providence: Same employer, same work, same pay!

We started bargaining with five key priorities and because of our unity, we won on all of them.

Our top five bargaining priorities:

- ☑ Competitive wages that keep up with surrounding hospitals
- ☑ Seriously addressing staffing issues so patients get the safe care they need
- ☑ Reliable breaks so we can give our all
- ☑ Building a strong union through strong contract standards
- ☑ No takeaways



Over the last four months of bargaining, we have taken action to show management they need to invest in us. Because we stood together, we won our biggest contract in the fastest bargaining we've had at St. Pete's.



Our wins to address staffing and breaks

- ✓ All one-to-one sitter assignments will now be outside (in addition to) the matrix/staffing plans!
- ✓ A voice in trainings for sitters to ensure staff and patient safety
- ✓ A commitment to relief positions in Food and Nutrition Services to limit the amount of in-department floating. When it is necessary to fill holes, management has committed to rotate the assignment equitably!
- ✓ Competitive wages will recruit more staff to fill our vacancies across the hospital

continued →



"Ratifying this contract significantly raises the minimum wage of all 1199NW members at St. Pete's over the life of the contract! We also eliminated 2 ghost steps and increased night & evening differentials! We are super excited that Patient Sitters are now outside of the matrix! No more pulling CNAs to sit with patients in a way that leaves the floors chronically understaffed!" **-Carleen Murphy, CNA/HUC, Clinical Decision Unit**



"We now have a Letter of Understanding around Home Area Assignments. We fought hard to win this language, hours upon hours of writing and re-writing about the important roles and duties each worker plays in our department. It took a while, but management finally has a newfound respect for the work we do, one which honors our knowledge and seniority. I'm proud of the work we did, and I'm honored to have provided my co-workers with better job security." **-Adam Swigert, Cook, Nutrition Services**

Creating a workplace where we all belong

- Management committed to holding two workshops in our Joint Labor Management Committee to address awareness of hidden bias, equity and inclusion, and cultural competency. These workshops will be led by outside facilitators
- Commitment to providing gender neutral bathrooms in the hospital
- Additional support for managers in how to respond to issues of discrimination and harassment complaints
- A complaint process to address issues of discrimination, harassment or retaliation
 - We are encouraged to first talk with our manager/supervisor and HR to address issues as quickly as possible and stop any unwanted behavior
 - Issues can be escalated to the Labor Management Committee if not resolved at a local level
 - Management commits to investigate and review issues that can go beyond the legal definitions of discrimination and harassment, including actions that violate our values in treating each other with dignity and mutual respect
- Beginning in 2025 the Labor Management Committee will launch a survey regarding other issues including the ability for staff to take breaks around prayer schedules



"I'm very impressed with both the quality of our new contract and the speed in which we won it. We've raised wages dramatically for folks that need it most and addressed critical staffing issues for patient sitters. And more! I believe this is in no small part thanks to the usage of racial justice facilitators during bargaining and am excited that Providence has agreed to have facilitators be part our racial justice committee going forward. I believe this will go a long way towards building a better relationship with Providence. Bright things are in our future!" **-Desmond Ellis, Environmental Services Technician, EVS**

We won more contract language that strengthens our union

- No takeaways!
- Creating a New Employee Orientation so we can meet new coworkers the first few days of working with us to welcome them to our union
- Management will now give new employees a membership card with other onboarding materials
- More seats on our Labor Management Committee so more departments can be represented in our discussion
- Longer notice for any changes in our departments including layoffs and restructures
- Clarified our definition of preceptor to include students and employees who transfer to a new job or department
- Stronger language that ensures we can have verbal warnings removed after one year or written warnings after two years if there isn't a pattern

Welcome Surgery and Radiology Schedulers to SEIU Healthcare 1199NW!

After a great union election, we bargained an agreement for schedulers to join our St. Pete's contract! As of now schedulers have full access to all the benefits in the contract and we negotiated the following, specific to schedulers:

- **Placement on the wage scale** – We negotiated a new wage scale that all new hires will be placed on based on their years of relevant experience. Current employees will:
 - Be placed on the scale at the rate closest to our current pay without a reduction on the second full pay period following Wednesday 7/24

(continued) Welcome Surgery and Radiology Schedulers to SEIU Healthcare 1199NW! →

- o Within 60 days of the initial step placement, if it applies, we will have scale placement adjusted based on years of relevant experience
- o If you think you got placed on the wrong step based on your experience we will have 60 days from when we get notice of placement to request a higher step
- **Vacation time** - All time currently in PTO banks will move over to a vacation/annual leave bank and we will start accruing vacation time per our contract
- **Sick time** - All time currently in PTO/sick leave banks will transfer to a new sick bank and we will start accruing sick time per the contract
- **Extended illness bank** – Everyone will keep all time earned in EIB to use per the EIB policy but will not accrue more EIB hours
- **Addressing staffing needs** – Within six months we'll have a review of staffing needs for schedulers at our Labor Management Committee

We won an overall economic package that puts us ahead of other area employers in order to recruit and retain staff

- Our weekend premium increased to \$2.50 (increase of \$0.25)
- We won maintenance of health benefits for the life of the contract, meaning management can't make changes to our healthcare costs for the life of the contract
- Full time and part time employees will get a \$300 bonus, prorated by FTE, the 2nd full pay period following ratification.

By bringing CNAs and ED techs here, we'll see an overall increase of \$1 for evenings and \$2.25 for nights

Shift Premium	Non-Clinical Roles	CNA, ED Techs, LPN, Surgery Tech
Evening	\$1.75 (\$0.50 increase)	\$2.00 (\$0.25 increase)
Evening (Effective FFPP after 6/30/25)	\$2.00 (\$0.75 total increase)	\$2.25 (\$0.50 total increase)
Night	\$2.25 (\$0.50 increase)	\$4.00 (\$1.50 increase)
Night (Effective FFPP after 6/30/25)	\$2.75 (\$1 total increase)	\$4.00

- **Year 1 increases** (we'll start earning on Sunday, August 11 and will see on our August 30 paychecks!)
 - o We eliminated the ghost steps between Steps 13 and 14, and Steps 16 and 17 on all wage scales
 - o We added additional money to the scales at base through Step 5 to be more competitive to recruit new hires
 - o To make it so we all get to the top of the scale even quicker, we made Step 25 now Step 23 so we're earning even more with less years
 - o We combined wage scales to move many employees to higher scales
 - o Ensured at a minimum, before anniversary raises, everyone gets \$1 this year
 - o PLUS a 3% across the board increase to all the scales
- **Year 2 increase** – 3% across the board
- **Year 3 increase** – 2.75% across the board plus ensuring every scale starts at or above \$23

The average increase across the hospital in year 2 of our contract is \$1.30.

The average increase across the hospital in year 3 of our contract is \$1.26.

The average increase across the hospital at ratification is \$1.75 and in Year 1 of the contract is \$2.28.

(continued) We won an overall economic package that puts us ahead of other area employers in order to recruit and retain staff →



The fight for this new contract has got management to listen to the concerns of all employees at St. Peters Hospital. The concerns of minimum wage was heard along with comprehensive wage increases across the board to all employees to help with getting new employees and ensuring retention while giving employees who have been here for many years a significant increase in wages. This is a great contract for all. **-Amy Kus, CNA, Telesitter**

2024 Wage Scale

Effective first full pay period after ratification – August 30, 2024 paychecks

Job Code Title	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23 - Top
Associate Food Service Attendant	\$ 19.95	\$ 20.62	\$ 21.22	\$ 21.83	\$ 22.40	\$ 23.03	\$ 23.25	\$ 23.40	\$ 23.96	\$ 24.23	\$ 24.50	\$ 24.96	\$ 25.56	\$ 26.18	\$ 26.49	\$ 26.79	\$ 27.28	\$ 27.44	\$ 27.59	\$ 27.59	\$ 27.91	\$ 27.91	\$ 28.62	\$ 30.36
Associate Linen Representative	\$ 20.30	\$ 20.93	\$ 21.58	\$ 22.20	\$ 22.84	\$ 23.03	\$ 23.60	\$ 23.97	\$ 24.54	\$ 24.83	\$ 25.13	\$ 25.57	\$ 26.13	\$ 26.75	\$ 27.11	\$ 27.46	\$ 27.95	\$ 28.22	\$ 28.48	\$ 28.48	\$ 29.02	\$ 29.02	\$ 30.02	\$ 31.86
Barista	\$ 19.95	\$ 20.62	\$ 21.22	\$ 21.83	\$ 22.40	\$ 23.03	\$ 23.25	\$ 23.40	\$ 23.96	\$ 24.23	\$ 24.50	\$ 24.96	\$ 25.56	\$ 26.18	\$ 26.49	\$ 26.79	\$ 27.28	\$ 27.44	\$ 27.59	\$ 27.59	\$ 27.91	\$ 27.91	\$ 28.62	\$ 30.36
Central Supply Distribution Technician	\$ 21.50	\$ 22.17	\$ 22.91	\$ 23.58	\$ 24.25	\$ 24.86	\$ 25.00	\$ 25.31	\$ 25.99	\$ 26.27	\$ 26.60	\$ 27.11	\$ 27.78	\$ 28.45	\$ 28.78	\$ 29.10	\$ 29.66	\$ 29.84	\$ 30.01	\$ 30.01	\$ 30.30	\$ 30.30	\$ 31.10	\$ 32.96
Certified Nursing Assistant	\$ 21.82	\$ 22.50	\$ 23.14	\$ 23.81	\$ 24.50	\$ 25.15	\$ 25.45	\$ 25.69	\$ 26.27	\$ 26.59	\$ 26.86	\$ 27.35	\$ 28.01	\$ 28.67	\$ 28.97	\$ 29.27	\$ 29.81	\$ 29.97	\$ 30.13	\$ 30.13	\$ 30.48	\$ 30.48	\$ 31.23	\$ 33.08
Cook	\$ 21.48	\$ 22.15	\$ 22.78	\$ 23.39	\$ 24.01	\$ 24.57	\$ 24.67	\$ 24.89	\$ 25.42	\$ 25.72	\$ 25.99	\$ 26.45	\$ 27.09	\$ 27.77	\$ 28.05	\$ 28.33	\$ 28.85	\$ 29.00	\$ 29.14	\$ 29.14	\$ 29.44	\$ 29.44	\$ 30.17	\$ 32.02
Emergency Technician	\$ 22.50	\$ 23.14	\$ 23.81	\$ 24.50	\$ 25.15	\$ 25.45	\$ 25.69	\$ 26.27	\$ 26.59	\$ 26.86	\$ 27.35	\$ 28.01	\$ 28.67	\$ 29.27	\$ 29.57	\$ 29.81	\$ 29.97	\$ 30.13	\$ 30.13	\$ 30.48	\$ 30.48	\$ 31.23	\$ 33.08	
Environmental Services Technician	\$ 19.95	\$ 20.62	\$ 21.22	\$ 21.83	\$ 22.40	\$ 23.03	\$ 23.25	\$ 23.40	\$ 23.96	\$ 24.23	\$ 24.50	\$ 24.96	\$ 25.56	\$ 26.18	\$ 26.49	\$ 26.79	\$ 27.28	\$ 27.44	\$ 27.59	\$ 27.59	\$ 27.91	\$ 27.91	\$ 28.62	\$ 30.36
Food Service Attendant	\$ 19.95	\$ 20.62	\$ 21.22	\$ 21.83	\$ 22.40	\$ 23.03	\$ 23.25	\$ 23.40	\$ 23.96	\$ 24.23	\$ 24.50	\$ 24.96	\$ 25.56	\$ 26.18	\$ 26.49	\$ 26.79	\$ 27.28	\$ 27.44	\$ 27.59	\$ 27.59	\$ 27.91	\$ 27.91	\$ 28.62	\$ 30.36
Health Unit Coordinator	\$ 21.30	\$ 22.02	\$ 22.66	\$ 23.32	\$ 24.00	\$ 24.63	\$ 24.79	\$ 25.04	\$ 25.65	\$ 25.93	\$ 26.28	\$ 26.75	\$ 27.38	\$ 28.03	\$ 28.41	\$ 28.79	\$ 29.33	\$ 29.50	\$ 29.66	\$ 29.66	\$ 29.93	\$ 29.93	\$ 31.02	\$ 32.92
Hemodialysis Technician	\$ 24.86	\$ 25.82	\$ 26.82	\$ 27.80	\$ 28.81	\$ 29.75	\$ 30.25	\$ 30.82	\$ 31.73	\$ 32.19	\$ 32.65	\$ 33.25	\$ 34.26	\$ 35.09	\$ 35.65	\$ 36.00	\$ 36.67	\$ 36.94	\$ 37.21	\$ 37.21	\$ 37.69	\$ 37.69	\$ 38.60	\$ 40.95
LPN LVN	\$ 29.77	\$ 30.99	\$ 32.20	\$ 33.30	\$ 34.43	\$ 35.56	\$ 36.20	\$ 37.03	\$ 38.10	\$ 38.66	\$ 39.26	\$ 40.01	\$ 41.13	\$ 42.13	\$ 43.58	\$ 44.33	\$ 44.63	\$ 44.36	\$ 44.69	\$ 44.69	\$ 45.27	\$ 45.27	\$ 46.36	\$ 49.17
LPN LVN (OB Tech)	\$ 30.31	\$ 31.50	\$ 32.72	\$ 33.92	\$ 35.15	\$ 36.30	\$ 37.00	\$ 37.79	\$ 38.89	\$ 39.47	\$ 40.10	\$ 40.85	\$ 41.98	\$ 43.00	\$ 43.57	\$ 44.14	\$ 44.94	\$ 45.28	\$ 45.62	\$ 45.62	\$ 46.24	\$ 46.24	\$ 47.36	\$ 50.21
Nutrition Attendant	\$ 19.95	\$ 20.62	\$ 21.22	\$ 21.83	\$ 22.40	\$ 23.03	\$ 23.25	\$ 23.40	\$ 23.96	\$ 24.23	\$ 24.50	\$ 24.96	\$ 25.56	\$ 26.18	\$ 26.49	\$ 26.79	\$ 27.28	\$ 27.44	\$ 27.59	\$ 27.59	\$ 27.91	\$ 27.91	\$ 28.62	\$ 30.36
Obstetrics Technician	\$ 30.31	\$ 31.50	\$ 32.72	\$ 33.92	\$ 35.15	\$ 36.30	\$ 37.00	\$ 37.79	\$ 38.89	\$ 39.47	\$ 40.10	\$ 40.85	\$ 41.98	\$ 43.00	\$ 43.57	\$ 44.14	\$ 44.94	\$ 45.28	\$ 45.62	\$ 45.62	\$ 46.24	\$ 46.24	\$ 47.36	\$ 50.21
Operating Room Assistant	\$ 20.30	\$ 20.93	\$ 21.58	\$ 22.20	\$ 22.84	\$ 23.03	\$ 23.60	\$ 23.97	\$ 24.54	\$ 24.83	\$ 25.13	\$ 25.57	\$ 26.13	\$ 26.75	\$ 27.11	\$ 27.46	\$ 27.95	\$ 28.22	\$ 28.48	\$ 28.48	\$ 29.02	\$ 29.02	\$ 30.02	\$ 31.86
Patient Services Specialist	\$ 21.30	\$ 22.02	\$ 22.66	\$ 23.32	\$ 24.00	\$ 24.62	\$ 24.79	\$ 25.04	\$ 25.65	\$ 25.93	\$ 26.28	\$ 26.75	\$ 27.38	\$ 28.03	\$ 28.41	\$ 28.79	\$ 29.33	\$ 29.50	\$ 29.66	\$ 29.66	\$ 29.93	\$ 29.93	\$ 31.02	\$ 32.92
Patient Sitter	\$ 20.30	\$ 20.93	\$ 21.58	\$ 22.20	\$ 22.84	\$ 23.03	\$ 23.60	\$ 23.97	\$ 24.54	\$ 24.83	\$ 25.13	\$ 25.57	\$ 26.13	\$ 26.75	\$ 27.11	\$ 27.46	\$ 27.95	\$ 28.22	\$ 28.48	\$ 28.48	\$ 29.02	\$ 29.02	\$ 30.02	\$ 31.86
Patient Transporter	\$ 20.54	\$ 21.13	\$ 21.68	\$ 22.26	\$ 22.85	\$ 23.44	\$ 23.64	\$ 24.00	\$ 24.57	\$ 24.84	\$ 25.15	\$ 25.60	\$ 26.15	\$ 26.77	\$ 27.13	\$ 27.49	\$ 27.98	\$ 28.13	\$ 28.28	\$ 28.28	\$ 28.82	\$ 28.82	\$ 29.52	\$ 31.29
Procedural Scheduler	\$ 22.93	\$ 23.64	\$ 24.32	\$ 25.02	\$ 25.75	\$ 26.43	\$ 26.63	\$ 26.92	\$ 27.54	\$ 27.89	\$ 28.18	\$ 28.71	\$ 29.41	\$ 30.13	\$ 30.46	\$ 30.78	\$ 31.35	\$ 31.52	\$ 31.68	\$ 31.68	\$ 32.05	\$ 32.05	\$ 32.84	\$ 34.76
Senior Diagnostic Imaging Assistant	\$ 21.82	\$ 22.50	\$ 23.14	\$ 23.81	\$ 24.50	\$ 25.15	\$ 25.45	\$ 25.69	\$ 26.27	\$ 26.59	\$ 26.86	\$ 27.35	\$ 28.01	\$ 28.67	\$ 28.97	\$ 29.27	\$ 29.81	\$ 29.97	\$ 30.13	\$ 30.13	\$ 30.48	\$ 30.48	\$ 31.23	\$ 33.08
Senior Environmental Services Technician	\$ 20.30	\$ 20.93	\$ 21.58	\$ 22.20	\$ 22.84	\$ 23.03	\$ 23.60	\$ 23.97	\$ 24.54	\$ 24.83	\$ 25.13	\$ 25.57	\$ 26.13	\$ 26.75	\$ 27.11	\$ 27.46	\$ 27.95	\$ 28.22	\$ 28.48	\$ 28.48	\$ 29.02	\$ 29.02	\$ 30.02	\$ 31.86
Sterile Processing Technician	\$ 23.03	\$ 23.75	\$ 24.44	\$ 25.09	\$ 25.76	\$ 26.41	\$ 26.60	\$ 26.85	\$ 27.49	\$ 27.80	\$ 28.09	\$ 28.60	\$ 29.28	\$ 30.01	\$ 30.32	\$ 30.62	\$ 31.18	\$ 31.36	\$ 31.53	\$ 31.53	\$ 31.86	\$ 31.86	\$ 32.62	\$ 34.56
Surgeon Technician	\$ 30.31	\$ 31.50	\$ 32.72	\$ 33.92	\$ 35.15	\$ 36.30	\$ 37.00	\$ 37.79	\$ 38.89	\$ 39.47	\$ 40.10	\$ 40.85	\$ 41.98	\$ 43.00	\$ 43.57	\$ 44.14	\$ 44.94	\$ 45.28	\$ 45.62	\$ 45.62	\$ 46.24	\$ 46.24	\$ 47.36	\$ 50.21
Surgeon Technician Resident	\$ 24.86	\$ 25.82	\$ 26.82	\$ 27.80	\$ 28.81	\$ 29.75	\$ 30.25	\$ 30.82	\$ 31.73	\$ 32.19	\$ 32.65	\$ 33.25	\$ 34.26	\$ 35.09	\$ 35.65	\$ 36.00	\$ 36.67	\$ 36.94	\$ 37.21	\$ 37.21	\$ 37.69	\$ 37.69	\$ 38.60	\$ 40.95
Telemetry Technician	\$ 21.30	\$ 22.02	\$ 22.66	\$ 23.32	\$ 24.00	\$ 24.63	\$ 24.79	\$ 25.04	\$ 25.65	\$ 25.93	\$ 26.28	\$ 26.75	\$ 27.38	\$ 28.03	\$ 28.41	\$ 28.79	\$ 29.33	\$ 29.50	\$ 29.66	\$ 29.66	\$ 29.93	\$ 29.93	\$ 31.02	\$ 32.92

2025 Wage Scale

Effective first full pay period after June 30, 2025

Job Code Title	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23 - Top
Associate Food Service Attendant	\$ 20.55	\$ 21.24	\$ 21.86	\$ 22.48	\$ 23.07	\$ 23.72	\$ 23.95	\$ 24.10	\$ 24.68	\$ 24.96	\$ 25.24	\$ 25.71	\$ 26.33	\$ 26.97	\$ 27.28	\$ 27.59	\$ 28.10	\$ 28.26	\$ 28.42	\$ 28.42	\$ 28.75	\$ 28.75	\$ 29.48	\$ 31.27
Associate Linen Representative	\$ 20.91	\$ 21.56	\$ 22.23	\$ 22.87	\$ 23.53	\$ 24.12	\$ 24.31	\$ 24.69	\$ 25.28	\$ 25.57	\$ 25.88	\$ 26.34	\$ 26.91	\$ 27.55	\$ 27.92	\$ 28.28	\$ 28.79	\$ 28.97	\$ 29.13	\$ 29.13	\$ 29.49	\$ 29.49	\$ 30.32	\$ 32.17
Barista	\$ 20.55	\$ 21.24	\$ 21.86	\$ 22.48	\$ 23.07	\$ 23.72	\$ 23.95	\$ 24.10	\$ 24.68	\$ 24.96	\$ 25.24	\$ 25.71	\$ 26.33	\$ 26.97	\$ 27.28	\$ 27.59	\$ 28.10	\$ 28.26	\$ 28.42	\$ 28.42	\$ 28.75	\$ 28.75	\$ 29.48	\$ 31.27
Central Supply Distribution Technician	\$ 22.15	\$ 22.84	\$ 23.60	\$ 24.29	\$ 24.98	\$ 25.61	\$ 25.75	\$ 26.07	\$ 26.77	\$ 27.06	\$ 27.40	\$ 27.92	\$ 28.61	\$ 29.30	\$ 29.64	\$ 29.97	\$ 30.55	\$ 30.74	\$ 30.91	\$ 30.91	\$ 31.21	\$ 31.21	\$ 32.03	\$ 33.85
Certified Nursing Assistant	\$ 22.47	\$ 23.18	\$ 23.83	\$ 24.52	\$ 25.24	\$ 25.90	\$ 26.21	\$ 26.46	\$ 27.06	\$ 27.39	\$ 27.67	\$ 28.17	\$ 28.85	\$ 29.53	\$ 29.84	\$ 30.15	\$ 30.70	\$ 30.87	\$ 31.03	\$ 31.03	\$ 31.39	\$ 31.39	\$ 32.17	\$ 34.07
Cook	\$ 22.12	\$ 22.81	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.54	\$ 25.64	\$ 25.84	\$ 26.48	\$ 26.79	\$ 27.04	\$ 27.50	\$ 28.19	\$ 28.89	\$ 29.19	\$ 29.50	\$ 30.00	\$ 30.17	\$ 30.31	\$ 30.31	\$ 30.72	\$ 30.72	\$ 31.58	\$ 33.48
Emergency Technician	\$ 22.47	\$ 23.18	\$ 23.83	\$ 24.52	\$ 25.24	\$ 25.90	\$ 26.21	\$ 26.46	\$ 27.06	\$ 27.39	\$ 27.67	\$ 28.17	\$ 28.85	\$ 29.53	\$ 29.84	\$ 30.15	\$ 30.70	\$ 30.87	\$ 31.03	\$ 31.03	\$ 31.39	\$ 31.39	\$ 32.17	\$ 34.07
Environmental Services Technician	\$ 20.91	\$ 21.56	\$ 22.23	\$ 22.87	\$ 23.53	\$ 24.12	\$ 24.31	\$ 24.69	\$ 25.28	\$ 25.57	\$ 25.88	\$ 26.34	\$ 26.91	\$ 27.55	\$ 27.92	\$ 28.28	\$ 28.79	\$ 28.97	\$ 29.13	\$ 29.13	\$ 29.49	\$ 29.49	\$ 30.32	\$ 32.17
Food Service Attendant	\$ 20.55	\$ 21.24	\$ 21.86	\$ 22.48	\$ 23.07	\$ 23.72	\$ 23.95	\$ 24.10	\$ 24.68	\$ 24.96	\$ 25.24	\$ 25.71	\$ 26.33	\$ 26.97	\$ 27.28	\$ 27.59	\$ 28.10	\$ 28.26	\$ 28.42	\$ 28.42	\$ 28.75	\$ 28.75	\$ 29.48	\$ 31.27
Health Unit Coordinator	\$ 21.94	\$ 22.68	\$ 23.44	\$ 24.20	\$ 24.92	\$ 25.36	\$ 25.53	\$ 25.79	\$ 26.42	\$ 26.71	\$ 27.07	\$ 27.55	\$ 28.20	\$ 28.87	\$ 29.26	\$ 29.65	\$ 30.21	\$ 30.39	\$ 30.55	\$ 30.55	\$ 30.83	\$ 30.83	\$ 31.95	\$ 33.91
Hemodialysis Technician	\$ 25.61	\$ 26.59	\$ 27.62	\$ 28.63	\$ 29.67	\$ 30.64	\$ 31.16	\$ 31.74	\$ 32.68	\$ 33.16	\$ 33.63	\$ 34.25	\$ 35.29	\$ 36.14	\$ 36.62	\$ 37.08	\$ 37.77	\$ 38.05	\$ 38.33	\$ 38.33	\$ 38.82	\$ 38.82	\$ 39.76	\$ 42.18
LPN LVN	\$ 30.66	\$ 31.97	\$ 33.32	\$ 34.30	\$ 35.46	\$ 36.63	\$ 37.19	\$ 37.84	\$ 39.24	\$ 39.82	\$ 40.44	\$ 41.21	\$ 42.37	\$ 43.39	\$ 44.36									