

WE VOTED **YES** TO RATIFY OUR NEW CONTRACT!

We fought, we never gave up, and we won historic victories at St. Joe's! An overwhelming majority of our coworkers voted **YES** to ratify a new contract that includes life-changing improvements in safety, staffing, and livable wages.

WHEN WE FIGHT, WE WIN!

Our fight for a fair contract was built on solidarity and action from purple up Fridays, sticker ups, postcards sent to Katul Patel and the largest informational picket in St. Joes history. With strong support from our community and elected leaders, we made it clear we were ready to do whatever it took to secure a strong contract, including preparing for a strike.



ONE DAY LONGER, ONE DAY STRONGER - CONTRACT VICTORIES

Through dedication and strategic actions, our bargaining team secured the most significant improvements we have ever won! With no takeaways!

- ✓ New commitments to safety
 - ▶ Metal detectors, communications devices, and a meeting between security, facilities, and ED staff to make recommendations on safety improvements for ED
- ✓ New commitments to staffing
- ✓ New commitments to equity and inclusion
 - ▶ Language protection
 - ▶ Religious accommodation
 - ▶ Strengthened Diversity, Inclusion and Belonging Committee
 - ▶ Restroom equity
 - ▶ Protections against harassment
 - ▶ Expanded equal opportunity
- ✓ Union Leave - Members can now take up to 60 days of leave to work for the union and gain hands-on experience in the labor movement

WAGES THAT RECRUIT, RETAIN, SO WE CAN TAKE CARE OF OUR PATIENTS AND FAMILIES

From the start, our bargaining team and membership was clear that we needed dollars, not cents and we won! Every worker will see meaningful wage increases throughout the life of this contract, ensuring we can support our families and strengthen our workforce.

- ✓ No one left behind at St. Joe's - **no one will make less than \$23 an hour by November of 2027**
- ✓ No "ghost" or "gap" steps in our wage scales
- ✓ **Largest Ratification Bonus we have ever won:** \$2,000.00 prorated by FTE. (e.g., employees with 0.9 FTE or higher will receive the full amount, Per-Diem employees will be calculated at 0.2 FTE and receive \$400.00)
- ✓ **Credit for Past Experience!** New hires will be placed year-for-year on the wage scale based on experience at other hospitals
- ✓ **Audit of Past Experience** – current employees can request a review to ensure correct wage scale placement
- ✓ Increases to premiums and differentials
- ✓ **NEW** Wage Scale with **Market Adjustments** for everyone and an **additional 4%** increase will take effect 2 pay periods post ratification for Service & LPN
 - ▶ The beginning of the pay period following **November 1, 2025** - 4% increase
 - ▶ The beginning of the pay period following **November 1, 2026** - 4% increase
 - ▶ The beginning of the pay period following **November 1, 2027** - 4% increase

**Equipment Tech wage will match Endoscopy Tech wages

Your new rate - your 2022 rate = your dollar amount increase that you will see 2 pay periods post ratification

Example

EVS Specialty Tech making \$22.78 under the previous contract. That would be Step 17.

On the new scale EVS Specialty Tech Step 17 equals \$30.66

$\$30.66 - \$22.78 = \$7.88$ increase 2 pay periods post ratification!

Example

CNA making \$21.64 under the previous contract. That would be Step 8.

On the New scale CNA Step equals \$25.67

$\$25.67 - \$21.64 = \$4.03$ increase 2 pay periods post ratification!

Example

LPN making \$33.97 under the previous contract. That would be Step 24.

On the new scale LPN Step 24 equals \$43.20

$\$43.20 - \$33.97 = \$9.23$ increase 2 pay periods post ratification!



"I feel that the hospital should have done this a long time ago. It affects the work and the department, and it puts more stress on us. This is great to come to this agreement, I'm glad we went this far to get a contract to keep up the community and patient care. Also, thank you to the Bargaining Team for all your hard work. We were ready to strike, we were ready to fight together, and we won together. We have each other's backs. Stay strong." **-Jane Hang, ED Tech, ED**

AUDIT OF PAST EXPERIENCE FOR CURRENT EMPLOYEES TO MOVE UP THE SCALE!

When you got hired at St. Joe's, if you were placed on the scale at a lower step than matches your years of experience at other hospitals, you have a right to request an audit and get placed on a new step that matches your years of experience.

Request an audit by filing an attestation form, turn it into Human Resources and be sure to make a copy or take a photo of it for your records. Human Resources should respond within 30 days. If you disagree with HR's decision, you have 14 days to file a grievance, so contact a delegate immediately.

To calculate your increase: find your rate of pay on the 2022 pay scale that matches your Job Title. This will tell you your Step. On the 2025 wage scale find the new rate for that Job Title and Step.

Your new rate- your 2022 rate = your dollar amount increase that you will see 2 pay periods post ratification

Wage Chart:

CSH Position Title	market adj	BASE	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 1	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	15.50%	26.29	\$27.34	\$28.44	\$29.57	\$30.76	27.08	\$28.16	\$29.29	\$30.46	\$31.68
CARE ASST-HEALTH UNIT COORD	3.5% > C.N.A	21.79	\$22.66	\$23.57	\$24.51	\$25.49	22.23	\$23.12	\$24.04	\$25.01	\$26.01
CNA	14.00%	21.06	\$21.90	\$22.78	\$23.69	\$24.64	21.48	\$22.34	\$23.23	\$24.16	\$25.13
Emergency Room Technician	15.00%	22.86	\$23.77	\$24.73	\$25.71	\$26.74	23.43	\$24.37	\$25.34	\$26.36	\$27.41
TRANSPORTER CNA	Same as C.N.A	21.06	\$21.90	\$22.78	\$23.69	\$24.64	21.48	\$22.34	\$23.23	\$24.16	\$25.13
Cook	4.75%	21.11	\$21.95	\$22.83	\$23.75	\$24.70	21.64	\$22.51	\$23.41	\$24.34	\$25.32
Delivery Tech	20.00%	20.87	\$21.70	\$22.57	\$23.48	\$24.41	21.29	\$22.14	\$23.03	\$23.95	\$24.91
Endoscopy Tech	11.50%	21.15	\$22.00	\$22.88	\$23.79	\$24.74	21.57	\$22.43	\$23.33	\$24.26	\$25.23
ENVIRONMENTAL SVCS TECH	22.00%	20.45	\$21.27	\$22.12	\$23.00	\$23.92	20.86	\$21.69	\$22.56	\$23.46	\$24.40
Environmental Svcs Specialty Tech	3% > EVS	21.06	\$21.90	\$22.78	\$23.69	\$24.64	21.48	\$22.34	\$23.23	\$24.16	\$25.13
EQUIPMENT TECH	13.10%	21.15	\$22.00	\$22.88	\$23.79	\$24.74	21.57	\$22.43	\$23.33	\$24.26	\$25.23
HEALTH UNIT SCHEDULER COORDINATOR	3.5% > C.N.A	21.79	\$22.66	\$23.57	\$24.51	\$25.49	22.23	\$23.12	\$24.04	\$25.01	\$26.01
IMAGING CLERK	21.00%	21.04	\$21.88	\$22.76	\$23.67	\$24.61	21.46	\$22.32	\$23.21	\$24.14	\$25.11
INVENTORY TECH	16.00%	20.17	\$20.98	\$21.82	\$22.69	\$23.60	20.57	\$21.39	\$22.25	\$23.14	\$24.06
MAIL CLERK	25.50%	20.02	\$20.82	\$21.65	\$22.52	\$23.42	20.42	\$21.24	\$22.09	\$22.97	\$23.89
RECEIVING CLERK	Match to Inv Tech	20.17	\$20.98	\$21.82	\$22.69	\$23.60	20.57	\$21.39	\$22.25	\$23.14	\$24.06
MONITOR TECH-HEALTH UNIT COORD	3.5% > C.N.A	21.79	\$22.66	\$23.57	\$24.51	\$25.49	22.23	\$23.12	\$24.04	\$25.01	\$26.01
NUTRITION ASSISTANT I	11.25%	20.04	\$20.84	\$21.68	\$22.54	\$23.44	20.44	\$21.26	\$22.11	\$22.99	\$23.91
NUTRITION ASSISTANT II	5% > NA I	21.04	\$21.88	\$22.76	\$23.67	\$24.61	21.46	\$22.32	\$23.21	\$24.14	\$25.11
RECEIVING CLERK II	\$0.10 > Rec Clerk	20.27	\$21.08	\$21.92	\$22.80	\$23.71	20.68	\$21.51	\$22.37	\$23.26	\$24.19
UNIT COORDINATOR	3.5% > C.N.A	21.79	\$22.66	\$23.57	\$24.51	\$25.49	22.23	\$23.12	\$24.04	\$25.01	\$26.01
STERILE PROCESSING TECH	14.00%	24.09	\$25.05	\$26.06	\$27.10	\$28.18	24.81	\$25.80	\$26.83	\$27.91	\$29.02
Central Supply Clerk (grandfathered)	10.00%	23.24	\$24.17	\$25.14	\$26.14	\$27.19	23.70	\$24.65	\$25.63	\$26.66	\$27.73

CSH Position Title	STEP 2	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 3	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 4	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	27.89	\$29.01	\$30.17	\$31.37	\$32.63	28.73	\$29.88	\$31.07	\$32.32	\$33.61	29.59	\$30.77	\$32.00	\$33.28	\$34.62
CARE ASST-HEALTH UNIT COORD	22.67	\$23.58	\$24.52	\$25.50	\$26.52	23.12	\$24.04	\$25.01	\$26.01	\$27.05	23.58	\$24.52	\$25.50	\$26.52	\$27.59
CNA	21.91	\$22.79	\$23.70	\$24.65	\$25.63	22.35	\$23.24	\$24.17	\$25.14	\$26.15	22.80	\$23.71	\$24.66	\$25.65	\$26.67
Emergency Room Technician	24.02	\$24.98	\$25.98	\$27.02	\$28.10	24.62	\$25.60	\$26.63	\$27.69	\$28.80	25.24	\$26.25	\$27.30	\$28.39	\$29.53
TRANSPORTER CNA	21.91	\$22.79	\$23.70	\$24.65	\$25.63	22.35	\$23.24	\$24.17	\$25.14	\$26.15	22.80	\$23.71	\$24.66	\$25.65	\$26.67
Cook	22.18	\$23.07	\$23.99	\$24.95	\$25.95	22.73	\$23.64	\$24.58	\$25.57	\$26.59	23.30	\$24.23	\$25.20	\$26.21	\$27.26
Delivery Tech	21.72	\$22.59	\$23.49	\$24.43	\$25.41	22.15	\$23.04	\$23.96	\$24.92	\$25.91	22.59	\$23.49	\$24.43	\$25.41	\$26.43
Endoscopy Tech	22.00	\$22.88	\$23.80	\$24.75	\$25.74	22.44	\$23.34	\$24.27	\$25.24	\$26.25	22.89	\$23.81	\$24.76	\$25.75	\$26.78
ENVIRONMENTAL SVCS TECH	21.28	\$22.13	\$23.02	\$23.94	\$24.89	21.71	\$22.58	\$23.48	\$24.42	\$25.40	22.14	\$23.03	\$23.95	\$24.90	\$25.90
Environmental Svcs Specialty Tech	21.91	\$22.79	\$23.70	\$24.65	\$25.63	22.35	\$23.24	\$24.17	\$25.14	\$26.15	22.80	\$23.71	\$24.66	\$25.65	\$26.67
EQUIPMENT TECH	22.00	\$22.88	\$23.80	\$24.75	\$25.74	22.44	\$23.34	\$24.27	\$25.24	\$26.25	22.89	\$23.81	\$24.76	\$25.75	\$26.78
HEALTH UNIT SCHEDULER COORDINATOR	22.67	\$23.58	\$24.52	\$25.50	\$26.52	23.12	\$24.04	\$25.01	\$26.01	\$27.05	23.58	\$24.52	\$25.50	\$26.52	\$27.59
IMAGING CLERK	21.89	\$22.77	\$23.68	\$24.62	\$25.61	22.33	\$23.22	\$24.15	\$25.12	\$26.12	22.78	\$23.69	\$24.64	\$25.62	\$26.65
INVENTORY TECH	20.98	\$21.82	\$22.69	\$23.60	\$24.54	21.40	\$22.26	\$23.15	\$24.07	\$25.03	21.83	\$22.70	\$23.61	\$24.56	\$25.54
MAIL CLERK	20.83	\$21.66	\$22.53	\$23.43	\$24.37	21.25	\$22.10	\$22.98	\$23.90	\$24.86	21.68	\$22.55	\$23.45	\$24.39	\$25.36
RECEIVING CLERK	20.98	\$21.82	\$22.69	\$23.60	\$24.54	21.40	\$22.26	\$23.15	\$24.07	\$25.03	21.83	\$22.70	\$23.61	\$24.56	\$25.54
MONITOR TECH-HEALTH UNIT COORD	22.67	\$23.58	\$24.52	\$25.50	\$26.52	23.12	\$24.04	\$25.01	\$26.01	\$27.05	23.58	\$24.52	\$25.50	\$26.52	\$27.59
NUTRITION ASSISTANT I	20.85	\$21.68	\$22.55	\$23.45	\$24.39	21.27	\$22.12	\$23.01	\$23.93	\$24.88	21.70	\$22.57	\$23.47	\$24.41	\$25.39
NUTRITION ASSISTANT II	21.89	\$22.77	\$23.68	\$24.62	\$25.61	22.33	\$23.22	\$24.15	\$25.12	\$26.12	22.78	\$23.69	\$24.64	\$25.62	\$26.65
RECEIVING CLERK II	21.09	\$21.93	\$22.81	\$23.72	\$24.67	21.51	\$22.37	\$23.27	\$24.20	\$25.16	21.94	\$22.82	\$23.73	\$24.68	\$25.67
UNIT COORDINATOR	22.67	\$23.58	\$24.52	\$25.50	\$26.52	23.12	\$24.04	\$25.01	\$26.01	\$27.05	23.58	\$24.52	\$25.50	\$26.52	\$27.59
STERILE PROCESSING TECH	25.55	\$26.57	\$27.63	\$28.74	\$29.89	26.32	\$27.37	\$28.47	\$29.61	\$30.79	27.11	\$28.19	\$29.32	\$30.50	\$31.71
Central Supply Clerk (grandfathered)	24.17	\$25.14	\$26.14	\$27.19	\$28.28	24.65	\$25.64	\$26.66	\$27.73	\$28.84	25.14	\$26.15	\$27.19	\$28.28	\$29.41

CSH Position Title	STEP 5	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 6	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 7	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	30.48	\$31.70	\$32.97	\$34.29	\$35.66	31.39	\$32.65	\$33.95	\$35.31	\$36.72	32.33	\$33.62	\$34.97	\$36.37	\$37.82
CARE ASST-HEALTH UNIT COORD	24.05	\$25.01	\$26.01	\$27.05	\$28.14	24.53	\$25.51	\$26.53	\$27.59	\$28.70	25.02	\$26.02	\$27.06	\$28.14	\$29.27
CNA	23.26	\$24.19	\$25.16	\$26.16	\$27.21	23.73	\$24.68	\$25.67	\$26.69	\$27.76	24.20	\$25.17	\$26.17	\$27.22	\$28.31
Emergency Room Technician	25.87	\$26.90	\$27.98	\$29.10	\$30.26	26.52	\$27.58	\$28.68	\$29.83	\$31.02	27.18	\$28.27	\$29.40	\$30.57	\$31.80
TRANSPORTER CNA	23.26	\$24.19	\$25.16	\$26.16	\$27.21	23.73	\$24.68	\$25.67	\$26.69	\$27.76	24.20	\$25.17	\$26.17	\$27.22	\$28.31
Cook	23.88	\$24.84	\$25.83	\$26.86	\$27.94	24.48	\$25.46	\$26.48	\$27.54	\$28.64	25.09	\$26.09	\$27.14	\$28.22	\$29.35
Delivery Tech	23.04	\$23.96	\$24.92	\$25.92	\$26.95	23.50	\$24.44	\$25.42	\$26.43	\$27.49	23.97	\$24.93	\$25.93	\$26.96	\$28.04
Endoscopy Tech	23.35	\$24.28	\$25.26	\$26.27	\$27.32	23.82	\$24.77	\$25.76	\$26.79	\$27.87	24.30	\$25.27	\$26.28	\$27.33	\$28.43
ENVIRONMENTAL SVCS TECH	22.58	\$23.48	\$24.42	\$25.40	\$26.42	23.03	\$23.95	\$24.91	\$25.91	\$26.94	23.49	\$24.43	\$25.41	\$26.42	\$27.48
Environmental Svcs Specialty Tech	23.26	\$24.19	\$25.16	\$26.16	\$27.21	23.73	\$24.68	\$25.67	\$26.69	\$27.76	24.20	\$25.17	\$26.17	\$27.22	\$28.31
EQUIPMENT TECH	23.35	\$24.28	\$25.26	\$26.27	\$27.32	23.82	\$24.77	\$25.76	\$26.79	\$27.87	24.30	\$25.27	\$26.28	\$27.33	\$28.43
HEALTH UNIT SCHEDULER COORDINATOR	24.05	\$25.01	\$26.01	\$27.05	\$28.14	24.53	\$25.51	\$26.53	\$27.59	\$28.70	25.02	\$26.02	\$27.06	\$28.14	\$29.27
IMAGING CLERK	23.24	\$24.17	\$25.14	\$26.14	\$27.19	23.70	\$24.65	\$25.63	\$26.66	\$27.73	24.17	\$25.14	\$26.14	\$27.19	\$28.28
INVENTORY TECH	22.27	\$23.16	\$24.09	\$25.05	\$26.05	22.72	\$23.63	\$24.57	\$25.56	\$26.58	23.17	\$24.10	\$25.06	\$26.06	\$27.11
MAIL CLERK	22.11	\$22.99	\$23.91	\$24.87	\$25.87	22.55	\$23.45	\$24.39	\$25.37	\$26.38	23.00	\$23.92	\$24.88	\$25.87	\$26.91
RECEIVING CLERK	22.27	\$23.16	\$24.09	\$25.05	\$26.05	22.72	\$23.63	\$24.57	\$25.56	\$26.58	23.17	\$24.10	\$25.06	\$26.06	\$27.11
MONITOR TECH-HEALTH UNIT COORD	24.05	\$25.01	\$26.01	\$27.05	\$28.14	24.53	\$25.51	\$26.53	\$27.59	\$28.70	25.02	\$26.02	\$27.06	\$28.14	\$29.27
NUTRITION ASSISTANT I	22.13	\$23.02	\$23.94	\$24.89	\$25.89	22.57	\$23.47	\$24.41	\$25.39	\$26.40	23.02	\$23.94	\$24.90	\$25.89	\$26.93
NUTRITION ASSISTANT II	23.24	\$24.17	\$25.14	\$26.14	\$27.19	23.70	\$24.65	\$25.63	\$26.66	\$27.73	24.17	\$25.14	\$26.14	\$27.19	\$28.28
RECEIVING CLERK II	22.38	\$23.28	\$24.21	\$25.17	\$26.18	22.83	\$23.74	\$24.69	\$25.68	\$26.71	23.29	\$24.22	\$25.19	\$26.20	\$27.25
UNIT COORDINATOR	24.05	\$25.01	\$26.01	\$27.05	\$28.14	24.53	\$25.51	\$26.53	\$27.59	\$28.70	25.02	\$26.02	\$27.06	\$28.14	\$29.27
STERILE PROCESSING TECH	27.92	\$29.04	\$30.20	\$31.41	\$32.66	28.76	\$29.91	\$31.11	\$32.35	\$33.65	29.62	\$30.80	\$32.04	\$33.32	\$34.65
Central Supply Clerk (grandfathered)	25.64	\$26.67	\$27.73	\$28.84	\$30.00	26.15	\$27.20	\$28.28	\$29.42	\$30.59	26.67	\$27.74	\$28.85	\$30.00	\$31.20

CSH Position Title	STEP 8	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 9	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 10	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	32.81	\$34.12	\$35.49	\$36.91	\$38.38	33.3	\$34.63	\$36.02	\$37.46	\$38.96	34.14	\$35.51	\$36.93	\$38.40	\$39.94
CARE ASST-HEALTH UNIT COORD	25.52	\$26.54	\$27.60	\$28.71	\$29.85	26.03	\$27.07	\$28.15	\$29.28	\$30.45	26.55	\$27.61	\$28.72	\$29.87	\$31.06
CNA	24.68	\$25.67	\$26.69	\$27.76	\$28.87	25.17	\$26.18	\$27.22	\$28.31	\$29.45	25.67	\$26.70	\$27.76	\$28.88	\$30.03
Emergency Room Technician	27.86	\$28.97	\$30.13	\$31.34	\$32.59	28.56	\$29.70	\$30.89	\$32.13	\$33.41	29.27	\$30.44	\$31.66	\$32.92	\$34.24
TRANSPORTER CNA	24.68	\$25.67	\$26.69	\$27.76	\$28.87	25.17	\$26.18	\$27.22	\$28.31	\$29.45	25.67	\$26.70	\$27.76	\$28.88	\$30.03
Cook	25.72	\$26.75	\$27.82	\$28.93	\$30.09	26.36	\$27.41	\$28.51	\$29.65	\$30.84	27.02	\$28.10	\$29.22	\$30.39	\$31.61
Delivery Tech	24.45	\$25.43	\$26.45	\$27.50	\$28.60	24.94	\$25.94	\$26.98	\$28.05	\$29.18	25.44	\$26.46	\$27.52	\$28.62	\$29.76
Endoscopy Tech	24.79	\$25.78	\$26.81	\$27.89	\$29.00	25.29	\$26.30	\$27.35	\$28.45	\$29.59	25.80	\$26.83	\$27.91	\$29.02	\$30.18
ENVIRONMENTAL SVCS TECH	23.96	\$24.92	\$25.92	\$26.95	\$28.03	24.44	\$25.42	\$26.43	\$27.49	\$28.59	24.93	\$25.93	\$26.96	\$28.04	\$29.16
Environmental Svcs Specialty Tech	24.68	\$25.67	\$26.69	\$27.76	\$28.87	25.17	\$26.18	\$27.22	\$28.31	\$29.45	25.67	\$26.70	\$27.76	\$28.88	\$30.03
EQUIPMENT TECH	24.79	\$25.78	\$26.81	\$27.89	\$29.00	25.29	\$26.30	\$27.35	\$28.45	\$29.59	25.80	\$26.83	\$27.91	\$29.02	\$30.18
HEALTH UNIT SCHEDULER COORDINATOR	25.52	\$26.54	\$27.60	\$28.71	\$29.85	26.03	\$27.07	\$28.15	\$29.28	\$30.45	26.55	\$27.61	\$28.72	\$29.87	\$31.06
IMAGING CLERK	24.65	\$25.64	\$26.66	\$27.73	\$28.84	25.14	\$26.15	\$27.19	\$28.28	\$29.41	25.64	\$26.67	\$27.73	\$28.84	\$30.00
INVENTORY TECH	23.63	\$24.58	\$25.56	\$26.58	\$27.64	24.10	\$25.06	\$26.07	\$27.11	\$28.19	24.58	\$25.56	\$26.59	\$27.65	\$28.76
MAIL CLERK	23.46	\$24.40	\$25.37	\$26.39	\$27.44	23.93	\$24.89	\$25.88	\$26.92	\$27.99	24.41	\$25.39	\$26.40	\$27.46	\$28.56
RECEIVING CLERK	23.63	\$24.58	\$25.56	\$26.58	\$27.64	24.10	\$25.06	\$26.07	\$27.11	\$28.19	24.58	\$25.56	\$26.59	\$27.65	\$28.76
MONITOR TECH-HEALTH UNIT COORD	25.52	\$26.54	\$27.60	\$28.71	\$29.85	26.03	\$27.07	\$28.15	\$29.28	\$30.45	26.55	\$27.61	\$28.72	\$29.87	\$31.06
NUTRITION ASSISTANT I	23.48	\$24.42	\$25.40	\$26.41	\$27.47	23.95	\$24.91	\$25.90	\$26.94	\$28.02	24.43	\$25.41	\$26.42	\$27.48	\$28.58
NUTRITION ASSISTANT II	24.65	\$25.64	\$26.66	\$27.73	\$28.84	25.14	\$26.15	\$27.19	\$28.28	\$29.41	25.64	\$26.67	\$27.73	\$28.84	\$30.00
RECEIVING CLERK II	23.76	\$24.71	\$25.70	\$26.73	\$27.80	24.24	\$25.21	\$26.22	\$27.27	\$28.36	24.72	\$25.71	\$26.74	\$27.81	\$28.92
UNIT COORDINATOR	25.52	\$26.54	\$27.60	\$28.71	\$29.85	26.03	\$27.07	\$28.15	\$29.28	\$30.45	26.55	\$27.61	\$28.72	\$29.87	\$31.06
STERILE PROCESSING TECH	30.51	\$31.73	\$33.00	\$34.32	\$35.69	31.43	\$32.69	\$33.99	\$35.35	\$36.77	32.37	\$33.66	\$35.01	\$36.41	\$37.87
Central Supply Clerk (grandfathered)	27.20	\$28.29	\$29.42	\$30.60	\$31.82	27.74	\$28.85	\$30.00	\$31.20	\$32.45	28.29	\$29.42	\$30.60	\$31.82	\$33.10

CSH Position Title	STEP 11	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 12	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 13	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	34.65	\$36.04	\$37.48	\$38.98	\$40.54	35.78	\$37.21	\$38.70	\$40.25	\$41.86	36.32	\$37.77	\$39.28	\$40.86	\$42.49
CARE ASST-HEALTH UNIT COORD	27.08	\$28.16	\$29.29	\$30.46	\$31.68	27.62	\$28.72	\$29.87	\$31.07	\$32.31	28.17	\$29.30	\$30.47	\$31.69	\$32.95
CNA	26.18	\$27.23	\$28.32	\$29.45	\$30.63	26.70	\$27.77	\$28.88	\$30.03	\$31.24	27.23	\$28.32	\$29.45	\$30.63	\$31.86
Emergency Room Technician	30.00	\$31.20	\$32.45	\$33.75	\$35.10	30.75	\$31.98	\$33.26	\$34.59	\$35.97	31.52	\$32.78	\$34.09	\$35.46	\$36.87
TRANSPORTER CNA	26.18	\$27.23	\$28.32	\$29.45	\$30.63	26.70	\$27.77	\$28.88	\$30.03	\$31.24	27.23	\$28.32	\$29.45	\$30.63	\$31.86
Cook	27.63	\$28.74	\$29.88	\$31.08	\$32.32	28.25	\$29.38	\$30.56	\$31.78	\$33.05	28.89	\$30.05	\$31.25	\$32.50	\$33.80
Delivery Tech	25.95	\$26.99	\$28.07	\$29.19	\$30.36	26.47	\$27.53	\$28.63	\$29.78	\$30.97	27.00	\$28.08	\$29.20	\$30.37	\$31.59
Endoscopy Tech	26.32	\$27.37	\$28.47	\$29.61	\$30.79	26.85	\$27.92	\$29.04	\$30.20	\$31.41	27.39	\$28.49	\$29.63	\$30.81	\$32.04
ENVIRONMENTAL SVCS TECH	25.43	\$26.45	\$27.51	\$28.61	\$29.75	25.94	\$26.98	\$28.06	\$29.18	\$30.35	26.46	\$27.52	\$28.62	\$29.76	\$30.95
Environmental Svcs Specialty Tech	26.18	\$27.23	\$28.32	\$29.45	\$30.63	26.70	\$27.77	\$28.88	\$30.03	\$31.24	27.23	\$28.32	\$29.45	\$30.63	\$31.86
EQUIPMENT TECH	26.32	\$27.37	\$28.47	\$29.61	\$30.79	26.85	\$27.92	\$29.04	\$30.20	\$31.41	27.39	\$28.49	\$29.63	\$30.81	\$32.04
HEALTH UNIT SCHEDULER COORDINATOR	27.08	\$28.16	\$29.29	\$30.46	\$31.68	27.62	\$28.72	\$29.87	\$31.07	\$32.31	28.17	\$29.30	\$30.47	\$31.69	\$32.95
IMAGING CLERK	26.15	\$27.20	\$28.28	\$29.42	\$30.59	26.67	\$27.74	\$28.85	\$30.00	\$31.20	27.20	\$28.29	\$29.42	\$30.60	\$31.82
INVENTORY TECH	25.07	\$26.07	\$27.12	\$28.20	\$29.33	25.57	\$26.59	\$27.66	\$28.76	\$29.91	26.08	\$27.12	\$28.21	\$29.34	\$30.51
MAIL CLERK	24.90	\$25.90	\$26.93	\$28.01	\$29.13	25.40	\$26.42	\$27.47	\$28.57	\$29.71	25.91	\$26.95	\$28.02	\$29.15	\$30.31
RECEIVING CLERK	25.07	\$26.07	\$27.12	\$28.20	\$29.33	25.57	\$26.59	\$27.66	\$28.76	\$29.91	26.08	\$27.12	\$28.21	\$29.34	\$30.51
MONITOR TECH-HEALTH UNIT COORD	27.08	\$28.16	\$29.29	\$30.46	\$31.68	27.62	\$28.72	\$29.87	\$31.07	\$32.31	28.17	\$29.30	\$30.47	\$31.69	\$32.95
NUTRITION ASSISTANT I	24.92	\$25.92	\$26.95	\$28.03	\$29.15	25.42	\$26.44	\$27.49	\$28.59	\$29.74	25.93	\$26.97	\$28.05	\$29.17	\$30.33
NUTRITION ASSISTANT II	26.15	\$27.20	\$28.28	\$29.42	\$30.59	26.67	\$27.74	\$28.85	\$30.00	\$31.20	27.20	\$28.29	\$29.42	\$30.60	\$31.82
RECEIVING CLERK II	25.21	\$26.22	\$27.27	\$28.36	\$29.49	25.71	\$26.74	\$27.81	\$28.92	\$30.08	26.22	\$27.27	\$28.36	\$29.49	\$30.67
UNIT COORDINATOR	27.08	\$28.16	\$29.29	\$30.46	\$31.68	27.62	\$28.72	\$29.87	\$31.07	\$32.31	28.17	\$29.30	\$30.47	\$31.69	\$32.95
STERILE PROCESSING TECH	33.34	\$34.67	\$36.06	\$37.50	\$39.00	34.34	\$35.71	\$37.14	\$38.63	\$40.17	35.37	\$36.78	\$38.26	\$39.79	\$41.38
Central Supply Clerk (grandfathered)	28.86	\$30.01	\$31.21	\$32.46	\$33.76	29.44	\$30.62	\$31.84	\$33.12	\$34.44	30.03	\$31.23	\$32.48	\$33.78	\$35.13

CSH Position Title	STEP 14	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 15	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL	STEP 16	yr 2 AOL	yr 3 AOL	yr 4 AOL	yr 5 AOL
LPN	36.86	\$38.33	\$39.87	\$41.46	\$43.12	37.6	\$39.10	\$40.67	\$42.29	\$43.99	37.98	\$39.50	\$41.08	\$42.72	\$44.43
CARE ASST-HEALTH UNIT COORD	28.73	\$29.88	\$31.07	\$32.32	\$33.61	29.30	\$30.47	\$31.69	\$32.96	\$34.28	29.89	\$31.09	\$32.33	\$33.62	\$34.97
CNA	27.77	\$28.88	\$30.04	\$31.24	\$32.49	28.33	\$29.46	\$30.64	\$31.87	\$33.14	28.90	\$30.06	\$31.26	\$32.51	\$33.81
Emergency Room Technician	32.31	\$33.60	\$34.95	\$36.34	\$37.80	33.12	\$34.44	\$35.82	\$37.26	\$38.75	33.95	\$35.31	\$36.72	\$38.19	\$39.72
TRANSPORTER CNA	27.77	\$28.88	\$30.04	\$31.24	\$32.49	28.33	\$29.46	\$30.64	\$31.87	\$33.14	28.90	\$30.06	\$31.26	\$32.51	\$33.81
Cook	29.54	\$30.72	\$31.95	\$33.23	\$34.56	30.20	\$31.41	\$32.66	\$33.97	\$35.33	30.88	\$32.12	\$33.40	\$34.74	\$36.13
Delivery Tech	27.54	\$28.64	\$29.79	\$30.98	\$32.22	28.09	\$29.21	\$30.38	\$31.60	\$32.86	28.65	\$29.80	\$30.99	\$32.23	\$33.52
Endoscopy Tech	27.94	\$29.06	\$30.22	\$31.43	\$32.69	28.50	\$29.64	\$30.83	\$32.06	\$33.34	29.07	\$30.23	\$31.44	\$32.70	\$34.01
ENVIRONMENTAL SVCS TECH	26.99	\$28.07	\$29.19	\$30.36	\$31.57	27.53	\$28.63	\$29.78	\$30.97	\$32.21	28.08	\$29.20	\$30.37	\$31.59	\$32.85
Environmental Svcs Specialty Tech	27.77	\$28.88	\$30.04	\$31.24	\$32.49	28.33	\$29.46	\$30.64	\$31.87	\$33.14	28.90	\$30.06	\$31.26	\$32.51	\$33.81
EQUIPMENT TECH	27.94	\$29.06	\$30.22	\$31.43	\$32.69	28.50	\$29.64	\$30.83	\$32.06	\$33.34	29.07	\$30.23	\$31.44	\$32.70	\$34.01
HEALTH UNIT SCHEDULER COORDINATOR	28.73	\$29.88	\$31.07	\$32.32	\$33.61	29.30	\$30.47	\$31.69	\$32.96	\$34.28	29.89	\$31.09	\$32.33	\$33.62	\$34.97
IMAGING CLERK	27.74	\$28.85	\$30.00	\$31.20	\$32.45	28.29	\$29.42	\$30.60	\$31.82	\$33.10	28.86	\$30.01	\$31.21	\$32.46	\$33.76
INVENTORY TECH	26.60	\$27.66	\$28.77	\$29.92	\$31.12	27.13	\$28.22	\$29.34	\$30.52	\$31.74	27.67	\$28.78	\$29.93	\$31.12	\$32.37
MAIL CLERK	26.43	\$27.49	\$28.59	\$29.73	\$30.92	26.96	\$28.04	\$29.16	\$30.33	\$31.54	27.50	\$28.60	\$29.74	\$30.93	\$32.17
RECEIVING CLERK	26.60	\$27.66	\$28.77	\$29.92	\$31.12	27.13	\$28.22	\$29.34	\$30.52	\$31.74	27.67	\$28.78	\$29.93	\$31.12	\$32.37
MONITOR TECH-HEALTH UNIT COORD	28.73	\$29.88	\$31.07	\$32.32	\$33.61	29.30	\$30.47	\$31.69	\$32.96	\$34.28	29.89	\$31.09	\$32.33	\$33.62	\$34.97
NUTRITION ASSISTANT I	26.45	\$27.51	\$28.61	\$29.75	\$30.94	26.98	\$28.06	\$29.18	\$30.35	\$31.56	27.52	\$28.62	\$29.77	\$30.96	\$32.19
NUTRITION ASSISTANT II	27.74	\$28.85	\$30.00	\$31.20	\$32.45	28.29	\$29.42	\$30.60	\$31.82	\$33.10	28.86	\$30.01	\$31.21	\$32.46	\$33.76
RECEIVING CLERK II	26.74	\$27.81	\$28.92	\$30.08	\$31.28	27.27	\$28.36	\$29.50	\$30.68	\$31.90	27.82	\$28.93	\$30.09	\$31.29	\$32.55
UNIT COORDINATOR	28.73	\$29.88	\$31.07	\$32.32	\$33.61	29.30	\$30.47	\$31.69	\$32.96	\$34.28	29.89	\$31.09	\$32.33	\$33.62	\$34.97
STERILE PROCESSING TECH	36.08	\$37.52	\$39.02	\$40.59	\$42.21	36.80	\$38.27	\$39.80	\$41.39	\$43.05	37.54	\$39.04	\$40.60	\$42.23	\$43.92
Central Supply Clerk (grandfathered)	30.63	\$31.86	\$33.13	\$34.45	\$35.83	31.24	\$32.49	\$33.79	\$35.14	\$36.55	31.86	\$33.13	\$34.46	\$35.84	\$37.27

CSH Position Title	STEP 17	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 18	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 19	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL
LPN	38.36	\$39.89	\$41.49	\$43.15	\$44.88	39.13	\$40.70	\$42.32	\$44.02	\$45.78	39.52	\$41.10	\$42.74	\$44.45	\$46.23
CARE ASST-HEALTH UNIT COORD	30.49	\$31.71	\$32.98	\$34.30	\$35.67	31.10	\$32.34	\$33.64	\$34.98	\$36.38	31.72	\$32.99	\$34.31	\$35.68	\$37.11
CNA	29.48	\$30.66	\$31.89	\$33.16	\$34.49	30.07	\$31.27	\$32.52	\$33.82	\$35.18	30.67	\$31.90	\$33.17	\$34.50	\$35.88
Emergency Room Technician	34.80	\$36.19	\$37.64	\$39.15	\$40.71	35.67	\$37.10	\$38.58	\$40.12	\$41.73	36.56	\$38.02	\$39.54	\$41.13	\$42.77
TRANSPORTER CNA	29.48	\$30.66	\$31.89	\$33.16	\$34.49	30.07	\$31.27	\$32.52	\$33.82	\$35.18	30.67	\$31.90	\$33.17	\$34.50	\$35.88
Cook	31.57	\$32.83	\$34.15	\$35.51	\$36.93	32.28	\$33.57	\$34.91	\$36.31	\$37.76	33.01	\$34.33	\$35.70	\$37.13	\$38.62
Delivery Tech	29.22	\$30.39	\$31.60	\$32.87	\$34.18	29.80	\$30.99	\$32.23	\$33.52	\$34.86	30.40	\$31.62	\$32.88	\$34.20	\$35.56
Endoscopy Tech	29.65	\$30.84	\$32.07	\$33.35	\$34.69	30.24	\$31.45	\$32.71	\$34.02	\$35.38	30.84	\$32.07	\$33.36	\$34.69	\$36.08
ENVIRONMENTAL SVCS TECH	28.64	\$29.79	\$30.98	\$32.22	\$33.50	29.21	\$30.38	\$31.59	\$32.86	\$34.17	29.79	\$30.98	\$32.22	\$33.51	\$34.85
Environmental Svcs Specialty Tech	29.48	\$30.66	\$31.89	\$33.16	\$34.49	30.07	\$31.27	\$32.52	\$33.82	\$35.18	30.67	\$31.90	\$33.17	\$34.50	\$35.88
EQUIPMENT TECH	29.65	\$30.84	\$32.07	\$33.35	\$34.69	30.24	\$31.45	\$32.71	\$34.02	\$35.38	30.84	\$32.07	\$33.36	\$34.69	\$36.08
HEALTH UNIT SCHEDULER COORDINATOR	30.49	\$31.71	\$32.98	\$34.30	\$35.67	31.10	\$32.34	\$33.64	\$34.98	\$36.38	31.72	\$32.99	\$34.31	\$35.68	\$37.11
IMAGING CLERK	29.44	\$30.62	\$31.84	\$33.12	\$34.44	30.03	\$31.23	\$32.48	\$33.78	\$35.13	30.63	\$31.86	\$33.13	\$34.45	\$35.83
INVENTORY TECH	28.22	\$29.35	\$30.52	\$31.74	\$33.01	28.78	\$29.93	\$31.13	\$32.37	\$33.67	29.36	\$30.53	\$31.76	\$33.03	\$34.35
MAIL CLERK	28.05	\$29.17	\$30.34	\$31.55	\$32.81	28.61	\$29.75	\$30.94	\$32.18	\$33.47	29.18	\$30.35	\$31.56	\$32.82	\$34.14
RECEIVING CLERK	28.22	\$29.35	\$30.52	\$31.74	\$33.01	28.78	\$29.93	\$31.13	\$32.37	\$33.67	29.36	\$30.53	\$31.76	\$33.03	\$34.35
MONITOR TECH-HEALTH UNIT COORD	30.49	\$31.71	\$32.98	\$34.30	\$35.67	31.10	\$32.34	\$33.64	\$34.98	\$36.38	31.72	\$32.99	\$34.31	\$35.68	\$37.11
NUTRITION ASSISTANT I	28.07	\$29.19	\$30.36	\$31.57	\$32.84	28.63	\$29.78	\$30.97	\$32.20	\$33.49	29.20	\$30.37	\$31.58	\$32.85	\$34.16
NUTRITION ASSISTANT II	29.44	\$30.62	\$31.84	\$33.12	\$34.44	30.03	\$31.23	\$32.48	\$33.78	\$35.13	30.63	\$31.86	\$33.13	\$34.45	\$35.83
RECEIVING CLERK II	28.38	\$29.52	\$30.70	\$31.92	\$33.20	28.95	\$30.11	\$31.31	\$32.56	\$33.87	29.53	\$30.71	\$31.94	\$33.22	\$34.55
UNIT COORDINATOR	30.49	\$31.71	\$32.98	\$34.30	\$35.67	31.10	\$32.34	\$33.64	\$34.98	\$36.38	31.72	\$32.99	\$34.31	\$35.68	\$37.11
STERILE PROCESSING TECH	38.29	\$39.82	\$41.41	\$43.07	\$44.79	39.06	\$40.62	\$42.25	\$43.94	\$45.69	39.84	\$41.43	\$43.09	\$44.81	\$46.61
Central Supply Clerk (grandfathered)	32.50	\$33.80	\$35.15	\$36.56	\$38.02	33.15	\$34.48	\$35.86	\$37.29	\$38.78	33.81	\$35.16	\$36.57	\$38.03	\$39.55

CSH Position Title	STEP 20	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 21	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 22	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 23	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL
LPN	39.92	\$41.52	\$43.18	\$44.90	\$46.70	40.32	\$41.93	\$43.61	\$45.35	\$47.17	40.72	\$42.35	\$44.04	\$45.80	\$47.64	41.13	\$42.78	\$44.49	\$46.27	\$48.12
CARE ASST-HEALTH UNIT COORD	32.35																			
CNA	31.01																			
Emergency Room Technician	37.47																			
TRANSPORTER CNA	31.28																			
Cook	33.75																			
Delivery Tech	31.01																			
Endoscopy Tech	31.46																			
ENVIRONMENTAL SVCS TECH	30.39																			
Environmental Svcs Specialty Tech	31.28																			
EQUIPMENT TECH	31.46																			
HEALTH UNIT SCHEDULER COORDINATOR	32.35																			
IMAGING CLERK	31.24																			
INVENTORY TECH	29.95																			
MAIL CLERK	29.76																			
RECEIVING CLERK	29.95																			
MONITOR TECH-HEALTH UNIT COORD	32.35																			
NUTRITION ASSISTANT I	29.78																			
NUTRITION ASSISTANT II	31.24																			
RECEIVING CLERK II	30.12																			
UNIT COORDINATOR	32.35																			
STERILE PROCESSING TECH	40.64																			
Central Supply Clerk (grandfathered)	34.49																			

Service & LPN
Effective 2 pay periods post Ratification:
Market Adjustments to all Classifications
An Additional 4% added to the "NEW" Service & LPN scale
Effective November 1, 2025 - 4% increase
Effective November 1, 2026 - 4% increase
Effective November 1, 2027 - 4% increase

Ratification Bonus: \$2,000.00 prorated by FTE.
(e.g., employees with 0.9 FTE or higher will receive the full amount, Per-Diem employees will be calculated at 0.2 FTE and receive \$400.00)

CSH Position Title	STEP 24	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL	STEP 25	yr 2 ANL	yr 3 ANL	yr 4 ANL	yr 5 ANL
LPN	41.54	\$43.20	\$44.93	\$46.73	\$48.60	41.96	\$43.64	\$45.38	\$47.20	\$49.09
CARE ASST-HEALTH UNIT COORD										
CNA										
Emergency Room Technician										
TRANSPORTER CNA										
Cook										
Delivery Tech										
Endoscopy Tech										
ENVIRONMENTAL SVCS TECH										
Environmental Svcs Specialty Tech										
EQUIPMENT TECH										
HEALTH UNIT SCHEDULER COORDINATOR										
IMAGING CLERK										
INVENTORY TECH										
MAIL CLERK										
RECEIVING CLERK										
MONITOR TECH-HEALTH UNIT COORD										
NUTRITION ASSISTANT I										
NUTRITION ASSISTANT II										
RECEIVING CLERK II										
UNIT COORDINATOR										
STERILE PROCESSING TECH										
Central Supply Clerk (grandfathered)										

We won increases to premiums and differentials!

8.4 SVC Shift Differential	<p>SHIFT 2: Effective 2 pay periods post ratification increase to \$1.45 Effective November 1, 2025, shift 2 will increase to \$1.75 Effective November 1, 2026, shift 2 will increase to \$2.00</p> <p>SHIFT 3: Effective 2 pay periods post ratification increase to \$1.95 Effective November 1, 2025, shift 3 will increase to \$2.15 Effective November 1, 2027, shift 3 will increase to \$2.95</p>
9.1 LPN Shift Differential	SHIFT 2: Effective November 1, 2026, Increase to \$2.00
8.5 SVC STANDBY	Effective 2 pay periods post ratification standby will increase to \$3.50 Effective 11/1/25 standby will increase to \$4.00 ; Effective 11/1/26 standby will increase to \$4.25
9.2 LPN Standby	Effective 2 pay periods post ratification standby will increase to \$4.25
8.7 SVC Weekend Premium Pay	Effective 2 pay periods post ratification weekend premium pay will increase to \$1.50 Effective 11/1/25 increase to \$1.75 Effective 11/1/26 increase to \$1.85
9.4 Weekend Premium Pay	Effective 11/1/24 weekend premium pay will increase to \$2.50 per hour for each hour worked on the weekend
8.8 SVC/8.4 LPN New Job Classification	The employer must give at least 14 days notice to the union before creating new positions
8.9 SVC/9.7 LPN Lead Pay	Effective 11/1/26 increase to \$1.85
★NEW★ 8.X SVC Mileage	Employees will get reimbursed for use of their personal vehicle for business use, including reimbursement for milage and other costs like parking and tolls
★NEW★ 12.X EVS Certification Program	Parties will meet within 60 days of ratification to establish a voluntary EVS certification program through the SEIU Multi-Employer Training Fund. All eligible EVS staff who become certified and maintain certification shall be paid a \$1.00/hour premium above their base rate of pay.



“I participated in the Zoom meeting to discuss contract ratification, and it was gratifying to hear the enthusiasm of other members regarding the recent salary increases. These increases were well-deserved and appreciated. Congratulations to the bargaining team. Thank you.” **–Carlyn Swanigan, Equipment Tech, Respiratory Therapy**

NEXT NEXT: LET'S UNLEASH OUR COLLECTIVE POTENTIAL!

It's time to propel our union to new heights of solidarity and power. Here's the exciting roadmap to success:

1. United We Stand: Every single member needs to sign their membership card, affirming their commitment to our union's mission and values. →



joinseiu1199nw.org

2. Empowered Voices: Join HLF, our union's healthcare leadership fund, and add your voice to the chorus of workers demanding a better future by holding elected officials accountable. →



1199nw.org/42N27w1

3. Local Leaders Unite: Build a robust Labor Management Committee (LMC) by bringing our issues to this space and coming up with solutions to joint problem solve.

Let's embark on this journey together and create a brighter, more healthier workplace for ourselves, patients and our communities



"The feeling of getting this contract ratified has my heart overflowing. I had tears of joy and happiness! I was so PROUD! This is a new start to our present and future for Service Workers at SJMC. You must always aim high. We did that! Thanks to everyone!" **-Charney Chambers, Equipment Tech, Respiratory Therapy**