

Essentia Northern Pines Lab, Imaging and Pharmacy Technicians Contract

	Lab Tech	Effective 7/1/21 +4%	Dept Head	Effective 7/1/21 +4%	Rad Tech	Effective 7/1/21 +2.2%	Pharm Tech	Effective 7/1/21 +2.25	Lab Spv	Effective 7/1/21 +2.25	CT/Ultrasound	Effective 7/1/21 +2.25%
Start	\$19.73	\$20.52	\$20.88	\$21.72	\$23.06	\$23.58	\$16.79	\$17.17	\$25.28	\$25.85	\$28.47	\$29.11
1 year	\$20.13	\$20.94	\$21.72	\$22.59	\$23.52	\$24.05	\$17.09	\$17.47	\$26.16	\$26.75	\$29.04	\$29.69
2 year	\$20.53	\$21.35	\$22.59	\$23.49	\$23.99	\$24.53	\$17.44	\$17.83	\$27.06	\$27.67	\$29.62	\$30.29
3 year	\$20.94	\$21.78	\$23.05	\$23.97	\$24.45	\$25.00	\$17.80	\$18.20	\$27.55	\$28.17	\$30.21	\$30.89
4 year	\$21.36	\$22.21	\$23.52	\$24.46	\$24.94	\$25.50	\$18.15	\$18.56	\$28.00	\$28.63	\$30.81	\$31.50
5 year	\$21.78	\$22.65	\$23.94	\$24.90	\$25.52	\$26.09	\$18.53	\$18.95	\$28.49	\$29.13	\$31.43	\$32.14
6 year	\$22.22	\$23.11	\$24.42	\$25.40	\$25.95	\$26.53	\$18.89	\$19.32	\$28.99	\$29.64	\$32.06	\$32.78
7 year	\$22.66	\$23.57	\$24.94	\$25.94	\$26.47	\$27.07	\$19.26	\$19.69	\$29.52	\$30.18	\$32.71	\$33.45
10 year	\$24.04	\$25.00	\$25.44	\$26.46	\$28.38	\$29.02	\$20.46	\$20.92	\$30.03	\$30.71	\$34.92	\$35.71
12 year	\$24.99	\$25.99	\$25.95	\$26.99	\$29.54	\$30.20	\$21.25	\$21.73	\$31.10	\$31.80	\$36.26	\$37.08
15 year	\$26.33	\$27.38	\$26.47	\$27.53	\$31.00	\$31.70	\$22.58	\$23.09	\$31.72	\$32.43	\$38.34	\$39.20
20 year	\$26.86	\$27.93	\$27.28	\$28.37	\$31.63	\$32.34	\$22.69	\$23.20	\$31.90	\$32.62	\$39.10	\$39.98

20 year step is only for employees hired previous to 2014

Raises for Lab Techs are 4%, all other categories 2.25%. Raises are effective 7/1/21.

Adam [Signature] 5/25/21
 Union Representative Date

Brenda Emerson 6-7-2021
 Company Representative Date