

Wage Rates for Market Adjustment Classifications

Additional Market Adjustments proposed by SAHO in the package proposal tabled October 16, 2009.
Revised for Final Offer.

JJE JOB TITLE	Step 1	Step 2	Step 3
Medical Laboratory Technologists (MLT)			
April 1, 2007 Pay Band Rates	\$ 28.23	\$ 29.22	\$ 30.24
April 1, 2008 Pay Band Rates	\$ 29.36	\$ 30.39	\$ 31.45
April 1, 2009 Pay Band Rates	\$ 29.95	\$ 31.00	\$ 32.08
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 30.41	\$ 31.48	\$ 32.58
April 1, 2010 Pay Band Rates	\$ 30.40	\$ 31.47	\$ 32.56
April 1, 2010 Market Adjusted Rates	\$ 30.86	\$ 31.95	\$ 33.06
April 1, 2011 Pay Band Rates	\$ 31.01	\$ 32.10	\$ 33.21
April 1, 2011 Market Adjusted Rates	\$ 31.47	\$ 32.58	\$ 33.71
Ophthalmic Assistants			
April 1, 2007 Pay Band Rates	\$ 16.22	\$ 16.78	\$ 17.36
April 1, 2008 Pay Band Rates	\$ 16.87	\$ 17.45	\$ 18.05
April 1, 2009 Pay Band Rates	\$ 17.21	\$ 17.80	\$ 18.41
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 18.99	\$ 19.64	\$ 20.31
April 1, 2010 Pay Band Rates	\$ 17.47	\$ 18.07	\$ 18.69
April 1, 2010 Market Adjusted Rates	\$ 19.25	\$ 19.91	\$ 20.59
April 1, 2011 Pay Band Rates	\$ 17.82	\$ 18.43	\$ 19.06
April 1, 2011 Market Adjusted Rates	\$ 19.60	\$ 20.27	\$ 20.96
Polysomnographic Technologist (Sleep Lab)			
April 1, 2007 Pay Band Rates	\$ 23.99	\$ 24.84	\$ 25.68
April 1, 2008 Pay Band Rates	\$ 24.95	\$ 25.83	\$ 26.71
April 1, 2009 Pay Band Rates	\$ 25.45	\$ 26.35	\$ 27.24
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 29.59	\$ 30.64	\$ 31.67
April 1, 2010 Pay Band Rates	\$ 25.83	\$ 26.75	\$ 27.65
April 1, 2010 Market Adjusted Rates	\$ 29.97	\$ 31.04	\$ 32.08
April 1, 2011 Pay Band Rates	\$ 26.35	\$ 27.29	\$ 28.20
April 1, 2011 Market Adjusted Rates	\$ 30.49	\$ 31.58	\$ 32.63

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JJE JOB TITLE	Step 1	Step 2	Step 3
Medical Laboratory Technologists & X-ray Technicians			
April 1, 2007 Pay Band Rates	\$ 28.23	\$ 29.22	\$ 30.24
April 1, 2008 Pay Band Rates	\$ 29.36	\$ 30.39	\$ 31.45
April 1, 2009 Pay Band Rates	\$ 29.95	\$ 31.00	\$ 32.08
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 30.41	\$ 31.48	\$ 32.58
April 1, 2010 Pay Band Rates	\$ 30.40	\$ 31.47	\$ 32.56
April 1, 2010 Market Adjusted Rates	\$ 30.86	\$ 31.95	\$ 33.06
April 1, 2011 Pay Band Rates	\$ 31.01	\$ 32.10	\$ 33.21
April 1, 2011 Market Adjusted Rates	\$ 31.47	\$ 32.58	\$ 33.71
Nuclear Medicine Technologists			
April 1, 2007 Pay Band Rates	\$ 28.23	\$ 29.22	\$ 30.24
April 1, 2008 Pay Band Rates	\$ 29.36	\$ 30.39	\$ 31.45
April 1, 2009 Pay Band Rates	\$ 29.95	\$ 31.00	\$ 32.08
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 30.41	\$ 31.48	\$ 32.58
April 1, 2010 Pay Band Rates	\$ 30.40	\$ 31.47	\$ 32.56
April 1, 2010 Market Adjusted Rates	\$ 30.86	\$ 31.95	\$ 33.06
April 1, 2011 Pay Band Rates	\$ 31.01	\$ 32.10	\$ 33.21
April 1, 2011 Market Adjusted Rates	\$ 31.47	\$ 32.58	\$ 33.71

Market Adjustments proposed in SAHO's initial offer – September 22, 2009.

Combined Laboratory X-Ray Technologists (CLXT)			
April 1, 2007 Pay Band Rates	\$ 23.99	\$ 24.84	\$ 25.68
April 1, 2008 Pay Band Rates	\$ 24.95	\$ 25.83	\$ 26.71
April 1, 2009 Pay Band Rates	\$ 25.45	\$ 26.35	\$ 27.24
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 28.46	\$ 29.47	\$ 30.47
April 1, 2010 Pay Band Rates	\$ 25.83	\$ 26.75	\$ 27.65
April 1, 2010 Market Adjusted Rates	\$ 28.84	\$ 29.87	\$ 30.88
April 1, 2011 Pay Band Rates	\$ 26.35	\$ 27.29	\$ 28.20
April 1, 2011 Market Adjusted Rates	\$ 29.36	\$ 30.41	\$ 31.43

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JJE JOB TITLE	Step 1	Step 2	Step 3
Laboratory Assistants			
April 1, 2007 Pay Band Rates	\$ 17.19	\$ 17.79	\$ 18.40
April 1, 2008 Pay Band Rates	\$ 17.88	\$ 18.50	\$ 19.14
April 1, 2009 Pay Band Rates	\$ 18.24	\$ 18.87	\$ 19.52
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 19.01	\$ 19.67	\$ 20.35
April 1, 2010 Pay Band Rates	\$ 18.51	\$ 19.15	\$ 19.81
April 1, 2010 Market Adjusted Rates	\$ 19.28	\$ 19.95	\$ 20.64
April 1, 2011 Pay Band Rates	\$ 18.88	\$ 19.53	\$ 20.21
April 1, 2011 Market Adjusted Rates	\$ 19.65	\$ 20.33	\$ 21.04
Medical Radiation Technologists (MRT)			
April 1, 2007 Pay Band Rates	\$ 28.23	\$ 29.22	\$ 30.24
April 1, 2008 Pay Band Rates	\$ 29.36	\$ 30.39	\$ 31.45
April 1, 2009 Pay Band Rates	\$ 29.95	\$ 31.00	\$ 32.08
Proposed Market Adjusted Rates (Effective Date of Signing)	\$ 30.41	\$ 31.48	\$ 32.58
April 1, 2010 Pay Band Rates	\$ 30.40	\$ 31.47	\$ 32.56
April 1, 2010 Market Adjusted Rates	\$ 30.86	\$ 31.95	\$ 33.06
April 1, 2011 Pay Band Rates	\$ 31.01	\$ 32.10	\$ 33.21
April 1, 2011 Market Adjusted Rates	\$ 31.47	\$ 32.58	\$ 33.71

Notes:

- Step 1 and Step 2 of the market adjustment rates were calculated by maintaining the same step progression that exists in the JJE base rates.
- Rates for 2008 to 2011 were calculated based on 4% (2008), 2% (2009), 1.5% (2010) and 2% (2011).
- Market Adjustment Rates for 2010 and 2011 were calculated based on the increases awarded to the base rates.
- The wage structure shown above is based on the collective bargaining agreements being signed prior to April 1, 2010. If the collective bargaining agreements are signed after April 1, 2010, the market adjustments will be effective the date of signing of the collective bargaining agreements.