

1. In order to advance to Step 9 of the wage grid, an employee must have two (2) years of continuous service at step 8 in the bargaining unit.
2. In order to advance to Step 10 of the wage grid, an employee must have two (2) years of continuous service at step 9 in the bargaining unit.
3. In order to advance to Step 11 of the wage grid, an employee must have two (2) years of continuous service at step 10 in the bargaining unit.
4. In order to advance to Step 12 of the wage grid, an employee must have two (2) years of continuous service at step 11 in the bargaining unit.
5. In order to advance to Step 13 of the wage grid, an employee must have three (3) years of continuous service at step 12 in the bargaining unit.

C. **Clinical Ladder New Clinical Ladder:** CLS employees (including Team Leads, but excluding Short-hour and Per-Diem staff) who meet all of the criteria for the CLS Clinical Ladder will earn \$2.00/hr above their current step.

1. To qualify, the CLS must meet the minimum qualifications. Clinical ladder requirements will be determined by management described in Appendix C.

D. **Basic Hourly Rates:**

The following minimum wage schedules set forth the base rate of pay for an employee and shall become effective the beginning of the pay period following dates set forth below. These grids include and reflect the ATBs that are described in this Agreement:

Effective 11/25/18	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 (2 years at Step 8)	Step 10 (2 years at Step 9)	Step 11 (2 years at Step 10)	Step 12 (2 years at Step 11)	Step 13 (3 years at Step 12)
Clinical Lab Scientist	48.62	50.26	52.02	53.84	55.71	57.68	59.41	60.30	61.20	62.12	63.05	64.00	64.96
CLS Team Leader	53.97	55.79	57.75	59.77	61.84	64.03	65.95	66.94	67.94	68.96	69.99	71.04	72.11
CLS Clinical Ladder	50.62	52.26	54.02	55.84	57.71	59.68	61.41	62.30	63.20	64.12	65.05	66.00	66.96
CLS Team Leader Clncl Ldr	55.97	57.79	59.75	61.77	63.84	66.03	67.95	68.94	69.94	70.96	71.99	73.04	74.11
CLS - Short Hour/Per-Diem	53.49	55.29	57.23	59.23	61.29	63.45	65.36	66.33	67.32	68.34	69.36	70.40	71.46
CLS Team Leader - Short Hour/Per-Diem	59.37	61.37	63.53	65.75	68.03	70.44	72.55	73.64	74.74	75.86	76.99	78.15	79.33

Effective 11/24/19	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 (2 years at Step 8)	Step 10 (2 years at Step 9)	Step 11 (2 years at Step 10)	Step 12 (2 years at Step 11)	Step 13 (3 years at Step 12)
Clinical Lab Scientist	50.33	52.02	53.85	55.73	57.66	59.70	61.49	62.42	63.35	64.30	65.26	66.24	67.24
CLS Team Leader	55.87	57.75	59.78	61.87	64.01	66.27	68.26	69.29	70.32	71.38	72.44	73.53	74.64
CLS Clinical Ladder	52.33	54.02	55.85	57.73	59.66	61.70	63.49	64.42	65.35	66.30	67.26	68.24	69.24
CLS Team Leader Clncl Ldr	57.87	59.75	61.78	63.87	66.01	68.27	70.26	71.29	72.32	73.38	74.44	75.53	76.64
CLS - Short Hour/Per-Diem	55.37	57.23	59.24	61.31	63.43	65.67	67.64	68.67	69.69	70.73	71.79	72.87	73.97
CLS Team Leader - Short Hour/Per-Diem	61.46	63.53	65.76	68.06	70.42	72.90	75.09	76.22	77.36	78.52	79.69	80.89	82.11

Effective 11/22/20	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 (2 years at Step 8)	Step 10 (2 years at Step 9)	Step 11 (2 years at Step 10)	Step 12 (2 years at Step 11)	Step 13 (3 years at Step 12)
Clinical Lab Scientist	51.97	53.72	55.61	57.55	59.54	61.65	63.49	64.45	65.41	66.39	67.39	68.40	69.43
CLS Team Leader	57.69	59.63	61.73	63.89	66.09	68.44	70.48	71.54	72.61	73.70	74.81	75.93	77.07
CLS Clinical Ladder	53.97	55.72	57.61	59.55	61.54	63.65	65.49	66.45	67.41	68.39	69.39	70.40	71.43
CLS Team Leader Clncl Ldr	59.69	61.63	63.73	65.89	68.09	70.44	72.48	73.54	74.61	75.70	76.81	77.93	79.07
CLS - Short Hour/Per-Diem	57.17	59.10	61.18	63.31	65.50	67.82	69.84	70.90	71.96	73.03	74.13	75.24	76.38
CLS Team Leader - Short Hour/Per-Diem	63.46	65.60	67.91	70.28	72.70	75.29	77.53	78.70	79.88	81.07	82.30	83.53	84.78

Effective 11/21/21	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 (2 years at Step 8)	Step 10 (2 years at Step 9)	Step 11 (2 years at Step 10)	Step 12 (2 years at Step 11)	Step 13 (3 years at Step 12)
Clinical Lab Scientist	54.05	55.87	57.84	59.86	61.93	64.12	66.03	67.03	68.03	69.05	70.09	71.14	72.21
CLS Team Leader	60.00	62.02	64.20	66.44	68.74	71.17	73.29	74.40	75.51	76.65	77.80	78.97	80.15
CLS Clinical Ladder	56.05	57.87	59.84	61.86	63.93	66.12	68.03	69.03	70.03	71.05	72.09	73.14	74.21
CLS Team Leader Clncl Ldr	62.00	64.02	66.20	68.44	70.74	73.17	75.29	76.40	77.51	78.65	79.80	80.97	82.15
CLS - Short Hour/Per-Diem	59.46	61.46	63.63	65.85	68.13	70.54	72.64	73.74	74.84	75.96	77.10	78.26	79.44
CLS Team Leader - Short Hour/Per-Diem	66.00	68.22	70.63	73.09	75.62	78.30	80.63	81.85	83.07	84.32	85.58	86.87	88.17

E. **No Reduction**

No Clinical Laboratory Scientist or Senior Clinical Laboratory Scientist shall suffer a reduction in hourly wage rates as a result of the application of this Agreement.

F. **Hiring**

A Clinical Laboratory Scientist with one (1) through seven (7) years of current laboratory experience will start at the corresponding step in the Clinical Laboratory Scientist range. An applicant for a Team Leader Clinical Laboratory Scientist with three (3) or more years of recent clinical laboratory experience and the qualifications outlined in Section 7 of this agreement will be placed at an appropriate step within the Team Leader range, up to and including Step 7. Recognition by the Employer of prior experience for purposes of this paragraph shall be at the sole discretion of the Employer and such determination shall not be subject to the grievance procedure or arbitration.

G. **Success Sharing Bonus**

Clinical Laboratory Scientists represented by the Union are eligible to participate in the Employer's "success sharing" bonus. This bonus is paid out annually if the Employer achieves its targets as defined by senior leadership. Eligibility criteria is determined annually and will be communicated in advance via email.

H. **Part-Time Clinical Laboratory Scientists**

A part-time Clinical Laboratory Scientist employed on a regular predetermined schedule of twenty (20) hours per week or more shall receive pro-rated PTO as provided in Section 14, Paid Time Off (PTO). Such a regular part-time Clinical Laboratory Scientist will also be covered by the Employer's health plan as provided in Section 23 of this