

## Lab Pro Wage Scale Breakdown

### Step 1: what we're starting from

LabPros have 4 Base Wage Scales for the following job groups. Base Scales **DO NOT** include the longevity steps.

- **MLS (WA&OR); Molecular I;**
  - **TECHNGT; Cytogenetic (Separate Scale but same amounts)**
- **Cytotechnologist (For some reason on the 2021-25 contract this only had the float designation wage scale, so for application in this breakdown the numbers for this scale will have \$2.50 removed when calculating.)**
- **Molecular II**

Other wage scales in the 2021-25 contract are included but are only distinguished by FLOAT or LEAD and the future wage scales do not include this yet. Since this explanation is only for the rate increase applications just remember the float and lead differentials are \$2.5 and \$1.5 respectively.

### Step 2: Breaking down the calculations:

First thing we will go is work from the last wage increase from the previous Contracts wage scale:

All Scales received a new experience step that is 2% increased from the step 4 of the last contract:

**[MLS (WA+OR); TECH Cytogenetic**

**[Cytotechnologist]**

**[Molecular II]**

**TECH Cytogenetic]**

43.17
45.15
47.21
49.26

45.81
47.98
50.09
52.25

44.87
46.86
48.90
50.95

**Step 5: \$50.25**

**Step 5: \$53.3**

**Step 5: \$51.97**

**Next: The ATB's are applied to all steps of the base wage scales:**

2026 (March)	2026 (March)	2026 (March)
0.065	0.065	0.065
45.98	47.79	48.79
48.08	49.91	51.10
50.28	52.08	53.35
52.46	54.26	55.65
53.51	55.35	56.76

Finally, wage scales will list the longevity steps below the base wage scales. Longevity value is derived from the top most wage scale (Step 5) of the base scale. We now have 2 longevity scales. Adding 2.5% at 10 years (120 Months) and then an additional 2.5% is applied on top of that at 20 years (240 months).

**MLS, et al**

**Cytotechnologist:**

**Molecular II**

2026 (March)	2026 (March)	2026 (March)
0.065	0.065	0.065
45.98	48.79	47.79
48.08	51.10	49.91
50.28	53.35	52.08
52.46	55.65	54.26
53.51	56.76	55.35
54.85	58.18	56.73
56.22	59.63	58.15

**These 5 base and 2 longevity steps will then have any applicable lead or float differential added; these may or may not appear as wage scales in the final copies of the new Contract.**

**Additional differentials appear separately from regular wage value on pay slips.**