

**MultiCare Last, Best Final Offer
Article 12 Compensation. Appendix A**

July 22, 2025

	PAT			EST/EST-L			LPN	Rad - CT Tech			Rad Tech		
	Current	Ratification *	% Increase	Current	Ratification *	% Increase		Current	Ratification *	% Increase	Current	Ratification *	% Increase
Base	\$ 21.30	\$ 23.92	12.3%	\$ 20.64	\$ 24.04	16.5%	\$ 28.91	\$ 36.35	\$ 41.59	14.4%	\$ 31.93	\$ 35.86	12.3%
Step 1	\$ 21.82	\$ 24.51	12.3%	\$ 21.25	\$ 24.75	16.5%	\$ 29.78	\$ 37.44	\$ 42.83	14.4%	\$ 32.88	\$ 36.93	12.3%
Step 2	\$ 22.38	\$ 25.14	12.3%	\$ 21.89	\$ 25.50	16.5%	\$ 30.65	\$ 38.57	\$ 44.13	14.4%	\$ 33.87	\$ 38.04	12.3%
Step 3	\$ 22.93	\$ 25.75	12.3%	\$ 22.55	\$ 26.27	16.5%	\$ 31.57	\$ 39.73	\$ 45.45	14.4%	\$ 34.88	\$ 39.18	12.3%
Step 4	\$ 23.50	\$ 26.40	12.3%	\$ 23.23	\$ 27.06	16.5%	\$ 32.52	\$ 40.91	\$ 46.80	14.4%	\$ 35.93	\$ 40.35	12.3%
Step 5	\$ 24.09	\$ 27.06	12.3%	\$ 23.92	\$ 27.86	16.5%	\$ 33.51	\$ 42.15	\$ 48.22	14.4%	\$ 37.00	\$ 41.56	12.3%
Step 6	\$ 24.69	\$ 27.74	12.3%	\$ 24.64	\$ 28.70	16.5%	\$ 34.49	\$ 43.40	\$ 49.65	14.4%	\$ 38.12	\$ 42.82	12.3%
Step 7	\$ 25.31	\$ 28.42	12.3%	\$ 25.38	\$ 29.57	16.5%	\$ 35.55	\$ 44.71	\$ 51.15	14.4%	\$ 39.27	\$ 44.11	12.3%
Step 8	\$ 25.94	\$ 29.14	12.3%	\$ 26.14	\$ 30.45	16.5%	\$ 36.60	\$ 46.05	\$ 52.69	14.4%	\$ 40.44	\$ 45.43	12.3%
Step 9	\$ 26.60	\$ 29.88	12.3%	\$ 26.93	\$ 31.37	16.5%	\$ 37.71	\$ 47.44	\$ 54.27	14.4%	\$ 41.65	\$ 46.78	12.3%
Step 10	\$ 27.25	\$ 30.61	12.3%	\$ 27.74	\$ 32.31	16.5%	\$ 38.83	\$ 48.85	\$ 55.89	14.4%	\$ 42.91	\$ 48.19	12.3%
Step 11	\$ 27.93	\$ 31.37	12.3%	\$ 28.57	\$ 33.28	16.5%	\$ 40.01	\$ 50.32	\$ 57.56	14.4%	\$ 44.20	\$ 49.65	12.3%
Step 12	\$ 28.63	\$ 32.16	12.3%	\$ 29.43	\$ 34.28	16.5%	\$ 41.19	\$ 51.82	\$ 59.28	14.4%	\$ 45.51	\$ 51.12	12.3%
Step 13	\$ 29.35	\$ 32.97	12.3%	\$ 30.31	\$ 35.31	16.5%	\$ 42.43	\$ 53.39	\$ 61.08	14.4%	\$ 46.88	\$ 52.66	12.3%
Step 14	\$ 30.09	\$ 33.80	12.3%	\$ 31.22	\$ 36.37	16.5%	\$ 43.70	\$ 54.98	\$ 62.90	14.4%	\$ 48.29	\$ 54.24	12.3%
Step 15	\$ 30.84	\$ 34.64	12.3%	\$ 32.14	\$ 37.44	16.5%	\$ 45.01	\$ 56.64	\$ 64.79	14.4%	\$ 49.73	\$ 55.86	12.3%
Step 16	\$ 31.61	\$ 35.51	12.3%	\$ 33.12	\$ 38.57	16.5%	\$ 46.39	\$ 58.33	\$ 66.73	14.4%	\$ 51.23	\$ 57.54	12.3%
Step 17	\$ 32.40	\$ 36.39	12.3%	\$ 34.11	\$ 39.73	16.5%	\$ 47.76	\$ 60.09	\$ 68.74	14.4%	\$ 52.77	\$ 59.27	12.3%

* First full pay period following contract ratification.

	RN		
	Current	Ratification *	% Increase
Base	\$ 42.64	\$ 44.13	3.5%
Step 1	\$ 44.45	\$ 46.00	3.5%
Step 2	\$ 46.34	\$ 47.96	3.5%
Step 3	\$ 48.31	\$ 50.00	3.5%
Step 4	\$ 50.12	\$ 51.87	3.5%
Step 5	\$ 52.00	\$ 53.82	3.5%
Step 6	\$ 53.95	\$ 55.84	3.5%
Step 7	\$ 55.70	\$ 57.65	3.5%
Step 8	\$ 57.51	\$ 59.52	3.5%
Step 9	\$ 59.38	\$ 61.46	3.5%
Step 10	\$ 61.16	\$ 63.30	3.5%
Step 11	\$ 63.00	\$ 65.20	3.5%
Step 12	\$ 64.89	\$ 67.16	3.5%
Step 13	\$ 66.18	\$ 68.50	3.5%
Step 14	\$ 67.51	\$ 69.87	3.5%
Step 15	\$ 68.86	\$ 71.27	3.5%
Step 16	\$ 70.23	\$ 72.69	3.5%
Step 17	\$ 71.64	\$ 74.15	3.5%
Step 18	\$ 73.07	\$ 75.63	3.5%
Step 19	\$ 74.53	\$ 77.14	3.5%
Step 20	\$ 76.02	\$ 78.69	3.5%
Step 21	\$ 77.54	\$ 80.26	3.5%
Step 22	\$ 79.10	\$ 81.86	3.5%
Step 23	\$ 80.68	\$ 83.50	3.5%
Step 24	\$ 82.29	\$ 85.17	3.5%