Differentials (ONA Initial)
October 13, 2026

APPENDIX A COMPENSATION (ONA Initial) Oct 13, 2026

NOTE: Wage proposal to follow

Differentials. All employees in this bargaining unit shall be eligible to receive the following differentials:

Lead/Tech in Charge. A tech assigned to Lead/Tech in Charge work shall receive a differential of four dollars ($4.00) per hour for all hours worked as a Lead/Tech in Charge. Note: Hold for future proposal on defining Lead work.

Preceptor Differential. A tech assigned as a preceptor will be paid a differential of three dollars and twenty-five cents ($3.25) per hour worked as a preceptor. A preceptor is a tech who is designated by their manager to: assess the learning needs of (a) an inexperienced, re-entry, or new-to-specialty tech or (b) a capstone, immersion, practicum or student of similar level; plan that person's learning program; provide direct guidance to that person's learning program or implement such program; provide direct guidance and supervision to that person during the program; and, in conjunction with the manager and/or designee, evaluate that person's progress during the program. Techs shall not precept more than one preceptee at any time.

Evening Differential. A tech who works a majority of their shift after 3 p.m. shall receive a differential of three dollars ($3.00) per hour for all hours worked on that shift.

Night Differential. A tech who works a majority of their shift after 7 p.m. shall receive a differential of ten dollars ($10.00) per hour for all hours worked on that shift.

Weekend Differential. Note: Hold for future proposal

Bilingual Certification Pay. All employees in the bargaining unit may apply and test for the one-time Bilingual Certification Payment of $150.

Extra Shift. $20 per hour beyond regularly scheduled hours + overtime (if applicable). Note: Hold for future proposal defining Extra Shift work rules.

Certification. $3.00 per hour. Note: Hold for future proposal defining certification work rules.

Per Diem In Lieu Of Benefits. 14% of base rate.

Standby. Note: Hold for future proposal

Call-back. 1.5x for all hours worked. 4-hr minimum.

Holiday call-back. 2x for all hours worked. 4-hr minimum.

Pediatric Echo Tech. 3% differential for Pediatric Echo techs.

Clinical Ladder. Note: Hold for future proposal