**Pay Scale Made Simple**

**A comprehensive guide to the current pay scale.**

Our contract does not expire, however the maximum pay guaranteed by this contract was reached in 2019. The information about our rate of pay is found in Article 36 – Compensation, beginning on page 118. The following is the scale that we are currently in and again, this is the comprehensive version so it will read slightly different. Also, this will only include the HBR scale as that is the scale that will apply to our site.

YOS Rate of pay

1. **$13.05**
2. **$13.95**
3. **$14.78**
4. **$15.88**
5. **$17.18**
6. **$18.67**
7. **$20.25**
8. **$21.75**
9. **$23.11**
10. **$24.87**
11. **$28.10**
12. **$30.31 (max pay for HBR)**

\*OBR rate of pay is **$1.69** higher than HBR.

\*\*This does not include any premiums for specialty departments and shift differentials.