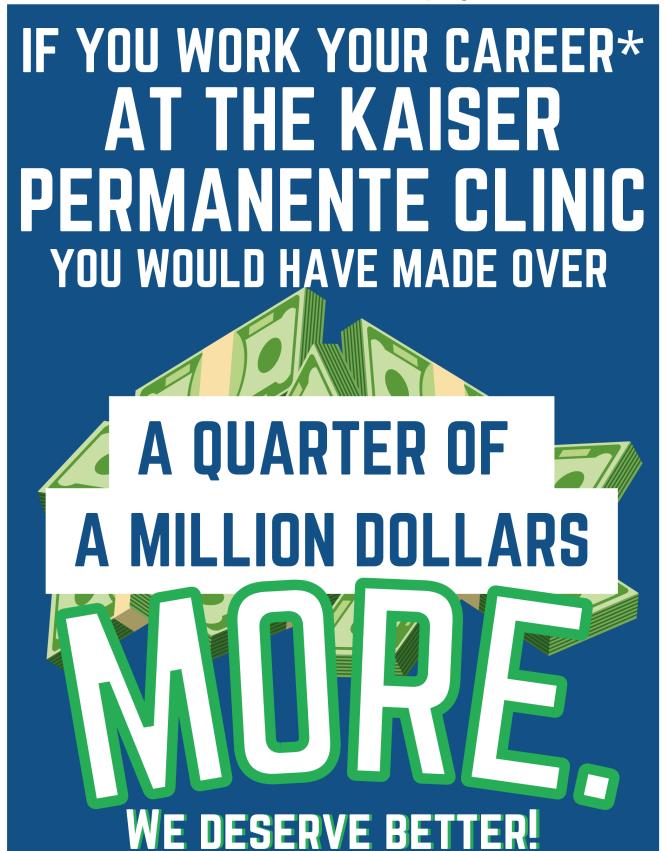


United Nurses and Health Care Employees of Hawaii:



<sup>★</sup> Based on a comparison of the current collective bargaining agreements for a full-time staff RN