

APPENDIX A – COMPENSATION

A. ~~A.~~ Wage Rates. The following are the rates of pay of all Staff Nurses employed under the terms of this Agreement. Effective the first full pay period that includes the date listed, the hourly rates listed in that column will apply.

Retention Bonus: Effective the first pay period that includes January 1, 2022 each bargaining unit member will receive a \$10,000 bonus.

Market Adjustment Year 1: Effective the first pay period that includes January 1, 2022 a 10% increase to all steps.

Year 1, January 202218: ~~[If this Agreement is ratified by January 6, 2018]~~

~~Effective the first pay period that includes 1/1/2218: 2% increase to all steps. Resident rates 1A and 1B replace Step 1; current residents will be placed on the appropriate step based on their competency in the role. Newly hired residents will be slotted at step 1A. a 5% increase to all steps on the wage scale or an increase equal to the percentage of the increase to the Consumer Price Index during 2021, whichever is greater.~~

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-	Step	1/1/2018
Resident new hire:	1A	\$ 37.09
Resident competent:	1B	\$ 38.08
-	2	\$ 39.07
-	3	\$ 40.31
-	4	\$ 41.64
-	5	\$ 43.35
-	6	\$ 45.77
-	7	\$ 46.23
-	8	\$ 46.67
-	9	\$ 47.13
-	10	\$ 47.58
-	11	\$ 48.03
-	12	\$ 48.48
-	13	\$ 48.92
-	14	\$ 49.38
-	15	\$ 49.83
-	16	\$ 50.33
-	17	\$ 50.85
-	18	\$ 51.33
-	19	\$ 51.84
-	20	\$ 52.34
-	21	\$ 53.14
-	22	\$ 53.95
-	25	\$ 55.03
-	30	\$ 55.86

Nursing Float Pay Pool RNs: ~~Effective the first pay period that includes 1/1/18,~~

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~~RNs in the Nursing Float Pool at step two (2) and higher will receive a one (1) step credit on the contract scale for as long as they remain in the Float Pool. Nurses will remain one (1) step higher unless and until they transfer out of the Nursing Float Pool to another department, at which time they will be moved back to one (1) step lower on the scale. Every RN working in a float assignment, due to working in a float position shall receive a differential of \$8.00 per hour. A Registered Nurse floating to a unit outside of their home department shall receive a differential of \$2.50 per hour.~~

Nurses will progress from Step 1a to Step 1b, ~~or from Resident 1 to Resident 2,~~ automatically upon the pay period following completion of their introductory period or sooner when they become fully competent and independently take a full patient assignment in all units to which they may be assigned.

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Year 2, 2019~~23~~: Effective the first pay period that includes 1/1/~~23~~ a 5% increase to all steps or an increase equal to the amount of the increase in the Consumer Price index during 2022, whichever is greater. ~~19~~, all nurses will move onto a new pay scale structure, as follows:

New Step	1/1/2019
1A	\$ 37.74
1B	\$ 38.69
1	\$ 39.63
2	\$ 41.41
3	\$ 43.07
4	\$ 44.58
5	\$ 45.92
6	\$ 46.84
7	\$ 47.78
8	\$ 48.26
9	\$ 48.74
10	\$ 49.23
11	\$ 49.72
12	\$ 50.22
13	\$ 50.72
14	\$ 51.23
15	\$ 51.61
16	\$ 52.00
17	\$ 52.39
18	\$ 52.78
19	\$ 53.18
20	\$ 53.45

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21	\$ 53.72
22	\$ 53.99
23	\$ 54.26
24	\$ 54.53
25	\$ 55.86

Retention Bonus: ~~Effective the first pay period that includes 12/31/2019, In~~
2022/2023 RNs who reach an anniversary of reaching step 25-that is evenly divisible by five (5) (e.g. 5, 10, 15 or 20 years after reaching step 25) will receive a retention bonus equal to \$0.75 (seventy-five cents) for every hour worked in the previous five (5) years.

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Year 3, 20~~20~~24: Effective the first pay period that includes 1/1/20 ~~20~~24: ~~2%~~ 5% increase to all steps or an increase equal to the increase to the consumer price index during the year of 2023.

Step	1/1/2020
1A	\$ 38.49
1B	\$ 39.46
1	\$ 40.42
2	\$ 42.24
3	\$ 43.93
4	\$ 45.47
5	\$ 46.84
6	\$ 47.78
7	\$ 48.74
8	\$ 49.23
9	\$ 49.71
10	\$ 50.21
11	\$ 50.71
12	\$ 51.22
13	\$ 51.73
14	\$ 52.25
15	\$ 52.64
16	\$ 53.04
17	\$ 53.44
18	\$ 53.84
19	\$ 54.24
20	\$ 54.52
21	\$ 54.79

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22	\$ 55.07
23	\$ 55.35
24	\$ 55.62
25	\$ 56.98

~~Year 4, 2021: Effective the first pay period that includes 1/1/2021: 2% increase to all steps. As of January 1, 2022 the rates on this wage scale shall increase based on the adjustment outlined in Appendix A.~~

Step	1/1/2021
1A	\$ 39.26
1B	\$ 40.25
 	
1	\$ 41.23
2	\$ 43.08
3	\$ 44.81
4	\$ 46.38
5	\$ 47.78
6	\$ 48.74
7	\$ 49.71
8	\$ 50.21
9	\$ 50.70
10	\$ 51.21
11	\$ 51.72
12	\$ 52.24
13	\$ 52.76
14	\$ 53.30
15	\$ 53.69
16	\$ 54.10
17	\$ 54.51

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18	\$	54.92
19	\$	55.32
20	\$	55.61
21	\$	55.89
22	\$	56.17
23	\$	56.46
24	\$	56.73
25	\$	58.12

1. Nurses' compensation shall be computed on the basis of hours worked.
2. A nurse shall progress according to the ~~yeartoyear~~year-to-year wage progression set forth in this section at the end of each anniversary date, ~~provided that they have worked a minimum of 700 hours. In the case where a nurse has not worked 700 hours during any anniversary year, advancement to the next wage step shall be delayed until completion of 700 hours of work. Computation of 700 hours in the following years shall commence upon completion of the prior 700 hour requirement. For the purposes of this section, hours not worked as a result of Low Census will be credited towards the nurse's 700 hour requirement.~~
3. ~~In 2018, in order to be eligible for Step 25, the nurse must have been continuously employed by the Medical Center for at least 25 years and at Step 22 for at least one year.~~
4. ~~In 2018, a nurse will progress to Step 30 after being on Step 20 or higher for ten years.~~

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B. Additional Wage Provisions.

1. Nurses' compensation shall be computed on the basis of hours worked.
2. A nurse temporarily assigned to a higher position and shift shall be compensated for such work at no less than the minimum rate of pay applicable to the higher position if such assignment lasts for a period of four (4) hours or more.
3. Regularly scheduled part-time nurses shall receive consideration for promotional advancement.
4. Merit Raises: The Association recognizes this contract to contain the minimum standards of employment. This contract should not be construed to limit management's right to reward an individual nurse's performance over and above the prescribed conditions called for in this Agreement.
5. Credit for prior experience: A newly hired nurse may be hired at any Step, but not less than the Step number that corresponds with the number of years of the nurse's related experience ~~as a nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years~~. A year of experience under this section is ~~1,872 hours of the related work years working as a registered nurse~~. The Medical Center may, in its discretion, place a newly hired experienced nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$ ~~3.60~~

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~~4.00~~-per hour in addition to the appropriate Staff Nurse hourly rate set forth above. Relief charge nurses shall receive, during the period of assignment to the charge nurse function, \$ ~~2.50~~ \$4.00 per hour in addition to the appropriate Staff Nurse hourly rate set forth above. Charge nurses will also be awarded a \$200 stipend on the paycheck that includes January 1 each year for use to improve morale, give recognition, celebrate birthdays or holidays, or any other use that benefits all staff working their shift on their unit.

2. Shifts.

a. Nurses will be deemed to be assigned for shifts as follows:

Half or more of the nurse's assigned hours are between the hours of:	Shift
<hr/> 7 a.m. and 3 p.m.	Day
3 p.m. and 11 p.m.	Evening
11 p.m. and 7 a.m.	Night

Such assigned hours do not include hours which fit the definition of daily overtime hours under Article V, Section D.

b. Nurses assigned for evening, ~~and~~ night, and weekend shifts shall be paid, in addition to the appropriate Staff Nurse rate set forth in Section A above, as follows:

- i. Evening shift: \$ ~~2.50~~ \$4.00 per hour.
- ii. Night Shift: \$ ~~5.00~~ \$8.00 per hour.

iii. Weekend Shift: \$4.50 per hour.

c. If the nurse's assigned hours fit more than one shift definition under subparagraph a above, the nurse will be deemed to be assigned for the shift with the higher shift differential.

d. If a nurse is assigned to work hours which fit the definition of daily overtime hours under Article V, Section D, the nurse shall be paid shift differential, if any, for such daily overtime hours according to the nurse's assigned shift under 1 above. However, if a nurse works four (4) or more hours of such daily overtime in a workday, the applicable shift differential for such daily overtime hours shall be the higher of (a) the shift differential of the nurse's assigned shift or (b) the shift differential of the shift in which the majority of such overtime hours are worked. For purposes of (b) in the preceding sentence, the day shift is considered to be 7 a.m. to 3 p.m., the evening shift 3 p.m. to 11 p.m., and the night shift 11 p.m. to 7 a.m. This paragraph will apply only to hours for which shift differential would not otherwise be paid under the other paragraphs of this section 2.

e. However:

i. Nurses scheduled for a 7 a.m. to 7:30 p.m. shift (day shift as defined above) will be paid evening shift differential for all hours worked on the shift after 3:30 p.m., if those hours do not otherwise qualify for shift differential under the other paragraphs of this section 2; and

i. Nurses who, on the date of ratification of this Agreement are regularly assigned to a shift for which they

receive shift differential pay for hours that would not be eligible for shift differential pay under 2.a, above, will continue to be paid the shift differential for those hours. This paragraph will cease to apply once the nurse is assigned to another shift. The nurse will thereafter be subject to the preceding paragraphs.

3. Certifications. A nurse who meets the requirements of this section shall receive a \$~~1.75~~ 3.00 per hour certification differential.

a. The nurse must have a current nationally recognized certification on file with the Medical Center for the area where the nurse works a significant number of hours. Eligibility for the certification differential will cease beginning with the first full pay period following the expiration date of the certification, unless the nurse submits proof to the Medical Center of certification renewal before that date. If the proof is submitted to the Medical Center after that date, the certification differential will be resumed beginning with the first full pay period following the submission.

b. A nurse will be deemed to have worked a significant number of hours in the area if at least one_half of the nurse's hours worked are in that area. The Medical Center may, in its discretion, determine that some lower proportion of hours worked in an area qualifies as a significant number of hours worked for the purposes of this section.

c. Only one certification and one certification differential will be recognized at a time for the purposes of this section. Nurses with multiple recognized certifications will receive certification differential for only one at a time.

d. The Medical Center will specify not less than one certification to be recognized for each of the following areas: med/surg, day/surg, float, surgery, critical care, IV therapy, emergency, family maternity, recovery, orthopedics, neuroscience, psych, and kidney dialysis. The IBCLC certification will also be recognized under this section for the family maternity area, and will replace all other premiums for such certification or expertise.

4. Preceptors. A nurse assigned as a preceptor will be paid a differential of ~~\$24.00~~ worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a nurse or capstone student nurse; plan the nurse's/capstone student nurse's learning program; implement the program; provide direct guidance and supervision to the nurse during the program; and, in conjunction with the nurse manager and/or designee, evaluate the nurse's progress during the program. This differential will not be paid for any unworked hours or for any hours when the nurse is not working as a preceptor.

D. Standby Compensation. The following standby compensation policies shall apply to all nurses:

1. Nurses scheduled for standby shall be paid the sum of ~~\$4.70~~ 15.00 for each hour of scheduled standby.

2. Time actually worked on a call-back while on scheduled standby shall be paid for at one and one-half (1-1/2) times the nurse's regular straight-time hourly rate of pay for a minimum of three (3) hours. Such premium pay rate will begin with the time the nurse actually begins work during the standby period. Such premium rate will apply only where (1) the nurse has first clocked out and then received a call from the nurse's

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unit manager or designee asking the nurse to return to work or (2) where the nurse continues his or her scheduled shift for 60 minutes or more. If the nurse continues his or her scheduled shift for 59 minutes or less, the nurse will receive one hour of the premium rate.

3. **Mandatory Scheduled Standby.** For nurses who work in units with mandatory scheduled standby, the following provisions will apply:

- a. If staffing on a unit with mandatory standby requires that nurses exceed 52 hours of standby in a 4 week schedule, such nurses will for such schedules be paid ~~\$10.00~~ 20.00 for all standby hours in excess of 52.
- b. Scheduling of all standby hours will be distributed fairly and equitably among affected nurses.
- c. On units where a nurse or nurses wish to voluntarily exceed 52 hours of scheduled standby per 4 week schedule, all such voluntary hours in excess of 52 will be paid at \$4.70 per hour.

Nursing units with mandatory scheduled standby will also follow the provisions in Appendix D.

E. **Extra Shifts.**

1. **Extra shifts differential.** A nurse will be paid a differential of ~~\$18.00~~ \$25.00 -per hour for all hours worked per week ~~in excess of thirty six (36)~~, when such excess hours result from the nurse agreeing to work an extra shift of at least four (4) hours in duration (3.5 hours for 9-hour shift nurses), at the request of the Medical Center, unless the shift is deemed

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~~emergent~~. This differential will be \$~~19.00~~26.00 per hour for hours worked on weekend shifts, which are defined as shifts beginning within the period from 7:00 p.m. on Friday through 6:59 p.m. on Sunday. The differential will not be paid for any unworked hours.

~~2. Double Time Incentive: Filling of emergent shifts that are vacant forty-eight (48) hours or less than the date of the scheduled shift shall be paid at double the employee's hourly rate of pay in addition to other incentives.~~

~~3. Double Back Pay: Hours worked with less than ten hours break in-between shift times shall be paid at double the hourly rate of pay for every hour worked, and shall include a minimum of three hours compensation,~~

~~2. Regularly scheduled hours. For the purposes of determining "the nurse's regularly scheduled hours for the week" under Paragraph 1 above, regularly scheduled hours actually worked in the week will be counted, and the following regularly scheduled hours will also be counted for the week:~~

- ~~a. Not worked because of Low Census;~~
- ~~b. Not worked because the Medical Center required attendance at a specific education program;~~
- ~~c. Not worked because the nurse was on a paid educational leave from such hours; and~~
- ~~d. Not worked because the nurse was excused due to a holiday under Article VI, Section A (including a compensating day off given for one of those holidays), from hours that would otherwise have been worked.~~

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~~Hours worked in determining eligibility for this differential will not include hours worked as a result of trades.~~

~~e. Hours worked as a result of being called into work while on a mandatory standby shift will be paid with the extra shift differential only when such hours exceed four (4) in the callback shift and will exceed 36 hours in the week.~~

~~f. Regular part-time nurses will qualify for incentive pay for hours above their FTE provided that such hours are part of an extra shift of at least four (4) hours and that they have picked up responsibility for the shift within 24 hours of the start of the shift.~~

3. Scheduled extra shifts. After the scheduling plan sheet is processed, the unit manager will determine which vacant shifts will be offered as scheduled extra shifts. These scheduled extra shifts will be designated on the list of open shifts on the unit. Prior to the Posting of the Final Schedule, only open shifts designated as scheduled extra shifts will qualify for the extra shift incentive.

a. Prior to offering any extra shifts, the Medical Center may offer each volunteering resource nurse up to 36 hours of work per week.

b. Each regular part-time and full-time qualified nurse will be given preference for these shifts in order of the nurse's seniority, for up to two (2) extra shifts in the nurse's home unit during the schedule period, provided, however, that nurses indicating a willingness to float within their cluster will have priority over nurses who do not make themselves available to float. The order specified

above will recur until all the open shifts have been assigned or there are no remaining requests for an open shift.

c. These shifts will be coded on the final posted schedule as scheduled extra shifts.

d. If a scheduled extra shift is canceled, and if standby is needed by the Medical Center, the nurse will be given the option to be on standby for the nurse's cluster.

e. Any nurse scheduled to work an extra shift will receive at least two (2) hours' advance notice if the shift is to be canceled. This notice requirement will be deemed satisfied by a reasonable effort to notify the nurse by telephone not to report for work.

f. If the foregoing notice provision is not satisfied, or if the nurse is permitted to come to work without receiving any notice, the nurse is eligible to receive four (4) hours of pay in accordance with the provisions of Paragraph 1 herein.

g. Nurses working scheduled extra shifts are subject to being called off, after four (4) hours of work, prior to any other nurse working a regular shift, subject to the particular needs of patients and continuity of patient care at the time of the call-off.

h. Qualifications. To qualify for working an extra shift, a nurse must have the skill, ability and qualifications that meet the needs for the particular assignment. ~~Nurses may be disqualified from working an extra shift for a period of six (6) months after receiving a corrective action.~~

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F. Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement.