

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/~~22~~18: ~~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, 20~~19~~²³: Effective the first pay period that includes 1/1/~~2019~~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~~2024~~: Effective the first pay period that includes 1/1/20 ~~2024~~: ~~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 ~~year to year~~ 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 ~~\$2~~ 4.00 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

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 \$~~40.00~~ 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 ~~\$48.00~~ \$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 \$~~49.00~~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.

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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.

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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.

~~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.

PTO Plan Comparisons

Type of Accrual	St. Vincent Entry Level	OHSU Entry Level	Kaiser Entry Level	ONA New PTO Proposal	ONA PTO New Proposal
Vacation/PTO & Holiday	0.0963	0.0923	0.0769	0.1332	249.3504
Sick Leave/EIT	0.027	0.0462	0.0512		
Flex Time/Added Hours	0	0	0.0321		
Cumulative Accrual rate	0.1233	0.1385	0.1602		
Hours Per Yr. (.9)	230.8176	259.272	299.8464		

Type of Accrual	St. Vincent Yr. 5	OHSU Yr. 5	Kaiser Yr. 5	ONA New Proposal (PTO)	ONA New Proposal
Vacation/PTO & Holiday	0.1155	0.1039	0.0962	0.1524	285.3024
Sick Leave/EIT	0.027	0.0462	0.0512		
Flex Time/Added Hours	0	0	0.0321		
Cumulative Accrual rate	0.1425	0.1501	0.1794		
Total Hrs. Per Yr. (.9)	266.76	280.9872	335.8464		

Type of Accrual	St. Vincent Yr. 10	OHSU Yr. 10	Kaiser Yr. 10	ONA New Proposal	ONA New Proposal
Vacation/PTO & Holiday	0.1347	0.1154	0.1154	0.1716	321.3024
Sick Leave/EIT	0.027	0.0462	0.0512		
Flex Time/Added Hours	0	0	0.0321		
Cumulative Accrual rate	0.1617	0.1616	0.1986		
Total Hrs. Per Yr. (.9)	302.7024	302.5152	371.8464		

Type of Accrual	St. Vincent Yr. 15	OHSU Yr. 15	Kaiser Yr. 15	ONA New Proposal	ONA New Proposal
Vacation/PTO & Holiday	0.1347	0.127	0.1154		
Sick Leave/EIT	0.027	0.0462	0.0512		
Flex Time/Added Hours	0	0	0.0321		
Cumulative Accrual rate	0.1617	0.1732	0.1986		
Total Hrs. Per Yr. (.9)	302.7024	324.2304	371.8464		

Type of Accrual	St. Vincent Yr. 20	OHSU Yr. 20	Kaiser Yr. 20	ONA New Proposal	ONA New Proposal
Vacation/PTO & Holiday	0.1347	0.1385	0.1154		
Sick Leave/EIT	0.027	0.0462	0.0512		
Flex Time/Added Hours	0	0	0.0321		
Cumulative Accrual rate	0.1617	0.1847	0.1986		
Total Hrs. per Yr. (.9)	302.7024	345.7584	371.8464		

Vacation, Sick and Holiday Comparisons

Type of Accrual	St. Vincent Entry Level	OHSU Entry Level	Kaiser Entry Level	ONA New Proposal (Vaca)	ONA New Proposal
Vacation/PTO & Holiday	0.0640	0.0923	0.0769	0.0755	141.36
Sick Leave/EIT	0.0462	0.0462	0.0512		
Flex Time/Added Hours	0.0128	0	0.0321		
Cumulative Accrual rate	0.1231	0.1385	0.1602		
Hours Per Yr. (.9)	230.3712	259.272	299.8464		

Type of Accrual	St. Vincent Yr. 5 (Vaca)	OHSU Yr. 5	Kaiser Yr. 5	ONA New Proposal Vaca	ONA New Proposal
Vacation/PTO & Holiday	0.0833	0.1039	0.0962	0.0947	177.36
Sick Leave/EIT	0.0462	0.0462	0.0512		
Flex Time/Added Hours	0.0128	0	0.0321		
Cumulative Accrual rate	0.1424	0.1501	0.1794		
Total Hrs. Per Yr. (.9)	266.5008	280.9872	335.8464		

Type of Accrual	St. Vincent Yr. 10 (Vaca)	OHSU Yr. 10	Kaiser Yr. 10	ONA New Proposal	ONA New Proposal
Vacation/PTO & Holiday	0.103	0.1154	0.1154	0.1140	213.36
Sick Leave/EIT	0.0462	0.0462	0.0512		
Flex Time/Added Hours	0.0128	0	0.0321		
Cumulative Accrual rate	0.162	0.1616	0.1986		
Total Hrs. Per Yr. (.9)	302.4432	302.5152	371.8464		

Accruals		Language	Calculations
Kaiser Vacation Accrual	Years of Service Annual Full-time Vacation Accrual* Maximum Vacation Accrual 1 – 4 80 Hours 160 Hours 5 – 9 120 Hours 240 Hours 10+ 160 Hours 320 Hours		ONA Calculations: hrs/2080= accrual rate
Kaiser Sick Time Accrual	Regular full-time employees shall accumulate paid sick leave at the rate of eight (8) hours per month for each calendar month of employment, up to a maximum of seven hundred twenty (720) hours. Regular part-time employees shall accumulate paid sick leave at the rate of eight (8) hours for each one hundred seventy-three (173) compensable hours, provided, OFNHP-RN 2018 48 however, that no more than eighty (80) compensable hours per pay period shall be used as a basis for accumulation. The maximum accumulation shall be seven hundred twenty (720) hours. If a regular employee changes from a non 7/70 staffing system to the 7/70 staffing system, she/he shall retain past accumulated sick leave benefits.		ONA Calculations: 8x12/1872=accrual rate
Kaiser Holiday Language	The following days shall be observed as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. There shall be no deduction in pay for the observance of the foregoing holidays foremployees who have been on regular employee status for at least thirty (30) consecutive calendar days prior to the holiday. Such employees working on one (1) days of the foregoing holidays shall be paid at the rate of one and one-half (1-1/2) times the regular rate of pay in addition to their regular rate of pay for the holiday.		ONA Calculations: 6x12/1872
Kaiser Flex Time Cap on hours	All bargaining unit members with one year of benefit eligible employment or greater will have three (3) float holidays and two (2) sick leave days converted to Flexible Personal Days. Thereafter, on an annual basis they will have five Flexible Personal Days. These days will be administered and used per the National Agreement language covering attendance. For new employees with less than one year of service determination of Flexible Personal Days will be worked out prior to implementation of the National Attendance Program/language in 2006. The parties agree to fair and equitable treatment of this group relative to this issue. Employees are expected to take vacation during the year it is earned. In		ONA Calculation- 5x12/1872 360 hour max
OHSU Vacation Accrual	Years of Service Accrual Rate Maximum Annual Vacation/Holiday Time Accrued 0 months through 5th year .0923 hours 192 hours, After 5th year through 10th year .1039 hours, 216 hours After 10th year through 15th year, .1154 hours 240 hours After 15th year through 20th year, .1270 hours 264 hours After 20th year .1385 hours 288 hours		No calculations needed
OHSU Sick Leave Accrual	14.1 Accrual of Sick Leave. All regular employees are eligible to accrue sick leave benefits. Eligible employees will earn .0462 hours for each compensated hour (with the same exceptions that are set forth in Section 11.1), up to a maximum of ninety-six (96) hours per year. In accordance with and subject to Oregon's sick time law, as set forth in ORS 653.601 through 653.661, resource nurses will accrue sick time at the rate of .0333 hours for each compensated hour (with the same exceptions that are set forth in Section 11.1) up to a maximum of forty (40) hours per year, or as otherwise provided by law.		No calculations needed
OHSU Holiday	Holidays are included in Vacation time accrual per language above		No calculations needed

Cap on Accrual	<p>11.4 Ceiling. Vacation/holiday hours may accumulate to a maximum of 364 hours. To avoid losing vacation/holiday time accumulation, a nurse who is approaching the 364-hour maximum is expected to manage time off to avoid any accrual loss. The nurse must request vacation/holiday leave at least thirty (30) days in advance of reaching an accrual level that endangers future accruals. Management will make reasonable efforts, consistent with the scheduling provisions of this article, to afford the nurse requested time off. If, due to unit operational needs, the Employer is unable to grant time off, management will alert Payroll that all excess vacation/holiday hour accruals up to a maximum of seventy (70) hours will be placed in a hold bank until such time as time off can be arranged to reduce the balance below the maximum.</p> <p>Vacation/holiday accruals shall not remain in a hold bank for more than six (6) months. In the absence of a proper request for time off, accruals will cease until the balance drops below the maximum</p>	364 hours max all steps so best for most rates only behind St. Vincent's top step
Cash Out	<p>12.4.3 Voluntary cashout. Employees will be afforded the opportunity to request cash out of accrued but unused vacation and compensatory leave hours. Requested cash out hours must be accrued and paid in the calendar year following the request, and employees must have 120 hours of vacation accrued on December 31 of the year in which the request is submitted to be eligible for the cash out in the subsequent year. The two cash-out dates each year when the elected hours may be paid are pay period 12 and pay period 25. The cashout election is irrevocable. The nurse must elect which one of the two cash out dates when payment will be made. Hours available for cashout are limited to those that accrue in the year for which cashout is requested. The hours will be converted to cash at the base pay rate on the employee's primary assignment in effect at the time cashout occurs. Hours designated for cash-out will not be available for vacation use. When an employee requests a voluntary cash-out, the first hours of vacation matching the employee's request for cash-out that the employee accrues in the following calendar year will be held in a separate bank and be unavailable to use for any paid time off. Nurses are not allowed to access hours accrued in a prior period to reach the original cashout elected. Maximum cashout of vacation/holiday time allowed is one hundred (100) hours per calendar year.</p>	
Prov. St. Vincent PTO	<p>4. For regular nurses on schedules consisting of three (3) days each week, with each workday consisting of a 12-hour shift, or four (4) days each week, with each workday consisting of a 9-hour shift, the accrual rates in paragraphs 1, 2 and 3 immediately above will be changed to 0.0963, 0.1155, and 0.1347 hours, respectively, per paid hour, not to exceed 72 paid hours per two-week pay period.</p>	No Calculations needed (ONA used highest accrual rate possible)
Providence St. Vincent EIT	<p>A. Accrual. Each regular full-time and part-time nurse will accrue EIT at the rate of 0.0270 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately seven (7) days of EIT per year with 56 hours' pay for a full-time nurse). A compensable hour under this section is defined the same as a compensable hour under the PTO program. Accrual will cease when a nurse has 1,040 hours of unused EIT accrual.</p>	No Calculations needed
Holiday Language (Taken out of PTO)	<p>The provisions of the Medical Center's Paid Time Off (PTO)/Extended Illness Time (EIT) program are set forth in this Article III-B and in Article IV-B. The Paid Time Off ("PTO") program encompasses time taken in connection with vacation, illness, personal business, and holidays.</p>	No Calculations needed
Cap on Accrual	<p>5. Accrual will cease when a nurse has unused PTO accrual equal to one and one-half (1½) times the applicable annual accrual set forth above.</p>	378 hours at top step

Plan's monthly Calculations (OHSU) Individual EPO Plan)		Family Plan (EPO Plan)	
Employer's Defined Contribution	\$ 705.00	\$ 1,763.94	
Cost of Health coverage	\$ 589.00	\$ 1,649.00	
Cost of Dental Coverage	\$ 43.72	\$ 154.02	
Cost of Vision	\$ 6.76	\$ 18.45	
Total Monthly Value for Employee	\$ 65.52	\$ (57.53)	

Plan Calculations	OHSU Individual Plan (EPO)	Providence Individual EPO	OHSU Family Plan (EPO)	Providence Family Plan (EPO)
Monthly Premium Cost	\$ -	\$ 84.50	\$ 57.53	\$ 250.25
Annual Premium Cost	\$ -	\$ 1,014.00	\$ 690.36	\$ 3,003.00
Annual Deductible	\$ 400.00	\$ 300.00	\$ 1,200.00	\$ 900.00
Subsidy per month	\$ 65.52	\$ 58.33	\$ -	\$ 116.67
Total Subsidy	\$ 786.24	\$ 700.00	\$ -	\$ 1,400.00
Total Cost	\$ (386.24)	\$ 614.00	\$ 1,890.36	\$ 2,503.00

Plan Calculations	OHSU Individual Plan (EPO)	Providence Individual EPO	OHSU Family Plan (EPO)	Providence Family Plan (EPO)
Monthly Premium Cost	\$ -	\$ 84.50	\$ 57.53	\$ 250.25
Annual Premium Cost	\$ -	\$ 1,014.00	\$ 690.36	\$ 3,003.00
Annual Out of Pocket Max	\$ 1,700.00	\$ 2,500.00	\$ 3,450.00	\$ 7,500.00
Subsidy per month	\$ 65.52	\$ 58.33	\$ -	\$ 116.67
Total Subsidy	\$ 786.24	\$ 700.00	\$ -	\$ 1,400.00
Total Cost	\$ 913.76	\$ 2,814.00	\$ 4,140.36	\$ 9,103.00

Plan Calculations	Kaiser Individual Plan (EPO)	Providence Individual EPO	Kaiser Family Plan (EPO)	Providence Family Plan (EPO)
Premium Deduction Cost	\$ 6.30	\$ 39.00	\$ 6.30	\$ 115.50
Annual Premium Cost	\$ 163.80	\$ 1,014.00	\$ 163.80	\$ 3,003.00
Annual Deductible	\$ -	\$ 300.00	\$ -	\$ 900.00
Subsidy per month	\$ -	\$ 58.33	\$ -	\$ 116.67
Total Subsidy	\$ -	\$ 700.00	\$ -	\$ 1,400.00
Total Cost	\$ 163.80	\$ 614.00	\$ 163.80	\$ 2,503.00

Plan Calculations	Kaiser Individual Plan	Providence Individual EPO	Kaiser Family Plan	Providence Family Plan (EPO)
Premium deduction Cost	\$ 6.30	\$ 39.00	\$ 6.30	\$ 115.50
Annual Premium Cost	\$ 163.80	\$ 1,014.00	\$ 163.80	\$ 3,003.00
Annual Out of Pocket Max	\$ 750.00	\$ 2,500.00	\$ 1,500.00	\$ 7,500.00
Subsidy per month	\$ 0.00	\$ 58.33	\$ -	\$ 116.67
Total Subsidy	\$ -	\$ 700.00	\$ -	\$ 1,400.00
Total Cost	\$ 913.80	\$ 2,814.00	\$ 1,663.80	\$ 9,103.00

Current Employer	Hourly Pay	Step	Retirement	Differentials	Paid time off	Health Benefits
1st	Kaiser	Kaiser	Kaiser	OHSU	Kaiser	Kaiser
2nd	OHSU	OHSU	OHSU	Kaiser	OHSU	OHSU
3rd	St Vincent	St Vincent	St Vincent	St. Vincent	St. Vincent	St. Vincent
Wage Rates	Kaiser OFNHP RN	OHSU	Prov. St. Vs	Amount below Top		
Initial Hrly. Rate	\$ 43.96	\$ 44.12	\$ 39.26	\$ 4.86		
Yr 5	\$ 52.44	\$ 53.16	\$ 47.78	\$ 5.38		
Yr 10	\$ 56.50	\$ 55.72	\$ 51.21	\$ 5.29		
Yr 15	\$ 58.69	\$ 58.43	\$ 53.69	\$ 5.00		
Yr 20	\$ 62.10	\$ 61.21	\$ 55.61	\$ 6.49		
Top Scale	\$ 63.59	\$ 67.13	\$ 58.12	\$ 9.01		
Wages ONA Proposed	Kaiser OFNHP RN	OHSU	Prov St Vs	ONA Proposal (Leading Wages)		
Initial Hrly. Rate	\$ 43.96	\$ 44.12	\$ 45.15	\$ 1.03		
Yr. 5	\$ 50.51	\$ 53.16	\$ 54.95	\$ 1.79		
Yr. 10	\$ 56.50	\$ 55.72	\$ 58.89	\$ 2.39		
Yr. 15	\$ 58.69	\$ 58.43	\$ 61.74	\$ 3.05		
Yr. 20	\$ 62.10	\$ 61.21	\$ 63.96	\$ 1.86		
Top Scale	\$ 63.59	\$ 67.13	\$ 66.84	\$ 0.29		
Pay increases via steps	Kaiser OFNHP RN	OHSU	St Vincent	Amount Below Top		
Yrs 1-5	8.48	9.04	8.52	0.52		
Yrs 1-10	12.54	11.60	11.95	0.59		
Yrs 1-15	14.73	14.31	14.43	0.30		
Top Step	19.63	23.01	18.86	4.15		
Incentive Pay	Kaiser OFNHP RN	OHSU	St Vincent	Amount Below Top		
Extra/Emergent Shift	Double Time	20/Double	\$18.00	\$ 8.00		
Application	All Shifts	All Shifts for	Only after 36 hrs			
Swing	\$ 3.00	\$ 2.60	\$ 2.50	\$ 0.50		
Night	\$ 5.90	\$ 6.00	\$ 5.80	\$ 0.20		
Charge/Lead	\$ 3.00	\$ 3.00	\$ 3.60	Top of market		
Preceptor	\$ 2.00	\$ 2.00	\$ 2.00	At market		
Float Position	\$ 3.00	\$ 8.00	\$ 0.60	\$ 7.40		
Weekend Differential	\$ -	\$ 4.50	\$ -	\$ 4.50		
Floating	\$ -	\$ 2.00	\$ -	Prov Seaside 3.50		

Proposed Ranking	Hourly Pay	Step Appreciation	Health Benefits	Retirement	Differentials	Paid Leave Time
1st	St Vincent	OHSU	Kaiser	Kaiser	St Vincent	St. Vincent
2nd	Kaiser	Kaiser	St. Vincent	OHSU	OHSU	Kaiser
3rd	OHSU	St. Vincent	OHSU	St Vincent	Kaiser	OHSU
Steps	Current St. Vincent	ONA Proposal 1/22	ONA Proposal 1/23	ONA Proposal 1/24	Wage rates are based on percentage increases, which can change if CPI is higher	
1a	\$ 39.26	\$ 45.15	\$ 47.41	\$ 49.78		
1b	\$ 40.25	\$ 46.29	\$ 48.60	\$ 51.03		
1	\$ 41.23	\$ 47.41	\$ 49.79	\$ 52.27		
2	\$ 43.08	\$ 49.54	\$ 52.02	\$ 54.62		
3	\$ 44.81	\$ 51.53	\$ 54.11	\$ 56.81		
4	\$ 46.38	\$ 53.34	\$ 56.00	\$ 58.80		
5	\$ 47.78	\$ 54.95	\$ 57.69	\$ 60.58		
6	\$ 48.74	\$ 56.05	\$ 58.85	\$ 61.80		
7	\$ 49.71	\$ 57.17	\$ 60.02	\$ 63.03		
8	\$ 50.21	\$ 57.74	\$ 60.63	\$ 63.66		
9	\$ 50.70	\$ 58.31	\$ 61.22	\$ 64.28		
10	\$ 51.21	\$ 58.89	\$ 61.84	\$ 64.93		
11	\$ 51.72	\$ 59.48	\$ 62.45	\$ 65.57		
12	\$ 52.24	\$ 60.08	\$ 63.08	\$ 66.23		
13	\$ 52.76	\$ 60.67	\$ 63.71	\$ 66.89		
14	\$ 53.30	\$ 61.30	\$ 64.36	\$ 67.58		
15	\$ 53.69	\$ 61.74	\$ 64.83	\$ 68.07		
16	\$ 54.10	\$ 62.22	\$ 65.33	\$ 68.59		
17	\$ 54.51	\$ 62.69	\$ 65.82	\$ 69.11		
18	\$ 54.92	\$ 63.16	\$ 66.32	\$ 69.63		
19	\$ 55.32	\$ 63.62	\$ 66.80	\$ 70.14		
20	\$ 55.61	\$ 63.95	\$ 67.15	\$ 70.51		
21	\$ 55.89	\$ 64.27	\$ 67.49	\$ 70.86		
22	\$ 56.17	\$ 64.60	\$ 67.83	\$ 71.22		
23	\$ 56.46	\$ 64.93	\$ 68.18	\$ 71.58		
24	\$ 56.73	\$ 65.24	\$ 68.50	\$ 71.93		
25	\$ 58.12	\$ 66.84	\$ 70.18	\$ 73.69		
	Differential	Current Differentials	ONA Proposal	Market		
	Extra/Emergnent Shift	\$ 18.00	\$25/Double Time	At Market		
	Extra Incentive for all shifts	Only beyond 36 hrs	All Shifts	Market Standard		
	Charge Differential	\$ 3.60	\$ 4.00	Top		
	Mid Shift	\$ 3.00	\$ 4.00	Top		
	Noc Shift	\$ 5.80	\$ 8.00	Top		
	Certification	\$ 2.50	\$ 3.00	\$ 3.00		

[illegible]

KP RN Wage Scale	KP RN Wage scale w/ 2.50 increase and 3%	KP RN Wage Scale 2021	Scale	ONA-OHSU RN 7/22	Steps	Current St. Vincent
1	\$ 43.96	\$ 40.25	1	\$ 44.12	1a	\$ 39.26
2	\$ 45.53	\$ 41.78	2	\$ 46.27	1b	\$ 40.25
3	\$ 47.17	\$ 43.37	3	\$ 48.46	1	\$ 41.23
4	\$ 48.80	\$ 44.95	4	\$ 50.87	2	\$ 43.08
5	\$ 50.51	\$ 46.61	5	\$ 53.16	3	\$ 44.81
6	\$ 52.44	\$ 48.49	6	\$ 53.16	4	\$ 46.38
7	\$ 54.42	\$ 50.41	7	\$ 53.16	5	\$ 47.78
8	\$ 56.50	\$ 52.43	8	\$ 53.16	6	\$ 48.74
9	\$ 58.69	\$ 54.55	9	\$ 53.16	7	\$ 49.71
10	\$ 60.37	\$ 56.18	10	\$ 55.72	8	\$ 50.21
11	\$ 62.10	\$ 57.86	11	\$ 55.72	9	\$ 50.70
12	\$ 63.59	\$ 59.31	12	\$ 55.72	10	\$ 51.21
			13	\$ 55.72	11	\$ 51.72
			14	\$ 55.72	12	\$ 52.24
			15	\$ 58.43	13	\$ 52.76
			16	\$ 58.43	14	\$ 53.30
			17	\$ 58.43	15	\$ 53.69
			18	\$ 58.43	16	\$ 54.10
			19	\$ 58.43	17	\$ 54.51
			20	\$ 61.21	18	\$ 54.92
			21	\$ 61.21	19	\$ 55.32
			22	\$ 61.21	20	\$ 55.61
			23	\$ 61.21	21	\$ 55.89
			24	\$ 61.21	22	\$ 56.17
			25	\$ 64.08	23	\$ 56.46
			26	\$ 64.08	24	\$ 56.73
			27	\$ 64.08	25	\$ 58.12
			28	\$ 64.08		
			29	\$ 64.08		
			30	\$ 67.13		

12/30/21

APPENDIX A – COMPENSATION

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

Market Adjustment Year 1: Effective the first full pay period following ratification, a \$2.25 increase to all steps.

Year 1, 2022: Effective the first full pay period following ratification that includes 1/1/18: 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.

Step	(Date)
1A	\$ 42.34
1B	\$ 43.35
1	\$ 44.35
2	\$ 46.24
3	\$ 48.00
4	\$ 49.60
5	\$ 51.03
6	\$ 52.01
7	\$ 53.00
8	\$ 53.51
9	\$ 54.01
10	\$ 54.53
11	\$ 55.05
12	\$ 55.58
13	\$ 56.11
14	\$ 56.66
15	\$ 57.06
16	\$ 57.48
17	\$ 57.90
18	\$ 58.31
19	\$ 58.72
20	\$ 59.02
21	\$ 59.30
22	\$ 59.59
23	\$ 59.88
24	\$ 60.16
25	\$ 61.58

	Step	1/1/2018
Resident new hire: Resident competent:	1A	\$ 37.09
	1B	\$ 38.08
	2	\$ 39.07
	3	\$ 40.34
	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 Pool RNs: Effective the first pay period that includes 1/1/18, 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.

Nursing Float Pools (Children's Nursing Float Pool, Critical Care Float Pool and Nursing Float Pool). ~~Pay~~ Every registered nurseRN in a position within one of the float pools shall receive working in a float assignment, ~~due to working in a float position shall receive~~ a differential of \$1.258.00 per hour for hours worked in a float assignment. A Registered Nurse floating to a unit outside of their home department shall ~~receive a differential of \$2.50 per hour~~. Registered nurses working in float pool positions will transition back to the regular staff nurse job code, and their pay will drop by one level on the pay scale. The changes referenced in this section will be effective on the first full pay period after ratification.

Resident Nurses. Newly hired residents will be slotted at step 1A. Registered ~~n~~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.

Year 2, 20232019: Effective the first pay period that includes 1/1/231/1/19, ~~all nurses will move onto a new pay scale structure which represents~~ a two percent (2%) across the board increase, as follows:

New Step	1/1/20 <u>2319</u>
1A	\$ 43.19
1B	\$ 44.22
1	\$ 45.24
2	\$ 47.16
3	\$ 48.96
4	\$ 50.59
5	\$ 52.05
6	\$ 53.05
7	\$ 54.06
8	\$ 54.58
9	\$ 55.09
10	\$ 55.62
11	\$ 56.15
12	\$ 56.69

13	\$ 57.23
14	\$ 57.79
15	\$ 58.20
16	\$ 58.63
17	\$ 59.06
18	\$ 59.48
19	\$ 59.89
20	\$ 60.20
21	\$ 60.49
22	\$ 60.78
23	\$ 61.08
24	\$ 61.36
25	\$ 62.81

Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

Year 3, 2020: Effective the first pay period that includes 1/1/2020: 2% increase to all steps.

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
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.

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

Step Progression

1. Registered nNurses' compensation shall be computed on the basis of hours worked.

2. A registered nurse shall progress according to the 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 registered 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.~~

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 registered nurse may be hired at any Sstep, but not less than the Sstep number that corresponds with the number of years of the registered nurse's related experience as a registered nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years. Newly hired registered nurses will not be placed higher than step twenty-two (22) unless approved by the CNO. For registered nurses hired in the Behavioral Health Unit, experience at the Oregon State Hospital shall be counted as equal to that of an accredited acute care facility. A year of experience under this section is 1,872 hours of the related work. The Medical Center may, in its discretion, place a newly hired, experienced registered -nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$3.60 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 per hour in addition to the appropriate Staff Nurse hourly rate set forth above.

2. Shifts.

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

of the nurse's assigned hours are between the hours of:	hift
_____	_____
p.m.	ay
1 p.m.	ining
7 a.m.	ght

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

b. Registered nNurses assigned for evening and night 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 per hour.

ii. Night Shift: \$5.80 per hour.

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

d. If a registered 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 registered 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. Registered nNurses 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

- ii. Registered nNurses 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 registered nurse who meets the requirements of this section shall receive a ~~\$1.75~~ 2.25 per hour certification differential.

a. The registered 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 registered 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. Registered

~~n~~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 registered nurse assigned as a preceptor will be paid a differential of \$2.~~5000~~ worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a registered 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.

4.5. Weekends. Effective the first full pay period following ratification, a registered nurse will be paid a weekend differential of \$1.25 per hour worked on the weekend. No weekend differential will be paid for any unworked hours. Weekend shifts are defined as shifts beginning within the period from 7:00p.m. on Friday through 6:59 p.m. on Sunday.

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

1. Registered n~~N~~urses scheduled for standby shall be paid the sum of \$4.70 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 registered 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 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 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 registered 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 registered nurse will be paid a differential of \$18.00 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. This differential will be \$19.00 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. To be eligible for the extra shift differential, the registered nurse must have worked the scheduled shifts of

their FTE during the work week.

2. Regularly scheduled hours. For the purposes of determining “the registered 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.

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 registered 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.

4. 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 registered 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.

Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement. Any hour for which such a premium is payable under a provision of this agreement will not be counted toward any other time and one-half or higher premium for that or any other hour.

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.

Market Adjustment Year 1: Effective the first pay period that includes January 1, 2022 a Market Rate Adjustment of \$4.80. .

Year 1, January 2022: ~~[If this Agreement is ratified by January 6, 2018]~~

Effective the first pay period that includes 1/1/~~2018~~: ~~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 4.25 % increase to all steps on the wage scale .

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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,~~

~~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 \$5.00 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.

Year 2, 20~~19~~²³: Effective the first pay period that includes 1/1/~~2019~~²³ a 4.25% 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

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, 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.~~ Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

Year 3, 20~~2024~~: Effective the first pay period that includes 1/1/20~~2420~~: ~~2%~~ 4% increase to all steps or an increase equal to the increase to the consumer price index during the year of 2023, whichever is greater.

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

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

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1. Nurses' compensation shall be computed on the basis of hours worked.

2. A nurse shall progress according to the ~~year to year~~ 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.~~

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4. ~~In 2018, a~~ 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

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~~ \$3.60 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
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~~ \$3.00 per hour.
- ii. Night Shift: \$ ~~5.80~~ \$7.15 per hour.

iii. Weekend Shift: \$3.00 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.

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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 ~~\$2~~ 4.00 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~~ 12.00 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~~ 15.00 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 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.

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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.

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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:

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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 these holidays), from hours that would otherwise have been worked.

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.~~

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

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H. Tuition Reimbursement:

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ONA Bargaining Unit members have a right to participate in Providence's tuition reimbursement program under the conditions outlined in Providence's hospital policies. Nurses covered by the collective bargaining agreement shall receive reimbursement rates equal to the highest rates offered to members not covered by the collective bargaining agreement.

I. Increases to Revenue from Legislation

If the state of Oregon, the Federal Government, or other public sources pass legislation that increases revenue to Providence Health System during the term of this agreement, the Oregon Nurses Association may provide notice of its intent to reopen the current agreement and negotiate terms contained in Appendix A.

Upon receiving notice from ONA to reopen the Collective Bargaining Agreement, Providence shall convene with the Oregon Nurses Association no less than thirty days after receiving the Union's notification to initiate bargaining over the increased revenue.

PSVMC counter to ONA proposal of 1/13/22

1/13/22

APPENDIX A – COMPENSATION

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

Market Adjustment Year 1: Effective the first full pay period following ratification, a \$2,252.50 increase to all steps.

Year 1, 2022-23: Effective the first full pay period following ratification that includes 1/1/18: 2% increase to all steps. Effective the first full pay period following July 1, 2022, a 0.50% 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.

(wage scales to be inserted here)

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

Resident Nurses. Newly hired residents will be slotted at step 1A. Registered 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.

Year 2, 2023-24: Effective the first pay period that includes 1/1/23-1/1/24, all nurses will move onto a new pay scale structure which represents a two percent (2%) across

the board increase. Effective the first full pay period following July 1, 2023, a 0.50% increase to all steps.

(wage scales to be inserted here)

Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

Year 3, 2020: Effective the first pay period that includes 1/1/2020: 2% increase to all steps.

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

25	\$ 56.98
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Year 4, 2021: Effective the first pay period that includes 1/1/2021: 2% increase to all steps.

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

Step Progression

1. Registered nNurses' compensation shall be computed on the basis of hours worked.

2. A registered nurse shall progress according to the 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 registered 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.~~

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 registered nurse may be hired at any \$step, but not less than the \$step number that corresponds with the number of years of the registered nurse's related experience as a registered nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years. Newly hired registered nurses will not be placed higher than step twenty-two (22) unless approved by the CNO. For registered nurses hired in the Behavioral Health Unit, experience at the Oregon State Hospital shall be counted as equal to that of an accredited acute care facility. A year of experience under this section is 1,872 hours of the related work. The Medical Center may, in its discretion, place a newly hired, experienced registered -nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$3.60 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 per hour in addition to the appropriate Staff Nurse hourly rate set forth above.

2. Shifts.

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

of the nurse's assigned hours are between the hours of:	hift
_____	_____
p.m.	ay
1 p.m.	:ning
7 a.m.	ght

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

b. Registered nNurses assigned for evening and night 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 per hour.

ii. Night Shift: \$5.80 per hour.

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

d. If a registered 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 registered 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. Registered nNurses 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 thissection 2; and

ii. Registered nNurses 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 registered nurse who meets the requirements of this section shall receive a ~~\$1.75~~ 2.25 per hour certification differential.

a. The registered 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 registered 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. Registered ~~n~~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 registered nurse assigned as a preceptor will be paid a differential of \$2.~~75~~⁵⁰00 worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a registered 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.

4.5. Weekends. Effective the first full pay period following ratification, a registered nurse will be paid a weekend differential of \$1.25 per hour worked on the weekend. No weekend differential will be paid for any unworked hours. Weekend shifts are defined as shifts beginning within the period from 7:00p.m. on Friday through 6:59 p.m. on Sunday.

5.6. Nursing Float Pools (Children's Nursing Float Pool, Critical Care Float Pool and Nursing Float Pool). ~~Pay~~ Every registered nurse RN in a position within one of the float pools shall receive working in a float assignment, due to working in a float position shall receive a differential of \$1.~~75~~²⁵~~8.00~~ per hour for hours worked in a float assignment. ~~A Registered Nurse floating to a unit outside of their home department shall receive a differential of \$2.50 per hour.~~ Registered nurses working in float pool positions will transition back to the regular staff nurse job code, and their pay will drop by one level on the pay scale. The changes referenced in this section will be effective on the first full pay period after ratification.

6.7.

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

1. Registered nNurses scheduled for standby shall be paid the sum of \$4.70 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 registered 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 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 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 registered 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 registered nurse will be paid a differential of \$18.00 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. This differential will be \$19.00 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. To be eligible for the extra shift differential, the registered nurse must have worked the scheduled shifts of their FTE during the work week.

2. Regularly scheduled hours. For the purposes of determining “the registered 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.

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 registered 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.

4. 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 registered 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.

Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement. Any hour for which such a premium is payable under a provision of this agreement will not be counted toward any other time and one-half or higher premium for that or any other hour.

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.

Market Adjustment Year 1: Effective the first pay period that includes January 1, 2022 a Market Rate Adjustment of \$4.50.

Ratification Bonus: Effective upon ratification of the contract, each bargaining unit registered nurse shall receive a \$3,000 retention bonus.

Year 1, January 2022 2022: ~~[If this Agreement is ratified by January 6, 2018]~~

Effective the first pay period that includes 1/1/~~2018~~: ~~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 3% increase to all steps on the wage scale. As of July 1, 2022 a 1% increase to all steps on the wage scale.

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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 \$5.00 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, 20~~19~~²³: Effective the first pay period that includes 1/1/~~2019~~²³ a 2% increase to all steps on the wage scale. As of July 1, 2023 an increase of 1.5% to all steps on the wage scale.—
~~19, all nurses will move onto a new pay scale structure, as follows:~~

Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

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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

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14	\$ 51.23
15	\$ 51.61
16	\$ 52.00
17	\$ 52.39
18	\$ 52.78
19	\$ 53.18
20	\$ 53.45
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, 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.~~ Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

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Year 3, 20~~2024~~: Effective the first pay period that includes 1/1/20~~24~~~~20~~: ~~2%~~ 2%
increase to all steps. As of July 2024 a 1.5% increase to all steps on the wage scale.

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
22	\$ 55.07

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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
18	\$ 54.92

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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 ~~yearto~~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.~~

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~~4. In 2018, a 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 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~~ \$3.60 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~~ \$3.00 per hour.

ii. Night Shift: \$ ~~5.80~~ \$7.15 per hour.

iii. Weekend Shift: \$3.00 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.

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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 ~~\$2~~ 4.00 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 ~~\$4.79~~ 12.00 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 unit manager or designee asking the nurse to return to work or (2) where

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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 ~~\$40.00~~ 15.00 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 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.

~~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.~~

~~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~~

Commented [3]: Just a comment. I want to make sure that someone takes really good notes when we discuss this issue. Managment has historically been shady about the intent of this language.

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~~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.~~

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

H. Tuition Reimbursement:

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ONA Counter Proposal 1/28 Packaged with Article XI and Appendix E

ONA Bargaining Unit members have a right to participate in Providence's tuition reimbursement program under the conditions outlined in Providence's hospital policies. Nurses covered by the collective bargaining agreement shall receive reimbursement rates equal to the highest rates offered to members not covered by the collective bargaining agreement.

I. Increases to Revenue from Legislation

If the state of Oregon, the Federal Government, or other public sources pass legislation that increases revenue to Providence Health System during the term of this agreement, the Oregon Nurses Association may provide notice of its intent to reopen the current agreement and negotiate terms contained in Appendix A.

Upon receiving notice from ONA to reopen the Collective Bargaining Agreement, Providence shall convene with the Oregon Nurses Association no less than thirty days after receiving the Union's notification to initiate bargaining over the increased revenue.

PSVMC counter to ONA proposal of 1/28/22

1/28/22

APPENDIX A – COMPENSATION

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

Market Adjustment Year 1: Effective the first full pay period following ratification, a \$3.00 increase to all steps.

Year 1, 2022: Effective the first full pay period following ratification that includes 4/1/18: 2.25% increase to all steps. Effective the first full pay period following July 1, 2022, a 1% 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.

(wage scales to be inserted here)

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

Resident Nurses. Newly hired residents will be slotted at step 1A. Registered 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.

Year 2, 2023: Effective the first pay period that includes 1/1/23, all nurses will move onto a new pay scale structure which represents a two percent (2%) across

the board increase. Effective the first full pay period following July 1, 2023, a 0.50% increase to all steps.

(wage scales to be inserted here)

Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

Year 3, 2024~~20~~: Effective the first pay period that includes 1/1/2020: 2% increase to all steps.

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

25	\$ 56.98
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Year 4, 2021: Effective the first pay period that includes 1/1/2021: 2% increase to all steps.

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

Step Progression

1. Registered nNurses' compensation shall be computed on the basis of hours worked.

2. A registered nurse shall progress according to the 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 registered 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.~~

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 registered nurse may be hired at any \$step, but not less than the \$step number that corresponds with the number of years of the registered nurse's related experience as a registered nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years. Newly hired registered nurses will not be placed higher than step twenty-two (22) unless approved by the CNO. For registered nurses hired in the Behavioral Health Unit, experience at the Oregon State Hospital shall be counted as equal to that of an accredited acute care facility. A year of experience under this section is 1,872 hours of the related work. The Medical Center may, in its discretion, place a newly hired, experienced registered -nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$3.60 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~~2.60 per hour in addition to the appropriate Staff Nurse hourly rate set forth above.

2. Shifts.

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

of the nurse's assigned hours are between the hours of:	hift
_____	_____
p.m.	ay
1 p.m.	ining
7 a.m.	ght

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

b. Registered nNurses assigned for evening and night 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 per hour.

ii. Night Shift: ~~\$5.80~~6.00 per hour.

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

d. If a registered 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 registered 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. Registered n~~N~~urses 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 thissection 2; and

ii. Registered n~~N~~urses 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 registered nurse who meets the requirements of this section shall receive a ~~\$1.75~~ 2.25 per hour certification differential.

a. The registered 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 registered 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. Registered ~~n~~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 registered nurse assigned as a preceptor will be paid a differential of \$2.~~75~~⁵⁰00 worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a registered 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.

4.5. Weekends. Effective the first full pay period following ratification, a registered nurse will be paid a weekend differential of \$1.25 per hour worked on the weekend. No weekend differential will be paid for any unworked hours. Weekend shifts are defined as shifts beginning within the period from 7:00p.m. on Friday through 6:59 p.m. on Sunday.

5.6. Nursing Float Pools (Children's Nursing Float Pool, Critical Care Float Pool and Nursing Float Pool). ~~Pay Every~~ Every registered nurse RN in a position within one of the float pools shall receive working in a float assignment, due to working in a float position shall receive a differential of \$1.~~75~~²⁵~~8.00~~ per hour for hours worked in a float assignment. ~~A Registered Nurse floating to a unit outside of their home department shall receive a differential of \$2.50 per hour.~~ Registered nurses working in float pool positions will transition back to the regular staff nurse job code, and their pay will drop by one level on the pay scale. The changes referenced in this section will be effective on the first full pay period after ratification.

6.7.

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

1. Registered nNurses scheduled for standby shall be paid the sum of \$4.70 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 registered 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 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 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 registered 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 registered nurse will be paid a differential of \$18.00 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. This differential will be ~~\$20.00~~19.00 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. To be eligible for the extra shift differential, the registered nurse must have worked the scheduled shifts of their FTE during the work week.

2. Regularly scheduled hours. For the purposes of determining “the registered 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.

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 registered 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.

4. 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 registered 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.

Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement. Any hour for which such a premium is payable under a provision of this agreement will not be counted toward any other time and one-half or higher premium for that or any other hour.

APPENDIX A – COMPENSATION

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

Market Adjustment Year 1: Effective the first full pay period following ratification, a \$3.00 increase to all steps.

Year 1, 2022-23: Effective the first full pay period following ratification that includes 1/1/18: 2.25% increase to all steps. Effective the first full pay period following July 1, 2022, a 1% 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.

(wage scales to be inserted here)

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

Resident Nurses. Newly hired residents will be slotted at step 1A. Registered 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.

Year 2, 2023-24: Effective the first pay period that includes 1/1/23-1/1/19, all nurses will move onto a new pay scale structure which represents a two percent (2%) across

the board increase. Effective the first full pay period following July 1, 2023, a 1% increase to all steps.

(wage scales to be inserted here)

Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs-registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

Year 3, 2024~~20~~: Effective the first pay period that includes 1/1/2020: 2.5% increase to all steps.

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

25	\$ 56.98
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Year 4, 2021: Effective the first pay period that includes 1/1/2021: 2% increase to all steps.

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

Step Progression

1. Registered nNurses' compensation shall be computed on the basis of hours worked.

2. A registered nurse shall progress according to the 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 registered 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.~~

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 registered nurse may be hired at any \$step, but not less than the \$step number that corresponds with the number of years of the registered nurse's related experience as a registered nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years. Newly hired registered nurses will not be placed higher than step twenty-two (22) unless approved by the CNO. For registered nurses hired in the Behavioral Health Unit, experience at the Oregon State Hospital shall be counted as equal to that of an accredited acute care facility. A year of experience under this section is 1,872 hours of the related work. The Medical Center may, in its discretion, place a newly hired, experienced registered -nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$3.60 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~~2.60 per hour in addition to the appropriate Staff Nurse hourly rate set forth above.

2. Shifts.

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

of the nurse's assigned hours are between the hours of:	hift
_____	_____
p.m.	ay
1 p.m.	ining
7 a.m.	ght

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

b. Registered nNurses assigned for evening and night 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 per hour.

ii. Night Shift: ~~\$5.80~~ \$6.10 per hour.

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

d. If a registered 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 registered 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. Registered n~~N~~urses 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 thissection 2; and

ii. Registered n~~N~~urses 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 registered nurse who meets the requirements of this section shall receive a ~~\$1.75~~ 2.25 per hour certification differential.

a. The registered 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 registered 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. Registered ~~n~~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 registered nurse assigned as a preceptor will be paid a differential of ~~\$2.00~~ \$3.00 worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a registered 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.

4.5. Weekends. Effective the first full pay period following ratification, a registered nurse will be paid a weekend differential of \$1.25 per hour worked on the weekend. No weekend differential will be paid for any unworked hours. Weekend shifts are defined as shifts beginning within the period from 7:00p.m. on Friday through 6:59 p.m. on Sunday.

5.6. Nursing Float Pools (Children's Nursing Float Pool, Critical Care Float Pool and Nursing Float Pool). ~~Pay Every~~ Every registered nurse RN in a position within one of the float pools shall receive ~~working in a float assignment, due to working in a float position shall receive~~ a differential of \$2.00 per hour for hours worked in a float assignment. ~~A Registered Nurse floating to a unit outside of their home department shall receive a differential of \$2.50 per hour.~~ Registered nurses working in float pool positions will transition back to the regular staff nurse job code, and their pay will drop by one level on the pay scale. The changes referenced in this section will be effective on the first full pay period after ratification.

6.7.

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

1. Registered nNurses scheduled for standby shall be paid the sum of \$4.70 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 registered 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 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 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 registered 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 registered nurse will be paid a differential of \$18.00 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. This differential will be ~~\$20.00~~19.00 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. To be eligible for the extra shift differential, the registered nurse must have worked the scheduled shifts of their FTE during the work week.

2. Regularly scheduled hours. For the purposes of determining “the registered 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.

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 registered 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.

4. 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 registered 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.

Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement. Any hour for which such a premium is payable under a provision of this agreement will not be counted toward any other time and one-half or higher premium for that or any other hour.

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.

Market Adjustment Year 1: Effective the first pay period that includes January 1, 2022 a Market Rate Adjustment of \$3.90.

Retention Bonus: Effective upon ratification of the contract, each bargaining unit registered nurse shall receive a \$3,000 retention bonus.

Year 1, January 2022 20248: ~~[If this Agreement is ratified by January 6, 2018]~~

Effective the first pay period that includes 1/1/~~2018~~: ~~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 3% increase to all steps on the wage scale. As of July 1, 2022 a 1% increase to all steps on the wage scale.~~

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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 \$5.00 per hour. A Registered Nurse required to float to a unit outside of their home department more than twice in a pay period 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, 20~~19~~²³: Effective the first pay period that includes 1/1/~~2019~~²³ a 2.5% increase to all steps—on the wage scale. As of July 1, 2023 an increase of 2% to all steps on the wage scale.—
~~.19, all nurses will move onto a new pay scale structure, as follows:~~

Retention Bonus: ~~Effective the first pay period that includes 12/31/2019~~. In 2022 and 2023, RNs—registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

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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

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13	\$ 50.72
14	\$ 51.23
15	\$ 51.61
16	\$ 52.00
17	\$ 52.39
18	\$ 52.78
19	\$ 53.18
20	\$ 53.45
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, 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.~~ Retention Bonus: Effective the first pay period that includes 12/31/2019, In 2022 and 2023, RNs registered nurses 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. This bonus will be paid out on the pay date following the second full pay period of the next calendar year.

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Year 3, 20~~2024~~: Effective the first pay period that includes 1/1/20~~2420~~: ~~2%~~ 2%
increase to all steps. As of July 2024 a 1.5% increase to all steps on the wage scale.

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
22	\$ 55.07

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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
18	\$ 54.92

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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 ~~year to year~~ 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.~~

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~~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 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~~ \$3.60 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 per hour.
- ii. Night Shift: \$ ~~5.80~~ \$6.50 per hour.
- iii. Weekend Shift: \$2.50 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.

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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~~ 2.50 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 ~~\$2~~ 3.00 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 ~~\$4.79~~ 6.00 for each hour of scheduled standby. All Assigned standby hours that are greater than 24 hours in a single pay period shall be paid at the rate of \$12.00 per hour.

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)

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the nurse has first clocked out and then received a call from the nurse's 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 ~~\$40.00~~ 15.00 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~~ \$22.00 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

emergent. This differential will be ~~\$19.00~~\$25.00 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.

~~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.~~

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

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~~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.~~

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

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I. Increases to Revenue from Legislation

If the state of Oregon, the Federal Government, or other public sources pass legislation that increases revenue to Providence Health System during the term of this agreement, the Oregon Nurses Association may provide notice of its intent to reopen the current agreement and negotiate terms contained in Appendix A.

Upon receiving notice from ONA to reopen the Collective Bargaining Agreement, Providence shall convene with the Oregon Nurses Association no less than thirty days after receiving the Union's notification to initiate bargaining over the increased revenue.