

**APPENDIX A – COMPENSATION**

A. Wage Rates. - The following are the rates of pay of all Registered nurses employed under the terms of this Agreement.

Year 1, 2024 Effective January 1, 2024 apply a seventeen percent (17%) across the board increase to all steps and add Steps 26-30 averaging 1% increase above the prior step at step added to the wage scale.

**Deleted:** Year 1, 2022: Effective July 17, 2022: Market adjustment of six percent (6%) to scale, plus across the board increase of four percent (4%). An additional one dollar (\$1.00)/hour market increase to be added to the following steps: Resident steps 1 and 2, RN steps 1 through 4. Retroactive to January 2, 2022, lump sum payable in August 2022, as follows: apply nine percent (9%) to wages based on hours worked from 1/2/2022 through 7/16/2022.

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<u>Step</u>	<u>2024 Scale</u>
<u>Entry</u>	<u>\$53.90/55.24</u>
<u>1</u>	<u>\$56.53</u>
<u>2</u>	<u>\$59.01</u>
<u>3</u>	<u>\$61.34</u>
<u>4</u>	<u>\$63.45</u>
<u>5</u>	<u>\$64.12</u>
<u>6</u>	<u>\$65.39</u>
<u>7</u>	<u>\$66.69</u>
<u>8</u>	<u>\$67.37</u>
<u>9</u>	<u>\$68.04</u>
<u>10</u>	<u>\$68.70</u>
<u>11</u>	<u>\$69.39</u>
<u>12</u>	<u>\$70.08</u>
<u>13</u>	<u>\$70.81</u>
<u>14</u>	<u>\$71.52</u>
<u>15</u>	<u>\$72.05</u>
<u>16</u>	<u>\$72.59</u>
<u>17</u>	<u>\$73.14</u>
<u>18</u>	<u>\$73.70</u>
<u>19</u>	<u>\$74.24</u>

<u>20</u>	<u>\$74.62</u>
<u>21</u>	<u>\$74.99</u>
<u>22</u>	<u>\$75.37</u>
<u>23</u>	<u>\$75.76</u>
<u>24</u>	<u>\$76.12</u>
<u>25</u>	<u>\$77.98</u>
<u>26</u>	<u>\$78.76</u>
<u>27</u>	<u>\$79.55</u>
<u>28</u>	<u>\$80.34</u>
<u>29</u>	<u>\$81.15</u>
<u>30</u>	<u>\$81.96</u>

Resident Nurses. Registered nurses will progress 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, 2025: Effective January 1, 2025 a nine percent (9%) across the board increase.

<u>Step</u>	<u>2025 Scale</u>
<u>Entry</u>	<u>\$58.75/ \$60.21</u>
<u>1</u>	<u>\$61.62</u>
<u>2</u>	<u>\$64.33</u>
<u>3</u>	<u>\$66.86</u>
<u>4</u>	<u>\$69.16</u>
<u>5</u>	<u>\$69.89</u>
<u>6</u>	<u>\$71.28</u>

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 Year 2, 2023: Effective January 1, 2023 a three percent (3%) across the board increase. Effective the first full pay period following July 1, 2023, a one percent (1%) across the board:

<u>7</u>	<u>\$72.69</u>
<u>8</u>	<u>\$73.43</u>
<u>9</u>	<u>\$74.16</u>
<u>10</u>	<u>\$74.89</u>
<u>11</u>	<u>\$75.64</u>
<u>12</u>	<u>\$76.39</u>
<u>13</u>	<u>\$77.18</u>
<u>14</u>	<u>\$77.96</u>
<u>15</u>	<u>\$78.53</u>
<u>16</u>	<u>\$79.12</u>
<u>17</u>	<u>\$79.72</u>
<u>18</u>	<u>\$80.33</u>
<u>19</u>	<u>\$80.92</u>
<u>20</u>	<u>\$81.34</u>
<u>21</u>	<u>\$81.73</u>
<u>22</u>	<u>\$82.15</u>
<u>23</u>	<u>\$82.58</u>
<u>24</u>	<u>\$82.97</u>
<u>25</u>	<u>\$85.00</u>
<u>26</u>	<u>\$85.85</u>
<u>27</u>	<u>\$86.71</u>
<u>28</u>	<u>\$87.57</u>
<u>29</u>	<u>\$88.45</u>
<u>30</u>	<u>\$89.33</u>

Year 3, 2026: Effective January 1, 2026 a nine percent (9%) across the board increase.

<u>Step</u>	<u>2026 Scale</u>
<u>Entry</u>	<u>\$64.04/ \$65.62</u>

<u>1</u>	<u>\$67.17</u>
<u>2</u>	<u>\$70.12</u>
<u>3</u>	<u>\$72.88</u>
<u>4</u>	<u>\$75.38</u>
<u>5</u>	<u>\$76.18</u>
<u>6</u>	<u>\$77.69</u>
<u>7</u>	<u>\$79.23</u>
<u>8</u>	<u>\$80.04</u>
<u>9</u>	<u>\$80.83</u>
<u>10</u>	<u>\$81.63</u>
<u>11</u>	<u>\$82.45</u>
<u>12</u>	<u>\$83.27</u>
<u>13</u>	<u>\$84.13</u>
<u>14</u>	<u>\$84.98</u>
<u>15</u>	<u>\$85.60</u>
<u>16</u>	<u>\$86.24</u>
<u>17</u>	<u>\$86.89</u>
<u>18</u>	<u>\$87.56</u>
<u>19</u>	<u>\$88.20</u>
<u>20</u>	<u>\$88.66</u>
<u>21</u>	<u>\$89.09</u>
<u>22</u>	<u>\$89.55</u>
<u>23</u>	<u>\$90.01</u>
<u>24</u>	<u>\$90.44</u>
<u>25</u>	<u>\$92.65</u>
<u>26</u>	<u>\$93.58</u>
<u>27</u>	<u>\$94.51</u>
<u>28</u>	<u>\$95.46</u>
<u>29</u>	<u>\$96.41</u>
<u>30</u>	<u>\$97.37</u>

Retention Bonus - Registered nurses who were slotted on step 25 of the wage scale during calendar year 2019 will receive a retention bonus equal to seventy-five cents (\$0.75) for every hour worked from 2019 through 2024. This bonus will be paid out on the pay date following the second full pay period of 2025 to said RNs who are still employed at the time of the payment.

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#### Step Progression:

1. Registered nurses' 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 seven hundred (700) hours. In the case where a Registered nurse has not worked seven hundred (700) hours during any anniversary year, advancement to the next wage step shall be delayed until completion of seven hundred (700) hours of work. Computation of seven hundred (700) hours in the following years shall commence upon completion of the prior seven hundred (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 seven hundred (700) -hour requirement. Additional Wage Provisions. - Effective the first pay period following ratification.
1. Registered nurses' compensation shall be computed on the basis of hours worked.
  2. A Registered 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.

B. 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 one-thousand eight hundred and seventy-two (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.

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C. Differentials.

1. Charge Nurses. - Charge nurses shall receive a differential of six dollars (\$6.00) per hour in addition to the appropriate hourly rate set forth in Section A above. Relief charge nurses shall receive, during the period of assignment to the charge nurse function, four dollars and fifty center (\$4.50) per hour in addition to the appropriate hourly rate set forth in Section A. above.

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2. Shifts.

a. Registered 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
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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. Registered nurses assigned for evening and night shifts shall be paid, in addition to the appropriate rate set forth in Section A above, as follows:

- i. Evening shift: ~~three dollars (\$3.00)~~ per hour.
- ii. Night Shift: ~~twelve dollars (\$12.00)~~ per hour for all nurses entry through five years with the employer and ~~sixteen dollars (\$16.00)~~ per hour for all nurses with five years or more experience with the employer.

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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 Registered 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.

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i. Registered 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 scheduled 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

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ii. Registered 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.

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3. Certifications. ~~—~~ A Registered nurse who meets the requirements of this Section shall receive a four dollars (4.00) per hour certification

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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 (1/2) 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 2.
  
- c. Only one (1) certification and one certification differential will be recognized at a time for the purposes of this Section. Registered nurses with multiple recognized certifications will receive certification differential for only one (1) at a time.

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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. List

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4. Preceptors. ~~–~~ A Registered nurse assigned as a preceptor will be paid a differential of ~~four dollars (\$4.00)~~ worked as a preceptor. A preceptor is a nurse who is designated by their nurse manager to:

- i. assess the learning needs of a Registered nurse (nurse resident, fellow, capstone student nurse; newly hired experienced nurse, and/or agency nurse);
- ii. plan the Registered nurse's learning program
- iii. implement the program;
- iv. provide direct guidance and supervision to the Registered nurse during the program; and
- v. in conjunction with the nurse manager and/or designee, evaluate the Registered nurse's progress during the program.

This differential will not be paid for any unworked hours or for any hours when the Registered nurse is not working as a preceptor. Additionally, preceptor pay will not be paid for general orientation to the unit when there is no need to assess and address the learning needs of a Registered nurse.

5. Weekends. ~~–~~ Effective the first full pay period following ratification, a

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Registered nurse will be paid a weekend differential of five dollars ~~(\$5.00)~~ 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 7:00 p.m. on Friday through 6:59 a.m. on Monday.

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6. Nursing Float Pools (Children's Nursing Float Pool, Critical Care Float Pool, and Nursing Float Pool). ~~Every~~ Registered nurse in a position within one of the float pools shall initially receive a differential of five dollars (\$5.00) per hour for hours worked in a float assignment. After a Registered nurse has had two year of full-time work in their designated float pool, their float pool differential will increase to twelve ~~(\$12.00)~~ per hour for hours worked in a float assignment. Registered nurses working in float pool positions will transition back to the regular Registered nurse job code, and their pay will drop by one level on the pay scale if previously granted credit for one additional step The changes referenced in this Section will be effective on the first full pay period after ratification.

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a. Floating Differential: Nurses shall receive two dollars and fifty center (\$2.50) per hour for each shift they're floated to work on another unit.

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7. ECMO Differential: Registered nurses trained to use ECMO devices shall receive an additional \$10.00 per hour for each hour worked while serving as an ECLS specialist.

8. Bilingual Differential: Registered nurses who are certified as bilingual by the medical center shall receive an additional three thousand dollars (\$3,000) on the first full pay period of each calendar year.

D. Standby Compensation. - The following standby compensation policies shall

apply to all Registered nurses:

1. Registered nurses scheduled for voluntary standby shall be paid the sum of four dollars and seventy cents (\$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 ½) 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 sixty (60) minutes or more. If the nurse continues his or her scheduled shift for fifty-nine (59) minutes or less, the nurse will receive one hour of the premium rate.

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

- a. Registered nurses scheduled for mandatory scheduled standby shall be paid the sum of ~~fourteen (\$14.00)~~ for each hour of mandatory scheduled standby.
- b. If staffing on a unit with mandatory standby requires that Registered nurses exceed fifty-two (52) hours of standby in any contiguous four (4) week period, such nurses will for such schedules be paid ~~twenty dollars (\$20.00)~~ for all standby hours in excess of fifty-two (52).
- c. Scheduling of all standby hours will be distributed fairly and

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equitably among affected nurses.

d. On units where a Registered nurse or nurses wish to voluntarily exceed fifty-two (52) hours of scheduled standby per four (4)-week schedule, all such voluntary hours in excess of fifty-two (52) will be paid at ~~fourteen (\$14.00)~~ per hour.

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e. **Short Notice Standby Shifts:** Standby shifts that are posted to fill on short notice, within forty-eight hours, shall receive an additional \$200 bonus for shifts of 12 hours or less in length and shall be paid an extra \$500 bonus for shifts greater than 12 hours in duration. The Hours a caregiver works while called in on short notice standby shifts will be paid at double the hourly rate of pay.

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f. **Holiday Standby:** Standby assignments shall be paid double the hourly rate for all hours while on standby.

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g. **Special Response Call Units:** ONA members shall receive the premium standby rate of \$20 per hour for all hours of standby in units that provide less than 30 minutes to start a procedure when on call.

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

#### **E. Extra Shifts.**

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1. Extra shifts differential. - A Registered nurse will be paid a differential of nineteen dollars (\$19.00) 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 (three and a half (3.5) hours for nine (9)-hour shift nurses), at the request of the Medical Center. This differential will be twenty dollars (\$20.00) 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 shift 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 thirty-six (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 twenty-four (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 thirty-six (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 Registered 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 Registered 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. Registered 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 Registered 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.- Moved to Article XVI and added \$46.00 per hour applied to all vacant shifts, double back pay, and double time plus incentive for emergent shifts.

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Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement, except on weeks that include a holiday. An 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.



