

ARTICLE 24 – COMPENSATION

- A. The following are the minimum rates of pay for all Nurses employed under the terms of this Agreement.
- B. Base Compensation. Nurses will receive base pay in accordance with the attached Legacy RN Wage Scale, identified as Appendix A of this Agreement.
- C. Step Increases. Nurses will continue to advance to the next step on their Salary Review Date. Step increases shall be implemented on the first day of the pay period in which the effective date of the increase falls.
- D. Pay scale adjustment and step placement. Effective upon ratification, nurses will be placed on the wage scale according to their years of experience and consistent with Appendix A of this agreement. Steps 32 through 36 will be added to the wage scale and Step 32 will be 0.927% higher than Step 31 and each subsequent step shall be a 0.927% increase from the prior step.
- E. Across-the-board increases.
1. Effective the first pay period following October 1, 2026 and paid retroactively upon ratification, Nurses shall receive an increase to all steps on the step scale of 4.25%.
 2. Effective upon ratification, the Legacy RN Wage Scale shall receive a market increase to all steps of the wage scale of 9.5% consistent with Appendix A.
 3. Effective the first pay period following October 1, 2027, the Legacy Wage Scale shall receive a cost-of-living-adjustment (COLA) increase to all steps on the step scale of at least 6%.
- F. Differentials and Premium Pay. Effective the second pay period following the date of ratification, differentials and premium rates of pay shall be as follows:

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Evening Shift (3:00 PM-11:00 PM)	6.75% of base pay/hour
Night Shift (11:00 PM – 7:00 AM)	18% of base pay/hour
Charge Nurse	10% of base rate, all hours worked
Relief Charge Nurse	10% of base rate, hours while Charge
Standby ¹ per hour	Holiday: \$27.00 Non-Holiday: \$18.00 Excessive Standby: \$30.00
Weekend	10% of base pay per hour
Preceptor	12% of base pay per hour
Floating ²	\$5.00
BSN	4% of base rate per hour
MSN	6% of base rate per hour
Specialty Roles	8% of base rate per hour
ECMO Primers & CVOR Coordinators	Additional 4% on top of Specialty Role
Specialty Certification	\$3.50
Bilingual Differential	4% of base rate per hour

Nurses will receive one shift differential applicable to the hours for which the majority of the working shift occurs. For shifts where the hours are split equally, the Nurse will receive the higher shift differential for the entire shift.

1. Nurses who are assigned by the Employer to work in the role of Primary Charge Nurse shall be paid one pay grade higher (10%) than the Legacy RN Pay Scale for all hours worked.

¹ Employees assigned to Departments required to be on standby shall receive an additional \$12.00/hr. for standby hours that exceed 34 hours per pay period.

² The Floating Differential shall be paid for hours worked in the floating assignment in accordance with Article 9.

2. The Relief Charge Nurse differential is paid for the hours for which the Nurse has Charge responsibilities.

3. The preceptor differential is paid for the hours in which the Nurse has been assigned to precept, consistent with the definition of Preceptor in Article 1.

4. A Nurse will receive the higher of the BSN or MSN premium for which they are eligible, but not both.

5. Specialty Roles - Nurses serving in a specialty role (e.g. NRS, CRN, ECMO, CVOR, OR Coordinator, SPU, TRN, CVOR Coordinator, etc) will be paid a differential of 8% of their base pay per hour. Such specialty role differential will not be paid if the nurse is also receiving relief charge differential.

a. ECMO Primers – Nurses serving as ECMO Primers will be paid an additional 4% differential.

b. CVOR Coordinators – CVOR Coordinators will be paid an additional 4% differential.

G. Call worked. Nurses on standby (scheduled or unscheduled), in addition to their standby pay, shall receive time and a half (1 ½) their regular rate of pay for call worked (defined as time worked when called back from standby). Call worked begins when the Nurse reports to their unit, ready to work. If a Nurse is called into work from standby, they will receive a minimum of three (3) hours pay at the call worked rate regardless of hours worked.

H. Short Notice On-Call pickup. Nurses who work at least one unscheduled On-Call shift in a 30-day period shall receive a \$200 On-call Premium bonus for each on-call shift in addition to the rate of the call shift.

I. Bilingual Differential. Nurses will be paid a bilingual differential of 4% of base rate for all

hours.

J. New Hires. Nurses without prior experience as a registered Nurse will be placed at Step 1. Nurses with previous experience shall be placed at the step appropriate to the Nurses years of experience. For example, a nurse with 4 years of experience will be placed on Step 5. For LPNs, 2 years of experience will count as one year of experience as a Registered Nurse. Nurses shall receive written notice of their wage placement and step placement on the step scale when hired (e.g. offer letter). For the immediate 180 days following ratification, the Employer will review the step placement, in accordance with this section, of any nurse who submits notice to their manager requesting review. Such reviews will be completed within 120 days of the nurse's request. Disputes over appeals will be referred to the grievance procedure. The Employer will award back pay for time worked at an improper step.

K. Laundry Services. If scrubs are required, the Department will provide laundered scrubs and for the Departments where scrubs are required.

L. Legacy Shift Incentive (LSI). Every bargaining unit Nurse will be eligible for LSI differential, a flat differential of 40% of the Nurse's base rate of pay, for shifts deemed as LSI eligible by Legacy. When a nurse is canceled from an LSI shift, they may not be placed on Standby, except by mutual agreement. Ill time will not count against nurses when calculating eligibility for LSI, nor will a nurse be required to use APL to cover additionally scheduled LSI shifts. All other practices in effect governing LSI as of 7/1/26 will remain for the duration of the agreement.

M. When an emergency has been declared by an appropriate government authority, and the Employer initiates emergency protocols and/or suspends patient staff ratios, all Nurses required to work unscheduled hours will receive the LSI differential, in accordance with Legacy policy (500.201 – Pay Practices Supplementing Base Salary), in addition to any overtime or differentials they may be entitled to.

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2 **N. Double Back Pay.** When a nurse returns to work within 10 hours or less of the conclusion
3 of their last shift (including hours performing call-worked), they will be paid time and one-
4 half of the nurse's appropriate rate of pay.
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6 **O. No Pyramiding.** There shall be no pyramiding of one and one-half or greater premiums
7 (e.g. weekly overtime hours worked on a holiday worked will be paid at one and one half
8 times the nurse's rate of pay rather than multiplying the holiday rate to calculate overtime
9 compensation).
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11 **P. Dual Licensure.** When RNs are required to maintain licenses in more than one state,
12 Legacy will cover all costs related to maintenance of additional licensures.
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14 **Q. Work from home stipend.** Employees in a remote or "work-from-home" position will be
15 paid a \$250 monthly stipend to cover the costs of equipment and expenses.
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17 **R. Mileage Reimbursement.** When RNs are required to use their personal vehicle while on
18 duty they shall be paid mileage reimbursement equivalent to the existing allowable IRS
19 rate per reimbursable mile incurred.
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APPENDIX A – WAGE SCALE

Years of Experience	Step	Effective 10/1/26		Effective Upon Ratification (9.5%)		Effective 10/1/27 (6%)	
		RN	Charge RN	RN	Charge RN	RN	Charge RN
0	1	\$56.68	\$60.08	\$62.07	\$65.79	\$65.79	\$69.74
1	2	\$58.98	\$62.52	\$64.59	\$68.46	\$68.46	\$72.57
2	3	\$61.27	\$64.94	\$67.09	\$71.11	\$71.11	\$75.38
3	4	\$63.54	\$67.35	\$69.58	\$73.75	\$73.75	\$78.18
4	5	\$65.84	\$69.79	\$72.10	\$76.43	\$76.43	\$81.01
5	6	\$68.15	\$72.24	\$74.62	\$79.10	\$79.10	\$83.85
6	7	\$68.82	\$72.94	\$75.35	\$79.87	\$79.87	\$84.67
7	8	\$69.49	\$73.66	\$76.09	\$80.66	\$80.66	\$85.50
8	9	\$70.16	\$74.37	\$76.83	\$81.44	\$81.44	\$86.32
9	10	\$70.81	\$75.05	\$77.53	\$82.19	\$82.19	\$87.12
10	11	\$71.49	\$75.78	\$78.29	\$82.98	\$82.98	\$87.96
11	12	\$72.14	\$76.47	\$78.99	\$83.73	\$83.73	\$88.76
12	13	\$72.84	\$77.21	\$79.76	\$84.54	\$84.54	\$89.62
13	14	\$73.48	\$77.88	\$80.46	\$85.28	\$85.28	\$90.40
14	15	\$74.15	\$78.60	\$81.20	\$86.07	\$86.07	\$91.23
15	16	\$74.80	\$79.29	\$81.91	\$86.82	\$86.82	\$92.03
16	17	\$75.50	\$80.03	\$82.67	\$87.63	\$87.63	\$92.89
17	18	\$76.19	\$80.76	\$83.42	\$88.43	\$88.43	\$93.73
18	19	\$77.93	\$82.60	\$85.33	\$90.45	\$90.45	\$95.88
19	20	\$78.49	\$83.20	\$85.95	\$91.10	\$91.10	\$96.57
20	21	\$79.05	\$83.80	\$86.56	\$91.76	\$91.76	\$97.26
21	22	\$79.62	\$84.39	\$87.18	\$92.41	\$92.41	\$97.95
22	23	\$80.19	\$85.00	\$87.81	\$93.08	\$93.08	\$98.66

		Effective 10/1/26		Effective Upon Ratification (9.5%)		Effective 10/1/27 (6%)	
Years of Experience	Step	RN	Charge RN	RN	Charge RN	RN	Charge RN
23	24	\$80.75	\$85.60	\$88.42	\$93.73	\$93.73	\$99.35
24	25	\$81.32	\$86.19	\$89.04	\$94.38	\$94.38	\$100.05
25	26	\$81.88	\$86.79	\$89.66	\$95.04	\$95.04	\$100.74
26	27	\$82.44	\$87.39	\$90.27	\$95.69	\$95.69	\$101.43
27	28	\$83.02	\$88.01	\$90.91	\$96.37	\$96.37	\$102.15
28	29	\$83.59	\$88.60	\$91.53	\$97.02	\$97.02	\$102.84
29	30	\$84.15	\$89.20	\$92.14	\$97.67	\$97.67	\$103.53
30	31	\$84.66	\$89.74	\$92.70	\$98.27	\$98.27	\$104.16
31	32			\$93.56	\$99.18	\$99.18	\$105.13
32	33			\$94.43	\$100.10	\$100.10	\$106.10
33	34			\$95.31	\$101.02	\$101.02	\$107.09
34	35			\$96.19	\$101.96	\$101.96	\$108.08
35+	36			\$97.08	\$102.91	\$102.91	\$109.08