

UNION PROPOSAL
ARTICLE 6 – COMPENSATION

- A. The following are the minimum rates of pay for all Nurses employed under the terms of this Agreement.
- B. Base Compensation. Effective upon ratification, MHMC Nurses will maintain the same step scale as other Legacy Nurses employed by Legacy. A copy of the current Legacy Nurse step scale will be appended to this Agreement at the time of ratification as Appendix A.
- C. Step Increases: ~~For the term of this Agreement only, MHMC Nurses will continue to advance to the next step on their anniversary date, in accordance with Legacy policy applicable to other similarly situated Legacy Nurses employed by Legacy. Step increases and contractual increases shall be implemented on the first day of the pay period in which the effective date of the increase falls.~~
- D. Contractual Increases (market analysis):
- a. Effective the first pay period following October 1, 2024, increase step schedule by the increase provided to Nurses employed by Legacy. MHMC Nurses shall receive a minimum increase to the median wage on the step scale of 4.75%.
 - b. Effective the first pay period following October 1, 2025, increase step schedule by the increase provided to Nurses employed by Legacy. MHMC Nurses shall receive a minimum increase to the median wage on the step scale of ~~3~~ 10%.
 - c. Effective the first pay period following October 1, 2026, increase step schedule by the increase provided to Nurses employed by Legacy. MHMC Nurses shall receive a minimum increase to the median wage on the step scale of ~~2~~ 4%.
 - d. ~~Effective the first pay period following October 1, 2027, increase step schedule by the increase provided to Nurses employed by Legacy. MHMC Nurses shall receive a minimum increase to the median wage on the step scale of 2%.~~
- E. **Ratification Bonus. Nurses employed by Legacy on the date of ratification of this Agreement will receive a one-time ratification bonus of \$2000 pro-rated by FTE.**
- F. Differentials and Premium Pay. Effective the first pay period following the date of ratification, differentials and premium rates of pay shall be as follows:

Evening Shift (3:00 PM-11:00 PM)	\$2.85 \$3.00
Night Shift (11:00 PM – 7:00 AM)	\$5.95 \$10.00
Charge Nurse	6% 10% of base rate
Relief Charge Nurse	6% 10% of base rate
Standby/ On-Call	
0-35:59 hours in the pay period	\$8.00
36-59:59 hours in the pay period	\$10.00
60+ hours in the pay period	\$12.00
Holiday	Holiday: \$8.00 \$12.00

	Non-Holiday: \$5.00
Cath lab Standby	\$10.00
Weekend	\$3.00 \$4.75
Float Nurse Premium	\$3.00
Preceptor	\$2.50 \$3.00
BSN	4% of base rate
MSN	6% of base rate
NRS	6% of base rate
CRN	6% of base rate
Specialty Certification	Up to \$2000 per year \$2.50 ¹

1. 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 ~~n~~Nurse will receive the higher shift differential for the entire shift.
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 ~~n~~Nurse has been assigned to precept another Nurse, ~~practicum student, or nursing student~~ consistent with the definition of Preceptor in Article 1.
4. A Nurse will receive the higher of the BSN or MSN premium for which ~~s/he/they is~~ **they are** eligible, but not both.
5. Only one ~~n~~Nurse may be paid Neo-Natal Resuscitation Specialist ("NRS") or ~~Critical Response Nurse ("CRN")~~ differential at any time, **unless the Nurse Manager authorizes more than one Nurse to be paid the NRS differential. More than one Nurse could be paid the differential only when an additional Nurse is needed to act in the NRS role.** It will be paid when that Nurse is assigned the NRS or ~~CRN~~ role. Nurses assigned the role will be paid according to Legacy policy. Nurses working **in the NRS or CRN role** may not also receive relief charge differential at the same time.
6. **Only one Nurse may be paid Critical Response Nurse ("CRN") differential at any time. It will be paid when that Nurse is assigned the CRN role. Nurses assigned the role will be paid according to Legacy policy. Nurses in the CRN role may not also receive relief charge differential at the same time.**

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), except on holidays, which are paid at two times the regular rate of pay. Call worked begins when the Nurse reports to the Hospital, ready to work. If a Nurse is called into work from standby, they will receive a minimum of three (3) hours pay regardless of

¹ Qualifying certifications are available on the Legacy intranet for Specialty Certification Bonus Guidelines. **Nurses in the Wound Care and Ostomy unit will qualify for the Specialty Certification Bonus when they are certified in at least one of the following certifications: certified wound, certified ostomy, certified continence, or certified foot nurse.**

hours worked.

Any time a Nurse who clocks out of call worked and is called back in after a period of 20 minutes will be entitled to an additional three (3) hours pay regardless of hours worked.

H. On-call Premium. Nurses in Procedural Departments who work at least one unscheduled On-Call shift in a 30-day period shall receive a \$200 \$250 On-Call Premium bonus for each on-call shift.

I. A Nurse shall receive an annual bilingual proficiency bonus of \$3000 per year. To establish bilingual proficiency for the purposes of the bonus, Nurses must pass a bilingual proficiency exam and interact directly with patients.

A Nurse will give their Nurse Manager at least two weeks notification to facilitate the test. A Nurse may only take a bilingual proficiency exam twice a year.

The bilingual bonus will be paid on the Nurse's anniversary date of hire.

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, in accordance with Legacy policy. Nurses shall receive written notice of their increased wage rate from step placement change no later than 30 days following the commencement of their employment.

Appealing Step Placement: If a new or existing nNurse believes they were not awarded the correct number of years of experience for prior work, the Nurse may appeal the step placement. The appeal process is used only to review whether a Nurse was placed properly at the time of placement, in accordance with the rules in effect at that time. A Nurse may request review and appeal a decision once per step placement. The appeal may not be used to change the rules by which steps were awarded at the time of the placement, including how steps were awarded under earlier collective bargaining agreements. Rather, it is for the purpose of reviewing the Nurse's years of experience only. ~~In its sole discretion, the Hospital may increase a Nurse's step level as a result of its review of the nurse's experience. The Hospital's decision in the appeal process is not subject to the grievance procedure.~~ Reviews will take no more than 60 days, absent extraordinary circumstances. A Nurse's step level may not be decreased. The Hospital will award back pay to for all time worked at an improper step due to Hospital error.

K. Participation in Incentive Programs: The parties agree that bargaining unit nurses will participate in Legacy system-wide incentive programs in which nNurses in the same or similar classifications at other hospitals within the system participate. Changes in or the discontinuance of such programs will be within the Hospital's discretion and shall not be subject to bargaining with the Union, as long as the changes or discontinuance are applied to nNurses in the same or similar

1 classifications at other hospitals within the system.

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- 3 L. Laundry Services. Surgical Services, Emergency Department, ICU, the CRNs,
4 and FBC Nurses will have the option to use Hospital-provided scrubs. The
5 Hospital agrees to provide and launder scrubs for Surgical Services, Emergency
6 Department, ICU, the CRNs, and FBC Nurses who choose to use them. Nurses
7 who opt to use Hospital scrubs will change into scrubs when reporting to work
8 and change out of scrubs prior to leaving work each day so that Hospital may
9 launder scrubs. ~~For Departments that require Hospital laundered scrubs, the~~
10 Nurses will be given 10 minutes of don and doff time each day they are working a
11 shift.
- 12
- 13 M. Emergency Pay. When an emergency has been declared and Nurses are required
14 to work unscheduled overtime and/or staff patient ratios are suspended, Nurses will
15 receive the LSI differential for all hours worked in addition to any overtime or
16 differentials they may be entitled to. The LSI rate can be no lower than 1.4 times
17 the Nurse's normal rate of pay.
- 18
- 19 N. Legacy Shift Incentive (LSI): Nurses in the bargaining unit are eligible to receive
20 LSI or other shift incentive in accordance with Legacy policy applicable to non-
21 bargaining unit nurses (see 500.201 – Pay Practices Supplementing Base Salary).
22 The LSI rate can be no lower than 1.4 times the Nurse's normal rate of pay.
- 23
- 24 O. No Pyramiding: There shall be no pyramiding of one and one-half or greater
25 premiums. No pyramiding means that once one hour has been deemed payable
26 under one premium it may not be counted again in determining whether such a
27 premium should be paid for any other hour.