

ARTICLE 24 – COMPENSATION

- A.** The following are the minimum rates of pay for all Resource Pool Nurses employed under the terms of this Agreement.
- B.** Base Compensation. Nurses will receive base pay in accordance with the attached Legacy Resource Pool wage scale, identified as Appendix A of this Agreement.
- C.** Across-the-board increases.
1. Effective the first pay period following October 1, 2026, and paid retroactively upon ratification, Nurses shall receive an increase of 4.25%.
 2. Effective upon ratification, the Legacy Resource Pool wage scale shall receive a market increase of 12.17% consistent with Appendix A.
 3. Effective the first pay period following October 1, 2027, the Legacy Resource Pool Nurses shall receive a cost-of-living-adjustment (COLA) increase of 6.6%.
- D.** Differentials and Premium Pay. Effective the second 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)	6.75% of base pay/hour
Night Shift (11:00 PM – 7:00 AM)	18% of base pay/hour
Relief Charge Nurse	10% of base rate, hours while Charge
Standby ¹ per hour	Holiday: \$27.00 Non-Holiday: \$18.00

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.

	Excessive Standby: \$30.00
Weekend	10% of base pay per hour
Preceptor	12% of base pay per hour
BSN	4% of base rate per hour
MSN	6% of base rate per hour
Specialty Roles	8% of base rate per hour
ECMO Primers	Additional 4% on top of Specialty Role
Specialty Certification	\$3.50
Bilingual Differential	4% of base rate per hour

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

- 4
- 5 1. The Relief Charge Nurse differential is paid for the hours for which the Nurse
6 has Charge responsibilities.
- 7
- 8 2. The preceptor differential is paid for the hours in which the Nurse has been
9 assigned to precept, consistent with the definition of Preceptor in Article 1.
- 10
- 11 3. A Nurse will receive the higher of the BSN or MSN premium for which they
12 are eligible, but not both.
- 13
- 14 4. Specialty Roles - Nurses serving in a specialty role (e.g. NRS, CRN, ECMO,
15 CVOR, OR Coordinator, SPU, TRN, etc) will be paid a differential of 8% of
16 their base pay per hour. Such specialty role differential will not be paid if the
17 nurse is also receiving relief charge differential.
- 18

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

E. 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. When the Nurse works more than three (3), all hours worked will be paid at the call worked rate.

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

G. New Hires. Nurses in the Resource Nursing Department are hired with a minimum of 3 years of previous experience and shall receive the Resource Pool Nurse wage in accordance with Appendix A.

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

I. 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.

J. When an emergency has been declared by an appropriate government authority, and

1 the Employer initiates emergency protocols and/or suspends patient staff ratios, all
2 Nurses required to work unscheduled hours will receive the LSI differential, in
3 accordance with Legacy policy (500.201 – Pay Practices Supplementing Base Salary),
4 in addition to any overtime or differentials they may be entitled to.

5
6 **K. Double Back Pay.** When a nurse returns to work within 10 hours or less of the conclusion
7 of their last shift (including hours performing call-worked), they will be paid time and one-
8 half of the nurse's appropriate rate of pay for the entire shift worked.

9
10 **L. No Pyramiding.** There shall be no pyramiding of one and one-half or greater premiums
11 (e.g. weekly overtime hours worked on a holiday worked will be paid at one and one half
12 times the nurse's rate of pay rather than multiplying the holiday rate to calculate overtime
13 compensation).

14
15 **M. Dual Licensure.** When RNs are required to maintain licenses in more than one state,
16 Legacy will cover all costs related to maintenance of additional licensures.

17
18 **N. Mileage Reimbursement.** When RNs are required to use their personal vehicle while on
19 duty, shall be paid mileage reimbursement equivalent to the existing allowable IRS rate
20 per reimbursable mile incurred. Any RN assigned a shift at Legacy Silverton shall be
21 paid roundtrip (Legacy System Office: 1919 NW Lovejoy St, Portland, OR 97209 to
22 Silverton: 342 Fairview St, Silverton, OR 97381 and back) mileage reimbursement
23 equivalent to the existing allowable IRS rate per reimbursable mile incurred.

APPENDIX A – WAGES

In addition to the Across-the-Board increases, the Employer shall automatically adjust the Resource Pool Nurses' base hourly rate yearly to remain at an hourly rate of a minimum of five dollars (\$5.00) per hour above the highest base hourly rate step on the Legacy acute care nurses' wage scale. Effective the first pay period following October 1, 2026, and paid retroactively upon ratification, a two dollar and fifty-one cents (\$2.51) adjustment to the base hourly rate of eighty-seven and fifteen cents (\$87.15) shall be made.

	Effective 10/1/26 (4.25% + \$2.51)	Effective Upon Ratification (12.17%)	Effective 10/1/27 (6.6%)
Years of Experience	RP RN	RP RN	RP RN
3+	\$89.66	\$102.08	108.91