

ARTICLE 10 - DIFFERENTIAL PAY

10.1 Charge Nurse. A charge differential in the amount of **12% \$4.25 of the employee's straight rate of pay** per hour shall be paid to a nurse who has been assigned charge duties by the Employer for at least two (2) consecutive hours. When charge duty occurs on a holiday worked, the charge differential shall be paid at the rate of time and one-half (1½ x).

10.2 Shift Differential.

10.2.1 Evening shift. Employees shall be paid an evening shift differential of **5.75% of the employee's straight rate of pay \$3.00 per hour** for all hours worked between 3:00 p.m. and 7:00 p.m. The Employer shall notify the Association thirty (30) days in advance of any changes in hours of operation in outpatient clinics which create an evening shift starting at 3:00 p.m. or later, or any change of an inpatient area to an outpatient area.

10.2.2 Night shift. Employees shall be paid a night shift differential for all hours worked between 7:00 p.m. and 7:00 a.m. The night shift differential shall be paid at **eighteen thirteen** ~~twelve and one-half percent (18 13 12.5 %)~~ of the employee's straight rate of pay ~~(13% effective the first full pay period following July 1, 2025).~~

10.2.3 Recording of meal period. For purposes of determining the application of shift differential under this section, an employee's 30-minute meal period will be recorded as having occurred at the end of the employee's scheduled shift.

10.3 Call Pay. ~~Employees on call within a four week posted period, at any location, shall be compensated at the rates listed below:~~

~~\$8.00 per hour for call hours 0 through 35.99~~

~~\$10.00 per hour for call hours 36.00 through 59.99~~

~~\$12.00 per hour for call hours 60+.~~

Time spent on-call shall at any location be compensated at the rate of 50% of the nurse's straight time rate of pay ~~\$8.00 per hour~~. On-call pay will continue to be paid, in addition to the appropriate rate of pay, for any time worked during a call shift. ~~If an RN is assigned on-call in excess of~~

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~~forty-eight (48) hours within a four-week posting period, the RN will be compensated at a rate of \$10.00 per hour for all excess assigned hours. On each of the holidays designated in Section 9.3.3, time spent on-call shall be compensated at one and one-half times the normal call rate.~~

~~Beginning the first full pay period following July 1, 2024, time spent on call within a four-week posted period, at any location, shall be compensated at the rates listed below (instead of at the rates in the preceding paragraph):~~

~~\$8.00 per hour for call hours 0 through 35.99~~

~~\$10.00 per hour for call hours 36.00 through 59.99~~

~~\$12.00 per hour for call hours 60+~~

10.3.1 Supplemental Call Incentive. A nurse working in a mandatory call unit who is assigned a Supplemental Call Incentive shift in accordance with Section 7.8 shall be compensated at a rate of \$19.00 per hour **above Call Pay which replaces any other call rate that may apply.**

10.3.1.1 The Supplemental Call – Plus. The Supplemental Call – Plus rate is \$28.00 per hour **above Call Pay which replaces any other call pay rate that may apply.**

10.4 In-House Voluntary Standby Pay. A qualified nurse who is on call, on Employer premises, and assigned to “standby” status in accordance with Section 7.9 shall be compensated \$150.00 per eight (8) hour standby shift in addition to the hourly on call differential.

10.5 Preceptor Differential. A preceptor differential shall be paid to eligible preceptors in the amount of **12%** ~~\$3.00 \$3.25 per hour~~ **of the employee’s straight rate of pay** for each hour worked as a preceptor. Preceptors shall be expected to complete the Division of Nursing Preceptor Education Programs, if such a program is available. A preceptor shall be defined as a nurse who has been assigned by the Employer **to guide, assess, and/or validate the knowledge and skills needed to transition to a new role, specialty, or environment in the healthcare setting. RNs can precept RNs, CNAs, nursing students (or other nursing staff), or others that fall under the scope of RN practice.** ~~to act as a preceptor to~~ **any person in a learning role.** ~~new RN hires, RNs participating in Transition to Practice program or any type of nursing or non-nursing student assigned to the nurse~~

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for training. Students (nursing or non-nursing) not providing care while observing are not eligible to be precepted. Students or others "shadowing/observing" are not considered preceptees. **A nurse shall never be assigned to precept more than one person at the same time.** Charge nurses who meet the foregoing conditions shall similarly be eligible for preceptor pay.

10.6 Weekend Differential. A weekend differential shall be payable for all hours worked at the request of the Employer between 11:00 p.m. Friday and 11:00 p.m. Sunday. For each nurse employed as of June 30, 2017, the differential amount payable shall be the amount to which the nurse was entitled as of March 31, 2017, if that amount is \$4.75 or greater. For all other nurses, The amount of the differential for the first four (4) weekend shifts worked shall be ten percent (10%) of the nurse's straight rate of pay up to a maximum of \$4.75 per hour. For all weekend shifts worked beyond four (4) in a posted work cycle, the amount of the differential shall be one and one-half (1 ½) times the nurse's weekend differential rate, unless payment at this higher rate is waived by the nurse.

10.7 PANDA Transport Allowance. The Employer shall pay a ninety dollars (\$90) ~~seventy-five dollar (\$75.00)~~ allowance per transport to each employee assigned to the PANDA transport team, exclusive of any travel expense reimbursement. PANDA nurses shall receive an additional differential of \$5.00 per hour. All uniforms, coats, hats, gloves, and other specialized clothing required by the Employer shall be provided by the Employer. **Replacements shall include: 2 polos every odd year, 2 pair EMS pants every even year, new flight suit/winter jacket/vest/beanie/gloves every 3 years as needed.**

10.8 Float Differential. Nurses in inpatient and outpatient areas who float off of their home unit at the Employer's request during their shift shall receive a float differential of 5.75% ~~\$2.00 per hour~~ of the employee's straight rate of pay for all hours floated.

10.9 Ambulatory Generalist and Flex differential: Nurses who cover multiple service lines within a non-ratio unit or area shall receive 6.5% of the employee's straight rate of pay for all hours worked.

10.10 Specialty Float Pool Differential. Float Pool nurses who satisfy the eligibility criteria for **are hired into** a specialty cluster shall receive an hourly differential from the completion **beginning of orientation** as follows:

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10.10.1 All Regular nurses who agree to work at least four (4) of the holidays (including at least one of the 3 winter holidays) listed in Section 9.3.3, shall receive a differential of 20% \$9.00 per hour. A Float Pool nurse in this category shall not be canceled from a holiday shift before comp/vacation requests are honored in other units where the Float Pool nurse is qualified to work.

~~10.10.2 Resource nurses who work a minimum of six (6) shifts per four-week work schedule at the request of the Employer, as defined in Article 24 of the parties' Agreement, shall receive a differential of \$4.00 per hour. Resource nurses in the Float Pool shall not be eligible for any of the differentials set forth in Sections 24.3.1 through 24.3.3.~~

~~10.10.3 Employees in a job sharing arrangement do not qualify for any of the differentials herein.~~

10.11 Bilingual Pay. An employee shall receive an annual bilingual proficiency differential bonus of 6.5% of the employee's straight rate of pay \$3,000 per year if (1) the employee is deemed fluently bilingual in English and one of the languages determined by the Employer to be the ten most prevalent in the Employer's patient population, which may be amended annually based on data collected by the Employer's Language Services Department ("Department"), (2) the employee has passed the bilingual proficiency exam coordinated through the Department, and (3) the employee interacts directly with patients. The Department will publish the current list of the ten (10) most prevalent languages spoken by patients eligible for compensation under this article on O2.

~~10.11.1 Bonus payment. The bilingual proficiency bonus will be paid in pay period twenty-four (24). To receive the bonus, employees must be on the payroll at least thirty (30) days prior to the commencement of pay period twenty-four (24) and have submitted verification of passing the bilingual proficiency exam to their manager prior to close of~~

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~~the applicable pay period. The effective date of the certificate will determine the year in which the bonus will be paid (i.e., if the effective date is after the commencement of pay period twenty-four (24), the bonus will be paid the following year). Only one bilingual proficiency exam confirmation will be compensated per eligible RN. Eligible employees include nurses employed at 0.5 FTE or above and Resource Nurses who have worked a minimum of 1040 hours in the previous twelve (12) months.~~

10.12 Critical Need Incentive. The Employer has established a Critical Need Incentive (CNI) to reduce the use of local agency and traveling nurses, and to recognize OHSU nurses when covering difficult-to-fill shifts and peaks in census and acuity which have been identified and posted by the Employer.

10.12.1 Eligibility for CNI. The incentive will be available to regular nurses, including nurses holding interim or temporary positions, **and to resource nurses.** ~~To be eligible for the incentive, a nurse must (1) work an additional shift beyond their FTE and (2), during the applicable pay period, actually work all of their regularly scheduled hours, other than hours not worked due to shift cancellation/curtailment, prescheduled paid time off, approved bereavement leave, and approved Wellness Days.~~ The incentive will not apply to standby shifts, on-call shifts, to education or meeting time, to a shift picked up for another nurse who is not eligible for CNI, ~~to Helping Hands shifts,~~ or to shifts of less than four (4) hours.

10.12.1.1 Regular Nurses. To be eligible for the incentive, a regular nurse must (1) be in independent practice; (2) work an additional shift beyond their FTE and (3), during the applicable pay period, actually work all of their regularly scheduled hours, other than hours not worked due to shift cancellation/curtailment, prescheduled paid time off, approved bereavement leave, and approved Wellness Days.

10.12.1.2 Resource nurses are eligible if the Resource nurse (1) works a minimum of **thirty-six (36)** ~~forty (40)~~ hours in the two-week pay period (hours canceled or

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curtailed by the Employer will count towards the **thirty-six (36)** 40 hours worked minimum) and (2) works additional shifts beyond the **thirty-six (36)** forty (40) hour threshold. To be eligible, Resource nurses must also satisfy all the requirements under Section 24.1.

10.12.1.1 All bargaining unit nurses are eligible to work additional shifts in units/departments outside their home unit as long as they are qualified for the assignment.

10.12.1.2 If a nurse calls in sick, they are ineligible for CNI the week of the call out, but are eligible during the other week of the pay period.

10.12.1.3 **CNI will apply for two (2) or more hours worked in ambulatory units.**

10.12.2 CNI rate. Nurses working a ~~designated~~ Critical Need Shift shall receive a differential of \$46.00 per hour added to their straight rate of pay as a differential in addition to all other compensation they are eligible for (differentials, holiday pay, overtime, etc). This differential will not be paid for any unworked hours. CNI rates may not be negotiated in excess of this without mutual agreement.

10.12.3 Curtailment and Cancellation. Cancellation of nurses from a Critical Need Incentive shift shall occur in reverse order of their commitment to work such shift. If a portion of a CNI shift is curtailed, the Critical Need Incentive will be paid for any portion of a worked shift.

10.13 Unit Staffing Stabilization Differential. A unit staffing stabilization differential of \$6.00 per hour will be paid based on unit designation, **including nurses in the specialty float pool while working on a designated unit.** Units will be designated based on mutual agreement between the Employer and Association. The Employer and Association will meet to discuss whether a unit should receive this designation upon request of either party.

For units that are designated, the Employer and the Association will meet to discuss

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recommendations for stabilizing and improving the unit's staffing.

Designations will continue for ninety (90) days. After the first sixty (60) days, the Employer and Association will meet to review nurse staffing on the unit and may mutually agree to renew the designation if staffing has not sufficiently improved.

10.14 [from MOU 6] Surgical Services Coordinator Differential. The RN selected for this assignment should have a minimum of two (2) years of operating room experience. They will receive the differential upon successful completion of orientation.

Assignment of the SSC is at the sole discretion of the Employer and the Perioperative Services: South Operating Rooms (SOR), Doernbecher Operating Rooms (DCHOR), Center for Health and Healing Operating Rooms (CHH OR), and the Casey Eye Institute (CEI). The Employer will notify the assigned RN of the start date, shift expectations, anticipated length of orientation, and role expectations prior to the start date of the assignment. The Employer will determine the number of SSCs assigned per unit.

In alignment with 21.3 of the OHSU/ONA contract, the Employer has the responsibility to provide information about development opportunities to staff. Such opportunities may also include the SSC assignment within Perioperative Services. RN's providing interim or temporary coverage of the SSC assignment are encouraged as succession planning and growth/learning opportunities.

Upon successful completion of orientation, nurses assigned to the SSC role will receive the differential **of 10% of the employee's straight rate of pay \$4.25 per hour**. The differential applies to all hours worked (not On Call Worked) while assigned as SSC by the Employer. RNs providing interim, temporary coverage of the SSC assignment ~~will~~ **may** be eligible for the differential when **the primary SSC is not working and is** assigned by the Employer. When the SSC assignment occurs on a holiday worked, the SSC differential shall be paid at the rate of time and one-half (1 ½ x).

10.14 [From MOU 13] Finish Procedure in Progress Incentive. Nurses in Perioperative Services, MSPU, and Infusion Spaces ~~(not including home infusion)~~ **Diagnostic Imaging, and any nursing unit providing procedures** who agree to stay past the end of their shift (upon request of management or designee) to continue patient care shall receive an incentive of **\$100**.

10.16 Referral Bonuses. The Employer shall remunerate employees for referral bonuses offered pursuant to policy.

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