

## APPENDIX A

### Wage Schedule

The parties agree to the following terms relative to the hourly rates of pay:

#### A. Step Advancement.

**A newly hired nurse will be placed on the wage step corresponding to their completed years of registered nurse experience. If a nurse has partial year experience beyond their initial step placement, it will be counted toward their step advancement date. The nurse will advance to the next wage step upon reaching the next full year of experience, and thereafter will advance one step annually on their step advancement date in accordance with the wage scale. Each step advancement will become effective at the start of the first pay period following the step advancement date.**

Step advancement beyond Step 6 in the wage tables set forth below shall occur as follows:

1. — Employees will be eligible to advance to **Step 7** following the completion of five (5) or more years of continuous service with the Employer at Step 6, or equivalent previous experience in accordance with Section 8.3.1.
2. — Employees will be eligible to advance to **Step 8** following the completion of five (5) or more years of continuous service with the Employer at Step 7, or equivalent previous experience in accordance with Section 8.3.1.
3. — Employees will be eligible to advance to **Step 9** following the completion of five (5) or more years of continuous service with the Employer at Step 8, or equivalent previous experience in accordance with Section 8.3.1.
4. — Employees will be eligible to advance to **Step 10** following the completion of five (5) or more years of continuous service with the Employer at Step 9, or equivalent previous experience in accordance with Section 8.3.1.
5. — Employees will be eligible to advance to **Step 11** following the completion of five (5) or more years of continuous service with the Employer at Step 10.

[Moved to Article 8] Time served in resource nurse and academic employment is

**Red bold underline** = Language we are proposing

**Yellow Highlight** = Changes from OHSU's last proposal

**Blue highlight** = Changes from our last proposal

**Red strikethrough** = Current contract language we propose to strike

**Underlined strikethrough** = Language Employer proposed but we reject

**Regular strikethrough** = Current contract language both sides agree to strike

**Bold** = Current contract language Employer proposed to strike that we counter to keep

**Bold underline** = New language both sides agree on

~~to be considered in determining an employee's continuous years of service for purposes of step placement, accrual, and tuition benefits. Resource and academic nurses transferring to a regular nurse position will be placed at a step appropriate to their nursing experience utilizing the same set of criteria that are used for the step placement of new employees pursuant to Section 8.3.1.~~

~~Effective the first full pay period following July 1, 2024, a thirty-step scale will be used that replaces paragraph A, section one through five above.~~ **Effective the first full pay period following July 1, 2026, a thirty-five step scale will be used. Steps 31-35 shall increase .927% for each step.**

**Effective the first full pay period following July 1st, 2026: eleven percent (11%) across the board increase.**

**Effective the first pay period following July 1st, 2027: eleven percent (11%) across the board increase**

## B. Hourly Rates of Pay.

**[INCREASE WAGE TABLES BY:**

**3% YEAR 1,**

**3% YEAR 2,**

**AND 3% YEAR 3]**

**[REMOVE NP COLUMN]**

**Red bold underline** = Language we are proposing

**Yellow Highlight** = Changes from OHSU's last proposal

**Blue highlight** = Changes from our last proposal

**Red strikethrough** = Current contract language we propose to strike

**Underlined strikethrough** = Language Employer proposed but we reject

**Regular strikethrough** = Current contract language both sides agree to strike

**Bold** = Current contract language Employer proposed to strike that we counter to keep

**Bold underline** = New language both sides agree on