

ARTICLE 8 - WAGES

8.1 Wage Rates and Relevant Education Recognition Differential. Nurses covered by this Agreement shall be compensated at the wage rates set forth in Appendix A hereto. A relevant baccalaureate degree is recognized by a salary differential that is 4.75% higher than the base salary. A relevant **graduate** ~~Master's~~ degree is recognized by a salary differential that is 9.5% higher than the base salary. ~~The wage scale for the Nurse Practitioner classification, which has the Master's level preparation built into the compensation structure, is 32.0% higher than the base salary.~~ The wage scale for Resource Nurses is **16.75%** ~~15.0%~~ higher than the base salary for regular nurses. Each of these salary rates constitutes a nurse's straight rate of pay for purposes of applying premium pay rates.

8.1.1 A Baccalaureate degree in Nursing is the only relevant baccalaureate degree. Completing courses that would meet the qualifications for a baccalaureate degree in the RN to MSN, **RN to MN**, RN to DNP, or RN to Ph.D. program is deemed the equivalent of a Baccalaureate degree in Nursing.

8.1.2 A **graduate** ~~Master's~~ degree ~~in Nursing from an accredited school of nursing~~ is deemed to be a relevant **graduate** ~~Master's~~ degree. **The relevance of any other master's degree must be justified. Consideration of relevance will include, but not be limited to, such factors as composition of courses, course content, relationship to nursing practice in general, and relationship to specific job responsibilities. A **graduate** ~~Master's~~ degree in a healthcare related field, including all OHSU School of Nursing graduate degrees, is presumed to be relevant, and a **graduate** ~~Master's~~ degree in a non-healthcare related field is presumed to be not relevant. Nurses whose Master's degree was deemed relevant by OHSU prior to the 2026-2029 Agreement will continue to receive the Master's rate of pay. **If denied, nurses may appeal for recognition, and in such cases the Exemplary Professional Practice Council shall be responsible for determining if a degree is healthcare related.****

8.1.3 Approval of the educational differential for BSN and MSN requires presentation of the diploma or transcript, showing receipt of the degree from an accredited college or university. For other degrees, a transcript and appropriate justification statement must be provided to the Chief Nurse Executive for approval. When an educational differential is approved for an individual nurse, it will be effective the first full payroll period after submission, and will continue throughout the term of the nurse's continuous employment at OHSU. **A nurse receiving an education differential shall not have their differential revoked at any point**

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during their employment in the bargaining unit.

8.2 **Steps Progression.** Progression through the salary range for nurses shall be one step at a time and shall occur on an annual anniversary basis, **consistent with the provisions in Appendix A.** The step increase shall be effective at the beginning of the pay period following the nurse's salary adjustment date.

8.3 **New Hires.**

8.3.1 Credit for prior experience. Employees who are qualified by virtue of previous experience **shall** ~~may~~ be placed at the longevity step appropriate to the employees' years of experience as a registered nurse. Step placement shall include, where applicable, years' credit toward advancement to the next step. Nurses shall receive written notice of their step placement, date of projected step advancement, and rate of pay no later than thirty (30) days following commencement of their employment. Time served in resource nurse and academic employment is to be considered in determining an employee's continuous years of service for purposes of step placement, **accruals, 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.

~~Nurses may request a correction to their step placement within one hundred and twenty (120) days of hire via a written request to Human Resources for review. The review will not include any new materials; rather, it will only use materials or information submitted with the nurse's application or in the nurse's personnel file. The correction will be prospective only.~~

8.3.2 **Recruitment incentives.** Nothing in this Agreement shall preclude the Employer from providing new hires with additional compensation or other items of material value in instances where additional recruitment incentives are deemed warranted in the Employer's discretion. The Association will be notified in advance of the offering of any recruitment incentives.

8.4 **Economic Rewards.** The Employer agrees to notify the Association of any proposed lump sum bonus or economic reward. In such case, the provisions of ORS 243.698 shall apply and the provisions of Article 23, Strikes and Lockouts, will be waived. Such mid- term bargaining shall not commence within 180 days prior to the expiration of this Agreement.

8.5 **Travel Expenses and Allowances.** Travel expenses and allowances will be in accordance with the Employer's policies. In the event that the Employer seeks to make a substantive change in its policies, it will notify the Association of such change at least thirty (30) days prior to implementation, and will bargain upon request regarding such change. Notwithstanding the provisions of this paragraph, however, mileage shall be reimbursed at the prevailing IRS rate.

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8.6 Retention Differential. A nurse who has worked in the bargaining unit for ten (10) years shall receive a differential of 4%, of the employee's straight rate of pay and every five (5) years after shall receive an additional differential of 2% of straight rate of pay.

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