ARTICLE 10 - DIFFERENTIAL PAY

10.1 Charge Nurse. A charge differential in the amount of $3.50 per hour ($3.75 $4.25 per hour effective the first full pay period following July 1, 2022) 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 $2.60 per hour ($2.70 per hour effective the first full pay period following July 1, 2022) for all hours worked between 3:00 p.m. and 11:00 p.m. in inpatient areas, and between 5:30 p.m. and 11:00 p.m. in outpatient areas. 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. A unit which either offers clinical services on a 24-hour basis, or in which scheduled shifts of greater than ten (10) hours occur, shall not be considered an outpatient area for purposes of this section.

10.2.2 Night shift. Employees shall be paid a night shift differential of $6.00 per hour ($6.10 per hour effective the first full pay period following July 1, 2022) for all hours worked between 11:00 p.m. and 7:00 a.m.

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. Time spent on-call at any location shall be compensated at the rate of $4.75 $5.00 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 forty-eight (48) hours within a four-week posting period, the RN will be compensated at a rate of $6.00 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.

10.4 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, which replaces the call pay rate in Section 10.3. The Supplemental Call – Plus rate is $28.00 per hour, which replaces any other call pay rate that may apply.

10.45 In-House Voluntary Standby Pay. A qualified Operating Room Periop/MSPU nurse who is on call, on Employer premises, and assigned to “standby” status in accordance with Section 7.7 shall be compensated $150.00 per eight (8) hour standby shift in addition to the hourly on call differential.
10.56 Preceptor Differential. A preceptor differential shall be paid to eligible preceptors in the amount of $2.00 $3.00 per hour 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 act as a preceptor to new RN hires, RNs participating in Transition to Practice program or any type of nursing or non-nursing student nurses assigned to the nurse for training. Students (nursing or non-nursing) not providing care while observing are not eligible to be precepted. 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 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.

10.8 Float Differential. Nurses in inpatient and outpatient areas who float off of their home unit at the Employer’s request on two (2) or more shifts for four (4) or more hours within any two (2) consecutive workweeks as defined by the Employer shall receive a float differential of $2.00 per hour for all hours floated during the two-week period. Home Unit shall be defined as the unit in which you clock in and work the majority of your hours. For the purpose of this paragraph, CHO nurses are considered to be in one unit.

10.9 Specialty Float Pool Differential. Float Pool nurses who satisfy the eligibility criteria for a specialty cluster and who have at least two (2) years of experience in their specialty shall receive an hourly differential as follows:

10.9.1 Regular nurses whose FTE status is no less than 0.75, and 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 $8.00 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.

10.9.2 Regular nurses whose FTE status is less than 0.75 but at least 0.5 shall receive a differential of $4.00 per hour.
10.9.3 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.

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

10.9.5 Float Pool nurses who are hired into a specialty cluster will be oriented within a 120-day period to all units required to receive payment of the hourly differentials described above, unless patient and/or co-worker safety on a unit requires an extension of this period up to a maximum of sixty (60) days.

Float Pool nurses who have not yet satisfied the eligibility criteria for one of the specialty clusters, but who have been assigned to the Float Pool, shall receive a differential of $2.00 per hour for up to ninety (90) days. After ninety (90) days, they shall receive the full differential if they satisfy the requirements under 10.9.1.

10.10 Bilingual Pay. An employee shall receive an annual bilingual proficiency bonus of $1,000 $3,000 per year if (1) the employee is deemed fluent 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 from time to time as determined annually based on data collected by the Employer’s Language Services Department (“Department”), and (2) the employee has passed the bilingual proficiency exam coordinated through the Department, and (3) the employee interacts directly with patients. The Department will maintain a current list of languages eligible for compensation under this article on O2 and will provide it to the Association upon request.

10.10.1 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 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 employed at 0.5 FTE and above. 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.

10.10.2 Bi-lingual differential. The Employer shall pay a differential of five percent (5%) of the straight rate of pay to any employee who meets the following criteria:

a. The employee is not employed by the Department.

b. The Employer regularly assigns the employee to communicate with the Employer’s customers (patients, faculty, and/or staff) in a recognized...
and approved language other than the English language for a minimum of four (4) hours a week.

c. The Employer has determined that proficiency in the specified language is an essential element of the job as set forth in the employee’s job description.

d. The employee has successfully completed an appropriate language examination confirming his/her bilingual proficiency in English and the specified language.

10.10.3 Single benefit. An employee who is eligible for the bilingual proficiency bonus and the bilingual differential under this section will not be entitled to both benefits, but will be entitled to receive the higher paying benefit.

10.11 Prescheduled Incentive Shift. To be eligible for the prescheduled incentive, nurses must notify their manager by their unit’s deadline before the schedule is posted that they are available to be prescheduled for and work (unless due to cancellation/curtailment or approved bereavement) incentive shifts beyond their FTE in the next schedule period. If the request is approved by their manager, the nurse will receive a prescheduled incentive of $46.00 per hour of the incentive shift. Prescheduled incentive shifts are not CNI shifts and are not eligible for CNI pay. Such nurses would be prescheduled for shifts pursuant to their department’s normal scheduling process (including self-scheduling for units that use it) for their agreed number of prescheduled incentive shifts over the period of their agreement.

The prescheduled incentive will not apply to standby shifts, on-call shifts, to education or meeting time, orientation, to a shift picked up for another nurse who is not eligible for prescheduled incentive, or to shifts of less than 8 hours. Scheduling and curtailment/cancellation of pre-scheduled incentive shifts will be pursuant to 7.2.2 and 7.13, respectively.

10.11.2 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.

10.11.32.1 Availability of Eligibility for CNI. The incentive will be available to regular nurses, including nurses holding interim or temporary positions. To be eligible for the incentive, a nurse must (1) use the Employer’s designated approval process for requesting CNI pay, and (2) during the applicable pay period actually work all of his or her regularly scheduled hours, other than hours not worked due to shift cancellation/curtailment, or prescheduled paid time off, during the applicable two-week pay period, approved bereavement leave, and approved Wellness Days. For purposes of this paragraph, pre-scheduled time off shall include all time approved in accordance with Section 14.3, Bereavement Leave. 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, or to shifts of less than four (4) hours. If a CNI shift is curtailed, the Critical Need Incentive will be paid for all hours worked. Cancellation of nurses from a Critical Need Incentive shift shall occur in reverse order of their commitment to work such shift.

10.12.2 Resource nurses shall be eligible for designated CNI shifts as long as the Resource nurse works a minimum of forty (40) hours in the two-week pay period. To be eligible, Resource nurses must also satisfy all the requirements under Section 24.1. The CNI rate for Resource nurses shall be half of the rate under Section 10.12.4.

10.112.23 Designation of CNI shifts. A shift shall be designated a CNI shift on a unit under any of the following circumstances:

a. Where baseline staffing is ten (10) or less, staffing on the unit is one (1) nurse below the appropriate staffing level, adjusted for census and acuity, as determined by the Employer.

b. Where baseline staffing is more than ten (10), staffing on the unit is two (2) nurses below the appropriate staffing level, adjusted for census and acuity, as determined by the Employer.

c. As otherwise deemed necessary by the Employer.

Where CNI is to be applied on a cluster basis, a shift shall be designated as a CNI shift where staffing is below the appropriate staffing level for the cluster based on each of the units that comprise the cluster (e.g., if the cluster is comprised of four (4) units where baseline staffing is more than ten (10), automatic designation of CNI shall occur when staffing for the entire cluster is eight (8) or more below the aggregate staffing level for the cluster). The Employer will notify the Association of those areas in which CNI may be applied on a cluster rather than a unit basis.

Once a shift has been identified on a specific unit (including a single unit within a cluster) or an entire CNI cluster as a Critical Need Incentive shift, the designation will remain in effect. Any FTE nurse in the unit or CNI cluster who works the shift as an “extra” shift shall receive the pay differential, regardless of the date he/she agreed to work the shift so designated, unless the nurse elects to waive payment of the differential in order to avoid cancellation/curtailment prior to a resource nurse. However, the Employer may designate a shift on a specific unit in the cluster as a CNI shift for that unit only based on a specific skill set needed for the unit.

10.112.44 CNI rate. Nurses working a designated Critical Need Shift shall receive a differential of $20.00 $30.00 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 or for hours worked other than in a regular nurse assignment they are qualified to fill. CNI rates may not be negotiated individually with a nurse for a specific shift or unit. The Critical Need Incentive rates may be adjusted upward or downward in
response to various circumstances, but the rates will not be reduced below the dollar amounts specified in this paragraph section. The employer may temporarily increase the CNI rate hospital-wide, by cluster and will notify the Association within 72 hours. This increase can remain in effect for a maximum of seven (7) twenty-eight (28) days; extensions can be negotiated with the Association. Further, the intent is to fill difficult shifts as early as possible in the scheduling process in order to minimize last minute staffing problems. A higher rate may be established to recognize early sign-up.

10.12.5 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 shift worked.

10.123 Referral Bonuses. The employer shall remunerate employees for referral bonuses offered pursuant to policy.