

## 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, which shall include a market adjustment of 9% starting in the first full pay period after July 1, 2023. A relevant baccalaureate degree is recognized by a salary differential that is 4.75% higher than the base salary. A relevant 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 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 DNP, or RN to Ph.D. program is deemed the equivalent of a Baccalaureate degree in Nursing.

**8.1.2** A Master's degree in Nursing is deemed to be a relevant 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 Master's degree in a healthcare related field, including all OHSU School of Nursing graduate degrees, is presumed to be relevant, and a Master's degree in a non-healthcare related field is presumed to be not relevant.

**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.

**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 Retention Differential. Employees will receive a differential added to their hourly rate of pay as outline below to increase retention of OHSU employees to remain with the institution effective the first full pay period after July 1, 2023. The Employer and Association have a shared interest in retaining and properly valuing every employee by prioritizing retention and the significant contributions employees make when they remain at OHSU. For these reasons, Employees shall receive the corresponding differential added to their base hourly rate of pay, after they have completed the corresponding years of employment at OHSU. This differential will be in addition to all other applicable differentials and/or forms of compensation.**

<b>Retention Differentials:</b>	
<u>5 Years at OHSU</u>	<u>5%</u>
<u>10 Years at OHSU</u>	<u>6%</u>
<u>15 Years at OHSU</u>	<u>7%</u>
<u>20 Years at OHSU</u>	<u>8%</u>

<u>25 Years at OHSU</u>	<u>9%</u>
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8.3.1. Years at OHSU is defined as any years of employment in any capacity at OHSU inside or outside of the ONA collective bargaining unit.

8.3.2. Employees who do not have a break in OHSU employment greater than 90 days will resume earning credit towards the retention differential once they return to employment at OHSU and will retain previously earned credit.

8.3.3. If an Employee takes an approved leave of absence less than one year, or is in layoff status, they shall resume earning credit once they return to employment at OHSU and will retain previously earned credit.

8.3.4. All other stipulations other than what is listed above, will calculate years of employment based on the standards established in Article 18 regarding Seniority.

### **8.3 New Hires.**

**8.3.1 Credit for prior experience.** Employees who are qualified by virtue of previous experience 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.

**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.

## APPENDIX A

### WageSalary Schedule

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

**A. Step Advancement.** 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.

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. 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.

ONA → Oregon Health & Science University  
 \*disagreements in bold, yellow in agreement. Underline addition to  
 CBA, strike through deletion from CBA

Date of Proposal: **\*\*Final Offer\*\***  
 8/16/23

## B. Hourly Rates of Pay.

[Wage increases of:

**15%** effective at the start of the second full pay period following ratification

**10%** effective the first full pay period after July 1, 2024

Wage tables to be updated to reflect final agreement]

Wages as of 1/1/2020										
Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	38.72	40.61	42.53	44.64	46.65	48.90	51.28	53.72	56.24	58.92
BSN Rate	40.56	42.54	44.55	46.76	48.87	51.22	53.72	56.27	58.91	61.72
MSN Rate	42.40	44.47	46.57	48.88	51.08	53.55	56.15	58.82	61.58	64.52
Nurse Practitioner	51.11	53.61	56.14	58.92	61.58	64.55	67.69	70.91	74.24	77.77
Resource Nurse	44.53	46.70	48.91	51.34	53.65	56.24	58.97	61.78	64.68	67.76

2.5% increase effective 1/18/2021										
Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	39.69	41.63	43.59	45.76	47.82	50.12	52.56	55.06	57.65	60.39
BSN Rate	41.57	43.60	45.66	47.93	50.09	52.50	55.06	57.68	60.38	63.26
MSN Rate	43.46	45.58	47.73	50.10	52.36	54.89	57.55	60.29	63.12	66.13
Nurse Practitioner	52.39	54.95	57.54	60.39	63.12	66.16	69.38	72.68	76.10	79.71
Resource Nurse	45.64	47.87	50.13	52.62	54.99	57.65	60.44	63.32	66.30	69.45

2.25% increase first pay period after 7/1/2021										
Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	40.58	42.57	44.57	46.79	48.90	51.25	53.74	56.30	58.95	61.75
BSN Rate	42.51	44.58	46.69	49.01	51.22	53.68	56.30	58.98	61.74	64.68
MSN Rate	44.44	46.61	48.80	51.23	53.54	56.13	58.84	61.65	64.54	67.62
Nurse Practitioner	53.57	56.19	58.83	61.75	64.54	67.65	70.94	74.32	77.81	81.50
Resource Nurse	46.67	48.95	51.26	53.80	56.23	58.95	61.80	64.74	67.79	71.01

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**1.5% increase first pay period after 1/1/2022**

Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	<del>41.19</del>	<del>43.21</del>	<del>45.24</del>	<del>47.49</del>	<del>49.63</del>	<del>52.02</del>	<del>54.55</del>	<del>57.14</del>	<del>59.83</del>	<del>62.68</del>
BSN Rate	<del>43.15</del>	<del>45.25</del>	<del>47.39</del>	<del>49.75</del>	<del>51.99</del>	<del>54.49</del>	<del>57.14</del>	<del>59.86</del>	<del>62.67</del>	<del>65.65</del>
MSN Rate	<del>45.11</del>	<del>47.31</del>	<del>49.53</del>	<del>52.00</del>	<del>54.34</del>	<del>56.97</del>	<del>59.72</del>	<del>62.57</del>	<del>65.51</del>	<del>68.63</del>
Nurse Practitioner	<del>54.37</del>	<del>57.03</del>	<del>59.71</del>	<del>62.68</del>	<del>65.51</del>	<del>68.66</del>	<del>72.00</del>	<del>75.43</del>	<del>78.98</del>	<del>82.72</del>
Resource Nurse	<del>47.37</del>	<del>49.68</del>	<del>52.03</del>	<del>54.61</del>	<del>57.07</del>	<del>59.83</del>	<del>62.73</del>	<del>65.71</del>	<del>68.81</del>	<del>72.08</del>

**2.25% increase first pay period after 7/1/2022**

Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	<del>42.12</del>	<del>44.18</del>	<del>46.26</del>	<del>48.56</del>	<del>50.75</del>	<del>53.19</del>	<del>55.78</del>	<del>58.43</del>	<del>61.18</del>	<del>64.09</del>
BSN Rate	<del>44.12</del>	<del>46.27</del>	<del>48.46</del>	<del>50.87</del>	<del>53.16</del>	<del>55.72</del>	<del>58.43</del>	<del>61.21</del>	<del>64.08</del>	<del>67.13</del>
MSN Rate	<del>46.12</del>	<del>48.37</del>	<del>50.64</del>	<del>53.17</del>	<del>55.56</del>	<del>58.25</del>	<del>61.06</del>	<del>63.98</del>	<del>66.98</del>	<del>70.17</del>
Nurse Practitioner	<del>55.59</del>	<del>58.31</del>	<del>61.05</del>	<del>64.09</del>	<del>66.98</del>	<del>70.20</del>	<del>73.62</del>	<del>77.13</del>	<del>80.76</del>	<del>84.58</del>
Resource Nurse	<del>48.44</del>	<del>50.80</del>	<del>53.20</del>	<del>55.84</del>	<del>58.35</del>	<del>61.18</del>	<del>64.14</del>	<del>67.19</del>	<del>70.36</del>	<del>73.70</del>

**1.5% increase first pay period after 1/1/2023**

Formal step	2	3	4	5	6	7	8	9	10	11
	First Year	After 1 year	After 2 years	After 3 years	After 4 years	After 9 years	After 14 years	After 19 years	After 24 years	After 29 years
Base Rate	<del>42.75</del>	<del>44.84</del>	<del>46.95</del>	<del>49.29</del>	<del>51.51</del>	<del>53.99</del>	<del>56.62</del>	<del>59.31</del>	<del>62.10</del>	<del>65.05</del>
BSN Rate	<del>44.78</del>	<del>46.96</del>	<del>49.19</del>	<del>51.63</del>	<del>53.96</del>	<del>56.56</del>	<del>59.31</del>	<del>62.13</del>	<del>65.04</del>	<del>68.14</del>
MSN Rate	<del>46.81</del>	<del>49.10</del>	<del>51.40</del>	<del>53.97</del>	<del>56.39</del>	<del>59.12</del>	<del>61.98</del>	<del>64.94</del>	<del>67.98</del>	<del>71.22</del>
Nurse Practitioner	<del>56.42</del>	<del>59.18</del>	<del>61.97</del>	<del>65.05</del>	<del>67.98</del>	<del>71.25</del>	<del>74.72</del>	<del>78.29</del>	<del>81.97</del>	<del>85.85</del>
Resource Nurse	<del>49.17</del>	<del>51.56</del>	<del>54.00</del>	<del>56.68</del>	<del>59.23</del>	<del>62.10</del>	<del>65.10</del>	<del>68.20</del>	<del>71.42</del>	<del>74.81</del>