

AURN NURSES MAKE HISTORIC ECONOMIC GAINS

Our new **tentative agreement** is the strongest contract nurses at OHSU have ever won: this includes economics, staffing, safety, and the ability to bargain our merger with Legacy Health. More details on the contents of our tentative agreement will come out shortly.

This tentative agreement will have to be voted on by the membership at a future date. Your Bargaining Team is recommending a “yes” vote.

Here's an overview of the landmark achievements included in our new tentative agreement:



Wages are still subject to formal review

AURN WAGES ARE NOW THE HIGHEST IN THE OREGON

Wages: 15%/6%/6% wage increases between 2023-2026, Plus:

- **Full Retro Pay:** Nurses will receive back pay on gross earnings from July 1st, averaging \$5,132.
- **30 Step Wage Scale:** RNs will now receive two yearly raises. Starts 7/1/24.
- **Permanent CNI of \$46/hr:** All shifts beyond FTE, all shifts beyond 40 hours of MRS in 2 wks.
- **13% Night Shift Differential:** Post-ratification, nurses win 12.5% differential, for full 12 hours, to retain nurses on Night Shift. 13% differential starts in 2025.
- **Increased Call Pay:** Call Pay will transition to \$8-\$12/hr over three years.

HERE'S HOW SOME OF OUR CURRENT WAGES COMPARE TO WAGES WON

Years of Experience	CURRENT BSN WAGE	7/1/26 NEW BSN WAGE + 30 Step Scale	DOLLAR DIFFERENCE	NEW BSN WAGE EARNED AT .9FTE
New Hire	\$44.78	\$57.87	\$13.09	\$108,332
After 8 Years	\$53.96	\$72.39	\$18.43	\$135,514
After 13 Years	\$56.56	\$75.92	\$19.36	\$142,122
After 18 Years	\$59.31	\$79.56	\$20.25	\$148,936
TOP STEP	\$68.14	\$88.04	\$19.90	\$164,810

AURN Wins Historic Staffing, Safety, and Merger Language



- **Minimum Safe Staffing Standards:** Guaranteed by June 1, 2024, including a specific plan for the Emergency Department levels, and 1:3 Acute Care (mixed IMC) ratios written into the contract. Includes a guarantee to follow professional standards that set ratios and levels for all other areas.
- **Required Staffing Plans for Ambulatory:** OHSU must allow Ambulatory units to write staffing plans to be reviewed by staffing committee.
- **Strengthened UBNPC & Hospital Nurse Staffing Committee:** UBNPC receive paid release time until staffing plans are in compliance. Staffing Chair will receive paid 0.3FTE to assist nurses with staffing plan enforcement.
- **Fully staffed Code Green Teams:** OHSU must expand Code Green Teams across campus, and new modified Waterfront Code Green Team.
- **Paid Safety Trainings:** Training for trauma-informed care, in-person de-escalation training/including advanced physical skills, crisis intervention and assault prevention.
- **Secured Emergency Department:** 24/7 coverage of metal detector screenings and 24/7 DPS presence in the EDs.
- **Nurse Voice in Safety Investments:** 50% of positions for nurses and AFSCME members on a task force to allocate \$10 million in funds.
- **Lockdown Procedures:** OHSU will institute urgent changes to secure all locations.
- **OHSU-Legacy Health Merger MOU:** OHSU must bargain the impact of its merger with Legacy Health. This includes the right for AURN to strike over these impacts.

**VOTE
YES.**



AURN
Oregon Nurses Association