APPENDIX A

Wage Schedule

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

A. Step Advancement. **Employees will be placed on the appropriate step as of their first date of employment, and every year thereafter they shall advance one step up the wage scale on the anniversary of that date. Step advancements are in the wage tables below.** ~~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**, 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 and twenty-five hundredths percent (11.25%) across the board increase.

Effective the first pay period following July 1st, 2027: eleven and twenty-five hundredths percent (11.25%) across the board increase.

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B. Hourly Rates of Pay.

~~Effective two full pay periods following ratification - 15%~~

	~~Step~~	~~Base Rate~~	~~BSN Rate~~	~~MSN Rate~~	~~Nurse Practitioner~~	~~Resource Nurse~~
~~Grade~~		~~500~~	~~505~~	~~510~~	~~520~~	~~525~~
~~First Year~~	~~2~~	~~$49.16~~	~~$51.50~~	~~$53.83~~	~~$64.88~~	~~$56.55~~
~~After 1 year~~	~~3~~	~~$51.57~~	~~$54.00~~	~~$56.47~~	~~$68.06~~	~~$59.29~~
~~After 2 years~~	~~4~~	~~$53.99~~	~~$56.57~~	~~$59.11~~	~~$71.27~~	~~$62.10~~
~~After 3 years~~	~~5~~	~~$56.68~~	~~$59.37~~	~~$62.07~~	~~$74.81~~	~~$65.18~~
~~After 4 years~~	~~6~~	~~$59.24~~	~~$62.05~~	~~$64.85~~	~~$78.18~~	~~$68.11~~
~~After 5 years~~	~~6~~	~~$59.24~~	~~$62.05~~	~~$64.85~~	~~$78.18~~	~~$68.11~~
~~After 6 years~~	~~6~~	~~$59.24~~	~~$62.05~~	~~$64.85~~	~~$78.18~~	~~$68.11~~
~~After 7 years~~	~~6~~	~~$59.24~~	~~$62.05~~	~~$64.85~~	~~$78.18~~	~~$68.11~~
~~After 8 years~~	~~6~~	~~$59.24~~	~~$62.05~~	~~$64.85~~	~~$78.18~~	~~$68.11~~
~~After 9 years~~	~~7~~	~~$62.09~~	~~$65.04~~	~~$67.99~~	~~$81.94~~	~~$71.42~~
~~After 10 years~~	~~7~~	~~$62.09~~	~~$65.04~~	~~$67.99~~	~~$81.94~~	~~$71.42~~
~~After 11 years~~	~~7~~	~~$62.09~~	~~$65.04~~	~~$67.99~~	~~$81.94~~	~~$71.42~~
~~After 12 years~~	~~7~~	~~$62.09~~	~~$65.04~~	~~$67.99~~	~~$81.94~~	~~$71.42~~
~~After 13 years~~	~~7~~	~~$62.09~~	~~$65.04~~	~~$67.99~~	~~$81.94~~	~~$71.42~~
~~After 14 years~~	~~8~~	~~$65.11~~	~~$68.21~~	~~$71.28~~	~~$85.93~~	~~$74.87~~
~~After 15 years~~	~~8~~	~~$65.11~~	~~$68.21~~	~~$71.28~~	~~$85.93~~	~~$74.87~~
~~After 16 years~~	~~8~~	~~$65.11~~	~~$68.21~~	~~$71.28~~	~~$85.93~~	~~$74.87~~
~~After 17 years~~	~~8~~	~~$65.11~~	~~$68.21~~	~~$71.28~~	~~$85.93~~	~~$74.87~~
~~After 18 years~~	~~8~~	~~$65.11~~	~~$68.21~~	~~$71.28~~	~~$85.93~~	~~$74.87~~
~~After 19 years~~	~~9~~	~~$68.21~~	~~$71.45~~	~~$74.68~~	~~$90.03~~	~~$78.43~~
~~After 20 years~~	~~9~~	~~$68.21~~	~~$71.45~~	~~$74.68~~	~~$90.03~~	~~$78.43~~
~~After 21 years~~	~~9~~	~~$68.21~~	~~$71.45~~	~~$74.68~~	~~$90.03~~	~~$78.43~~
~~After 22 years~~	~~9~~	~~$68.21~~	~~$71.45~~	~~$74.68~~	~~$90.03~~	~~$78.43~~
~~After 23 years~~	~~9~~	~~$68.21~~	~~$71.45~~	~~$74.68~~	~~$90.03~~	~~$78.43~~
~~After 24 years~~	~~10~~	~~$71.42~~	~~$74.80~~	~~$78.18~~	~~$94.27~~	~~$82.13~~
~~After 25 years~~	~~10~~	~~$71.42~~	~~$74.80~~	~~$78.18~~	~~$94.27~~	~~$82.13~~
~~After 26 years~~	~~10~~	~~$71.42~~	~~$74.80~~	~~$78.18~~	~~$94.27~~	~~$82.13~~
~~After 27 years~~	~~10~~	~~$71.42~~	~~$74.80~~	~~$78.18~~	~~$94.27~~	~~$82.13~~
~~After 28 years~~	~~10~~	~~$71.42~~	~~$74.80~~	~~$78.18~~	~~$94.27~~	~~$82.13~~
~~After 29 years~~	~~11~~	~~$74.81~~	~~$78.36~~	~~$81.90~~	~~$98.73~~	~~$86.03~~

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~~Effective first full pay period following July 1, 2024 - 6%~~
~~The transition to the 30-step scale will will not result in anyone receiving a pay reduction.~~

	~~Step~~	~~Base Rate~~	~~BSN Rate~~	~~MSN Rate~~	~~Nurse Practitioner~~	~~Resource Nurse~~
~~Grade~~		~~500~~	~~505~~	~~510~~	~~520~~	~~525~~
~~First Year~~	~~1~~	~~$52.11~~	~~$54.59~~	~~$57.06~~	~~$68.77~~	~~$59.94~~
~~After 1 year~~	~~2~~	~~$54.66~~	~~$57.24~~	~~$59.86~~	~~$72.14~~	~~$62.85~~
~~After 2 years~~	~~3~~	~~$57.23~~	~~$59.96~~	~~$62.66~~	~~$75.55~~	~~$65.83~~
~~After 3 years~~	~~4~~	~~$60.08~~	~~$62.93~~	~~$65.79~~	~~$79.30~~	~~$69.09~~
~~After 4 years~~	~~5~~	~~$62.79~~	~~$65.77~~	~~$68.74~~	~~$82.87~~	~~$72.20~~
~~After 5 years~~	~~6~~	~~$63.40~~	~~$66.40~~	~~$69.41~~	~~$83.67~~	~~$72.90~~
~~After 6 years~~	~~7~~	~~$64.01~~	~~$67.03~~	~~$70.08~~	~~$84.47~~	~~$73.60~~
~~After 7 years~~	~~8~~	~~$64.62~~	~~$67.66~~	~~$70.75~~	~~$85.27~~	~~$74.30~~
~~After 8 years~~	~~9~~	~~$65.23~~	~~$68.29~~	~~$71.42~~	~~$86.07~~	~~$75.00~~
~~After 9 years~~	~~10~~	~~$65.82~~	~~$68.94~~	~~$72.07~~	~~$86.86~~	~~$75.71~~
~~After 10 years~~	~~11~~	~~$66.46~~	~~$69.61~~	~~$72.77~~	~~$87.71~~	~~$76.44~~
~~After 11 years~~	~~12~~	~~$67.10~~	~~$70.28~~	~~$73.47~~	~~$88.56~~	~~$77.17~~
~~After 12 years~~	~~13~~	~~$67.74~~	~~$70.95~~	~~$74.17~~	~~$89.41~~	~~$77.90~~
~~After 13 years~~	~~14~~	~~$68.38~~	~~$71.62~~	~~$74.87~~	~~$90.26~~	~~$78.63~~
~~After 14 years~~	~~15~~	~~$69.02~~	~~$72.30~~	~~$75.56~~	~~$91.09~~	~~$79.36~~
~~After 15 years~~	~~16~~	~~$69.68~~	~~$72.99~~	~~$76.28~~	~~$91.96~~	~~$80.12~~
~~After 16 years~~	~~17~~	~~$70.34~~	~~$73.68~~	~~$77.00~~	~~$92.83~~	~~$80.88~~
~~After 17 years~~	~~18~~	~~$71.00~~	~~$74.37~~	~~$77.72~~	~~$93.70~~	~~$81.64~~
~~After 18 years~~	~~19~~	~~$71.66~~	~~$75.06~~	~~$78.44~~	~~$94.57~~	~~$82.40~~
~~After 19 years~~	~~20~~	~~$72.30~~	~~$75.74~~	~~$79.16~~	~~$95.43~~	~~$83.14~~
~~After 20 years~~	~~21~~	~~$72.98~~	~~$76.45~~	~~$79.90~~	~~$96.33~~	~~$83.92~~
~~After 21 years~~	~~22~~	~~$73.66~~	~~$77.16~~	~~$80.64~~	~~$97.23~~	~~$84.70~~
~~After 22 years~~	~~23~~	~~$74.34~~	~~$77.87~~	~~$81.38~~	~~$98.13~~	~~$85.48~~
~~After 23 years~~	~~24~~	~~$75.02~~	~~$78.58~~	~~$82.12~~	~~$99.03~~	~~$86.26~~
~~After 24 years~~	~~25~~	~~$75.71~~	~~$79.29~~	~~$82.87~~	~~$99.93~~	~~$87.06~~
~~After 25 years~~	~~26~~	~~$76.43~~	~~$80.04~~	~~$83.66~~	~~$100.87~~	~~$87.89~~
~~After 26 years~~	~~27~~	~~$77.15~~	~~$80.79~~	~~$84.45~~	~~$101.81~~	~~$88.72~~
~~After 27 years~~	~~28~~	~~$77.87~~	~~$81.54~~	~~$85.24~~	~~$102.75~~	~~$89.55~~
~~After 28 years~~	~~29~~	~~$78.59~~	~~$82.29~~	~~$86.03~~	~~$103.69~~	~~$90.38~~
~~After 29 years~~	~~30~~	~~$79.30~~	~~$83.06~~	~~$86.81~~	~~$104.65~~	~~$91.19~~

Date Accepted	/ /
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Effective first full pay period following July 1, ~~2025~~ **2026** ~~6%~~ **11.25%**

	~~Step~~	~~Base Rate~~	~~BSN Rate~~	~~MSN Rate~~	~~Nurse Practitioner~~	~~Resource Nurse~~
~~Grade~~		~~500~~	~~505~~	~~510~~	~~520~~	~~525~~
~~First Year~~	~~1~~	~~$55.24~~	~~$57.87~~	~~$60.48~~	~~$72.90~~	~~$63.54~~
~~After 1 year~~	~~2~~	~~$57.94~~	~~$60.67~~	~~$63.45~~	~~$76.47~~	~~$66.62~~
~~After 2 years~~	~~3~~	~~$60.66~~	~~$63.56~~	~~$66.42~~	~~$80.08~~	~~$69.78~~
~~After 3 years~~	~~4~~	~~$63.68~~	~~$66.71~~	~~$69.74~~	~~$84.06~~	~~$73.24~~
~~After 4 years~~	~~5~~	~~$66.56~~	~~$69.72~~	~~$72.86~~	~~$87.84~~	~~$76.53~~
~~After 5 years~~	~~6~~	~~$67.20~~	~~$70.38~~	~~$73.57~~	~~$88.69~~	~~$77.27~~
~~After 6 years~~	~~7~~	~~$67.85~~	~~$71.05~~	~~$74.28~~	~~$89.54~~	~~$78.02~~
~~After 7 years~~	~~8~~	~~$68.50~~	~~$71.72~~	~~$75.00~~	~~$90.39~~	~~$78.76~~
~~After 8 years~~	~~9~~	~~$69.14~~	~~$72.39~~	~~$75.71~~	~~$91.23~~	~~$79.50~~
~~After 9 years~~	~~10~~	~~$69.77~~	~~$73.08~~	~~$76.39~~	~~$92.07~~	~~$80.25~~
~~After 10 years~~	~~11~~	~~$70.45~~	~~$73.79~~	~~$77.14~~	~~$92.97~~	~~$81.03~~
~~After 11 years~~	~~12~~	~~$71.13~~	~~$74.50~~	~~$77.88~~	~~$93.87~~	~~$81.80~~
~~After 12 years~~	~~13~~	~~$71.80~~	~~$75.21~~	~~$78.62~~	~~$94.77~~	~~$82.57~~
~~After 13 years~~	~~14~~	~~$72.48~~	~~$75.92~~	~~$79.36~~	~~$95.68~~	~~$83.35~~
~~After 14 years~~	~~15~~	~~$73.16~~	~~$76.64~~	~~$80.09~~	~~$96.56~~	~~$84.12~~
~~After 15 years~~	~~16~~	~~$73.86~~	~~$77.37~~	~~$80.86~~	~~$97.48~~	~~$84.93~~
~~After 16 years~~	~~17~~	~~$74.56~~	~~$78.10~~	~~$81.62~~	~~$98.40~~	~~$85.73~~
~~After 17 years~~	~~18~~	~~$75.26~~	~~$78.83~~	~~$82.38~~	~~$99.32~~	~~$86.54~~
~~After 18 years~~	~~19~~	~~$75.96~~	~~$79.56~~	~~$83.15~~	~~$100.24~~	~~$87.34~~
~~After 19 years~~	~~20~~	~~$76.64~~	~~$80.28~~	~~$83.91~~	~~$101.16~~	~~$88.13~~
~~After 20 years~~	~~21~~	~~$77.36~~	~~$81.04~~	~~$84.69~~	~~$102.11~~	~~$88.96~~
~~After 21 years~~	~~22~~	~~$78.08~~	~~$81.79~~	~~$85.48~~	~~$103.06~~	~~$89.78~~
~~After 22 years~~	~~23~~	~~$78.80~~	~~$82.54~~	~~$86.26~~	~~$104.02~~	~~$90.61~~
~~After 23 years~~	~~24~~	~~$79.52~~	~~$83.29~~	~~$87.05~~	~~$104.97~~	~~$91.44~~
~~After 24 years~~	~~25~~	~~$80.25~~	~~$84.05~~	~~$87.84~~	~~$105.93~~	~~$92.28~~
~~After 25 years~~	~~26~~	~~$81.02~~	~~$84.84~~	~~$88.68~~	~~$106.92~~	~~$93.16~~
~~After 26 years~~	~~27~~	~~$81.78~~	~~$85.64~~	~~$89.52~~	~~$107.92~~	~~$94.04~~
~~After 27 years~~	~~28~~	~~$82.54~~	~~$86.43~~	~~$90.35~~	~~$108.92~~	~~$94.92~~
~~After 28 years~~	~~29~~	~~$83.31~~	~~$87.23~~	~~$91.19~~	~~$109.91~~	~~$95.80~~
~~After 29 years~~	~~30~~	~~$84.06~~	~~$88.04~~	~~$92.02~~	~~$110.93~~	~~$96.66~~

Date Accepted	/ /
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ONA/AURN - OHSU	Date of Proposal: ____/____/____

Date Accepted	/ /
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