THE UNION DECISION

IF WE UNIONIZE V. IF WE DON'T

STATUS QUO POWER

Once we win our union vote, we are protected by status quo provisions in the law that would prevent Legacy or later OHSU from changing our wages, hours, and working conditions unliterally. They must bargain any changes with our group.

OHSU AGREEMENT

- ✓ No Layoffs by OHSU for 12 months after closing
- ✓ 6 months wage and benefit severance for any layoffs between 12 and 24 months
- ✓ Equity & Inclusion Wins
- ✓ Commitments for Career and Workforce Development
- ✓ Guaranteed Pay Parity (OHSU 7/1/25 Table Below)

EMPLOYER DECIDES

Whether it is Legacy or OHSU, if we remain non-union our employer has unliteral power to change our wages, hours and working conditions. Not having a voice is risky under a new combined system.

OHSU DISCRETION

- ✗ NO GUARANTEES ON LAYOFFS AFTER 6 MONTHS
- ✗ NO GUARANTEES ON WAGE AND BENEFIT SEVERANCE
- ✗ NO GUARANTEES ON EQUITY AND INCLUSION
- ✗ NO GUARANTEES ON CAREER DEVELOPMENT
- ✗ NO GUARANTEES ON PAY

ONA
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www.oregonrn.org/LegacyOHSUAcquisition

OHSU Pay Scale

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Effective first full pay period following July 1, 2025 - 6%

	Step	Base Rate	BSN Rate	MSN Rate
Grade		500	505	510
First Year	1	$55.24	$57.87	$60.48
After 1 year	2	$57.94	$60.67	$63.45
After 2 years	3	$60.66	$63.56	$66.42
After 3 years	4	$63.68	$66.71	$69.74
After 4 years	5	$66.56	$69.72	$72.86
After 5 years	6	$67.20	$70.38	$73.57
After 6 years	7	$67.85	$71.05	$74.28
After 7 years	8	$68.50	$71.72	$75.00
After 8 years	9	$69.14	$72.39	$75.71
After 9 years	10	$69.77	$73.08	$76.39
After 10 years	11	$70.45	$73.79	$77.14
After 11 years	12	$71.13	$74.50	$77.88
After 12 years	13	$71.80	$75.21	$78.62
After 13 years	14	$72.48	$75.92	$79.36
After 14 years	15	$73.16	$76.64	$80.09
After 15 years	16	$73.86	$77.37	$80.86
After 16 years	17	$74.56	$78.10	$81.62
After 17 years	18	$75.26	$78.83	$82.38
After 18 years	19	$75.96	$79.56	$83.15
After 19 years	20	$76.64	$80.28	$83.91
After 20 years	21	$77.36	$81.04	$84.69
After 21 years	22	$78.08	$81.79	$85.48
After 22 years	23	$78.80	$82.54	$86.26
After 23 years	24	$79.52	$83.29	$87.05
After 24 years	25	$80.25	$84.05	$87.84
After 25 years	26	$81.02	$84.84	$88.68
After 26 years	27	$81.78	$85.64	$89.52
After 27 years	28	$82.54	$86.43	$90.35
After 28 years	29	$83.31	$87.23	$91.19
After 29 years	30	$84.06	$88.04	$92.02

MORE AGREEMENT DETAILS CLICK HERE

WANT TO ORGANIZE? CLICK HERE

IF WE UNIONIZE V. IF WE DON'T

BARGAINING

WE CAN BUILD OFF THE AGREEMENT & BARGAIN TO PROTECT WHAT WE LIKE, AND IMPROVE WHAT WE DO NOT.

ACCEPT WHAT IS OFFERED

WE GET WHAT LEGACY OR OHSU DECIDES IS FAIR ON WAGES, HOURS AND WORKING CONDITIONS.