## RN Wage Scale

<table>
<thead>
<tr>
<th>Step</th>
<th>Current</th>
<th>Ratification</th>
<th>1/1/24</th>
<th>Change ($/hr)</th>
<th>Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$42.18</td>
<td>$48.75</td>
<td>$50.21</td>
<td>$8.03</td>
<td>19%</td>
</tr>
<tr>
<td>5</td>
<td>$45.63</td>
<td>$52.92</td>
<td>$54.51</td>
<td>$8.58</td>
<td>19%</td>
</tr>
<tr>
<td>10</td>
<td>$50.40</td>
<td>$57.48</td>
<td>$59.20</td>
<td>$8.80</td>
<td>17%</td>
</tr>
<tr>
<td>15</td>
<td>$55.64</td>
<td>$62.17</td>
<td>$64.04</td>
<td>$8.40</td>
<td>15%</td>
</tr>
<tr>
<td>20</td>
<td>$59.52</td>
<td>$66.00</td>
<td>$67.98</td>
<td>$8.46</td>
<td>14%</td>
</tr>
<tr>
<td>25</td>
<td>$60.59</td>
<td>$67.00</td>
<td>$69.01</td>
<td>$8.42</td>
<td>14%</td>
</tr>
<tr>
<td>30</td>
<td>$60.59</td>
<td>$68.00</td>
<td>$70.04</td>
<td>$9.45</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Placement:** RNs should be hired based on total years of experience as an RN in the home health, hospice, or acute care setting (or comparable). Years of experience + 1 = step at hire date.

**Step Increase:** Move up on step every year on your anniversary of employment until Step 30. Step 24 and 26-29 are “ghost steps”.

**Across-the Board Increase:** Every year, the wage scale itself increases. Usually on January 1.

**CWONs:** Placed on scale based on experience within 2 pay periods of ratification.

**Retro:** Paid for every hour worked and on PTO, etc. back to January 1, 2023.
**NON-RN WAGE SCALES**

<table>
<thead>
<tr>
<th>Step</th>
<th>PT/OT/SLP</th>
<th>LCSW/LPC</th>
<th>CSWA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Ratification</td>
<td>7/1/24</td>
<td>Ratification</td>
</tr>
<tr>
<td>1</td>
<td>$46.77</td>
<td>$48.52</td>
<td>$39.64</td>
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<tr>
<td>5</td>
<td>$50.27</td>
<td>$52.16</td>
<td>$42.57</td>
</tr>
<tr>
<td>10</td>
<td>$54.59</td>
<td>$56.64</td>
<td>$46.32</td>
</tr>
<tr>
<td>15</td>
<td>$59.64</td>
<td>$61.88</td>
<td>$50.60</td>
</tr>
<tr>
<td>20</td>
<td>$63.31</td>
<td>$65.68</td>
<td>$53.73</td>
</tr>
<tr>
<td>25</td>
<td>$63.89</td>
<td>$66.29</td>
<td>$54.79</td>
</tr>
<tr>
<td>30</td>
<td>$64.84</td>
<td>$67.27</td>
<td>$55.30</td>
</tr>
</tbody>
</table>

**Placement:** Clinicians should receive credit for every year of work as a PT/OT/SLP and every year of work post-MSW as a Social Worker or Bereavement Counselor. Years of experience + 1 = step at ratification.

**Step Increase:** Move up on step every year on your anniversary of employment until Step 30. Step 24 and 26-29 are “ghost steps”.

**Across-the Board Increase:** Every year, the wage scale itself increases. Usually on January 1, but July 1 this go around for non-RN clinicians.

**Retro:** Paid at 3% for every hour worked and on PTO, etc. back to April 24, 2023.
### 2024 Wages

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Kaiser Oregon</th>
<th>PHHH</th>
<th>Difference</th>
<th>Avg Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Max</td>
<td>Min</td>
<td>Max</td>
</tr>
<tr>
<td>PT</td>
<td>$44.48</td>
<td>$64.73</td>
<td>$48.52</td>
<td>$67.27</td>
</tr>
<tr>
<td>OT</td>
<td>$44.48</td>
<td>$64.73</td>
<td>$48.52</td>
<td>$67.27</td>
</tr>
<tr>
<td>SLP</td>
<td>$46.12</td>
<td>$67.12</td>
<td>$48.52</td>
<td>$67.27</td>
</tr>
<tr>
<td>LCSW</td>
<td>$41.54</td>
<td>$60.44</td>
<td>$41.13</td>
<td>$57.37</td>
</tr>
<tr>
<td>RN-ONA</td>
<td>$47.19</td>
<td>$68.29</td>
<td>$50.21</td>
<td>$70.04</td>
</tr>
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</table>

CSWA = 15.4% average increase.
GETTING YOUR STEPS!

1-Upon ratification, current wages are increased by 3% and then the clinician is placed on the nearest step at or above this rate. At this point, it will be determined how many steps behind a clinician’s initial placement makes them.

2-On January 1, 2024: clinicians who are initially below the appropriate step will be moved up 1/3 of the steps they are behind (rounding up).

3-On July 1, 2024: clinicians who are initially below the appropriate step will be moved up another 1/3 of the steps they are behind (rounding up).

4-On December 31, 2024: all clinicians will be at their appropriate step.

5-In addition to these added steps, all clinicians will move up a step each year on the anniversary of their date of hire.
WAGE IMPLEMENTATION TIMELINE

- **OCT 6**: RATIFIED!
- **NOV 5**: NEW WAGE RATES IN EFFECT
- **NOV 24**: FIRST CHECK WITH NEW RATES (AND PTO LIKELY)
- **DEC 8**: RETRO PAYCHECK
- **JAN 1**: RN ATB & 1/3 STEP PLACEMENT NON-RNS
WAGE IMPLEMENTATION TIMELINE

JAN 20
CHECK WITHIN ATB & 1/3 STEP PLACEMENT NON-RNS

JULY 1
SECOND 1/3 STEP PLACEMENT NON-RNS

JULY 19
CHECK WITH SECOND 1/3 STEP PLACEMENT

DEC 31
LAST 1/3 STEP PLACEMENT NON-RNS

JAN 17
CHECK WITH LAST 1/3 STEP PLACEMENT
### Differentials

<table>
<thead>
<tr>
<th>Differential</th>
<th>Old</th>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening</td>
<td>$3.10</td>
<td>$3.50</td>
</tr>
<tr>
<td>Night</td>
<td>$5.90</td>
<td>$6.20</td>
</tr>
<tr>
<td>Weekend</td>
<td>$1.25</td>
<td>$2.00</td>
</tr>
<tr>
<td>Preceptor</td>
<td>$3.00</td>
<td>$4.00</td>
</tr>
<tr>
<td>Extra Shift</td>
<td>$18.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Charge</td>
<td>$3.50</td>
<td>$4.00</td>
</tr>
<tr>
<td>Certification</td>
<td>$2.50</td>
<td>$3.00</td>
</tr>
<tr>
<td>Clinical Ladder</td>
<td>$1.80/$3.25/$5.00</td>
<td>$2.00/$3.50/$5.25</td>
</tr>
<tr>
<td>RCAP/SWCAP</td>
<td>$5600/yr (bonus)</td>
<td>$3.00/hr ($6240/yr)</td>
</tr>
</tbody>
</table>

Non-nurse clinicians have access to certification differentials for the first time! Social Workers and Bereavement Counselors have access to a Clinical Advancement Program for the first time!

CWONs have access to Clinical Ladder for the first time!

Exempt Social Workers and Bereavement Counselors receive a $32.00 per day charge differential, $50.00 per day weekend differential, and $250.00 per day holiday differential.

Did NOT retain higher 14% per diem differential for PT/OT/SLP. Folks who are significantly impacted will be grandfathered.
PRODUCTIVITY

- Abolish discipline based on productivity
- End practice of public discussion and comparison of productivity
- Establish acuity tool
- Committee required to pilot at least one project around scheduling & productivity (e.g. limit SOCs and complex visits)
- PCC recommend caseload caps

SAFETY

- Right to refuse visits to patients with outstanding safety concerns
- Requirement that other clinicians be informed of safety concerns
- Visible flagging system in chart
- Transparent process for reporting and resolving hostile work environment complaints
PAID LEAVE & SHORT-TERM DISABILITY

• **Added 40 hrs. of Paid Leave:** 20 hours of added PTO at ratification (based on 1.0 FTE) and 20 additional hours in 2024

• **Short Term Disability at 100% Pay for 8 weeks:** In conjunction with Paid Leave Oregon, qualifying short-term disability leaves will be paid at 100% of pay for 8 weeks following initial 1 week waiting period (for the Sedgwick top-off). Begins January 2024.

• **Paid Leave Oregon:** For qualifying family and medical leave, Paid Leave Oregon will reimburse a portion of wages for leaves up to 12 weeks (plus 2 additional for pregnancy).

• **Additional Education Leave:** Additional 8 hours of education leave (16 hours for all and 24 hours for Social Workers, Bereavement Counselors, and CWONs) for all clinicians, in addition to a 1365 hour pool to be shared by clinicians.

• **Additional Education Funding:** Added $50-100 in education funding each year for newly represented clinicians ($400). Additional funding ($350) and paid time (8 hours) available for certified, RCAP, SWCAP, and clinical ladder clinicians.
WORKING CONDITIONS

• **Limited requirement for Electronic Visit Verification:** Prevented Prov from requiring EVV through Rover for all Home Health & Hospice visits; instead its use will be limited to Home Health patients with Medicaid as their primary insurer.

• **Limit weekend work frequency:** End the increase of weekend work frequency by limiting it to the frequency currently in units (including never in those units that aren’t scheduled for weekends).

• **Improved weekend scheduling:** Return to pre-scheduled weekends received by August 1 of the year preceding for RNs and Social Workers. PTs retain their current scheduling practice, including the ability to work the weekend day as overtime or to make up for an off day in the week. Clinicians can express a preference for full weekends or one day weekends.

• **End the practice of forcing low census when productivity won’t be met:** Where clinicians have assigned work (Health Stream, case management, calls to providers etc.), they will not be required to low census.

• **Strengthen the right to alternate work schedules:** No more being threatened with losing your 10-hour shifts because of productivity. Alternate schedules can’t be changed with out a fair and transparent process-not individually as retaliation.
HOW TO VOTE

GET THE INFO
- Sign up for one-on-one if needed (tinyurl.com/wagehelp)
- Review redline
- Reach out to BT members with questions

CONFIRM MEMBERSHIP
- Only members vote
- If you’re newly represented, you’re a member if you completed an authorization card during unionization
- RNs typically join when they start employment
- oregonrn.org/join

VOTE BY TEXT OR EMAIL
- Opt into texts at oregonrn.org/update
- Receive text Monday 10/2 (email too)
- Vote by Friday 10/6 noon
INFO TO PREPARE

EXPERIENCE
- Create simplified resume that clearly indicates your total years of experience and anticipated step placement
- Submit to HR (awaiting details), but be prepared to do ASAP
- Deadline 30 days post-ratification but can delay step placement process if not ASAP

CERTIFICATION
- Submit to HR
- Retroactive to ratification if within 30 days of ratification

RN EXPERIENCE
- Probable class action grievance around misplacements
- Look for more info, but start compiling simplified resume if you believe you are at the wrong step
YOUR BARGAINING TEAM RECOMMENDS A YES VOTE