

## ARTICLE 20 – COMPENSATION

~~Rates of compensation are set forth below, which is hereby made a part of this agreement.~~

20.A. STEP SYSTEM OF PAY - The wage scale is composed of a series of progressing steps established to recognize experience and length of service ending with a thirty-five (35) thirty (30)-years-of-service step. There will be a years-of-service requirement to move to a higher wage step after new hire initial step placement.

1. For steps 1 through 14 (equating to 0 through 25 years of service), the  
The wage rate increase between each defined year-of-service step will be three (3) percent. For steps 15 through 19 (equating to 26 through 30 years of service), the wage increase between each defined year-of-service step will be 0.6%. For steps 20 through 24 (equating to 31 through 35 years of service), the wage increase between each defined year-of-service step will be 0.3%.

2. Through step 8, a nurse will meet the years-of-service requirement and move to the next step of the wage scale if the nurse works 1100 hours or is employed 12 months, whichever is longer. A nurse will progress to the next step on the scale on the nurse's most recent anniversary date of employment with the Hospital as a nurse, provided that on such date (1) the nurse has completed at least the years of service with the Hospital that correspond to the next step; (2) the nurse has completed 1100 hours of service with the Hospital for the preceding twelve (12) months or since their last step increase; and (3) the nurse has satisfied the requirements set forth in B below. If the nurse has not completed the

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~~requirements of this paragraph the nurse will progress to the next step effective with the first full pay period beginning after he or she has satisfied all such requirements.~~

3. Between steps ~~7 9~~ through ~~12 15~~, a nurse will meet the years-of-service requirement and move to the next step of the wage scale after the nurse has been if they work 2200 hours, is employed twenty-four (24) months, irrespective of the number of hours worked ~~and has satisfied the requirements set forth in B below.~~

4. Between steps 15 through ~~24 30~~, a nurse will meet the years-of-service requirement and move to the next step of the wage scale after the nurse has been employed twelve (12) months, irrespective of the number of hours worked if they work 5500 hours is employed sixty (60) months, ~~and has satisfied the requirement set in B below.~~

20.B. PROFESSIONAL ACCOUNTABILITY REQUIREMENTS - To be eligible to progress to a higher step on the wage scale set forth below, a nurse must have successfully completed during the twelve (12) months preceding the nurse's anniversary date:

1. Completion of the annual competency requirements
2. TB Mask Fit Testing
3. Basic Life Support
4. Maintenance of current licensure

If the above requirements are not met by the anniversary date, the increase will be effective with the first full pay period beginning after completion of the requirements. This will become the date for future step adjustments.

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20.C. STEP PLACEMENT

1. New hires and transfers into the bargaining unit will be given year-for-year credit for prior experience toward step placement for recent related experience in an acute care (or hospice, if appropriate) setting or other related experience in a non-acute care setting (e.g. experience in a standalone surgery center). Other RN experience will be credited as one year of credit for every two (2) years of experience. Ten (10) months of experience will be rounded up as a full year of experience for the purpose of crediting years of experience (e.g. 10 months of experience counts as 1 year experience and 1 year 10 months of experience counts as 2 years of experience). New hires will be placed at the wage step corresponding to the years of prior experience. Nurses employed at the time of ratification will have their credited years of experience reviewed within ninety (90) days of ratification and be given appropriate credit for every year of experience or service.
2. Once a nurse is placed on the SAGH wage scale, the hours requirement and or years-of -service rule will govern their progression through the scale. For example, nurses hired with fifteen (15) years of related acute care (or hospice if appropriate) experience will be put on Step 12 15 and those nurses will be eligible to move to Step 13 20 after working 5500 hours is being employed sixty (60) months, and has satisfied and satisfying the requirements set in B above.

20.D. WAGES - The following wage increases will apply to nurses during the term of this agreement. All wage increases will become effective the first day of the first pay period following the increase effective date.

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Effective the first day of the first pay period following July 1, ~~2024~~ ~~2021~~, the wage scale hourly rate shall be increased by fifteen percent (15%) for steps 1 through 14 of two and three-quarter percent (2.75%) on all steps on the wage scale. Steps 15 through 24 will be implemented as set forth in the wage table below effective the first day of the first pay period following July 1, 2024.

~~Effective the first day of the first pay period following January 1, 2022, the wage scale hourly rate shall be increased by one percent (1.00%) on all steps on the wage scale.~~

Effective the first day of the first pay period following July 1, ~~2025~~ ~~2022~~, the wage scale hourly rate shall be increased by 9 and one-quarter percent (9.25%) one percent (1.00%) on all steps on the wage scale.

~~Effective the first day of the first pay period following July 1, 2023, the wage scale hourly rate shall be increased by two and three-quarter percent (2.75%) on all steps on the wage scale.~~

<b><u>Samaritan Albany General Hospital</u></b>							
<b><u>ONA Wage Table – Effective July 1, 2024 through June 30, 2027</u></b>							
<b><u>Years of Experience</u></b>	<b><u>Step</u></b>	<b><u>7/1/2024</u></b>			<b><u>7/1/2025</u></b>		
		<b><u>ADN</u></b>	<b><u>BSN</u></b>	<b><u>MSN</u></b>	<b><u>ADN</u></b>	<b><u>BSN</u></b>	<b><u>MSN</u></b>
<u>0</u>	<u>Step 1</u>	<u>\$49.30</u>	<u>\$51.27</u>	<u>\$51.77</u>	<u>\$53.86</u>	<u>\$56.01</u>	<u>\$56.55</u>
<u>1</u>	<u>Step 2</u>	<u>\$50.78</u>	<u>\$52.81</u>	<u>\$53.32</u>	<u>\$55.48</u>	<u>\$57.70</u>	<u>\$58.25</u>
<u>2</u>	<u>Step 3</u>	<u>\$52.30</u>	<u>\$54.39</u>	<u>\$54.92</u>	<u>\$57.14</u>	<u>\$59.43</u>	<u>\$60.00</u>
<u>3</u>	<u>Step 4</u>	<u>\$53.88</u>	<u>\$56.04</u>	<u>\$56.57</u>	<u>\$58.86</u>	<u>\$61.21</u>	<u>\$61.80</u>
<u>4</u>	<u>Step 5</u>	<u>\$55.49</u>	<u>\$57.71</u>	<u>\$58.26</u>	<u>\$60.62</u>	<u>\$63.04</u>	<u>\$63.65</u>
<u>5</u>	<u>Step 6</u>	<u>\$57.16</u>	<u>\$59.45</u>	<u>\$60.02</u>	<u>\$62.44</u>	<u>\$64.94</u>	<u>\$65.56</u>
<u>6</u>	<u>Step 7</u>	<u>\$58.87</u>	<u>\$61.22</u>	<u>\$61.81</u>	<u>\$64.31</u>	<u>\$66.88</u>	<u>\$67.53</u>
<u>7</u>	<u>Step 8</u>	<u>\$60.64</u>	<u>\$63.07</u>	<u>\$63.67</u>	<u>\$66.25</u>	<u>\$68.90</u>	<u>\$69.56</u>
<u>9</u>	<u>Step 9</u>	<u>\$62.46</u>	<u>\$64.96</u>	<u>\$65.58</u>	<u>\$68.23</u>	<u>\$70.96</u>	<u>\$71.64</u>
<u>11</u>	<u>Step 10</u>	<u>\$64.33</u>	<u>\$66.90</u>	<u>\$67.55</u>	<u>\$70.28</u>	<u>\$73.09</u>	<u>\$73.79</u>
<u>13</u>	<u>Step 11</u>	<u>\$66.25</u>	<u>\$68.90</u>	<u>\$69.56</u>	<u>\$72.38</u>	<u>\$75.28</u>	<u>\$76.00</u>

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<u>15</u>	<u>Step 12</u>	<u>\$68.24</u>	<u>\$70.97</u>	<u>\$71.65</u>	<u>\$74.55</u>	<u>\$77.53</u>	<u>\$78.28</u>
<u>20</u>	<u>Step 13</u>	<u>\$70.29</u>	<u>\$73.10</u>	<u>\$73.80</u>	<u>\$76.79</u>	<u>\$79.86</u>	<u>\$80.63</u>
<u>25</u>	<u>Step 14</u>	<u>\$72.40</u>	<u>\$75.30</u>	<u>\$76.02</u>	<u>\$79.10</u>	<u>\$82.26</u>	<u>\$83.06</u>
<u>26</u>	<u>Step 15</u>	<u>\$72.84</u>	<u>\$75.75</u>	<u>\$76.48</u>	<u>\$79.58</u>	<u>\$82.76</u>	<u>\$83.56</u>
<u>27</u>	<u>Step 16</u>	<u>\$73.28</u>	<u>\$76.21</u>	<u>\$76.94</u>	<u>\$80.05</u>	<u>\$83.25</u>	<u>\$84.05</u>
<u>28</u>	<u>Step 17</u>	<u>\$73.72</u>	<u>\$76.67</u>	<u>\$77.41</u>	<u>\$80.53</u>	<u>\$83.75</u>	<u>\$84.56</u>
<u>29</u>	<u>Step 18</u>	<u>\$74.16</u>	<u>\$77.13</u>	<u>\$77.87</u>	<u>\$81.02</u>	<u>\$84.26</u>	<u>\$85.07</u>
<u>30</u>	<u>Step 19</u>	<u>\$74.60</u>	<u>\$77.58</u>	<u>\$78.33</u>	<u>\$81.50</u>	<u>\$84.76</u>	<u>\$85.58</u>
<u>31</u>	<u>Step 20</u>	<u>\$74.83</u>	<u>\$77.82</u>	<u>\$78.57</u>	<u>\$81.75</u>	<u>\$85.02</u>	<u>\$85.84</u>
<u>32</u>	<u>Step 21</u>	<u>\$75.05</u>	<u>\$78.05</u>	<u>\$78.80</u>	<u>\$81.99</u>	<u>\$85.27</u>	<u>\$86.09</u>
<u>33</u>	<u>Step 22</u>	<u>\$75.28</u>	<u>\$78.29</u>	<u>\$79.04</u>	<u>\$82.24</u>	<u>\$85.53</u>	<u>\$86.35</u>
<u>34</u>	<u>Step 23</u>	<u>\$75.50</u>	<u>\$78.52</u>	<u>\$79.28</u>	<u>\$82.49</u>	<u>\$85.79</u>	<u>\$86.61</u>
<u>35</u>	<u>Step 24</u>	<u>\$75.73</u>	<u>\$78.76</u>	<u>\$79.52</u>	<u>\$82.73</u>	<u>\$86.04</u>	<u>\$86.87</u>

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Years RN Service		0	1	2	3	4	5	6	7
Eff. Date	% Inc.	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8
Before Ratification		\$39.1 3	\$40.3 0	\$41.5 1	\$42.7 6	\$44.0 4	\$45.3 6	\$46.7 2	\$48.1 2
7/5/2021	2.75%	\$40.2 0	\$41.4 1	\$42.6 5	\$43.9 3	\$45.2 5	\$46.6 1	\$48.0 1	\$49.4 5
1/3/2022	1%	\$40.6 1	\$41.8 2	\$43.0 8	\$44.3 7	\$45.7 0	\$47.0 7	\$48.4 9	\$49.9 4
7/4/2022	2.75%	\$41.7 2	\$42.9 7	\$44.2 6	\$45.5 9	\$46.9 6	\$48.3 7	\$49.8 2	\$51.3 1
7/3/2023	2.75%	\$42.8 7	\$44.1 6	\$45.4 8	\$46.8 5	\$48.2 5	\$49.7 0	\$51.1 9	\$52.7 3

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Years RN Service		9	11	13	15	20	25	30
Eff. Date	% Inc.	Step-9	Step	Step	Step	Step	Step	Step

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			10	11	12	13	14	15
Before Ratification		\$49.57	\$51.05	\$52.59	\$54.16	\$55.79	\$57.46	\$59.19
7/5/2024	2.75 %	\$ 50.93	\$ 52.46	\$ 54.03	<del>\$55.65</del>	\$ 57.32	<del>\$59.04</del>	<del>\$60.81</del>
1/3/2022	1%	\$ 51.44	\$ 52.98	\$ 54.57	<del>\$56.21</del>	\$ 57.90	<del>\$59.63</del>	<del>\$61.42</del>
7/4/2022	2.75 %	\$ 52.85	\$ 54.44	\$ 56.07	<del>\$57.75</del>	\$ 59.49	<del>\$61.27</del>	<del>\$63.11</del>
7/3/2023	2.75 %	\$ 54.31	\$ 55.94	\$ 57.61	<del>\$59.34</del>	\$ 61.12	<del>\$62.96</del>	<del>\$64.85</del>

## 20.E. CERTIFICATION DIFFERENTIAL

1. A nurse may apply for and will receive a three percent (3%) percent per hour certification differential as of the application date, if the nurse has a current state or national specialty certification recognized in Appendix A on file with the Hospital. The differential will commence the first day of the pay period following the date that written evidence of the passing test score or continuing certification is received by SAGH HR.
2. Eligibility for the certification differential will cease beginning with the first full pay period following the expiration of the certification, unless the nurse submits proof to SAGH HR of certification renewal prior to that date.
3. Only one (1) certification and one (1) certification differential will be recognized at a time for the purposes of this section.

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20.F. PRECEPTOR DIFFERENTIAL - A ~~staff~~ nurse trained as a preceptor at the request of the Hospital shall receive a ~~one dollar and fifty cent (\$1.50)~~ three percent (3%) differential per hour for all compensable hours if the nurse is a routine and satisfactory preceptor and has completed the annual preceptor training hours worked acting in the capacity of a preceptor in the first pay period following completion of the computer based learning module. Nurses who act as preceptors will receive feedback on their annual performance appraisal related to such duties.

20.G. MENTOR DIFFERENTIAL – a nurse serving as a mentor to a nursing student shall receive a three percent (3%) differential per hour worked in this capacity if the nurse is not already receiving the preceptor differential.

20.H. BSN/MSN PREMIUM - Effective the first day of the first pay period following ratification, any nurse holding a BSN will be placed on a wage scale 4% above the ADN wage scale at every step ~~receive a differential of one dollar and fifty cents (\$1.50) per hour~~. Any nurse holding an MSN will be placed on a wage scale 5% above the ADN wage scale at every step ~~receive a differential of one dollar and seventy-five cents (\$1.75) per hour~~. Nurses will ~~be eligible for only one degree differential. BSN/MSN diploma or transcripts must be received in SAGH HR for differential to begin. The differential~~ Placement on the BSN or MSN wage scale will commence the first day of the pay period following the date the diploma or transcript is received by SAGH HR.

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20.I. SHIFT DIFFERENTIAL -The evening shift differential will be six percent (6%) ~~two dollars and fifty cents (\$2.50)~~ per hour. The night shift differential will be twenty percent (20%).

~~Nurses working hours on both evening and night shifts will be paid the differential based on the majority of time the hours are worked.~~ Evening shift is considered to be between ~~3:00 pm~~ 1500 and ~~2330~~ 11:30 pm. Night shift is considered to be between ~~11:00 pm~~ 2300 and ~~0730~~ 7:30 am. Nurses that work shifts that begin during evening shift but end after 0000 will be paid night shift differential.

~~For regular nurses with less than four consecutive years on night shift will be paid at the rate night shift differential of five dollars (\$5.00) per hour. For regular nurses working four to eight (4—8) consecutive years on night shift, the rate will be five dollars and seventy five cents (\$5.75) per hour. For regular nurses working nine (9) consecutive years or more on night shift, the rate will be six dollars and twenty five cents (\$6.25) per hour~~

20.J. WEEKEND PREMIUM - For weekend work on which the nurse is not eligible for time and one-half or greater pay under any provision of this Agreement and is not eligible for Day Off Premium or Critical Shift Incentive day off premium, the nurse will be paid a five percent (5%) weekend differential of ~~two dollars (\$2.00) per hour worked. This premium will not be paid for any unworked hours.~~ Weekend work for purposes of this section is defined as work on day and evening shifts on Saturday and Sunday and on night shift on Friday and Saturday. The twelve (12) hour shift weekend begins on Friday at 1900 and ends on Sunday at 1930. No more than twenty-four (24) hours of weekend differential will be paid to twelve (12) hour shift nurses.

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Hours worked on a scheduled weekend off will be paid a \$20 premium for all hours worked on weekend off, unless Critical Shift Incentive also applies.

Hours worked in determining eligibility for this premium will not include hours worked as a result of trades; or at the request of other nurses. This section will apply only if the nurse also works all of their scheduled shifts in the same workweek, other than such shifts that were not worked because of a low census day, because of a previously approved protected state and federal leaves or because they had previously been scheduled as PTO prior to the schedule being published.

20.K. ON-CALL

1. Regular nurses shall be required to be on on-call as described in Article 7 Hours of Work, Article 21 Surgical Services Provisions, and Article 22 Hospice
2. The base on-call rate for all nurses shall be ~~five~~ six dollars (~~\$5.00~~ \$6.00) per hour and the holiday on-call rate shall be ~~six~~ eight dollars (~~\$6.00~~ \$8.00) per hour.

20.L. DAY OFF PREMIUM AND CRITICAL SHIFT INCENTIVE

1. Full-time nurses will be paid at one and one-half (1-1/2) times their regular straight-time rate of pay for all hours worked at the request of the Hospital on their regularly scheduled day or days off, except when there is a change of schedule agreed upon by the Hospital and nurse. Part-time nurses will be eligible after working the equivalent of either ~~36~~ 32 hours per week or 64 hours in a pay period; however any ~~part-time~~ nurse that accepts a shift with the approval of management or the

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staffing office within one ~~(1) week~~ 168 hours of the need will be paid one and one-half (1 ½) times their regular straight time rate of pay plus \$20 per hour as Critical Shift Incentive Pay. For weekend shifts accepted by any nurse within 168 hours of the need, Critical Shift Incentive Pay will be paid at one and one-half (1 ½) times their regular straight time rate of pay plus \$40 per hour. For extra holidays accepted by any nurse within 168 hours of the need, Critical Shift Incentive Pay will be paid at two times their regular straight time rate of pay plus \$40 per hour. Hours worked in determining eligibility for this premium will not include hours worked as a result of trades; at the request of other nurses; or of being called back to work while on on-call. This premium will not be paid for any un-worked hours. This section replaces all other premiums for working extra or unscheduled shifts which may have been in existence before this section's effective date.

a. This section will apply only if the nurse also works all of their regularly scheduled shifts in the same workweek, other than such shifts that were not worked because of a low census day, because of a previously approved protected state and federal leave or because they had previously been scheduled as PTO.

b. Once the shift has been accepted by the nurse and the schedule has been posted the nurse will fall under the same requirements as a regularly scheduled nurse to fulfill the shift.

2. This section ~~K~~ L will be subject to the no pyramiding provisions of this Agreement. (Example: If a nurse is paid the premium under this section, the hours so paid will not be counted toward the computation of weekly overtime.) No hour will be eligible for the payment of two (2) such premiums.

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20.M. The hourly rate of pay for per diem and temporary nurses shall be per hour above the appropriate base rate of pay and no additional fringe benefits (except for weekend premium under J and Critical Shift Incentive under L) will accrue. The per diem differential is 15% four dollars and fifty cents(\$4.50) per hour.

20.N. MERIT – The Association recognizes this Agreement to contain the basic standards of employment. The Hospital may reward individual nurses' performance over and above the prescribed standards called for in this Agreement. Hospital will give the Association notice and an opportunity for discussion before implementing any reward under this section.

20.O. CHARGE NURSE/CLINICAL COORDINATOR - The Charge Nurse/Clinical Coordinator wage scale is five seven percent (5 7%) above the Staff RN wage scale the nurse would otherwise be placed on (ADN/BSN/MSN). Primary Charge Nurses/Clinical Coordinators will receive this rate for all compensable hours worked. Nurses who hold a secondary assignment as a Charge Nurse/Clinical Coordinator will receive the five seven percent (5 7%) increase for hours worked while in the secondary assignment.

20.P. FLOAT DIFFERENTIAL – Nurses who float in any capacity outside of their designated department, at the request of the Hospital, will receive an additional \$2.00 per hour for hours spent floating. Individual departments may create a list of nurses oriented to float. Once skill mix has been addressed, these nurses will float in accordance with department floating guidelines. Nurses who float to another SHS facility will receive an Inter-Facility Float (IFF) differential of \$3.00 per hour.

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20.Q. HAZARD PAY – All nurses will receive double-time (two times their regular rate of pay) for all hours worked during an event that necessitates any nurse shelter in place at the Hospital.

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