

UNION PROPOSAL
ARTICLE 6 – COMPENSATION

- A. ~~This Article 6 applies to~~ **The following are minimum rates of pay for** all Nurses employed under the terms of this Agreement.
- B. Base Compensation. Effective upon ratification, LSMC Nurses will maintain the same step scale as other Legacy Nurses employed by Legacy. A copy of the current Legacy Nurse step scale will be appended to this Agreement at the time of ratification as Appendix A.
- C. Step Increases: ~~For the term of this Agreement,~~ LSMC will continue to advance to the next step on their anniversary date, in accordance with Legacy policy applicable to other similarly situated Legacy Nurses employed by Legacy. Step increases and contractual increases shall be implemented on the first day of the pay period in which the effective date of the increase falls.
- D. Contractual Increases (market analysis):
- a. Effective the pay period following October 1, 2024, increase step schedule by the increase provided to nurses employed by Legacy. LSMC Nurses shall receive a minimum increase to the median wage on the step scale of 4.75%.
 - b. Effective the pay period following October 1, 2025, increase step schedule by the increase provided to nurses employed by Legacy. LSMC Nurses shall receive a minimum increase to the median wage on the step scale of ~~3%~~ **10%**.
 - c. Effective the pay period following October 1, 2026, increase step schedule by the increase provided to nurses employed by Legacy. LSMC Nurses shall receive a minimum increase to the median wage on the step scale of ~~2%~~ **4%**.
- E. **Ratification Bonus**. Nurses employed by Legacy on the date of ratification of this Agreement will receive a one-time ratification bonus of \$2000 pro-rated by FTE.
- F. Differentials and Premium Pay. Effective the first pay period following the date of ratification, differentials and premium rates of pay shall be as follows:

Evening Shift (3:00 PM-11:00 PM)	\$2.85 \$3.00
Night Shift (11:00 PM – 7:00 AM)	\$5.95 \$10.00
Charge Nurse	6% 10% of base rate
Relief Charge Nurse	6% 10% of base rate
Standby/ On-Call	
0-35:59 hours in the pay period	\$8.00
36-59:59 hours in the pay period	\$10.00
60+ hours in the pay period	\$12.00
Holiday	Holiday: \$8.00 \$12.00
	Non-Holiday: \$5.00

Cath lab Standby	\$10.00
Weekend	\$3.00 \$4.75
Float Nurse Premium	\$3.00
Preceptor	\$2.50 \$3.00
BSN	4% of base rate
MSN	6% of base rate
NRS	6% of base rate
CRN	6% of base rate
Specialty Certification	Up to \$2000 per year \$2.50 ¹

1. Nurses will receive one shift differential applicable to the hours for which the majority of the working shift occurs. For shifts where the hours are split equally, the nurse will receive the higher shift differential for the entire shift.
2. The Relief Charge Nurse differential is paid for the hours for which the Nurse has Charge responsibilities.
3. The preceptor differential is paid for the hours in which the Nurse has been assigned to precept another Nurse.
4. A Nurse will receive the higher of the BSN or MSN premium for which they are eligible, but not both.
5. Only one ~~n~~Nurse may be paid Neo-Natal RS ("NRS") differential ~~at any time for the whole shift. More than one Nurse could be paid the differential only when an additional Nurse is needed to act in the NRS role.~~ It will be paid when that Nurse is assigned the NRS role. Nurses working ~~in the NRS role~~ may not also receive relief charge differential at the same time.
6. A nurse will be paid the Registered Nurse First Assistant (RNFA) differential when the Nurse is performing the duties of RNFA.

- G. A Nurse shall receive an annual bilingual proficiency bonus of \$3000 per year. To establish bilingual proficiency for the purposes of the bonus, Nurses must pass a bilingual proficiency exam and interact directly with patients.

A Nurse will give their Nurse Manager at least two weeks notification to facilitate the test. A Nurse may only take a bilingual proficiency exam twice a year.

The bilingual bonus will be paid on the Nurse's anniversary date of hire.

- H. New Hires. Nurses without prior experience as a registered Nurse will be placed at Step 1. Nurses with previous experience shall be placed at the step appropriate to the Nurses years of experience, in accordance with Legacy policy. Nurses shall receive written notice of their step placement and rate of pay within 60 days of their anniversary date.

¹ Qualifying certifications are available on the Legacy intranet for Specialty Certification Bonus Guidelines.

- 1 I. Appealing Step Placement: If a new or existing nurse believes they not awarded the
2 correct number of years of experience for prior work, the Nurse may appeal the step
3 placement. A Nurse may request review and appeal a decision once per step
4 placement. The appeal process is used only to review whether a Nurse was placed
5 properly at the time of placement, in accordance with the rules in effect at that time.
6 The appeal may not be used to change the rules by which steps were awarded at the
7 time of the placement, including how steps were awarded under earlier collective
8 bargaining agreements. Rather, it is for the purpose of reviewing the Nurse's years
9 of experience only. ~~In its sole discretion, the Hospital may increase a Nurse's step~~
10 ~~level as a result of its review of the nurse's experience. The Hospital's decision in the~~
11 ~~appeal process is not subject to the grievance procedure.~~ Reviews will take no more
12 than 60 days, absent extraordinary circumstances. **A Nurse's step level may not be**
13 **decreased. The Hospital will award back pay to for all time worked at an improper**
14 **step due to Hospital error.**
15
16 J. The Hospital agrees to provide and launder scrubs for all Surgical Services **and**
17 Family Birth Center Nurses. Surgical Services and FBC Nurses will change into
18 scrubs when reporting to work and change out of scrubs prior to leaving work each
19 day so that Hospital may launder scrubs. **For Departments that require Hospital-**
20 **laundered scrubs, the Nurses will be given 10 minutes of don and 10 minutes doff**
21 **time each day they are working a shift.**
22
23 K. Participation in Incentive Programs: The parties agree that bargaining unit nurses
24 will participate in Legacy system-wide incentive programs in which nurses in the
25 same or similar classifications at other hospitals within the system participate.
26 Changes in or the discontinuance of such programs will be within the Hospital's
27 discretion and shall not be subject to bargaining with the Association, as long as
28 the changes or discontinuance are applied to nurses in the same or similar
29 classifications at other hospitals within the system.
30
31 L. **Emergency Pay. When an emergency has been declared and Nurses are required**
32 **to work unscheduled overtime and/or staff-patient ratios are suspended, Nurses will**
33 **receive the LSI differential for all hours worked in addition to any overtime or**
34 **differentials they may be entitled to. The LSI rate can be no lower than 1.4 times**
35 **the Nurse's normal rate of pay.**
36
37 M. Legacy Shift Incentive (LSI): Nurses in the bargaining unit are eligible to receive LSI
38 or other shift incentive in accordance with Legacy policy applicable to non-
39 bargaining unit nurses (see 500.201 – Pay Practices Supplementing Base Salary).
40 **The LSI rate can be no lower than 1.4 times the Nurse's normal rate of pay.**
41
42 N. No pyramiding means that once one hour has been deemed payable under one
43 premium it may not be counted again in determining whether such a premium
44 should be paid for any other hour.
45