

ARTICLE 8 – COMPENSATION

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8.1 Wage Rates. Nurses covered by this Agreement shall be compensated at the wage rates set forth in Appendix A. Nurses' compensation shall be computed on the basis of hours compensated. The Hospital and the Association agree and recognize that compensation is a central factor in retaining and recruiting the nursing workforce necessary to care for our patients and the community.

i. Year one:

i. Jan 1, 2023: \$7.50/hour increase in base wage

ii. July 1, 2023: \$7.50/hour increase in base wage

ii. Year two: \$10/hour increase in base wage

iii. Year three: \$10/hour increase in base wage

8.2 Progression. Nurses move to a higher step at the beginning of the pay period closest to their anniversary date in accordance with Appendix A.

8.3 Credit for Prior Experience. As a new employee of the Hospital, nurses shall be given year for year credit for equivalent relevant past experience as a registered nurse in an acute care setting, which shall determine appropriate step placement on the wage scale (Appendix A). Relevant experience in a non-acute care setting will also be considered. In addition, the Hospital may approve an initial placement at a higher step when it deems appropriate. Nurses shall receive written notice of their step placement, the rationale for that placement, and rate of pay in their offer letter prior to commencement of their employment.

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Any nurse incorrectly assigned their step placement at hiring may file to have this corrected at any point. Once a nurse brings it to the attention of the hospital, back pay to original date of hire will be required.

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8.4 Merit and Bonus Pay. The Association recognizes this Agreement to be the minimum standards of employment. This Agreement should not be construed to limit management's right to reward an individual nurse's performance over and above the prescribed conditions called for in this Agreement. If requested by the Association, the Hospital will provide a list of wage increases and bonus compensation awarded under this provision.

8.5 Premium and Overtime Pay. Whenever time and one-half as premium or overtime is payable for hours worked under one provision of this Article, those hours will not be considered again for determination of premium or overtime pay under another category.

8.5.1 Overtime. Overtime compensation will be paid at one and one-half times the nurse's regular straight time hourly rate of pay for hours worked in excess of:

A. 40 hours in each workweek of seven consecutive days beginning on Sunday at 0700 for nurses whose regular shift is more than eight hours, or who are regularly scheduled for both eight hour and longer shifts.

B. 80 hours in each pay period of 14 consecutive days beginning on Sunday at 0700 for nurses whose regular shift is eight hours.

8.5.2 Premium Pay. Premium pay at the rate of time and one-half will be paid for extra hours worked as follows:

A. Regular part-time and full-time positions with shifts of eight or more hours ~~premium pay will not be paid~~ premium pay for working extra shifts ~~until when~~ the nurse works over 72 hours in the pay period; hours worked will include all hours as defined in Article 8.5.3 (a) except if the nurse requests low census call off prior to the start of a shift. Hours counted

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toward the 72 hours include any regularly scheduled hours, even if those hours are paid at a premium. Provided this requirement has been met, premium pay will be paid for all hours worked in nursing duties outside the hours on the posted work schedule, ~~including mandatory department meetings and in-services but not including non-mandatory unit meetings and in-services. Beginning December 1, 2022, m~~andatory department meetings and in-services will not be included in the hours worked for premium pay.

B. For hours worked in excess of the hours the nurse was scheduled to work on a shift of at least eight hours.

C. Short Rest: For all hours worked on a shift if the nurse had 10 or fewer hours off duty between that shift and the immediately prior hours that the nurse worked (not including standby and all meeting and education time).

~~C.~~

D. Paid Education or Meetings Pre/Post Shift: For paid staff meetings or paid training programs which are contiguous to the nurse's work shift. For definition of this item, "contiguous" will mean up to 30 minutes before or after the nurse's shift.

~~Premium pay will not be paid under this section 8.5.2 if the nurse requested to work the extra hours. The premium status of the work will be clarified when the nurse agrees to work the extra hours.~~

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8.5.3 Critical Need Incentive Pay (CNIP). All worked hours above and beyond normally scheduled hours that a) have a duration of two or more consecutive hours and b) involve direct hands-on patient care and c) were offered fewer than 7 days before the start of the work will be compensated at the Critical Need Incentive Pay rate.

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Compensation: The nurse will be compensated at the rate of time and one-half the nurse's regular hourly rate of pay plus \$46.00 per hour for each hour worked that qualifies for CNIP, provided that the criteria in both A and B below have been met.

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A. CNIP will not be paid out if the nurse calls out in the same week in which the CNIP is worked.

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B. CNIP shall only be granted to relief RNs if they were already scheduled for at least 24 hours during the given week that CNIP-qualifying work is made available.

8.5.3 Extra Shift Incentive Pay (Critical Need Shift). ~~At management's discretion, extra shift incentive pay may be offered to a regular full-time or part-time nurse who is requested by the Hospital to fill a critical need shift on short notice. The shift must be scheduled for at least two or more hours in direct hands-on patient care no more than 48 hours before the beginning of the start of the identified shift (this will be extended to two full working days for units that are not open 24/7). The nurse will be compensated at the rate of time and one-half the nurse's regular hourly rate of pay plus \$12.00 per hour for each hour worked on the shift, provided that the criteria in both A and B below have been met. The extra shift incentive pay will be clarified at the time the nurse agrees to work the extra shift.~~

~~A. The nurse worked all scheduled hours during the pay period that includes the extra shift. For purposes of this 8.5.3.A, scheduled ETO, low-census call-off, holiday, education, meeting, orientation, light duty, administrative time during regular work time, and project time hours will be considered "worked" time but any jury duty, bereavement leave, workers' compensation leave, ETO not scheduled for the current pay period, and~~

~~leave without pay will not be considered "worked" time.~~

~~B. The nurse has not reduced the nurse's scheduled hours at any time during the 180-day period immediately preceding the date of the extra shift.~~

Nurses scheduled to work an extra shift per this section 8.5.3 will be guaranteed a minimum of two hours pay if they report to work. However, this provision shall not apply if the Hospital makes a reasonable effort to notify the nurse by telephone not to report to work at least two hours before the scheduled time to work. It shall be the responsibility of the nurses to notify the Hospital of their current address and telephone number. This does not in any way modify any other sections of the agreement, in particular 7.10 Report Pay and 11.11.1 Call-Off Order.

8.6 Premium Pay for Required Educational Programs. Time that a nurse attends an educational program is considered work time for purposes of determining whether overtime pay rates apply only if the program is required by the Hospital or is mandatory to fulfill position requirements. Weekend premium pay (time and one-half) will not be paid if the mandatory program could be taken at a time that does not result in premium pay.

8.7 Consecutive Weekends. Weekend work is paid at straight time unless one of the provisions below applies or other overtime provisions apply. The premium provisions below shall not apply when the nurse requests such a work schedule.

1. For regular full-time and part-time nurses scheduled to work every other weekend. If the nurse is scheduled or called in on an unscheduled weekend, the nurse will be paid for all hours worked on the unscheduled weekend at the rate of

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one and one-half times (premium pay) the nurse's regular hourly rate of pay.

2. For regular full-time or part-time nurses scheduled to work less than every other weekend. If the nurse is scheduled or called in to work on an unscheduled weekend such that the nurse does not have at least two weekend shifts off during the two-week pay period, the nurse shall be paid for all weekend hours worked over the two-shift maximum at one and one-half times (premium pay) the nurse's regular hourly rate of pay.

3. In mandatory call units, no nurse shall be placed on call on a weekend that is consecutive to a scheduled weekend. If, notwithstanding this requirement, a nurse in such a unit is scheduled on one weekend and placed on call (but not called in) on a consecutive weekend, the nurse will be paid for all hours worked on the scheduled weekend at the rate of one and one-half times (premium pay) the nurse's regular hourly rate of pay.

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8.8 Holiday Pay If a nurse is scheduled or requested by the Hospital to work on any of the following holidays, the nurse will be paid one and one-half times the regular hourly rate of pay for all time worked on such holiday, including applicable differentials:

New Year's Day

MLK

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Indigenous People's Day

Veteran's Day

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Thanksgiving Day

Christmas Day

Nurses will be given 12 hours of ETO for each identified holiday.

8.8.1 Observance of Holidays. The observance of recognized holidays will begin at 2300 hours the day preceding the actual holiday, except that the observance of New Year's Day and Christmas Day will begin at 1500 hours of the day preceding the actual holiday and will continue until 2300 hours on the actual holiday.

8.8.2 Overtime or Premium Time on a Holiday. When a nurse works any time on a holiday that otherwise would be paid at the overtime rate or a premium rate other than the time and one-half premium described in 8.8 above, the nurse will receive two and one-half times the normal rate of pay instead of the overtime or premium rate.

8.9 Shift Differential.

8.9.1 General Rule. Shift differential will be paid for each hour that a nurse works during the period defined for evening or night shift differential. The evening shift differential begins at 1500 and ends at 2300. The night shift differential begins at 2300 and ends at 0700. Applicable shift differential pay shall be included in earned time off, funeral leave, and applicable overtime hours worked. In addition, all time worked when called in from standby will be paid under this general rule and will not be subject to 8.9.2.

8.9.2 Night Shifts Exceptions. Notwithstanding 8.9.1, a nurse on a basic standard 12-hour-work day shift from 0700 to 1930 will not receive evening or night shift differential for those hours. Additionally, a nurse on an eight, nine, or

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10-hour night shift that includes 2300 to 0730 and a nurse on a standard 12-hour night shift from 1900 to 0730 will receive night shift differential for the entire shift worked, including day shift hours when the nurse is held over onto the day shift. Charge nurses who are scheduled to begin their shift between 1800-1900 hours will receive night shift differential for the entire shift worked.

8.9.3 Evening Shift. The evening shift differential will be \$2.34 per hour.

8.9.4 Night Shift. The night shift differential will be ~~\$5.34~~ 33% base wage per hour ~~and \$6.89 per hour after two continuous years of employment as a bargaining unit nurse. The \$6.89 differential will begin on the first pay period after the nurse's second year anniversary.~~

8.10 Standby Compensation. Standby compensation policies for nurses are as follows:

8.10.1 Standby Rate. Nurses scheduled for standby shall be paid the sum of ~~\$15.00~~ \$5.00 per hour ~~for each hour of scheduled standby with the following exception:~~

Call Back: If a nurse who has been placed on standby and is called back to work for all or any part of the shift from which the nurse was placed on standby, the nurse will be paid standby compensation of \$15.00 per hour regardless of the applicable standby rate and callback pay as provided in 8.10.2 for all hours actually worked.

~~Nurses scheduled for mandatory standby teams in MDU, CVL, PACU, OR, Dialysis, CVOR and Radiology will be compensated for standby hours on the following pay schedule based on the average scheduled standby hours for all nurses on the team. Average scheduled standby will be determined by taking the total number standby hours covered by the team, divided by the number of members on the team.~~

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The following schedule:

0 to 80 – \$5.00 per hour

81 to 120 – \$10.00 per hour

121 + – \$15.00 per hour

(These hours represent the team average, not individual standby hours.)

If a nurse who has been called off and placed on standby is called back to work all or any part of the shift from which the nurse was called off, the nurse will be paid standby compensation of \$5.00 per hour regardless of the applicable standby rate and callback pay as provided in 8.10.2 for all hours actually worked.

8.10.2 Callback Pay. Time actually worked while scheduled on standby.

Callback shall be compensated at one and one-half times the nurse's regular straight time hourly rate of pay as set forth in Appendix A, in addition to standby compensation.

Callback hours for nurses in the following departments will be paid at the rate of one and three quarters times the nurse's regular rate of pay: MDU, CVL, PACU, OR, Dialysis, CVOR and Radiology.

8.10.2 Mandatory Standby Team Rate.

Nurses scheduled for mandatory standby teams in MDU, CVL, PACU, OR, Dialysis, CVOR and Radiology will be compensated for standby hours on the following pay schedule based on the average scheduled standby hours for all nurses on the team. Average scheduled standby will be determined by taking the total number standby hours covered by the team, divided by the number of members on the team, (excluding Travelers and Relief nurses).

The following schedule:

0 to 80 = \$15.00 per hour

81 to 120 = \$20.00 per hour

121 + = \$25.00 per hour

(These hours represent the team average, not individual standby hours.)

8.10.3: Critical Need Standby Shift

Critical Needs Standby compensation will be paid when the nurse is scheduled beyond the standby guidelines developed by each department's DPC or after the schedule posting date.

Compensation:

CNS Standby Rate: \$30 per hour

CNS Callback Rate: Time and a half +\$46

8.10.4 Callback Pay Time actually worked while scheduled on standby, shall be compensated at one and one-half (1 ½) times the nurse's regular straight time hourly rate of pay as set forth in Appendix A, in addition to standby compensation.

Callback hours for nurses in the following departments will be paid at the rate of one and three-quarters (1 ¾) times the nurse's regular rate of pay: MDU, CVL, PACU, OR, Dialysis, CVOR and Radiology.

8.10.53 Minimum Guarantee. Nurses called back from standby shall be guaranteed a minimum of ~~two~~ three hours' pay at their applicable call back hourly rate ~~provided this work is not a continuation of work at the end of the scheduled shift or if the call back time runs into the beginning of a previously scheduled shift.~~

8.11 Temporary Assignment Pay. A nurse temporarily assigned to a higher position and/or shift shall be compensated for such work at no less than the minimum rate of pay applicable to the higher position if such assignment lasts for a period of four hours or more.

8.12 Charge Nurse Pay. ~~\$3,597.00~~ additional per hour will be paid to Charge RNs for all compensated hours. Charge RNs will not receive charge pay when working extra shifts as a staff nurse outside of their regularly scheduled hours; however, they will receive the differential during standby callback hours. Relief charge nurses will receive ~~\$7,003.50~~ for all hours performing charge RN duties.

8.13 Specialty Coordinator Pay. Add ~~\$7,002.50~~ per hour to the appropriate general duty nurse compensation for all compensated hours.

8.14 Preceptor Pay. Add ~~\$52.00~~ per hour worked while assigned preceptor duties, ~~except in the case of precepting students on a voluntary basis~~. Preceptors are subject to low census as specified under section 11.11.

8.15 Advanced Education/Certification Pay. Nurses holding an approved advanced certification will be paid 3 percent above the RN base rate. An approved certification list shall be established by mutual consent between the PNCC and the nurse executive or designee, and shall be updated on an annual basis. Certifications must be related to the practice of nursing within the Hospital. Nurses holding a ~~bachelor's degree in nursing BSN degree~~ will be paid 4 percent above the RN base rate. Nurses holding a master's degree in nursing will be paid 5 percent above the RN base rate.

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Nurses ~~required to who~~ have an advanced degree (~~Bbachelor's degree in nursingSNor or Masters degree in nursingSN~~) and an advanced certification ~~for their position~~ will be paid an additional 3 percent ~~For their advanced degree at the applicable rate (BSN: 4 percent, MSN: 5 percent) plus 1 percent~~ for the advanced certification.

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8.16 Float Pools Differential. ~~Effective the first pay period following July 1, 2020, nurses in the general float pool nurses s~~ (Patient Care Support and Critical Care

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Float Pool) will receive an additional \$~~152~~.00 per hour for all hours worked. Any nurse floated outside their home department will be paid an additional \$15 per hour for all hours worked outside their home department.

8.17 Sitter/Clinical Patient Observer (CPO) Differential. Any nurse floated within or outside their home department will be paid an additional \$15 per hour for all hours worked as a sitter or CPO.

8.187 Weekend Differential. For hours worked on a weekend shift when the nurse is not eligible for time and one-half or greater pay under this Agreement, the nurse will be paid a weekend differential of 20% base wage \$1.80 per hour worked.

8.198 Recall Pay. When a full- or part-time nurse who is scheduled to work but is placed on low census by Hospital request agrees to be called back to work during that scheduled shift, the nurse shall be paid at a rate of time and one-half the nurse's regular rate of pay for all hours worked, for a minimum of four hours.

8.2049 Relief Nurse Pay.

8.2049.1 Regular Relief Nurse Pay. Relief nurses shall receive a premium in lieu of the benefits contained in Article 9, at the rate of 15 percent of their regular hourly rate of pay. Benefit eligible bargaining unit nurses that hold a secondary relief position are not eligible for relief differential; such nurses shall accrue applicable benefits.

8.2049.2 Retiree Relief Nurse Pay. Retiree relief nurses shall receive a premium in lieu of the benefits contained in Article 9 at the rate of 20 percent of their regular hourly rate of pay.

8.210 Seasonal Nurse Pay. Seasonal nurses will be paid wages according to the current Bend ONA wage schedule based on experience. They will earn the 15

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1 percent “relief” premium. For all other compensation, such as premium pay etc., they
2 will be treated the same as a relief RN. Seasonal nurses who work additional hours
3 beyond their schedule shall be eligible for premium pay (Article 8.5.2) but shall not be
4 eligible for extra shift incentive pay (critical needs shift, Article 8.5.3).

5
6 **8.2~~24~~ Time Cards.** The Hospital will provide the nurse the ability to access and
7 print their time card for current and previous pay periods.

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