

LIMS Bargaining Comparison



Comparison of the most recent
NWMU Proposal to Legacy's LIMS Proposal

OURS
UNION

VS

THEIRS
LEGACY

5% of FY25 earnings

RATIFICATION BONUS

Nothing Proposed

\$350,000 (94% Base, 5% Downside Quality Bonus, 1% Downside Citizenship Bonus)

TOTAL COMPENSATION

\$331,500 (94% Base, 5% Downside Quality Bonus, 1% Downside Citizenship Bonus)

5% or Market Rate whichever is higher

NEXT YEAR RAISE

Nothing Proposed

Months of Service = Annual PTO Hours
0-60 = 208
61-120 = 248
121-180 = 280
181-240 = 296
241+ = 304

PTO & PEPTO

No PTO, NO PEPTO

Months of Service	Annual Hours Credits	Nocturnist Actual Hours credited (25% Differential)
0-60	1824	1459
61-120	1784	1427
121-180	1752	1402
181-240	1736	1389
241+	1728	1382

HOURS WORKED

Months of Service	Annual Hours Worked	Nocturnist Actual Hours Worked
0-60	1824	1499
61-120	1784	1466
121-180	1752	1440
181-240	1736	1427
241+	1728	1420

25% Differential in hours credit, the "actual" hours worked will be less than those listed in the Annual Hours Credits Column because night hours are credited at 1.25x, so depending on how many night shifts worked it would be decrease of 55-80 Hours from the numbers in the second column. (This is same as status quo)

NIGHT DIFFERENTIAL

22% on Wages alone (resulting in Nocturnists working about 40 more hours a year, and the others 55-80 more hours worked annually above status quo depending on how many night shifts you work because of no hours credited for nights).

\$4000 a year and 40 Hours a year paid time off

CME

\$4000 annually, No additional time off (baked in to hours expectations)

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A part of PTO table above

SICK LEAVE

40 Hours a year, use it or lose it no roll over from year to year.

8 Hours a year (Status Quo)

CULTURAL RECOGNITION DAY

Baked into hours expectations above (No additional day)

2.4 Hours Credited (Status Quo)

BACK UP CALL

2 hours paid at regular rate

Paid at 1.5 time hourly rate

EXCESS HOURS

Paid at Day or Night rate, same pay

1.25 Rate of Pay

SUPPLEMENTAL PAY

No bonus, regular rate of pay

\$218/HR (Highest Admin Pay inside Legacy Currently) or Clinical Rate which ever is higher

ADMIN RATE OF PAY

Nothing Proposed

\$500 Bonus to fill open or unfilled shifts

INCENTIVE PAY

Nothing Proposed

NOTES

·Both proposals result in a higher average clinical hourly wage rate. The union achieves it by increasing the base pay, so does management's but it does it by artificially lowering the hours worked by taking away PTO. Management's proposal will look like a higher increase in hourly rate than ours because they are incorporating *both* the higher percentage in base pay (same as ours) AND the artificial increase due to baked-in PTO.

·Management's Proposal is nearly 100% reliant upon state programs like Paid Leave Oregon to cover most leaves where the union allows the use of PTO to cover those leaves in addition to having access to state programs..

·If there is a decrease in census and staffing needs to be adjusted downward the risk of loss of shifts and the possibility of have to pay Legacy back is substantially higher under management's proposal because the absence of PTO as a buffer.

·Management's proposal has no differential for excess hours worked, supplemental pay, and a decreased night differential (money only), and the union proposal have an excess hour premium, supplemental differential, and the Status Quo on nights.