

10/3/2022

In contract negotiations in 2021, OFNHP and Kaiser Permanente agreed to several wage increases. As of publishing of this document, the calculation of the agreed upon percentage-based increases remain in dispute.

However, as annual wage increases (Across the Board increases, or “ATBs”) are due to come into effect, the following scales are being provided as KP has informed they will be implementing.

It is the sincerest desire of the 2021 Contract Bargaining team and OFNHP leadership to see the new contract published in full as soon as possible. Until then, please access the former contract as well as the ratified agreements from 2021 here on this website, at ofnhp.org.

Joshua Holt

Chair, RN Bargaining Unit
Oregon Federation of Nurses and Health Professionals
AFT Local 5017, AFL-CIO

APPENDIX A

25 YEAR STEP (effective 10/1/18):

- Employees who are at Step 11 with 20 years or more of experience, 5 of which are at KP, and who have been at Step 11 for 5 years will be granted a 2.5% 25-year longevity step.

RN72

- 1449 RN, OPD TEAM LEAD, OFN
- 1452 RN, INPAT, CHARGE, OFN
- 3228 NURSE, PUBLIC HLTH LEAD-INFUS
- 3300 RN TEAM LEAD OFN-DUAL BLS
- 3302 RN, INPAT CHARGE OFN-DUAL
- 3318 RN, OPD TEAM LEAD OFN-DUAL
- 3845 RN, REGIONAL ADVICE CHARGE
- 4030 NURSE, TEAM LEAD-HOME HEALTH
- 4124 CASE MGR TEAM LEAD RN-BLS
- 4162 CASE MGR TEAM LEAD RN-DUAL
- 4309 NURSE, TEAM LEAD-HOSP/PALL
- 4338 CASE MGR TEAM LEAD-GEN SURG
- 3863 SPEC, CLINICAL INFORMATICS [See LOU, 2/2010]

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	42.30	46.96	48.28	49.19	50.11
2	12	1,000	43.83	48.53	49.90	50.84	51.80
3	24	2,000	45.42	50.17	51.59	52.56	53.55
4	36	3,000	47.00	51.80	53.26	54.27	55.30
5	48	4,000	48.66	53.51	55.03	56.07	57.13
6	60	5,000	50.54	55.44	57.01	58.09	59.19
7	96	8,000	52.46	57.42	59.05	60.17	61.31
8	120	10,000	54.48	59.50	61.20	62.36	63.55
9	180	15,000	56.60	61.69	63.45	64.66	65.89
10	192	16,000	58.23	63.37	65.18	66.42	67.69
11	240	20,000	59.91	65.10	66.96	68.24	69.54
12	Longevity Step		61.36	66.59	68.50	69.81	71.15

RN73

1451	RN, INPATIENT, OFN	5128	CASE MGR, RN-MH
3301	RN, INPATIENT, OFN-DUAL	2456	COORD, ADULT FSTR HOME CARE
1448	RN, OUTPAT OFN	0953	NURSE, PUBLIC HLTH
3299	RN, OUTPAT OFN-DUAL	4011	NURSE, PUBLIC HLTH-HOSP & PALL
3304	RN, OUTPAT OFN-DUAL-PHARM	1707	NURSE, PUBLIC HLTH-INFUS
4876	RN, PERITONEAL DIALYSIS	4379	NURSE, PUBLIC HLTH-PALL/ONC
3844	RN, REGIONAL ADVICE	0960	NURSE, RESOURCE-HH
5268	RN GRAD, EMER DEPT	4775	CLINICAL RN NAVIGATOR, OHSU
4489	RN GRAD, INPT	4286	RN NAVIGATOR
4439	RN GRAD, OUTPT-PART 1	4605	RN NAVIGATOR, HEAD-NECK CANCER
5254	RN GRAD, OUTPT-PART 2	4935	RN NAVIGATOR-SPINE CENTER
2387	CASE MGR, CHF-OFN [See LOU, 09/2018]	4888	RN, ADVICE - HOSPICE_PALL CARE
1684	CASE MGR, HIGH RISK OB/GYN	4870	RN, HOME HEALTH ACCESS
4337	CASE MGR, RN GEN SURG-DUAL BLS	4871	RN, HOSPICE/PALL CARE ACCESS
4161	CASE MGR, RN-DUAL	2013	RN, IMAGING SVCS CATH LAB
4120	CASE MGR, RN-DUAL BLS		

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	40.25	43.96	45.28	46.19	47.11
2	12	1000	41.78	45.53	46.90	47.84	48.80
3	24	2000	43.37	47.17	48.59	49.56	50.55
4	36	3000	44.95	48.80	50.26	51.27	52.30
5	48	4000	46.61	50.51	52.03	53.07	54.13
6	60	5000	48.49	52.44	54.01	55.09	56.19
7	96	8000	50.41	54.42	56.05	57.17	58.31
8	120	10000	52.43	56.50	58.20	59.36	60.55
9	180	15000	54.55	58.69	60.45	61.66	62.89
10	192	16000	56.18	60.37	62.18	63.42	64.69
11	240	20000	57.86	62.10	63.96	65.24	66.54
12	Longevity Step		59.31	63.59	65.50	66.81	68.15

RN74

2443 RN, FIRST ASSIST

4411 RN, FIRST ASSIST-AMB SURGERY

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	44.27	48.10	49.54	50.53	51.54
2	12	1000	45.95	49.83	51.32	52.35	53.40
3	24	2000	47.71	51.64	53.19	54.25	55.34
4	36	3000	49.44	53.42	55.02	56.12	57.24
5	48	4000	51.26	55.30	56.96	58.10	59.26
6	60	5000	53.34	57.44	59.16	60.34	61.55
7	96	8000	55.44	59.60	61.39	62.62	63.87
8	120	10000	57.67	61.90	63.76	65.04	66.34
9	180	15000	60.00	64.30	66.23	67.55	68.90
10	192	16000	61.80	66.15	68.13	69.49	70.88
11	240	20000	63.64	68.05	70.09	71.49	72.92
12	Longevity Step		65.24	69.70	71.79	73.23	74.69

RN76

1678 NURSE, WOUND/OSTOMY/CONT-CCS

3065 TRAINER, TELEPHONE ADVICE NRS

4326 SPEC, CLINICAL DOC IMPROVEMENT

4762 NURSE, PUBLIC HLTH/CWOCN-CCS

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	44.54	48.38	49.83	50.83	51.85
2	12	1000	46.14	50.02	51.52	52.55	53.60
3	24	2000	47.81	51.74	53.29	54.36	55.45
4	36	3000	49.48	53.46	55.06	56.16	57.28
5	48	4000	51.21	55.25	56.91	58.05	59.21
6	60	5000	53.19	57.29	59.01	60.19	61.39
7	96	8000	55.20	59.36	61.14	62.36	63.61
8	120	10000	57.33	61.55	63.40	64.67	65.96
9	180	15000	59.55	63.84	65.76	67.08	68.42
10	192	16000	61.26	65.60	67.57	68.92	70.30
11	240	20000	63.04	67.43	69.45	70.84	72.26
12	Longevity Step		64.61	69.05	71.12	72.54	73.99

RN86

4405 LEAD, RNFA

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	46.32	51.10	52.54	53.53	54.54
2	12	1000	48.00	52.83	54.32	55.35	56.40
3	24	2000	49.76	54.64	56.19	57.25	58.34
4	36	3000	51.49	56.42	58.02	59.12	60.24
5	48	4000	53.31	58.30	59.96	61.10	62.26
6	60	5000	55.39	60.44	62.16	63.34	64.55
7	96	8000	57.49	62.60	64.39	65.62	66.87
8	120	10000	59.72	64.90	66.76	68.04	69.34
9	180	15000	62.05	67.30	69.23	70.55	71.90
10	192	16000	63.85	69.15	71.13	72.49	73.88
11	240	20000	65.69	71.05	73.09	74.49	75.92
12	Longevity Step		67.29	72.70	74.79	76.23	77.69

RNXX

5487 RN, INPATIENT, OFN FLOAT

5489 RN, INPATIENT, OFN Labor & Del- Float Pool, Northwest

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	40.25	46.96	48.28	49.19	50.11
2	12	1000	41.78	48.53	49.90	50.84	51.80
3	24	2000	43.37	50.17	51.59	52.56	53.55
4	36	3000	44.95	51.80	53.26	54.27	55.30
5	48	4000	46.61	53.51	55.03	56.07	57.13
6	60	5000	48.49	55.44	57.01	58.09	59.19
7	96	8000	50.41	57.42	59.05	60.17	61.31
8	120	10000	52.43	59.50	61.20	62.36	63.55
9	180	15000	54.55	61.69	63.45	64.66	65.89
10	192	16000	56.18	63.37	65.18	66.42	67.69
11	240	20000	57.86	65.10	66.96	68.24	69.54
12	Longevity Step		59.31	66.59	68.50	69.81	71.15

RN87

4651 RN, OUTPAT DUAL (BL)
 4960 CASE MGR, RN-DUAL BLS (BL)
 [See LOU, 10/2013]

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	41.40	45.11	46.43	47.34	48.26
2	12	1000	42.93	46.68	48.05	48.99	49.95
3	24	2000	44.52	48.32	49.74	50.71	51.70
4	36	3000	46.10	49.95	51.41	52.42	53.45
5	48	4000	47.76	51.66	53.18	54.22	55.28
6	60	5000	49.64	53.59	55.16	56.24	57.34
7	96	8000	51.56	55.57	57.20	58.32	59.46
8	120	10000	53.58	57.65	59.35	60.51	61.70
9	180	15000	55.70	59.84	61.60	62.81	64.04
10	192	16000	57.33	61.52	63.33	64.57	65.84
11	240	20000	59.01	63.25	65.11	66.39	67.69
12	Longevity Step		60.46	64.74	66.65	67.96	69.30

RN88

4652 RN, TEAM LEAD OUTPAT DUAL (BL)
 [See LOU, 10/2013]

STEP	MONTHS	HOURS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	43.45	48.11	49.43	50.34	51.26
2	12	1000	44.98	49.68	51.05	51.99	52.95
3	24	2000	46.57	51.32	52.74	53.71	54.70
4	36	3000	48.15	52.95	54.41	55.42	56.45
5	48	4000	49.81	54.66	56.18	57.22	58.28
6	60	5000	51.69	56.59	58.16	59.24	60.34
7	96	8000	53.61	58.57	60.20	61.32	62.46
8	120	10000	55.63	60.65	62.35	63.51	64.70
9	180	15000	57.75	62.84	64.60	65.81	67.04
10	192	16000	59.38	64.52	66.33	67.57	68.84
11	240	20000	61.06	66.25	68.11	69.39	70.69
12	Longevity Step		62.51	67.74	69.65	70.96	72.30

APPENDIX A

HOURLY DIFFERENTIALS

DIFFERENTIAL	RATE PER HOUR
In-Lieu-of-Benefits (For short-hour, temporary & on-call RN's ineligible to receive benefits)	\$1.10 Inpatient RN
	\$1.063 Outpatient RN
Standby – Regular	\$4.75
Standby – Recognized Holiday	\$11.88
Evening Shift, Outpatient	\$3.00
Evening Shift, Inpatient	\$3.00
Night Shift, Outpatient	\$5.90
Night Shift, Inpatient	\$5.90
Float Pool, Inpatient	\$3.00
Preceptor	\$2.00
RN, Team Lead / Charge Nurse	\$3.00 (Differential built into salary scale RN72)

HOURLY ADD-ONS 7/70 EMPLOYEES

Add-ons for compensated hours in-lieu-of vacation and holiday based on existing formula.