

## Oregon Nurses Association/PPMC Negotiations Opening Proposals

21-Oct-08

1/1/2009				total of 8.5%	1/1/2010	1/1/2011
PPMC Steps	Current Rate	4% Like St V	2.50% Retirement	2% Inflation	6% STV plus	6.5% STV plus
Step 1	\$28.21	\$29.34	\$30.07	<u>\$30.67</u>	<u>\$32.51</u>	<u>\$34.63</u>
Step 2	\$29.72	\$30.91	\$31.68	<u>\$32.32</u>	<u>\$34.25</u>	<u>\$36.48</u>
Step 3	\$30.68	\$31.91	\$32.70	<u>\$33.36</u>	<u>\$35.36</u>	<u>\$37.66</u>
Step 4	\$31.68	\$32.95	\$33.77	<u>\$34.45</u>	<u>\$36.51</u>	<u>\$38.89</u>
Step 5	\$32.99	\$34.31	\$35.17	<u>\$35.87</u>	<u>\$38.02</u>	<u>\$40.49</u>
Step 6	\$34.82	\$36.21	\$37.12	<u>\$37.86</u>	<u>\$40.13</u>	<u>\$42.74</u>
Step 7	\$35.17	\$36.58	\$37.49	<u>\$38.24</u>	<u>\$40.54</u>	<u>\$43.17</u>
Step 8	\$35.51	\$36.93	\$37.85	<u>\$38.61</u>	<u>\$40.93</u>	<u>\$43.59</u>
Step 9	\$35.86	\$37.29	\$38.23	<u>\$38.99</u>	<u>\$41.33</u>	<u>\$44.02</u>
Step 10	\$36.20	\$37.65	\$38.59	<u>\$39.36</u>	<u>\$41.72</u>	<u>\$44.43</u>
Step 11	\$36.55	\$38.01	\$38.96	<u>\$39.74</u>	<u>\$42.13</u>	<u>\$44.86</u>
Step 12	\$36.89	\$38.37	\$39.32	<u>\$40.11</u>	<u>\$42.52</u>	<u>\$45.28</u>
Step 13	\$37.22	\$38.71	\$39.68	<u>\$40.47</u>	<u>\$42.90</u>	<u>\$45.69</u>
Step 14	\$37.57	\$39.07	\$40.05	<u>\$40.85</u>	<u>\$43.30</u>	<u>\$46.12</u>
Step 15	\$37.91	\$39.43	\$40.41	<u>\$41.22</u>	<u>\$43.69</u>	<u>\$46.53</u>
Step 16	\$38.29	\$39.82	\$40.82	<u>\$41.63</u>	<u>\$44.13</u>	<u>\$47.00</u>
Step 17	\$38.68	\$40.23	\$41.23	<u>\$42.06</u>	<u>\$44.58</u>	<u>\$47.48</u>
Step 18	\$39.05	\$40.61	\$41.63	<u>\$42.46</u>	<u>\$45.01</u>	<u>\$47.93</u>
Step 19	\$39.44	\$41.02	\$42.04	<u>\$42.88</u>	<u>\$45.46</u>	<u>\$48.41</u>
Step 20	\$39.82	\$41.41	\$42.45	<u>\$43.30</u>	<u>\$45.89</u>	<u>\$48.88</u>
Step 21	\$40.43	\$42.05	\$43.10	<u>\$43.96</u>	<u>\$46.60</u>	<u>\$49.63</u>
Step 22	\$41.04	\$42.68	\$43.75	<u>\$44.62</u>	<u>\$47.30</u>	<u>\$50.38</u>
Step 25	\$41.87	\$43.54	\$44.63	<u>\$45.53</u>	<u>\$48.26</u>	<u>\$51.39</u>
<b>Step 27</b>	NA	<u>\$44.42</u>	<u>\$45.53</u>	<u>\$46.44</u>	<u>\$49.22</u>	<u>\$52.42</u>
<b>Step 30</b>	NA	<u>\$45.30</u>	<u>\$46.44</u>	<u>\$47.37</u>	<u>\$50.21</u>	<u>\$53.47</u>