ARTICLE XX – COMPENSATION

A. Base Annual Salary and Hourly Rate.
All employees covered by this Agreement shall be compensated according to the salary schedules as laid out in Appendix A. Appendix A is incorporated by this reference.

1. Base annual salary for regular and part-time providers will be paid out in equal amounts through regular payroll.

2. Per Diem or Alternate Career Track (ACT). A Per Diem or ACT provider is defined as a provider with a 0.0 FTE who provides services in clinic or at an affiliated hospital on an irregular or on-call basis. Per Diem or ACT providers are not eligible for benefits and are paid on an hourly basis according to the schedule in Appendix A.

3. Scheduled Wage Increases. For all providers, base yearly salary and hourly rate will be adjusted as follows:
   a. Effective ratification of this agreement, rates shall be those as listed in the column “Jan 2024” in Appendix A.
   b. Effective 1/1/25: All rates increase by 10%.
   c. Effective 1/1/26: All rates increase by 10%.

5. During the term of this Agreement PWC, in its sole discretion, may implement across the board increases for all providers to the Base Annual Salary.

B. Extra Shift Compensation.
1. Work in excess of a physician’s or CNM’s FTE shall be paid at the Per Diem rate for that discipline as laid out in Appendix A. (i.e. physicians will be paid at the physician Per Diem rate, CNMs at the CNM Per Diem rate).

2. NPs will be paid overtime at a rate of one and one half (1.5) times their regular hourly rate of pay for hours in excess of their FTE.

C. On-call shifts.
1. When a physician provides back up coverage (i.e. standby coverage to back up the assigned Doctor of the Day), they shall be compensated at 50% the per diem hourly rate for all hours on-call.
2. When a GYN only provider is on standby call at night or on weekend this will be compensated at 50% the per diem hourly rate.

D. **Differentials.**
   1. **Holidays:** Providers scheduled to work during Providence designated holidays will be paid at a rate of one and one half (1.5) times of their base pay hourly rate.

2. **Bilingual:** If a provider has completed Providence bilingual proficiency screening certification for providing care in a language other than English they will receive a $12,000 bonus each calendar year, prorated based on FTE. A provider shall receive an annual bilingual proficiency bonus if:
   a. The employee is deemed sufficiently proficient in English; and
   b. The employee is deemed sufficiently proficient (Providence bilingual proficiency screening certification) in one of the languages determined by the employer to be one of the ten (10) most prevalent in the Employers population.

3. **CNM Night shift:** CNMs who are assigned to more than one (1) night shift in a week will be paid an additional six dollars per hour ($6.00/hr) for hours worked on the second and any subsequent night shifts in that week. For the purposes of this section a night shift is defined as a shift with a starting time of 7:00 pm or later.