

*Financial Package: ONA is presenting Hours of Work and Scheduling as a part of a financial package presented on 10/17/24. The package includes PTA, Compensation, Health and Welfare, Retirement, Professional Development, Hours of Work and Scheduling, and the LOU on DOD scheduling.

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 below.

1. Base annual salary for regular and part-time providers will be paid out in equal amounts through regular payroll for professional medical services personally provided by providers. Providers are expected to meet any documentation and other requirements necessary to be billed by Providence to payers, patients or other responsible third parties. Annual salaries will be pro-rated based on FTE and partial year status.

a. Physicians.

Position	January 1, 2024	January 1, 2025	January 1, 2026
OB/GYN physician (Board Certified)	\$345,000	\$369,150	\$394,990.50
OB/GYN physician (Board eligible)	\$315,000	\$337,050	\$360,643.50
GYN physician	\$345,000	\$369,150	\$394,990.50
Family Practice with OB physician	\$264,500	\$283,015	\$302,826.05

b. CNMs (with MoD duties).

Step	Years of Experience	January 1, 2024	January 1, 2025	January 1, 2026
1	<2	\$194,480	\$208,093.60	\$222,660.15
2	2-5	\$201,286.80	\$215,376.88	\$230,453.26
3	5-8	\$208,331.84	\$222,915.07	\$238,519.12
4	8-12	\$215,623.45	\$230,717.09	\$246,867.29
5	12-16	\$223,170.27	\$238,792.19	\$255,507.64
6	16+	\$230,981.23	\$247,149.92	\$264,450.41

c. CNMs (with no MoD duties)

Step	Years of Experience	January 1, 2024	January 1, 2025	January 1, 2026
1	<2	\$167,280	\$178,989.60	\$191,518.87
2	2-5	\$173,134.80	\$185,254.24	\$198,222.04
3	5-8	\$179,194.52	\$191,738.14	\$205,159.81

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4	8-12	\$185,466.33	\$198,448.97	\$212,340.40
5	12-16	\$191,957.65	\$205,394.69	\$219,772.31
6	16+	\$198,676.17	\$212,583.50	\$227,464.34

ed. NPs.

Step	Years Experience	January 1, 2024	January 1, 2025	January 1, 2026
1	<2	\$167,280	\$178,989.60	\$191,518.87
2	2-5	\$173,134.80	\$185,254.24	\$198,222.04
3	5-8	\$179,194.52	\$191,738.14	\$205,159.81
4	8-12	\$185,466.33	\$198,448.97	\$212,340.40
5	12-16	\$191,957.65	\$205,394.69	\$219,772.31
6	16+	\$198,676.17	\$212,583.50	\$227,464.34

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 below.

Position	January 1, 2024	January 1, 2025	January 1, 2026
Per Diem/ACT physician	\$177.50/hr	\$189.93/hr	\$203.22/hr
Per Diem CNM	\$120.00/hr	\$128.40/hr	\$137.39/hr
Per Diem NP	\$104.00/hr	\$111.28/hr	\$119.07/hr

3. Scheduled Wage Increases. Wage increases provided for in this Agreement will take effect on the first full payroll period following the date the increase is scheduled to occur. If an increase is scheduled to occur on a date in the middle of a pay period, the increase would be reflected in providers' base salary beginning the next pay period. 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 Section A.
- b. Effective 1/1/25: All rates increase by 7%.
- c. Effective 1/1/26: All rates increase by 7%.

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

- B. Step Placement. A CNM or NP will be paid at the rate that corresponds with their years of experience. For purposes of this placement, a year of experience is defined as not less than twelve (12) months as a full-time licensed CNM or NP.

Once a CNM or NP is placed at a wage rate, movement to the next step will occur on the anniversary date of hire in the Clinic and according to the years of experience outlined in A.1 above. (i.e. A NP who was hired with three years of experience will be placed on the wage scale at Step 2. They will then move to Step 3 on their 3-year anniversary with the Clinic when they have three (3) years previous experience plus two (2) years with the Clinic.)

- C. Extra Shift Incentive.

Providers who volunteer to work shifts beyond their normal scheduled ~~work-week~~ **hours** as defined in Article XX Hours of Work, will be paid the following incentives per additional shift according to the type of shift. **Compensation for extra shifts will be reconciled and paid quarterly.**

1. Physicians.

Shift Type	Incentive
24-hour DOD	\$4,260
12-hour DOD	\$2,130
24-hour Back-up Call	\$2,130
12-hour Back-up Call	\$1,065
10-Hour Clinic/Surgery	\$1,775
8-hour Clinic/Surgery	\$1,420

2. CNMs.

Shift Type	Incentive
24-hour MOD	\$2,880
12-hour MOD	\$1,440
8-Hour Clinic	\$960
4-hour Clinic	\$480

3. NPs.

Shift Type	Incentive
10-hour Clinic	\$1,040
8-hour Clinic	\$832

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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 ~~twelve~~ **three** thousand dollar (\$~~423~~,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.

E. New Positions. Should the Clinic determine the need to create any new provider positions including but not limited to a Clinic/Surgery-only OB/GYN or Clinic-only CNM, the Clinic will **provide at least 30-days notice to the Union** and will negotiate the working conditions including rate of pay for that new position.