

ARTICLE 14 – WAGES

A. Wage Rates. The wage schedules applicable to nurse positions in this bargaining unit are set forth in Appendix A ~~and will take effect four (4) full payroll periods following ratification.~~

1. Additional Steps. Beginning January 1, 2027, the wage scale will include Steps 26 through 30. Current nurses who have more than 25 years of experience shall progress to the appropriate step on the wage scale as of January 1, 2027 and will progress to the next appropriate step as described in Section 3 below.

21. Placement in the Wage Schedule and Wage Progression.

- ~~a. A newly hired nurse may be hired at any Step, but not less than the Step number that corresponds with the number of full years of the nurse's related experience as a nurse employee of an accredited facility(ies) as laid out in the step schedule in Appendix A.~~
- ~~b. Current nurses (who are employed at the Clinic at ratification of this Agreement) will be placed on the wage scale based on years of experience. Years of experience will be determined based upon information they provided in their hiring process, including licensure date and their post licensure relevant work experience. The Clinic will post the determined years of experience for the current nurses within fifteen (15) days of reaching a full tentative agreement, with the Union's agreement that they will support the full tentative agreement for ratification.~~
- ~~c. Any nurse who believes their years of experience were incorrectly determined will have the opportunity for thirty (30) days after the Clinic posts the years of experience to inform Human Resources of their correct years of experience and to provide supporting documentation. Human Resources will review their submissions and each nurse who submitted documentation of additional~~

~~relevant experience will then be assigned a total years of experience calculation based on their total documented experience in similar positions.~~

~~2. Clinical Coordinator RNs to Clinic RNs. Clinical Coordinator RNs will, effective four full payroll periods following the ratification of this Agreement, be placed on the wage schedule in Appendix A. Any Clinical Coordinator RN who is currently earning an hourly rate that exceeds the maximum hourly rate in Appendix A will not have their hourly rate reduced. However, they will not be eligible to receive any pay increases until such time the wage schedule is reflective of their hourly rate.~~

3. Advancement to the Next Step on the Wage Schedule. A nurse shall progress according to the year-to-year wage progression for their job classification set forth in Appendix A at the end of each anniversary date, provided that they have worked a minimum of one thousand and eighty (1080) hours. In the case where a nurse has not worked 1080 hours during any anniversary year, advancement to the next wage step shall be delayed until completion of 1080 hours of work. Computation of 1080 hours in the following years shall commence upon completion of the prior 1080 hours requirement.

B. Nursing Clinical Ladder. Regular full-time and part-time clinic RNs will be eligible to participate in the Clinic's Professional Career Ladder program, which will require that nurses apply to their desired ladder. All newly hired regular full-time and part-time bargaining unit Clinic RNs will be placed at Level 1. ~~The Clinic will, no later than ninety (90) days following the ratification of this Agreement, offer full time and part-time RNs, the opportunity to apply for the next Level of the Clinical Ladder; RNs who meet all requirements for Level 2 of the Clinical Ladder will be eligible to move to that Level immediately as soon as they meet the requirements/review process.~~

1. Ladder Levels.

a. Level 1, Associate Clinic RN (Newly hired RNs will be placed at Level 1).

- b. Level 2, Journey Clinic RN
 - c. Level 3, Senior Clinic RN
 - d. Level 4, Principal Clinic RN
2. Compensation Associated with Ladder Levels. All RNs will continue to be placed on the appropriate step in the Clinic RN wage schedule regardless of their Ladder Level.
- a. Ladder Level 2. ~~Upon ratification of this Agreement, t~~The Clinic will provide a pay increase of \$1.00 per hour for RNs who are moved to Level 2 of the Ladder.
 - b. Ladder Level 3 and 4. Each level after Level 2 will include a pay increase of \$2.50 per hour which will be paid as an hourly premium. ~~RNs at Level 1 who move to Level 2 will continue to be placed on the appropriate step in the Clinic RN wage schedule.~~
3. Requirements for Levels. The Clinic has discretion to set the requirements for each Level and determine whether the **applying** Clinic RN is eligible to move to the next level. Such requirements may include the following factors: experience working as a Clinic RN in a clinic setting; receipt of Bachelor's and/or Master's degrees in Nursing; National Certifications in area of practice; and, Clinic RNs' Professional Contributions such as quality activities, safety activities, teaching activities and leadership activities. The Clinic will include one (1) nurse representative from the Clinic on the Clinical Ladder review panel to provide feedback and expertise on Women's Health nursing. The nurse representative will be elected by their fellow nurses through an election run by the Union. ~~The Clinic will take into account bargaining unit nurses' feedback, to be provided through Task Force meetings, about the requirements for the Levels.~~ Additional tasks performed by RNs that improve the safety and quality of care at the Clinic, such

as work performed as a Clinical Coordinator RN, intake, coordinating care for high-risk pregnancies, and precepting, will be considered as factors that warrant advancement on the Clinical Ladder including Ladder 4.

4. Maintenance of Levels. Clinic RNs will need to perform an annual renewal to maintain their Level and will be moved down to the prior level if they fail to complete the annual renewal. The Clinic will determine the content of the annual renewal process. If a Senior Clinic RN (Level 3) or Principal Clinic RN (Level 4) does not take the steps to complete their annual renewal, they will move down to the previous Level on the Clinical Ladder, and lose any associated premium until they have reapplied and been accepted at their current Level. The Clinic will take into account bargaining unit nurses' feedback, to be provided through Task Force meetings, about the annual renewal process.
5. Application for Levels. RNs may apply for the next Level twice per year, on a date determined by the Clinic. If a RN is not approved to move to the next Level, the RN may reapply during the next application period.

C. Changes in Pay. Except as otherwise provided for in this Agreement, changes in wages will occur at the beginning of the first full pay period following the calendar date the change is designated to take effect.

D. Amount of Wage Increase.

1. Effective January 1, 202~~6~~⁷, nurses will receive a ~~104.0~~¹⁰% across the board increase to their base hourly rate.
2. Effective January 1, 2028, nurses will receive a 10% across the board increase to their base hourly rate.