

WSNA AND OCEAN BEACH HOSPITAL AND MEDICAL CLINICS
CONTRACT HIGHLIGHTS AND GENERAL SUMMARY

Vote: 3—5 p.m. and 6—8 p.m. on Friday, April 7, 2023
 Conference Room B at Ocean Beach Hospital

TERM	Three-year contract, effective April 1, 2023, and expiring March 31, 2026	
WAGES	First pay period on or after April 1, 2023:	7% increase plus \$500 ratification bonus
	First pay period on or after April 1, 2024:	4% increase
	First pay period on or after April 1, 2025:	4% increase

HIGHLIGHTS

- A **7% hourly wage increase** effective April 1, 2023
- Annual wage increases that **surpass that of all other area hospitals through March 2026**
- **\$500 ratification bonus** for all nurses working .8 FTE or more (awarded pro-rata to all nurses working .79 FTE or less)
- Increased retirement contribution rates for nurses hired after April 1, 2013 – **OBH will now match your retirement contributions up to 5%** of your total compensation.
- **Additional PTO hours** for nurses in their first three years at OBH.
- More opportunities to cash out your paid time off so you **never** lose earned PTO hours.
- An **additional paid holiday** on Juneteenth.
- Reconfigured shift differential calculation: when the majority of a shift qualifies for a shift differential rate, you’ll be paid at the **highest** shift differential rate you earned that shift for **all** hours worked.
- **Increases** to shift differentials, weekend premiums, charge nurse premiums, and call-back/stand-by premiums.
- Updated scheduling practices that give you **up to six weeks’ notice of your upcoming shifts**.
- Updated language that **protects your rights to overtime** when you work beyond your scheduled shifts.
- Updated language that **guarantees shifts for all per diems**.

We believe these terms – which include competitive wages and retirement planning, market-leading annual increases, additional paid time off, and improved scheduling practices – will help make Ocean Beach Hospitals and Medical Clinics an appealing, sustainable place to work for both experienced nurses and new hires alike.

Join us on Friday, April 7th, in Conference Room B to learn more and vote. Not sure if you’re a member? Contact your local unit reps or your WSNA Nurse Rep, Mara Kieval (mkieval@wsna.org), to double-check!

Ocean Beach Hospital and Medical Clinics Hospital Nurse Wage Scale, 2023-2026

Effective Date	CURRENT	Percentage increase between steps	4/1/2023	New percentage increase between steps	4/1/2024	4/1/2025
Expiration Date	3/31/23		3/31/2024		3/31/2025	3/31/2026
Raise	-	-	7.00%	-	4.00%	4.00%
Base	\$39.38	-	\$42.14	-	\$43.82	\$45.57
1	\$40.91	3.89%	\$43.77	3.89%	\$45.52	\$47.35
2	\$42.45	3.76%	\$45.42	3.76%	\$47.24	\$49.13
3	\$44.04	3.75%	\$47.12	3.75%	\$49.01	\$50.97
4	\$45.49	3.29%	\$48.67	3.29%	\$50.62	\$52.65
5	\$46.97	3.25%	\$50.26	3.25%	\$52.27	\$54.36
6	\$48.66	3.60%	\$52.07	3.60%	\$54.15	\$56.31
7	\$50.00	2.75%	\$53.50	2.75%	\$55.64	\$57.87
8	\$51.45	2.90%	\$55.05	2.90%	\$57.25	\$59.54
9	\$52.68	2.39%	\$56.37	2.39%	\$58.62	\$60.97
10	\$53.33	1.23%	\$57.06	1.23%	\$59.35	\$61.72
11	\$53.90	1.07%	\$57.67	1.07%	\$59.98	\$62.38
12	\$54.55	1.21%	\$58.37	1.21%	\$60.70	\$63.13
13	\$55.16	1.12%	\$59.02	1.12%	\$61.38	\$63.84
14	\$55.80	1.16%	\$59.71	1.16%	\$62.09	\$64.58
15	\$56.45	1.16%	\$60.40	1.16%	\$62.82	\$65.33
16	\$57.09	1.13%	\$61.09	1.13%	\$63.53	\$66.07
17	\$57.76	1.17%	\$61.80	1.17%	\$64.28	\$66.85
18	\$58.44	1.18%	\$62.53	1.18%	\$65.03	\$67.63
19	\$59.07	1.08%	\$63.20	1.08%	\$65.73	\$68.36
20	\$59.77	1.19%	\$63.95	1.19%	\$66.51	\$69.17
21	\$60.46	1.15%	\$64.69	1.15%	\$67.28	\$69.97
22	\$61.14	1.12%	\$65.42	1.12%	\$68.04	\$70.76
23	\$61.87	1.19%	\$66.20	1.19%	\$68.85	\$71.60
24	\$62.58	1.15%	\$66.96	1.15%	\$69.64	\$72.42
25	\$63.28	1.12%	\$67.71	1.12%	\$70.42	\$73.23
26	\$63.28	0.00%	\$68.73	1.50%	\$71.48	\$74.33
27	\$64.23	1.50%	\$69.75	1.50%	\$72.54	\$75.45

Ocean Beach Hospital and Medical Clinics Clinic Nurse Wage Scale, 2023-2026

Effective Date	CURRENT	Percentage increase between steps	4/1/2023	4/1/2024	4/1/2025
Expiration Date	3/31/23		3/31/2024	3/31/2025	3/31/2026
Raise	-	-	7.00%	4.00%	4.00%
Base	34.64	-	\$37.06	\$38.55	\$40.09
1	36.02	3.89%	\$38.54	\$40.08	\$41.69
2	37.35	3.76%	\$39.96	\$41.56	\$43.23
3	38.72	3.75%	\$41.43	\$43.09	\$44.81
4	40.05	3.29%	\$42.85	\$44.57	\$46.35
5	41.32	3.25%	\$44.21	\$45.98	\$47.82
6	42.8	3.60%	\$45.80	\$47.63	\$49.53
7	43.97	2.75%	\$47.05	\$48.93	\$50.89
8	45.28	2.90%	\$48.45	\$50.39	\$52.40
9	46.34	2.39%	\$49.58	\$51.57	\$53.63
10	46.91	1.23%	\$50.19	\$52.20	\$54.29
11	47.45	1.07%	\$50.77	\$52.80	\$54.91
12	48.01	1.21%	\$51.37	\$53.43	\$55.56
13	48.56	1.12%	\$51.96	\$54.04	\$56.20
14	49.12	1.16%	\$52.56	\$54.66	\$56.85
15	49.67	1.16%	\$53.15	\$55.27	\$57.48
16	50.23	1.13%	\$53.75	\$55.90	\$58.13