

Memorandum of Understanding
Between
Community Health United and Community Health Center

Community Health Centers (CHC) and Community Health United (CHU) agree to amend Article 301 – Wages – 1b.

FY24. Effective with the first full pay period in August 2023, the wage table for the Certified Nurse Midwife (CNM) will be revised based on the 2022 NACHC wage data, using 100% of the target wage. All wage targets will be based on the 50th percentile wage for the CNM for Region 1 (New England), at organizations with more than 77,000 encounters.

Certified Nurse Midwives will be placed on a 20 step pay scale based on the date of their initial licensure in their profession as of August 2023.

Step	APP - CNM
0	108,021
1	109,110
2	110,210
3	111,322
4	112,444
5	113,578
6	114,723
7	115,880
8	117,049
9	118,229
10	119,421
11	120,626
12	121,842
13	123,071
14	124,312
15	125,565
16	126,831
17	128,110
18	129,402
19	130,707
20	132,025

Morgan McFadden

For the Union

11/22/2023

Date

John S. McKee

For CHC

11/22/2023

Date