PHR to ONA
10/13/2026

ARTICLE X – VOLUNTARY WORK OUTSIDE OF THE BARGAINING UNIT

X.1. Work outside of the Bargaining Unit within Providence.

The parties understand that the specialized work of Techs is essential to operational success. As such, Techs may choose to work shifts that are offered at Providence Ministries ~~hospitals or facilities~~ other than the ~~Medical Center~~ Hospital.

1. A Tech who desires to voluntarily work available hours ~~work done~~ at other Providence ministries ~~facilities~~ must receive preapproval from ~~be approved by~~ the Tech's immediate supervisor if such hours would replace any of the Tech's regularly scheduled hours. ~~that work is part of their regular FTE.~~
2. If a Tech chooses to work a shift at another Providence ministry ~~hospital or facility~~ other than the ~~Medical Center~~ Hospital on their days off or outside of their ~~Medical Center~~ Hospital work hours, no approval is needed. However, if ~~If~~ a shift outside of the ~~Medical Center~~ Hospital would result in premium pay (e.g., overtime) for the Tech, immediate supervisor approval will be required.
3. ~~All terms and conditions of employment covered by this agreement shall remain in place when a Tech is working a shift at another Providence facility outside of the Medical Center.~~ The provisions of this Agreement shall apply to techs while they float to other Providence Ministries, except that the shift times will be whatever is offered by the other Providence Ministry, and they shall follow the work rules, policies, and direction of the other Providence Ministry.
4. It shall not be considered disciplinary action for a receiving ministry to refuse to allow a Tech to pick up an open shift because of the Tech's prior performance or behavior issues at the receiving ministry.

X.2. Work outside of Providence. The ~~medical Center~~ Hospital shall not bar Techs represented by this agreement from working outside of Providence unless that outside work conflicts with their employment schedule at the ~~Medical Center~~ Hospital.

X.3. Techs from other Providence Ministries working at the Hospital. The parties agree that operational need sometimes requires that caregivers from other Providence ministries volunteer to work Tech hours at the Hospital. Any caregiver who works such shifts will have the policies and/or CBA from their home ministry apply, except that the shift times will be whatever is offered by the Hospital and they shall follow the work rules, work policies, and direction of the Hospital.

X.4. The parties agree that Techs working shifts under this Article shall not be grounds to assert a community of interest exists between caregivers at the other Providence Ministry and the bargaining unit covered by this Agreement.

Management reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.