The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations.

Providence Women’s Clinic -Provider Unit     January 19, 2024

Article # - Seniority and Job Posting

X.1 Continuous Employment Defined. Continuous employment means the period of time the bargaining unit employee has been employed by the Clinic, which has not been interrupted by termination, except for situations where an employee resigns their position and is rehired within twelve (12) months of their resignation date, or a reduction in force.

X.2 Seniority. Seniority shall mean the length of continuous regular full or part-time employment in a bargaining unit position. The bargaining unit was certified on April 26, 2023. Per diem employees shall not accrue seniority. Upon request but no more than quarterly, the Clinic will provide a copy of the seniority list to the Union. In the event that there is a decision that requires consideration of seniority, and seniority between employees is the same, the Clinic will consider the employee who has been employed by the Clinic for the longest continuous period of time to be the most senior.

X.3 Applying for Open Positions. When the Clinic intends to fill a vacancy within the bargaining unit, it will post the open position using its system of record for open positions. An employee who desires to fill such vacancy may apply in writing using the Clinic’s electronic application system. If the bargaining unit employee’s skills, competence, qualifications, performance and education are equal to those of external applicants, the bargaining unit employee will be given preference for the open position, provided that in the Clinic’s judgment, all patient care and business needs can be met. In cases where multiple bargaining unit employees apply to an open position, the most senior internal applicant will be given preference for the open position, provided that in the Clinic’s judgment, the internal applicants’ competence, qualifications, performance and education are equal, and all patient care and business needs can be met.

X.4 Voluntary Changes in FTE Status. Once per quarter on a date designated by the Clinic after the ratification of this Agreement, an employee may request modification to their FTE status by submitting their request in writing to their Medical Director (for OB/GYNs and NPs) or Lead Nurse Midwife (for Nurse Midwives). The Clinic expressly reserves the right to approve or deny an employee’s request to modify their FTE and to determine the date that the modification will go into effect. In the case of multiple requests to change FTE status which, in the determination of the Clinic cannot all be approved, the most senior employee’s request to modify their FTE will be granted, provided that, in the opinion of the Clinic, operational and patient care needs can be met.