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

**Providence Women’s Clinic -RN Unit  January 24, 2024**

**Article # - Reduction in Force**

**X.1 Definition of a Reduction in Force.** A reduction in force is defined as a mandatory reduction in the number of regular full- and/or part-time bargaining unit nurses employed by the Clinic. Reductions in FTE (either mandatory or voluntary) or temporary consolidations of clinic locations will not be considered a reduction in force. Per diem nurses are not covered by the process set forth in this Article. The Clinic may choose to not schedule a per diem nurse at the Clinic’s discretion.

**X.2 Seniority Lists.** For a reduction in force or mandatory materially significant decreases in FTE status (as defined in section 5 of this Article) impacting only one clinic location, nurses working at that clinic location will be placed on a seniority list. For a reduction in force or mandatory materially significant decreases in FTE status (as defined in section 5 of this Article) impacting more than one clinic location, nurses at all affected locations will be placed on a single seniority list.

**X.3 Order of Reduction in Force.** Reductions in force shall be governed by skill, competence, performance, and qualifications, which includes, but is not necessarily limited to, certifications (preferred and required) and education, as well as the needs of the Clinic. Where skill, competence, performance, qualifications and needs of the Clinic are equal in the judgment of the Clinic, seniority will prevail.

**X.4 Notice.** If the Clinic determines that a reduction in force as defined in section 1 of this Article is necessary, the Clinic will provide fourteen (14) days’ notice to the Union and the regular full and/or part-time impacted nurse(s) concurrently. The Clinic will provide the Union and the impacted nurse(s) with a list of open positions at the Clinic. An “open position” is any position for which the Clinic is still accepting applications. An impacted nurse may apply for any such open positions. The Clinic has sole discretion to determine whether the nurse is qualified for any open position to which the nurse applies.

**X.5 Severance.** If there are no open positions with the Clinic for which the impacted nurse(s) is/are qualified or there are an insufficient number of open positions for the qualified nurses identified for the reduction in force, the impacted nurse(s) will be eligible for severance provided that the nurse executes the Clinic's standard severance agreement. A nurse who is identified for a reduction in force and who chooses not to apply to other open positions with the Clinic for which they are qualified will not be eligible for severance. The amount of severance pay is as follows:

- a. Nurses with less than five (5) years of continuous employment with the Clinic will be eligible for two (2) weeks of severance pay.
- b. Nurses with five (5) to ten (10) years of continuous employment with the Clinic will be eligible for four (4) weeks of severance pay.
- c. Nurses with more than ten (10) years of continuous employment with the Clinic will be eligible for six (6) weeks of severance pay.
- d. Nurses with more than fifteen (15) years of continuous employment with the Clinic will be eligible for eight (8) weeks of severance pay.
The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations.

X.6 Workforce Reorganization. A workforce reorganization shall include staffing changes resulting from the permanent merger or consolidation of two or more clinics and mandatory materially significant decreases in FTE status amongst bargaining unit members. Mandatory materially significant decreases in FTE status mean those changes to FTE that are required by the Clinic which change a nurse’s benefits eligibility status from full-time to part-time or result in the elimination of the eligibility for benefits. Prior to implementing a workforce reorganization as defined in this section, the Clinic will provide the Union and the impacted nurse(s) with concurrent thirty (30) days advance notice, and upon the Union’s request, meet with the Union and the impacted nurse(s) to discuss impacts. If the workforce reorganization involves mandatory materially significant decreases in FTE status, the least senior nurse(s) will be impacted, provided that skills, competence, performance, qualifications and education, and needs of the Clinic are equal in the judgment of Clinic.