

The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations. Articles for which the Employer does not make a specific proposal would remain as currently written.

Providence Women's Clinic, Proposal #1, Article 19

PWC/ONA RN Unit

September 21, 2026

Article 19 - CLINIC RESOURCE COMMITTEE

A. Clinic Resource Committee. Within one hundred twenty (120) days of the ratification of this Agreement, the Clinic shall form a new Clinic Resource Committee to address workplace issues related to the Clinic's operations.

1. Focus of Committee:
 - a. Appropriate utilization of clinician resources and process improvement;
 - b. Problem-solving of clinician workload, including discussion of staffing levels and metrics associated with staffing, and;
 - c. Clinician work schedules and appointment times.
2. Composition of Committee:
 - a. The Committee shall be composed of two (2) bargaining unit physicians, two (2) bargaining unit Advanced Practice Providers (APPs) and two (2) bargaining unit nurses selected by their Union peers and six (6) members selected by the Clinic, including the Clinic's Director of Clinical Operations and the Clinic's Physician Executive. One of the nurse representatives will be from an eastside clinic location and the other from a westside clinic location. There will be two Co-Chairs, one designated by the bargaining unit clinicians and the other designated by the Clinic. The Co-Chairs will work together to determine mutually agreeable meeting dates and agendas for the Committee.
 - b. The Co-Chairs of the Committee may mutually agree to request other subject matter persons to attend the meeting(s) to provide information to the Committee.
3. Meeting Times. The Committee will meet at least quarterly for up to ninety (90) minutes or otherwise as mutually agreed by the Co-Chairs.
4. Committee Charter. The first order of business for this Committee will be to draft a charter and Committee bylaws.

B. Pay for Meeting Time. Nurses shall be paid their regularly hourly rate of pay for time spent at Committee meetings. If a nurse will be in overtime status for their workweek due to attendance at a Committee meeting, the nurse must notify their

supervisor, who will either adjust the nurse's schedule to avoid incurring overtime or approve the overtime.

C. Effect of Recommendations. Any recommendation made by the Committee will be advisory only. Nothing in this Article grants participants the right to make changes or vary from the terms of the Agreement.