

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 #2, Letters of Agreement

PWC/ONA RN Unit

October 19, 2026

LETTERS OF AGREEMENT

Letter of Agreement Regarding Red-Circled RNs

The Clinic recognizes that some RNs will not be eligible for an hourly wage increase if their current wage rate exceeds the step schedule set forth in Appendix A of this Agreement; those nurses will be "red-circled". ~~In such cases, provided that the red-circled RN is employed at ratification of this Agreement and remains employed through the calendar year that a wage increase is scheduled to occur, the red-circled RN will be eligible for a \$1000.00 bonus (pro-rated by FTE) for each year during the duration of this Agreement in which they are red-circled. This will be paid the first regular payroll period following December 31st of the qualifying year.~~

Letter of Agreement Regarding Clinical Ladder Process

~~Within ninety (90) days of the ratification of this Agreement, the Clinic will provide a special, off cycle Clinical Ladder application date for bargaining unit Clinic RNs to submit their applications for Clinical Ladder Level 3. Prior to the application date, two (2) Clinic nursing leaders will meet with at least two (2) bargaining unit Nurses, who will be selected by the Union, to discuss the following: (a) OB/GYN clinic quality, safety and professional activities that will meet the requirements for advancing on the Clinical Ladder; (b) development of a list of certifications or other professional memberships/activities applicable to work performed by OB/GYN clinic RNs; (c) provide specific examples of the types of responses that will meet the Clinical Ladder requirements; and, (4) provide a list of nursing leaders, who, at the request of a Clinic RN, will meet with the Clinic RN on an individual basis to review their application materials and make suggestions to improve the probability of advancement on the Clinical Ladder. After the first round of applications, Clinic leaders and the two representative Nurses will meet to discuss the number of applications approved and denied, the reasons for denial(s) (which will respect individual Nurses' confidentiality), and ways to improve the process for Clinic RNs in advance of the next deadline relating to submission of applications, including but not limited to examples of projects and professional achievements that meet the requirements.~~

~~In addition to the above, the Clinic will, for 2025, add an additional \$250.00 in professional development/continuing education funds for Clinic RNs to access in order to obtain a certification that can be used for Clinical Ladder advancement. The Clinic will, for 2025, also grant RNs an additional four (4) hours of professional development/educational leave time for the sole purpose of preparing for submission of their Clinical Ladder application.~~

Letter of Agreement Regarding Clinical Ladder Level 2

~~Upon ratification of this Agreement, the Clinic will establish a Ladder Level 2. Generally, this Ladder Level 2 will require that a new RN work at least six (6) months in the Clinic before being eligible to apply for this Level. The Clinic will establish an application process for this Level, and RNs must attest to journey-level mastery of specific OB/GYN specialty competencies, including NSTs, Triage, and Shared Flip Visits to be approved for Ladder Level 2. At ratification, current RNs who have been employed by the Clinic for at least six (6) months will be permitted to apply and attest to these competencies within 60 days.~~

Letter of Agreement Regarding Clinical Coordinator Job Duties

~~The Clinic recognizes that Clinic RNs are responsible for the direct or indirect care of patients. Clinical Coordinator RNs are responsible for the direct or indirect care of patients, and specialize in intake of new OB patients and/or moderate risk OB care coordination. Before requesting that Clinical Coordinator RNs and/or Clinic RNs provide cross-coverage, the Clinic will take steps to ensure that RNs have the appropriate competencies and training for such tasks.~~

Letter of Agreement Regarding Ratification Bonus

~~The Clinic recognizes that RNs will experience a delay relating to implementation of the new wage schedule. Accordingly, the Clinic will pay a \$1000 ratification bonus (pro-rated by FTE) to Clinic RNs who are employed at the time of ratification and payment of the bonus. The bonus will be paid at the end of the first full payroll period following the date of ratification.~~

NEW Letter of Agreement Regarding Bonus for Nurses at PWC for 25 Years or More

A nurse who has been employed at the Clinic for 25 years or more, has prior experience as a Clinical Care Coordinator, serves as a mentor for other nurses at the Clinic, has satisfied the requirements for Clinical Ladder Level 3 and is not otherwise eligible for Clinical Ladder Level 4, will be eligible for a discretionary one-time bonus of \$3000.00 \$2500.00 (pro-rated by FTE) paid the first full payroll period following January 1, 2027 or ratification, whichever

occurs later. In addition, a nurse who meets the above criteria, will be eligible for a discretionary bonus of \$3000.00 (pro-rated by FTE) paid the first full payroll period following January 1, 2028.