

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, RN Unit, Summary Proposals Cover Page

PWC/ONA RN Unit

October 19, 2026

Package Proposal

Article 7 – Employment Status: Will agree to reduce the notification period to 14-days as part of this package proposal.

Article 9 – Paid Time Off: No Changes from PWC's August 31, 2026 Proposal.

Article 12 – Health & Welfare: No Changes from PWC's August 31, 2026 Proposal.

Article 13 – Leaves of Absence: Need to confirm proposed new chart in Appendix B (ONA proposal dated September 21, 2026) before we can formally TA this Article.

Article 14 – Wages:

- January 1, 2027 (provided that this Agreement is ratified at least three full payroll periods prior to January 1, 2027, or three full pay periods following ratification, whichever is later): 2.25% across the board increase their base hourly rate.
- January 1, 2028 (or three full pay periods following ratification, whichever is later): 2.0% across the board increase to their base hourly rate.

PWC does not agree to add 5 additional steps to the step schedule.

Refer to proposal for other proposed language changes.

Will agree to a 2-year contract.

Article 15 – Differentials & Premiums: No Changes from PWC's August 31, 2026 Proposal. PWC does not agree to new ONA proposed Short Staffing premium.

New ONA Proposed Staffing Article: PWC does not agree to new proposed Staffing Article.

Article 16 – Retirement: No Changes from PWC's August 31, 2026 Proposal. Would like to schedule a presentation by a Director of our Retirement program to discuss the aligned plan.

Article 18 – Reduction in Force: Agree to close due to PWC’s withdrawal of its proposal regarding this Article.

Article 19 – Clinic Resource Committee: PWC maintains its September 21, 2026 Proposal.

LOAs:

- Red-Circled RNs: agree to hold until wages are resolved and parties can determine what is appropriate for this LOA.
- Clinical Ladder Process: PWC maintains its proposal to delete this LOA.
- Clinical Ladder Level 2: PWC maintains its August 31, 2026 proposed modifications to this LOA.
- Clinical Coordinator Job Duties: Agree to maintain in the current CBA.
- Ratification Bonus: Agree to hold until wages are resolved.
- New LOA regarding Bonus for Nurses at PWC for 25 Years or More: PWC proposes to increase the bonus amount to \$3000.00 (pro-rated by FTE) and add a bonus for 2028.