United Pharmacists of Providence

November 6, 2026

# Official Bargaining Update

This week the PRMCE Pharmacist Bargaining Committee bargained a second session with Providence's Corporate Team.

**TENTATIVE AGREEMENTS:** We reached a Tentative Agreement (TA) on the Preamble to our contract. That brings our total up to two TA's.

## PHARMACIST PROPOSALS

- We introduced three new proposals this week.
  - **Accommodations** which provides protections for disabilities and religious beliefs, and requires the employer to provide accessible restrooms and private lactation spaces
  - **Successorship** which provides protections for your union and contract in the event of a sale or merger
  - **Severability** which ensures that your contract is not nullified by changing legal environments
- We also passed three counter-proposals.
  - to the Employer's proposal on No Strikes/No Lockouts
  - to their counter to Non-Discrimination
  - to their proposal on Grievance and Arbitration
- We are working on our counter-proposal to their Management Rights proposal.

## EMPLOYER'S PROPOSALS

- Providence Corporate made one new proposal this week:
  - **Grievance and Arbitration** which defines the procedures for enforcing a union contract. Though there are some aspects of the proposal that favor management over employees, we are working with what they have passed to establish a strong and intelligible grievance procedure.
- Providence passed two counter-proposals:
  - a response to our counter on No Strikes/No Lockouts
  - a response to our counter on Non-Discrimination
- Providence outright **rejected** our proposal on Just Culture.
- We did not receive a response from the employer to any of the three new proposals we passed this week.

## KEY TAKEAWAYS

- We are surprised to find that Providence's team is repeatedly rejecting language we propose that centers around patient care.
- We are also surprised at the resistance we have met in trying to enshrine protections for a gender-affirming workplace at Providence.
- We will continue to push on both of the above, as they are important to our team and essential to Providence's vision of being the best place to receive care.

NEXT UP:

1) **Bargaining Update Zoom Meeting**. Wednesday, November 11th, 6:30pm
2) Our next negotiation session will be December 14-16.

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