



**T**eamster members at Rhode Island Hospital united for a fair contract. Now, our unity has paid off.

The Union Bargaining Committee has reached a tentative agreement on a 4-year contract that delivers \$19 million in improvements.

You have the right to vote on the contract and to know all the proposed changes before you vote.

We will hold four contract briefings and contract votes this Saturday. You must attend a contract briefing to vote. Contract highlights include:

▶ **Wage Increases:** The contract delivers \$1.80 in wage increases and an increase in the shift differential. Full-time employees will get a \$225 bonus upon contract ratification; part-time employees will get a \$110 bonus.

▶ **Retirement Security:** For the first time, your retirement will be guaranteed in the contract and protected from any cuts or changes. Lifespan will increase the money it puts into your Core Retirement Plan as your wages increase.

▶ **Job Security:** All employees who have three years of seniority cannot be laid off. Going forward, every employee will be protected from layoffs when they reach five years of seniority.

▶ **Subcontracting Protection:** If you have to bump into a new position because of subcontracting, your pay rate will be protected.

## Membership Vote on the New Contract

Saturday, March 28

Local 251 Union Hall

121 Brightridge Ave,  
East Providence

Contract Briefings & Voting at:  
8am ● Noon ● 4:30pm ● 8pm

You must attend a contract briefing to vote.

▶ **Seniority Rights Under Epic:** Members will retain all of their contract rights during the Epic implementation, including bumping rights and No Layoff protections.

▶ **No Givebacks.** In a sharp break with the past, the proposed contract makes no givebacks. We protected healthcare, longevity pay, double overtime, our rights under Epic and more.

We won these improvements and more because members stayed informed, involved and united. Together, we've built a stronger, more democratic union. We've found our voice and we will keep using it to speak out for good jobs and quality care.