



UNITED WE WON!

Local 251 united for a fair contract and our unity has paid off!

Come out this Saturday, March 28 to vote on the new contract. Get answers to your questions and a complete report on all contract changes.



Local 251 Union Hall: 121 Brightridge Ave, E. Providence 8 am • Noon • 4:30 pm • 8 pm

Summary of Contract Highlights

Job Security

Employees with three full years of seniority cannot be laid off. Going forward, employees will be protected from layoffs when they reach five years of seniority. Positions can still be eliminated, but affected employees will have the right to bump, fill a vacancy, or be retrained.

Epic Implementation

We faced the threat of layoffs as the Hospital implemented Epic. Instead, members will keep all of their contract rights including No Layoff protections and full bumping rights.

Subcontracting

If you have to bump into a new position because of subcontracting, your pay rate will be protected. The new contract makes subcontracting more expensive and more unlikely.

Bidding Rights

Temps will not be able to take vacant positions instead of hav-

ing those positions posted for bidding.

Bumping & Seniority

Supervisors will no longer be allowed to keep seniority or bump back into union positions. Employees whose positions are eliminated will be given a list of vacancies and a bump list. If qualified, they will have preference for vacancies with the same or equivalent work schedule.

Wage Increases

The contract includes annual wage increases every April 1:

- April, 2015 = \$.45
- April, 2016 = \$.40
- April, 2017 = \$.45
- April, 2018 = \$.50

Reducing Pay Inequality

Wages will increase each year by a fixed amount, not a percentage. This will deliver higher pay increases for most employees and it will narrow the wage gap between lower paid and higher paid Teamsters.

Contract Signing Bonus

Full-time employees will get a \$225 bonus upon contract ratification; part-time employees will get a \$110 bonus.

Shift Differential

Evening and night shift differentials will increase by 10¢ in September 2015, 2016 and 2017.

Retirement

For the first time, retirement benefits are protected in the contract. Every year, the Hospital will provide employees with an annual summary of their Core Retirement Plan savings.

- First 5 years = 2%
- 6-10 years = 2.5%
- 11-15 years = 3%
- 16-20 years = 4%
- 21-25 years = 5%
- 26 years and above = 6%.

Health Insurance

The Hospital will continue to pay 85% of premium increases.



Premium Pay

The contract will maintain double overtime and longevity pay.

Union Dues & Pay Stubs

Union dues will be deducted in smaller weekly payments instead of a monthly payment. Employees who choose to be paid by direct deposit will get an electronic paystub.

Additional Break

Extra break after 8 hours for employees with a working day of 10 hours or more.

Overtime

New sign-up lists for voluntary overtime will be posted within 90 days of the approval of the contract.

Grievance Procedure

The contract creates a deadline so grievances are responded to. Management must give its response within seven days of a second-step grievance hearing.

Dignity & Respect

New contract language requires treatment with dignity and respect and open and honest communication.

Vacation

Shorten vacation request periods so that approvals can be made well in advance of vacation.

Bereavement Leave

Increase to two days for grandparents; leave must be taken at time of death, funeral, or other memorial service.



Job Security

“I got involved with the Contract Action Team to fight for job security and a better future.

“We stuck together and it paid off. It may sound corny but it’s true.”

Marcy, Wilson
ER Secretary



New Contract, Stronger Union

“This contract has something for everyone: higher raises for lower-wage members who have been left behind in the past and job security in really uncertain times. We’re bringing back unity to the Hospital. It’s good to see our union back on track.”

Cecilia ‘Ceewee’ Gadouas
OR Materials

Voting on Your New Contract

Your elected negotiating committee has reached a tentative agreement on a new contract that delivers job security and \$19 million in improvements to Teamster employees at Lifespan.

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

We will hold four contract briefings and contract votes on Sat, March 28 at Local 251 at 8am, noon, 4:30pm and 8pm.

Materials are being prepared for these briefings so that you will be able to review all contract changes before you vote.

Stay informed. Stay involved! Stay united! Come out and vote!