



# What's at Stake in Contract Negotiations?

**Text RIH251 to 313131 to Get Contract Updates**

The Union Negotiating Committee and management have exchanged our contract proposals. RIH Teamsters are standing up for good jobs, living wages, better benefits, and the opportunity to advance ourselves by transferring into better jobs. Management is trying to cut overtime pay, reduce benefits, and make it more difficult to bid into new opportunities. The contract proposals will change with the give and take of negotiations. But the stakes are clear. We need show the Hospital that we will stick together. Together, we can win a fair contract.

## Union Contract Proposals

- ▶ Fair percentage raises and living wages for every Teamster.
- ▶ \$15 minimum wage for all RIH Teamsters.
- ▶ Teamster healthcare for full-timers and part-timers who are regularly scheduled 20 hours.
- ▶ Retirement security; Teamster pension.
- ▶ Create more full-time and part-time jobs. Stop misuse of per diems.
- ▶ Strong protections against subcontracting of union members' work.
- ▶ Right to bump into another job if management changes your shift.
- ▶ Strengthen protection against unfair discipline.
- ▶ Innocent until proven guilty. Accused employees stay on the job with pay until their disciplinary case is decided.
- ▶ Employees who are injured on the job can see their own doctor.
- ▶ No layoffs of employees with at least one year of service.
- ▶ Protect members' rights while injured on the job.
- ▶ Establish overtime wheel so voluntary overtime is distributed by seniority in each job classification.
- ▶ Improve sick day and absenteeism policy.
- ▶ Increase shift and weekend differential, and on-call pay.
- ▶ Management must maintain sufficient staff and adequate supplies to provide quality care.
- ▶ Expand paid leave of absence for funeral / bereavement leave.



## Management Contract Proposals

- ▶ Freeze Lifespan Core retirement plan. Move employees into a 401K.
- ▶ Eliminate overtime pay after eight hours.
- ▶ No overtime unless you have worked more than 40 hours per week.
- ▶ No overtime if you call in sick, unless you work more than 40 hours.
- ▶ Per diems working in a department get preference over anyone bidding on a job from outside the department, regardless of seniority.
- ▶ Force you to work 12 months in a job before you can bid on a new position.
- ▶ Employees can turn down a successful bid only once per year.
- ▶ Workers bid on a job and management chooses whoever they want.
- ▶ Per diems have to work four scheduled shifts every four weeks or face termination.
- ▶ Make it more difficult for part-time employees to qualify for FMLA.
- ▶ Reduce FMLA leave for employees with more than 20 years.
- ▶ Force employees to burn vacation time when they take FMLA leave.
- ▶ Force employees to work shifts on both December 24 and December 25, and on both December 31 and January 1.

