

CONTRACT SUMMARY

We will review all proposed changes and answer questions at the Contract Vote on April 11. You can also download the complete proposed contract at www.TeamstersLocal251.org

Overtime

- ▶ Protected overtime after 8 hours and double-time pay rights even in a week when we call out.
- ▶ Overtime and double-time (when applicable) will be paid when Grounds and Housekeeping do storm preparation work, as well as snow removal. (Article 45)
- ▶ The overtime wheel will be updated in each department. Job classification will be added to the overtime wheel, along with seniority. (Article 38)

Job Security

- ▶ The Hospital will not lay off employees with three or more full years of service as of the date of contract ratification or employees with five or more full years of service after ratification, for the entire contract. (Article 46)
- ▶ Pay protection, bumping rights & retraining for employees impacted by a layoff in the event of any subcontracting. (Side Letter)

Bidding, Transfers, Bumping Rights

- ▶ Per Diem employees must submit availability, prior to a graph being finalized, for three shifts in a four-week period. (Article 9)
- ▶ Protect current employees' rights to bid after six months in their position. New employees must wait 12 months. (Article 12)
- ▶ Faster time frames for transfers. (Article 12)
- ▶ Employees get 48 hours to shadow the jobs they successfully bid. (Article 12)
- ▶ Bumping rights on permanent shift changes. (Article 8)
- ▶ Protect bumping rights for full-timers who work less than 40 hours. (Article 16)
- ▶ Supervisors lose their seniority if they return to a union position after six months. (Article 15)

Union Rights

- ▶ Management must advise employees of their right to union representation when they are called into the office. (Article 11)
- ▶ New employees get more access to union information during orientation. (Article 11)

Improve Your Rights If You're Sick or Injured on the Job

- ▶ Employees can go to their preferred medical provider when injured on the job. (Article 21)
- ▶ Employees do not have to go to the RIH Emergency Room for illnesses or injuries. (Article 21)
- ▶ Management must provide reports to the Union to address safety issues and protect employee rights. (Article 21)

Good Jobs, Quality Care

- ▶ The Hospital will discuss staffing, equipment and supplies every month with us at Labor-Management meetings and we can make recommendations to top management.
- ▶ We will get annual reports on how per diems are being used in each department and meet with management to identify where permanent positions can be created.

Leave of Absence

- ▶ Extend maximum leaves for work-related illness or injury from 18 to 24 months. (Article 20)
- ▶ Protected strong Leave of Absence rules, maintaining 1,040 hour qualification and the expanded leave for 20+ year employees. Changes 13 weeks leave to up to 5 years of employment; 26 weeks leave to 5 years to 10 years of employment; 52 weeks leave during a 24 month period to 10 years up to 20 years employment. (Article 20)



Retirement

- ▶ Employees hired by August 31, 2019 will be offered a choice between their existing retirement benefit (Core Account, 403(b) and, if applicable, the grandfathered defined benefit plan) or the Hospital's 401(k) Plan.
- ▶ All employees hired thereafter will be in the Hospital's 401(k) Plan with a matching contribution of 100% of the first 6% of eligible compensation.
- ▶ Current employees will have a one-time irrevocable choice on your retirement.

Earned Time Off

Management tried to force all employees combine your Vacation and Sick Time into one category called Earned Time and drastically slash paid time off. We refused. Under a new agreement:

- ▶ All current employees will be offered the choice between keeping your Vacation and Sick Days separate or combining them into one pool of Earned Time. Earned Time is two days less than the current Vacation and Sick Time. Employees can cash out all Earned Time when they stop working at RIH.
- ▶ New hires will accrue Earned Time to use for Vacation and/or Sick Days.
- ▶ For more details, read the proposed contract, ask a Union Rep Liason, or come to the Contract Vote.

Healthcare

- ▶ All benefit-eligible Teamsters will be able to select Teamster healthcare, effective beginning January 1, 2020.
- ▶ Full-timers (35 hours or more scheduled) maintain 15% co-share.
- ▶ Part-timers (20 to 34 hours scheduled) improve to 20% co-share.
- ▶ Per diems who average 30 hours or more worked in a year will be eligible for Teamster healthcare the following year.

Attend a Contract Vote on April 11

8 am • Noon • 4 pm • 6 pm • 8 pm

Union Hall • 121 Brightridge • East Providence, RI 02914