



What's on the Table in Contract Negotiations?

Teamsters at Rhode Island Hospital have spoken loud and clear about the issues. Our contract goals are spelled out in our Bargaining Platform.

The Union Negotiating Committee and the Hospital have exchanged the first bargaining proposals. These are the opening proposals and will change with the give and take of negotiations. Economic issues like fair wages, healthcare and retirement will be addressed later in negotiations.

Union Opening Proposals

Strengthen protection against unfair discipline

Require management to treat employees with dignity and respect

Protection from intimidation, harassment, coercion and over-supervision

Strengthen seniority rights for promotions

Speed up and simplify grievance procedure

No layoffs of employees with at least one year of service

No subcontracting or use of temps to do union members' work

Protect jobs and the contract if the hospital is merged, consolidated or sold

Strengthen protection of seniority if employees from another entity transfer in

Allow employees whose hours are reduced below full time to bump

Eliminate maximum cap on severance pay

Get rid of old side letters

Require approval of affected members on any side letters

Dues deducted weekly

Stronger overtime rights

Better defined shift schedules

Limit shift changes

Process for requesting review of job description

Improve procedure for vacation scheduling

Define "staffing needs" so vacation is harder to deny

Allow vacation accrual of up to 1.5 times annual and payout if over

Same vacation accrual formula for all employees

Allow 3 days of bereavement leave for grandparents and 1 day for cousins

Payout for use of less than half of sick leave at 80%, use of none at 100%

Discount cafeteria prices

Improve parking access

Add language addressing staffing levels

Strengthen health and safety protections

Delete clause waiving union's right to bargain during term of contract

Include liaison positions in contract

Rights for members to take unpaid leave to work with the union

Union bulletin boards in all satellite locations

New employees meet the Union during orientation

Allow Teamsters to respect picket lines of other unions

Eliminate seniority rights for supervisors

Management neutrality regarding union organizing at other Lifespan facilities

Union rights and membership for group leaders who do not have the power to hire and fire

Management Opening Proposals

Eliminate the No Layoff protections

Allow subcontracting without any limits

Limit recall rights to a year

Restrict rights of shop stewards to represent employees

Limit active bids to three per employee

Limit double time pay for overtime to hours beyond four hours

Require laid-off employees to accept any vacant position they are qualified for before they can bump

Change order of preference for filling full-time vacancies to include per diems within the department before anyone from outside the department

If the union and hospital can't agree, economic issues like wages and benefits would be decided by an arbitrator, instead of negotiations

Require losing side to pay all arbitration costs

Allow electronic pay stubs