

RIH FIGHT NEWSLETTER

TENTATIVE AGREEMENT

REPORT



SPECIAL EDITION

In This Issue:

Everything you need to know about the Tentative Agreement with Brown Health

A quick note from the team: We have a large and complicated contract and traded many proposals over the past few months. In this packet we have tried to translate those proposals into easy to understand language wherever possible. We are always happy to answer additional questions people have but we hope that this will cover most of what we won in our bargaining sessions. Any articles that didn't get changed will not be reflected here but are still in place. The new agreement is a **3-year contract set to expire in 2029**. Please take a look at this big list ahead of our vote on Monday. We encourage members to vote yes to ratify.

Article 8: Hours of Work/Schedules/Breaks

- Only Behavioral Health Attendants will be assigned observation duties for periods of longer than 4 hours

Article 9: Categories of Employees/Payroll Types

- Starting 2027, Per Diem employees may be required to work every third holiday each calendar year, where there is a practice of employees currently alternating holidays, so that employees would only be required to work every third holiday.
- If a payroll mistake causes an inaccurate paycheck, the Hospital will correct any error of greater than \$75.00 within two days of receiving proof of the mistake

Article 10: No Strike/No Lockout

- Changed language to create avenue for discipline if someone participates in a strike that violates the contract. (Previous language went straight to "discharge".)

Article 11: Union Representation and Stewards

- Stewards can be more involved in representational activities, particularly when Liasons are not available.
- Incorporated a mid-term change increasing the number of full time Union leave positions from 3 to 4.
- All new employees will have a 30-minute presentation on their rights under the union during orientation

Article 12 Employment, Postings and Transfer Practices

- Employees who are accepted to a new position will be placed within 45 days
- Open positions will be posted electronically and preference will be given to qualified employees in the department who apply within the 7 day posting period.
- Employees will submit applications through the Hospital's posting system
- Current employees will have preference over external applicants throughout the posting period and the 7 days afterward, and will still have preference if an offer is not given to an external applicant thereafter
- If a transferred employee is unable to perform duties of new position they will be returned to previous position within 10 days.
- The Hospital may prohibit simultaneous employment with the Hospital and any other Brown University Health Affiliate(s). This does not prohibit the practice of dual jobs.
- **NEW SECTION: Section 15-** "Employees who work more than one job code shall be paid at the hourly rate of their primary job while working their primary job. They will be paid the hourly rate of their secondary job when they work their secondary job. They will accrue benefits and time accruals based on job classification."

Article 13: Grievance and Arbitration Procedure

- Union and Hospital will submit ranked list of preferred arbitrators which will be used to create a list of 6
- The Hospital will make all reasonable efforts to answer a grievance within the time frame involved. If the hospital does not respond in time, time limits for the Union shall not apply.

Article 15: Seniority

- Supervisors returning to the bargaining unit within 30 days will maintain seniority
- Any worker that returns to work within 30 days of separation will have seniority restored
- Return-to-Work Letters from an approved Leave of Absence shall be sent by certified mail
- If two employees have the same seniority date preference will be determined by random determination as mutually agreed to by the people involved
- **NEW SECTION:** "For posted positions, applicants will be considered pursuant to Article 12, Section 4; provided however, that if an applicant is applying for a position that will be a dual job then such applicant will be placed at the end of the applicant list. Applicants applying for a posted position as their primary role will be considered first, pursuant to Article 12, Section 4."

Article 16: Layoffs and Recalls

- Struck language saying that employees whose positions are eliminated should only have preference for vacancies "with the same or equivalent work schedule"
- Employees will now have four days to make their bump selection (up from 2 days)

Article 17: Discharge/Discipline

- Changed language calling for "suspension" as the third step of the discipline process to "final written warning"

Article 23: Miscellaneous

- Struck language requiring workers pay \$5 for badge replacement and defers to Hospital's listed Badge ID Policy.
- Employees with direct deposit will be paid on Friday. Employees who opt for paper paychecks will have their paycheck delivered to the address on file.
- The following payments shall be made in a check separate from regular pay:
 - Elected vacation time paid out twice per calendar year (May and December)
 - Sick time paid out by the end of the calendar year
 - Earned time paid out twice per calendar year (May and December)
 - Holiday pay paid out by the end of the calendar yearPayment made in the fourth quarter shall be paid by the 2nd payroll period in Dec.
- Struck language leftover from 2015 about exploring idea of sick child day care center

Article 24: Job Change and Restructuring

- Employees will have 4 days (up from 2 days) to decide whether to accept changed job if they are impacted by restructuring

Article 26: Tuition Assistance Program

- Tuition Reimbursement will be provided for 100% of tuition costs, up to a maximum of \$3,500.00 per calendar year. (Up from 75%)
- Employee must pay the full cost of the course and then, upon successful completion of the course Hospital will reimburse 100% of the cost, up to a maximum of \$1,750/year for part time employees. (Up from 75%)

Article 29: Holidays

- Effective in 2027, the Hospital observes the following holidays:

<input type="checkbox"/> New Year's Day	<input type="checkbox"/> Martin Luther King Jr Day
<input type="checkbox"/> Memorial Day	<input type="checkbox"/> Independence Day
<input type="checkbox"/> Victory Day	<input type="checkbox"/> Labor Day
<input type="checkbox"/> Columbus Day	<input type="checkbox"/> Thanksgiving Day
<input type="checkbox"/> Christmas Day	<input type="checkbox"/> A Floating Holiday
- Starting 2027, Per Diem employees may be required to work every third holiday each calendar year, where there is a practice of employees currently alternating holidays, so that employees would only be required to work every third holiday.
- No later than October 1, 2026, employees scheduled to work a 10-hour or 12-hour shift on the Holiday shall be paid at the rate of twice (2x) their regular pay for all hours in excess of eight (8) hours worked on a holiday.
- Unused floating holidays will also be paid out annually

Article 30: Vacation

- Vacation pay for employees on the weekly payroll will be issued on the normally scheduled paydays. (Was previously pay day immediately preceding vacation period)
- Final vacation schedules will be posted no later than March 31 and October 31.
- Formally solidified Vacation payout being twice a year

Article 31: Flexible Benefits Program

- The Hospital shall continue to offer full-time and part-time employees with regularly scheduled hours of twenty (20) or more per week the opportunity to participate in the Rhode Island Hospital Flexible Benefits Program or its equivalent but only for those benefits not provided by IBT through its health and welfare benefit programs as of March 1, 2026.

Article 32: Health Insurance

- We maintained Teamster Health Insurance providing comprehensive benefits plan to eligible employees, at the same current cost share.
- Starting January 1, 2027 union members will also be eligible for the Hospital's FSA benefit

Article 33: Dental Insurance and Bundled Benefits

- Hospital will continue the current split of the premiums for the Teamster dental & bundled supplemental benefit plan.
- For each year of the agreement, total dental premium will not increase more than 6% each year.

Article 37: Shift, Weekend and Other Differentials

- Effective the first full payroll period that is no later than 60 days after ratification, employees will be paid an evening differential of \$2.25 per hour provided the employee works at least four (4) hours after 5:00 p.
- Effective the first full payroll period that is no later than 60 days after ratification, employees will be paid a night differential of \$4.00 per hour provided the employee works at least four (4) hours after 1:00 a.m.
- NEW Side Letter: If evening, night or weekend differentials are increased for non-union employees in the same positions as bargaining unit members at other hospitals in the system during the term of the 2026-2029 agreement, differentials will be increased to the same rate with the same effective date for similarly situated bargaining unit employees.
- NEW Swing Shifts- The parties agree that current swing shift MOAs are hereby extended through March 31, 2029.

Article 37: Wages

- **Section 1. – All Non-Clinical, Clinical Support and Skilled Maintenance.**
 - A) **Starting, 3-month, and 15-month rates for Non-Clinical, Clinical Support and Skilled Maintenance:**
 - Effective first full payroll period after **March 31, 2026**: increase starting, 3-month, and 15-month rates for Non-Clinical, Clinical Support and Skilled Maintenance by **3%**.
 - Effective first full payroll period after March 31, 2026: **add a 15-month rate to the All Other Non-Professional Unit Pay Grades that is 2% higher than the 3-month rate.**
 - Effective first full payroll period after **December 15, 2026**: increase starting, 3-month, and 15-month rates for Non-Clinical, Clinical Support and Skilled Maintenance by **3%**.
 - Effective first full payroll period after **February 15, 2028**: increase starting, 3-month, and 15-month rates for Non-Clinical, Clinical Support and Skilled Maintenance by **3%**
 - B) For **Non-Clinical, Clinical Support and Skilled Maintenance** employees not otherwise governed by the 3-month and 15-month rates:
 - Effective first full payroll period after **March 31, 2026**, **3%** increase to base hourly rate and an additional **2% lump-sum payment** for any employee with more than 15 months seniority who did not receive an increase as a result of the addition of the new 15-month rate to the All Other Non-Professional Unit Pay Grades.
 - Effective first full payroll period after **December 31, 2026**, **3%** increase to base hourly rate.
 - Effective first full payroll period after **February 15, 2028**, **3%** increase to base hourly rate.
 - C) Within thirty (30) days after ratification, the Hospital will make a **one-time lump sum payment of \$850 (regularly scheduled for 35 or more hours per week) / \$550 (regularly scheduled for 20 hours to 34 hours per week)**, less legally required deductions, to each 14 regular full-time and part-time employee employed as of the date of ratification.
- Employees transferred or promoted to a classification in a higher pay grade shall receive the applicable 3-month or 15-month rate.
- If the employee's rate is in excess of the current 3-month or 15-month rate, the new rate will be at the same percentage above the new 3-month or 15-month rate so long as the new rate does not exceed that of an incumbent with equal or greater service but in no event will the employee's rate be decreased more than 15%.

***** Note that members will be receiving 2 raises of 3% during 2026 in addition to the 2% step increase/lump sum payment.**

Article 40: On-Call, Call-Back Pay

- Employees required to be on-call will be compensated at the rate of \$2.50- Effective first full payroll period that is no later than 60 days after ratification.-

Article 43: Earned Time

- Employees with an existing vacation and sick accrual benefit as of 9/20, 2026 will have the choice to make a one-time Earned Time election in October. The election will be effective 1/1/2027
- Those who elect will see all accrued vacation hours converted to ET. All sick time will be placed in an ESL bank

Article 47: No Layoff Protection

- The Hospital will not lay off employees with three (3) or more full years of service. as of the date of ratification of this agreement through March 31, 2029. The Hospital will also not lay off employees who obtain five (5) or more full years of service on a rolling basis from the date of ratification of this agreement through March 31, 2029.
- If positions are eliminated, workers will be offered re-training and will have no loss of pay.

Side Letters:

- PRECEPTOR TRAINING PROGRAM- NAs, PCTs, USs and BHA's who complete training will receive \$1.75 in preceptor pay. Those who have not but are training employees will receive \$1.25 in training pay.
- Continue the side letter on LEP pay differentials, and attach to the contract
- Update dates on Red Circling in cases of Subcontracting, to continue throughout the contract

SO WHAT'S NEXT?

- This language must be ratified by a majority of members to become our official contract
- Voting will be taking place from 7am to 8pm on Monday (4/27) at the hospital (Cafeteria PDR Room)
- A Zoom info session will take place April 23rd at 6pm and a video of the session will be posted on April 24th.
- Bargaining team members will try to answer all additional questions in the coming days