

# RHCHC

## Collective Bargaining Update

On April 13, 2026, Teamsters Local 90 was certified to represent about one-quarter of the River Hills Community Health Center workforce in collective bargaining. On June 10-11, bargaining (aka negotiations) began with the Teamsters.

During the collective bargaining process, the employer and the union make requests or suggestions called proposals. The other party can accept, reject or seek to change the proposal through a counter-proposal. It is important to understand that proposals are simply points for discussion. **Any provision to be included in a contract must be agreed upon by both the union and the employer.**

The first two days of bargaining included discussing ground rules for bargaining and an exchange of some non-economic proposals. Topics proposed by the union included:

- Union Security, Checkoff and DRIVE
- Grievance Procedure
- Local Union Rights
- Union Leave
- Union Stewards
- Non-Discrimination
- Monitoring of Social Media
- Economic Standards and General Conditions
- Discipline & Discharge

River Hills also presented seven proposals to the union including: No Strike/No Lockout; Management Rights; Recognition; Introductory Language (Preamble); Complete Agreement; Severability; Duration.

Tentative Agreements were reached on the following provisions: Preamble (introductory language); Severability; Union Security, Checkoff and DRIVE; Local Union Rights.

River Hills will provide updates throughout the bargaining process - so when it comes time to vote on contract ratification or strike, each and every team member in the bargaining unit will make a decision on a full and complete set of facts. We believe it is important to learn about provisions of a potential contract during the course of negotiations, not just at the end of the process when the Teamsters call for a contract ratification or strike vote.

We respect each team member's right to make a fully informed decision about every aspect of union representation. All team members have a right to truthful, balanced information about unions and collective bargaining, its potential impact on them, their families, our workplace and our community.

Bargaining will continue July 1-2, as well as August 12-13. During these sessions, both parties may share new proposals and counter-proposals and further comment on existing proposals. We will continue to provide updates as bargaining continues.