

RHCHC Collective Bargaining Update

On July 23-24, River Hills continued bargaining with Teamsters Local 90. This marks the fifth and sixth negotiation sessions since the union was voted in on February 19, 2026.

Tentative Agreements: There were four new tentative agreements reached last week:

- Union Leave: One bargaining unit employee each year will be granted time off without pay to attend a union convention or other union business, as long as it does not unreasonably interfere with River Hills operation or patient care.
- Time Records: Each hourly employee in the bargaining unit will be paid for time worked, excluding meal periods.
- Grievance Procedure: Within strict timelines, contractual disagreements will be resolved first by informal discussion with employee's supervisor, then by written message sent by the union to Human Resources, then by meeting between HR and the union. If the union and the employer cannot reach agreement before the CEO or designee, the disagreement will be sent to arbitration.
- Layoff and Recall: This article addresses the process for layoffs (permanent and temporary) and recall, not whether a layoff should or should not occur. The timelines and approach to layoffs are very similar to the process followed with the recent layoffs at Richland and Centerville.

Six other tentative agreements were reached previously: Agreement; Union Security, Union Stewards, Checkoff and DRIVE; Local Union Rights; Non-Discrimination, Separability and Savings.

Proposals still being negotiated: Monitoring of Social Media; Economic Standards and General Conditions; Discipline & Discharge; No Strike/No Lockout; Management Rights; Recognition; Complete Agreement; Duration; Seniority; Successors and Assigns; Closure (Facility, Department, or Service Line); Subcontracting / Preservation of Bargaining Unit Work; Health and Safety.

Note on Health and Safety Proposal: The union made a health and safety proposal which almost and exclusively focused on employee impact and ignored the safety-net mission of an FQHC and the clinical/professional responsibilities to the patients and community we serve. The proposal, among other things, would leave it up to a small committee of employees to decide which patients to treat regardless of department and regardless of clinical care, professional and/or legal obligations. To their credit, after an in-depth explanation by River Hills, the union committee seemed to understand why River Hills believes their initial proposal was unacceptable as proposed. The parties agreed, however, that employee safety is paramount and to continue discussions on particular safety-related measures.

River Hills will continue to provide these 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 have the opportunity to 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.

Bargaining will continue August 12-14, as well as September 9-11.