

RHCHC

Collective Bargaining Update

On August 12-13-14, River Hills continued bargaining with Teamsters Local 90. This marks the seventh, eighth and ninth negotiation sessions since the union was voted in on February 19, 2026.

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

- Subcontracting/Preservation of Bargaining Unit Work: The parties agreed subcontracting will not take the place of employee hours or jobs. It has also been tentatively agreed in this provision that management will not routinely perform the work of bargaining unit employees.
- No Strike/No Lockout & Protection of Rights: The parties agreed that there will be no strike nor lockout during the term of the agreement. This is a common provision in most collective bargaining agreements.
- Economic Standards & General Conditions: The parties agreed to “treat each other with dignity and respect at all times...,” and if the law changes the parties will meet to address how the law impacts the collective bargaining agreement.

Eleven other tentative agreements were reached previously:

- 1) Agreement
- 2) Union Security
- 3) Union Stewards
- 4) Checkoff and DRIVE
- 5) Local Union Rights
- 6) Non-Discrimination
- 7) Separability and Savings
- 8) Union Leave
- 9) Time Records
- 10) Grievance Procedure
- 11) Layoff and Recall

Proposals still being negotiated: Monitoring of Social Media; Discipline & Discharge; Management Rights; Recognition; Complete Agreement; Duration; Seniority; Successors and Assigns; Closure (Facility, Department, or Service Line); Health and Safety.

It should be noted that the Teamsters re-introduced a proposal requesting bargaining unit employees be paid by River Hills for their time spent with the Teamsters officials during negotiations.

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 September 9-11, and October 8-9.

Reminder: We are required by law to deal with the Teamsters' union on your behalf and will continue. We are also legally required to negotiate only with the union, not with the individual bargaining unit members.