

RHCHC

Collective Bargaining Update

On September 9-10-11, River Hills continued bargaining with Teamsters Local 90. This completes 12 negotiation days since the union was voted in on February 19, 2026.

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

- Health and Safety: The parties agreed that providing a safe and healthy workplace is essential to protecting and caring for patients, employees and the community served by River Hills. Also, as part of this provision, all facilities, equipment, furnishings and work areas shall be maintained in safe operating condition. We affirmed our commitment to compliance with all state and federal laws, and to talk regularly with three union appointed representatives - part of a six-person advisory committee to address health and safety issues.
- Seniority: The parties reached agreement on Seniority language that says promotion, recall and layoffs will be based on length of service. River Hills reluctantly agreed to this provision, because while seniority is important in these situations and is used when qualifications are equal, we believe that performance and the most-qualified candidate are the top criteria for providing the highest quality patient care, supporting job growth and enhancing overall morale. This remains our policy among non-represented employees.

Fourteen other tentative agreements have been reached prior to the September bargaining:

- 1) Subcontracting/Preservation of Bargaining Unit Work
- 2) No Strike/No Lockout & Protection of Rights
- 3) Economic Standards & General Conditions
- 4) Agreement
- 5) Union Security
- 6) Union Stewards
- 7) Checkoff and DRIVE
- 8) Local Union Rights
- 9) Non-Discrimination
- 10) Separability and Savings
- 11) Union Leave
- 12) Time Records
- 13) Grievance Procedure
- 14) Layoff and Recall

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

Important Note: The Teamsters have proposed language contemplating the carrying of personal protection weapons at work, including specification for the length of blades for those choosing to carry such weapons. Currently, employees are not allowed to carry weapons at work.

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

Bargaining will continue in October and November.

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.