

## We are united and will continue to bargain with our new owner in order to reach a fair contract

### We stood together and said No to forced takeaways

Together as a diverse group of healthcare workers, we stood up and said no to RCCH's threat that we must settle or else. We know it's not right to force a bunch of changes on us having only started to bargain last week. And we know they must continue to bargain with us upon the sale of the hospital.

RCCH finally came to the negotiation table last week with a complete proposal and told us we had three days to finish bargaining and accept a completely new contract that:

- Eliminated EIT accruals,
- Included a broad expansion of management's rights to change our working conditions without our input, and
- Eliminated critical union rights.

Their approach in no way improves that status of Trios' bankruptcy. Rather it communicates that their preferred method of dealing with employees is under threat and fear and management's attempts to union bust. We said NO.

**By overwhelming majority we rejected RCCH's last, best, and final offer.** This means that we will continue to bargain our contract when the sale is final and work with our new owner on solutions for recruitment and retention that doesn't eliminate important rights for workers that have no economic consequence for the recovery of our hospital.

We need to stand together against unnecessary takeaways that attempt to weaken our union and bargaining power. As soon as we get bargaining dates we will be communicating this information.



"This whole process was so rushed. If they had been serious about having a settled agreement by June they would have started bargaining with us back in March when we asked for dates. They also

would have bargained from our current contract instead of introducing a completely new agreement. I wasn't going to make the decision for our membership to give up important rights and standards on RCCH's pressured, take-it-or-else- timeline. I'm proud we made a decision to continue bargaining instead of being stuck with a bad deal only because we were afraid of their scare tactics. If you missed the vote, talk to your bargaining team member about our plan to continue bargaining."

**Staysie Stock, OB Tech-Family Birthing**



"It was wrong for RCCH to expect us to give up EIT with no chance to talk with our membership. I don't think a short term disability policy that kicks in after 14 days and only covers 60% of our wages is right for everybody. It's

certainly not right that we would be forced to make that decision in under three days. I'm ready to keep bargaining for a better deal on a fair timeline. I'm ready to work and fight another day because I know we can come to an agreement that protects our standards and moves the hospital forward."

**Tonya Robirts, Monitor Tech-ICU**

Our standard	RCCH's proposal	Why we said no
Extended Illness Time (EIT)	<ul style="list-style-type: none"> <li>• Eliminate our accruals upon acquisition</li> <li>• Sunset current banks in 2025</li> <li>• Convert to a short term disability plan that takes effect after 14 days illness.</li> </ul>	<ul style="list-style-type: none"> <li>• This would eliminate an important job and health security benefit without time to bargain</li> <li>• Short term disability covers 60% of our wages, cannot be supplemented with PTO or used to care for family</li> <li>• We must wait 14 days, using PTO in the meantime (or unpaid if we don't have PTO or remaining EIT banked)</li> </ul>
Wages	<ul style="list-style-type: none"> <li>• 2% upon acquisition</li> <li>• Steps reinstated Jan 1, 2019 (No cost-of-living increase in 2019)</li> <li>• Step in January 1, 2020 (No cost-of-living raise)</li> </ul>	<ul style="list-style-type: none"> <li>• RCCH's wage proposal was inadequate.</li> <li>• The nurses won: 2% plus 2.2% step in each year of a three year agreement for a total of 12.6%</li> </ul>
Union Rights	<ul style="list-style-type: none"> <li>• Require 24 hour notice for a union representative to be on the premises</li> <li>• Limit the number of union members who can serve on a bargaining team</li> <li>• Bar us from communicating anything negative about hospital policies.</li> <li>• Determine where and when union representatives can meet with members</li> </ul>	<ul style="list-style-type: none"> <li>• We do not ever bargain away our first amendment right and protections to speak up against policies that hurt workers or patients.</li> <li>• This has no economic benefit to the hospital and is solely intended to weaken our union and our ability to communicate.</li> </ul>
Management Rights	<ul style="list-style-type: none"> <li>• Management would have the right to change any policy and procedure and the union would waive our right to object.</li> <li>• Management can accompany union representatives while conducting union business or while the union investigates contract violations, disciplinary matters and workplace safety issues</li> </ul>	<ul style="list-style-type: none"> <li>• We will not give up our right to bargain policies that have an impact on working conditions and job security</li> <li>• We do not need management interfering with our investigations nor creating a climate of surveillance and intimidation.</li> </ul>