



Thursday **MARCH 9** **Membership Meeting** **ZOOM**

10am, 5pm, 8pm

RSVP to get on the LIST
Zoom link will be emailed & texted
two days before the meeting

Contact info:

Eileen@unap.org or text (401) 238-3484

Union representation is your right.

You have a right to union representation at an investigatory interview by your manager or supervisor, or if you believe a meeting may lead to discipline.

These rights are called **Weingarten Rights**, after a Supreme court decision in 1975 allowing union members the right to union representation. (NLRB vs Weingarten). Before your interview, management must inform you of your right to representation if it is to review your conduct. (union contract Article 17; s9)

Contract Interpretation

You won't know your rights unless you learn about them. But understanding the terms of the contract can be a challenge. Time and again, we hear that union members are obtaining incorrect interpretation of the contract. Reach out to a valid union source such as a knowledgeable Union Rep or Liaison, or contact the office for assistance.

SICK Occurrences

Contractually, full-time and part-time employees with regularly scheduled hours of 20 or more hours per week shall accrue at the rate of up to ten sick days totaling 80 hours per year.

If you have heard about Sick & Safe Leave, then here's where the confusion may set in - Sick & Safe became state law for RI workers with no sick time benefits. However, those who do have sick time benefits, the law applies (to you) in this way:

The first 40 hours of PAID sick time you use (per calendar year) will not have a negative consequence i.e., no discipline, no loss of double time, no weekend make-up. Your accrued sick time continues to be deducted from your sick bank for sick and safe time as it is not an additional sick bank.

We have had several instances where union members are being called in for discipline for sick occurrences and agreeing to the information in their Corrective Action Plans. Ask for a Union Rep to review your occurrences with your Manger. It is a misunderstood law on all sides.

Take Advantage of these Scholarship Opportunities



Sue McGuire-Pizzo, RN

Susan McGuire-Pizzo Scholarship

Remembering Susan's passion and commitment to the Union. For UNAP members and/or their children pursuing a career in the healthcare field.

Don't miss out on this opportunity.

Deadline Friday, April 7th, 4:00pm

McDonald Advocacy Scholarship

Honoring Linda's 28 years as a union leader!

Linda's firm belief in worker rights, union protection & advocacy has been her driving force as a leader for the UNAP. Scholarship is for UNAP members only.

Deadline April 7th, 4:00pm



Linda McDonald, RN

PLUS 2 MORE Scholarship Opportunities:

Go to our website: www.UNAP.org (Sources/scholarships)



Local Dues Increase

week of March 12th

Per the Constitution, the annual Local 5098 dues increase is based on the annual CPI (consumer price index). The current CPI is 7.2%.

A 31¢ weekly dues increase will apply to standard hour workers & Per Diems.

The RI Hospital Executive Board voted unanimously in this decision.