

Have the Teamsters explained **seniority** and **bumping** to you?

Seniority generally determines many terms and conditions of employment in labor contracts. Seniority is usually defined as the length of time an employee has been continuously employed in the bargaining unit.

The 139-page Teamsters contract covering nurses at Ascension Genesys references “seniority” throughout the document because that is an important reality of how unions make most of their decisions. The Teamsters use seniority to determine a range of workplace matters such as job bidding, transfers, PTO approvals, holiday preferences and promotions.

The Teamsters contract for Ascension Genesys nurses relies on seniority¹:

Section 5. RN Seniority/Medical Center Service List

The Medical Center shall bi-monthly furnish a seniority list to the Union. The list shall contain the Registered Nurse’s name, date of hire, RN job class hours, and Medical Center service hours. Such lists will be up-to-date as of the nearest pay date prior to the end of the bi-monthly period and furnished to the Union as soon after such dates as practical. **This list shall be effective for all seniority purposes, such as job bids, temporary reassignment, vacation and holiday bids, and workforce reduction and recall. The most recent accrued hours will be used for all other purposes, such as benefit accrual and pay grade progression.**

Bumping is a concept used in the Teamsters contract with Ascension Genesys nurses. It’s about seniority... giving a more senior team member the ability to displace another team member with less seniority – without giving them a say.

Here’s what the Teamsters contract for Ascension Genesys nurses states about “bumping”²:

- A. If there is no position in the RNs area for which the RN is qualified, or if the only position in the area involves a change from full-time to part-time status, and there are positions in another area with less senior RNs, **said RN shall have the right to displace the least senior Registered Nurse in the same status, provided the RN has the ability to perform the work as defined above and has more seniority than said least senior RN. Said “least senior RN” shall then be laid off.**

¹ Article 17, Sec. 5, Collective Bargaining Agreement between Ascension Genesys Hospital and Teamsters Local 332, effective May 9, 2020 to May 9, 2024

² Article 19, Sec. 1(A), Collective Bargaining Agreement between Ascension Genesys Hospital and Teamsters Local 332, effective May 9, 2020 to May 9, 2024

Here are two examples of how bumping could affect Teamsters-represented nurses.

#1



Mary is a Teamsters-represented RN and has worked at a hospital for 10 years. **Mary** needs to adjust her shift to accommodate a change in her child care coverage. She has more seniority than **Jane**, an RN on her unit who has only four years of seniority. **Jane** loves her schedule and is a high-performer.

Bumped

Because **Mary** has more seniority than **Jane**, **Mary** "bumped" (or forced) **Jane** from her preferred shift.



#2



Jane has more seniority than **Ben**, a new RN who recently joined the unit. **Ben** submitted a PTO request to attend an annual family reunion during the July 4th weekend. **Jane** also submitted a PTO request for the same dates as **Ben**.

Bumped

Because **Jane** has more seniority than **Ben**, **Jane** "bumped" **Ben's** PTO request. **Ben** worked and missed his family reunion.



Unions change how the workplace operates

Without a union, nurses can work with their manager on a solution that isn't based just on seniority.

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