

Negotiations UPDATE

Catholic Health Hospitals Release Details on Last Offer

Catholic Health hospitals are releasing details about the last offer presented to CWA Locals 1133 and 1168 to help our associates understand our proposal. If ratified, this package would cover more than 2,500 associates represented by the union at Kenmore Mercy Hospital of Buffalo, Mercy Hospital, and Sisters of Charity Hospital, St. Joseph Campus.

Our offer *improves or maintains* current levels of health care, retirement, and PTO benefits, while increasing wages and outlining a commitment to recruit and retain more than 250 new associates. You can learn more specifics about our proposal at www.chsbuffalo.org/infographic. We also are making available our staffing proposal at www.chsbuffalo.org/staffingproposal. Below are some highlights:

Wages

- Some associates would see a pay **increases of up to 25%** in the first year.
- Registered nurses would see an **average increase of 4.3%** in the first year.
- Service, technical, and clerical associates would see **average increases of 9%** in the first year.
- All associates would make **at least \$15/hour**.

Benefits

- Healthcare – **No change** in contribution rates from the current contract for current associates.
 - Associates would have the **option** of participating in a hybrid, high-deductible plan.
- Dental – **No changes** in the dental plan from the current contract.
- Retirement – **No changes** in the pension plan and Catholic Health will increase its plan funding.
- PTO – There would be **no changes** to current PTO accrual levels for all associates.

Staffing

Catholic Health would have the **most progressive approach to address staffing** shortages of any hospital in our region. Our proposal:

- Increases staffing levels to our staffing grids/plans aligned with agreed-upon ratios;
- Adds more than 250 new positions;
- Stipulates staffing for 10% above the average daily census; and
- Provides for bonus pay if the staffing goals aren't met.

Associates have the right to contact their union leaders. Associates pay CWA to represent their interests. Associates can tell the union if they believe this is a good offer. Associates also can tell the union to end the strike if they need to get back to work for their families and want to get back to work caring for our patients.

Contact CWA Local 1168 at (716) 639-1168.

Contact CWA Local 1133 at (716) 828-1133.

Let's settle these negotiations and move forward together with empathy and understanding.

We are ready to welcome Mercy Hospital associates back to work. We want them back. And we believe they are eager to come back. They are the heart and soul of the hospital. We also want to settle these negotiations for our associates at Kenmore Mercy Hospital and Sisters of Charity Hospital, St. Joseph Campus.

Because it's important to have the facts regarding bargaining, we will share regular *Negotiations Updates* with you. You may visit www.chsbuffalo.org/negotiations at any time for the latest news and information related to bargaining and to review copies of these updates and other FAQs.