

# Negotiations

# UPDATE

## Hospitals Work to Settle Negotiations, Weighing Options if CWA Strike Continues into November

Catholic Health hospitals have put forth a comprehensive, market-competitive package that includes progressive staffing language and other contract language CWA has identified as associates' priorities.

For instance, under the hospitals' wage proposal associates would receive the following:

<b>Contract Year 1</b>	<b>A minimum 3.0% wage increase</b> (which may be a lump-sum payment or a combination of a base wage increase and a lump-sum payment)
<b>Contract Year 2</b>	<b>2.0% General Wage Increase (GWI)</b>
<b>Contract Year 3</b>	<b>2.0% GWI</b>
<b>Contract Year 4</b>	<b>2.75% GWI</b>
<b>Other Highlights:</b>	
<ul style="list-style-type: none"> <li>• Wage increases would be retroactive to the first full pay period of June 2021.</li> <li>• All associates would be migrated to common wage scales.</li> <li>• All associates would make at least \$15/hour.</li> <li>• We significantly reduced the number of associates who would receive a lump-sum payment and be "red circled."</li> </ul>	

Since before the strike began, the focus of the hospitals' bargaining committee has been to reach a fair, competitive agreement for our associates. That is still their focus. We believe that our current offer is a win for our associates. It should be put to a vote so that the associates can decide whether they want to accept the offer and so Mercy Hospital associates can return to work caring for our patients.

### **Mercy Hospital Associates Want to Return to Work**

A growing number of associates at Kenmore Mercy Hospital, Sisters of Charity Hospital – St. Joseph Campus and Mercy Hospital are expressing a strong desire for the parties to settle negotiations and for CWA to end its strike so Mercy associates can return to work.

During the strike, Mercy Hospital has continued its commitment to caring for patients and serving the community. We have been caring for approximately 100 patients per day versus our usual census of more than 300 per day. We are seeing an average of 50 ED visits per day versus the usual 145 to 160 patients per day. While the hospital continues to provide care with temporary replacement workers, who have been delivering high-quality care, we would much prefer to have our own associates caring for our patients.

### **Options Being Considered if CWA's Strike Continues**

With CWA's strike in its fourth week, Catholic Health is considering whether to continue healthcare coverage for striking Mercy Hospital associates if the union continues its strike into November.

It also is exploring the operational feasibility of allowing Mercy associates to cross CWA's picket line and support them so associates who would prefer to work can start caring for patients again.

CWA has the ability to end its strike while the hospitals and union continue to negotiate. Many healthcare unions generally strike for only one to two days before returning to work while the parties continue to negotiate. It's less common for a healthcare strike to be as prolonged as CWA's strike at our hospital.

### **Associates' Rights**

Associates have the right to ask their union representatives to focus on negotiations and to end the strike. On Saturday, CWA representatives left negotiations to meet and have photos taken with politicians like Rep. Alexandria Ocasio-Cortez. On Sunday, the union tailgated with picketers and conducted a press conference to dispute their lack of urgency.

Remember, CWA works for you.

CWA Local 1133 can be reached at (716) 828-1133.

CWA Local 1168 can be reached at (716) 639-1168.

**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](http://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.**