

Negotiations

UPDATE

Kenmore Mercy, CWA Complete “Side Table” Negotiations; “Common Table” Begins March 16

We are pleased to announce that after nearly six weeks of negotiations, we have successfully completed the first phase of collective bargaining for new labor contracts for our CWA-represented associates at Kenmore Mercy Hospital.

The first phase involved primarily “side table” negotiations with Kenmore Mercy management representatives, CWA leadership and representatives from both CWA bargaining units. These sessions focused on articles, memorandums of understanding (MOUs), and side letters specific to Kenmore Mercy Hospital.

We made a great deal of progress during our discussions, tentatively agreeing to the articles, MOUs, and side letters listed here. Due to the pandemic, this is the first time we have bargained these contracts virtually. We want to thank CWA leadership and members of the Kenmore Mercy RN and Tech bargaining committees for their patience throughout this process.

Next Steps

On March 16, we will begin the second phase of bargaining – “common table” negotiations. Over the next few months, leaders from Mercy, Kenmore Mercy and St. Joseph Campus will meet several times each week with CWA leadership and the combined bargaining unit committees to address contract topics that affect CWA members across our system.

As you know, COVID-19 has dramatically changed our lives and the delivery of healthcare in our community. Our intent is to continue working collaboratively and in good faith with your Union representatives to reach new successor agreements. We hope to reach agreements that provide you with competitive wages and benefits, and a safe, positive work environment, while also taking into consideration the long-term effects of the COVID pandemic.

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

RN Tentative Agreements

- Temporary Employees (Article 15)
- Weekend Employees (Article 16)
- Floating (Article 20)
- Shift Differential (Article 25)
- On-Call (Article 26)
- On-Call Procedure GI Lab (Article 26a)
- Health and Safety (Article 52)
- Layoff and Recall (Article 53)
- Cafeteria Discounts (Article 60)
- Charge Nurse (Article 61)
- Workload & Staffing Committee (Article 62)
- Nursing Practice Committee (Article 63)
- Dress Code (Article 65)
- Weekend Assignments in the ED (Article)
- Emp. Access to Union Representation (Article)
- Operating Room – Service Line Leads (MOU 5)
- RN Charge Assignments (MOU 9)

Tech Tentative Agreements

- Recognition (Article 3)
- Categories of Employees (Article 14)
- Low Census (Article 21)
- Respiratory Low Census (Article 21a)
- Health and Safety (Article 52)
- Layoff and Recall (Article 53)
- Cafeteria Discounts (Article 60)
- Workload & Staffing Committee (Article 61)
- Dress Code (Article 63)
- Temporary Employees (Article)
- Resp Tech & Rad Tech Orientation (Article)
- Emp. Access to Union Representation (Article)
- Radiologic Technologist Shift Rotation (MOU 2)
- Weekend Employees in the CT Dept. (MOU 3)
- In Charge - Respiratory Therapy (MOU 7)
- 6-Hour Shift Employees in Respiratory (MOU 4)
- Shift Rotation in the Operating Room (MOU 6)
- Cardiac Sonog. Student Training Pay (MOU 8)
- Mammography Lead (MOU)
- Respiratory Work Hours (MOU)
- Part-Time Non-Benefitted Positions (MOU)
- EEG Title (Side Letter)
- Resp. Therapy Promo. & Licensure (Side Letter)
- Resp. (Mother's/Father's Day) (Side Letter)