

Negotiations UPDATE

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 Mercy Hospital of Buffalo.

The first phase involved primarily “side table” negotiations with 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 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 Mercy RN and STC 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

- Recognition (Article 3)
- Categories of Employees (Article 15)
- Weekend Employees (Article 16)
- Flexible Employees (Article 17)
- Per Diem Employees (Article 18)
- Temporary Employees (Article 19)
- Shift Rotation (Article 22)
- Layoff and Recall (Article 54)
- Consolidation of Job Descrip. (MOU 11)
- Cath Lab Schedule (Side Letter) *

STC Tentative Agreements

- Recognition (Article 3)
- Categories of Employees (Article 15)
- Weekend Employees (Article 16)
- Flexible Employees (Article 17)
- Per Diem Employees (Article 18)
- Temporary Employees (Article 19)
- Floating, Resourcing and Downstaffing (Article 23)
- Layoff and Recall (Article 54)
- Extended Shifts (Article 58)
- EVS Workers (MOU 1)
- Categories of Employees (MOU 4)
- 12 Hour Shifts for NAs (MOU 7)
- Consolidation of Job Descrip. (MOU 12)
- Job Descriptions (MOU 13)
- Four Hour Shifts (MOU 16)
- Cath Lab Scheduling (Side Letter) *
- Upgrades (Side Letter)

* Does not include Union’s Cardiac Cath Lab hours of work proposal, which is still open for bargaining.