

# Negotiations

# UPDATE

## St. Joseph Campus, 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 St. Joseph Campus.

The first phase involved primarily “side table” negotiations with St. Joseph Campus 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 St. Joseph Campus.

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 St. Joseph Campus RN and Service 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](http://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)
- Definition (Article 4)
- Union Representation (Article 12)
- Categories of Employees (Article 19)
- Per Diem Employees (Article 20)
- Weekend Employees (Article 21)
- Temporary Employees (Article 22)
- Vacancies, Job Bidding, & Transfers (Article 26)
- Hours & Work Schedules (Article 27)
- Extended Shifts (Article 28)
- Shift Rotation (Article 30)
- Floating (Article 31)
- Staffing Committee (Article 32)
- Health & Safety (Article 33)
- Parking (Article 60)
- Amendment (Article 64)
- Staff Lounge (Article 65)
- Complete Agreement (Article 66)
- Cafeteria Discounts (Article)
- Emp. Access to Union Representation (Article)
- Entry Level Qualifications (Appendix A)
- Payroll Deduction Authorization (Appendix B)
- Recognition (MOU 1)
- Nurse Interns (MOU 2)
- Self-Scheduling (MOU 5)
- Self-Contained Unit for Staffing (MOU 8)
- Day Flex Positions in the ED (MOU 10)
- Seniority Dates (MOU)
- Handoff (Side Letter)
- NYS PSL Weekend Employees (Side Letter)
- On-Call (Side Letter)
- Union Representation (Side Letter)

### Service Tentative Agreements

- Recognition (Article 3)
- Definition (Article 4)
- Union Representation (Article 12)
- Categories of Employees (Article 19)
- Per Diem Employees (Article 20)
- Temporary Employees (Article 21)
- Downstaffing/Temp. Reductions (Article 23)
- Vacancies, Job Bidding, & Transfers (Article 25)

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## **Service Tentative Agreements (Continued)**

- Hours of Work & Work Schedules (Article 26)
- Health and Safety (Article 30)
- Parking (Article 56)
- Amendment (Article 60)
- Complete Agreement (Article 61)
- Extended Shifts (Article 62)
- Cafeteria Discounts (Article)
- Employee Access to Union Representation (Article)
- Payroll Deduction Authorization (Appendix A)
- Paid Time Off Grandfathering (MOU 3)
- Shift Rotation (MOU 5)
- Short Shifts (MOU New)
- Union Representation (Side Letter)