

Negotiations UPDATE

Bargaining Continues – Progress Made on Several Proposals

After a week off for the Fourth of July holiday, the bargaining teams for Kenmore Mercy, Mercy, St. Joseph Campus and the CWA have been back at the negotiation table continuing to make progress on settling our contracts.

Last week, the hospitals presented their Sick Leave proposal which included minor changes in the NYS Paid Sick Leave law implementation. Mary Ellen Meckes, Manager of Integrated Disability Management for Catholic Health, attended one of the bargaining sessions to further explain and discuss the Sick Leave proposal and answer questions from the union. During side table negotiations for Mercy Hospital, the hospital and the union exchanged proposals on a number of articles and tentatively agreed to the union's Seniority proposal for the RN and STC bargaining units.

On Tuesday, we presented our last two economic proposals on Staffing Incentives (bonus pay) and PTO. The Staffing Incentives, which are divided into Short Notice and Advanced Notice Pick-Up (see right), are designed to provide additional compensation to associates who pick up extra shifts or work beyond their scheduled shifts to help improve staffing within our hospitals.

While we know this is a short-term solution in the midst of a national labor shortage, we continue to work diligently on recruitment efforts in all job categories. The root causes of staffing shortages – lack of qualified candidates, extended unemployment benefits, and extensive state-mandated leave policies – are becoming an increasing concern for all employers. Even with the addition of new positions to address our staffing needs, vacancies remain unfilled, forcing us to rely on agency staffing. Despite these challenges, we will continue to recruit and develop qualified candidates.

We also presented our PTO proposal moving us closer to common PTO accruals across the six labor contracts. For the majority of associates, PTO accruals will remain the same, while a number of associates will see a slight increase or decrease.

This week, we continued to discuss a few non-economic articles, including Bereavement, Transitional Duty and Corrective Action. The hospitals and the union are moving closer on these articles and we expect to have tentative agreements in the coming days.

What's Next?

Now that we have presented all our economic proposals, we expect to receive economic counter-proposals from the union.

Because it's important to have the facts regarding contract negotiations, we will share regular *Negotiation 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.

Staffing Incentives

Short Notice Pick-Up

If the union accepts our proposal, any associate who comes to work on short notice (less than 24 hours) or agrees to stay after their shift on short notice, for a minimum of 4 hours, would receive the following lump sum bonus payment in addition to overtime pay (if applicable):

Registered Nurses:

- \$20 for working an extra 4 hours
- \$40 for working an extra 8 hours
- \$80 for working an extra 12 hours

Technical Associates:

- \$15 for working an extra 4 hours
- \$30 for working an extra 8 hours
- \$60 for working an extra 12 hours

Service and Clerical Associates:

- \$10 for working an extra 4 hours
- \$15 for working an extra 8 hours
- \$25 for working an extra 12 hours

Bonus pay beyond the abovementioned hours would be prorated.

Advanced Notice Pick-Up

Any associate who picks up a full open shift with greater than 24 hours' notice, in addition to working their budgeted hours within any work week, would receive the following lump sum bonus payment in addition to overtime pay (if applicable):

Registered Nurses:

\$7 per hour for each extra shift worked

Technical Associates:

\$5 per hour for each extra shift worked

Service and Clerical Associates:

\$3 per hour for each extra shift worked

Per Diem employees would have to pick up more than four shifts per scheduling block to be eligible for Advanced Notice Pick-Up Bonus.

Any call-off during the pay period in which an extra shift is worked will result in forfeiture of bonus pay for that pay period. The attendance policy would apply to call-offs of shifts previously committed to.