

Negotiations

UPDATE

Back to the Bargaining Table

After a week off, the bargaining teams for Kenmore Mercy, Mercy, St. Joseph Campus, and CWA were back at the bargaining table on Tuesday. It was a productive day as the hospitals presented two major economic proposals.

Common Wage Scale for all RNs

The hospitals proposed all RNs at Mercy, Kenmore Mercy and St. Joseph Campus be put on a common 10-step wage scale (see right). Any RN whose current pay rate is above their applicable step, would be “red circled” and receive a lump sum payment in the amount of the increase, rather than an increase added to their base salary, until their pay rate matches the step scale. We also talked to the union about developing a similar wage scale for STC associates.

RN Common Wage Scale Steps

- Step 1 - Hire rate
- Step 2 - 1st year anniversary
- Step 3 - 2nd year anniversary
- Step 4 - 3rd year anniversary
- Step 5 - 4th year anniversary
- Step 6 - 5th year anniversary
- Step 7 - 8th year anniversary
- Step 8 - 12th year anniversary
- Step 9 - 16th year anniversary
- Step 10 - 20th year anniversary

Retention & Recruitment Initiative Memorandum of Understanding

Recruitment & Retention Incentive Payments

	Comp. of Orientation	12M	18M	24M	36M
FT RNs	\$1000	\$3000	\$1000	\$3000	\$5000
FT NAs & ITAs	\$400	\$1250	\$400	\$1250	\$2000

To fill RN, NA, and ITA vacancies and retain staff on the night shift, the hospitals propose offering competitive payment incentives to FT and PT associates in the Med/Surg and Critical Care Float Pools. All eligible new hires and current associates who sign a Recruitment & Retention Agreement will receive sign-on and retention bonuses after completing their orientation and 12, 18, 24, and 36 months of service, according to the chart on the left.

Bargaining Recap

Over the past several weeks, the hospitals presented counter proposals on the following:

- Hospital Discounts – 7/28
- Overtime – 7/28
- Sick Leave Pay – 7/28
- Staffing Incentives – 7/13
- Paid Time Off – 7/13

It's been more than a month since we presented our last two economic proposals on staffing incentives (bonus pay) and PTO. We're still waiting for counterproposals from the union on all our economic proposals, including wages, health coverage, and retirement benefits. We would prefer to settle negotiations with the CWA without disputes or delays. Events like the informational picket are a way to draw attention to the union, but contribute nothing to negotiations. We hope the CWA will return to bargaining ready to proceed.

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 at any time for the latest news and information related to bargaining and to review copies of these updates and other FAQs.