

Negotiations UPDATE

Accurate and Reliable Information Helps You Make More Informed Decisions

We are committed to providing associates and others with fact-based information about negotiations. We encourage people to read the updates and FAQs we provide, along with information from other sources, so they can make their own informed decisions about which source they think is providing the most accurate and reliable information.

There were many less-than-fully truthful statements and a great deal of outdated information in the union's latest bargaining update. For instance:

| The union says... | The reality is... |
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| <p>WAGES Catholic Health is proposing a 1% across-the-board increase in wages</p> | <p>We provided the union with common wage scale proposals as part of our economic package weeks ago. Our wage proposals would have provided RNs with average pay increases of 5.6% and STC with average pay increases of 9.8% over the life of the contracts.</p> <p>However, since our common wage scale proposal was tied to our pension proposal and the union has not responded to that proposal in any substantial way since July, we withdrew our common wage proposal on Wednesday (9/15).</p> <p>We presented the union with new wage proposals calling for a 2% increase in the first year of the contracts and 1.5% each subsequent year.</p> |
| <p>RETIREMENT BENEFITS The 403(b) defined contribution plan will provide worse benefits than the defined benefit plan.</p> | <p>While a 403(b) plan would have given associates greater control over their retirement benefits than a defined benefit plan (pension) and would have benefitted a significant majority of associates, we withdrew our proposal related to retirement benefits along with the common wage proposal on Wednesday (9/15) because the two proposals were a package.</p> |
| <p>HEALTHCARE BENEFITS Catholic Health is proposing "massive increases" in the share of healthcare premium benefits paid by associates</p> | <p>Our current healthcare benefits proposal, which is part of our economic package, is for Catholic Health to pay 75% of the premium cost for full-time associates and 55% for part-time associates.</p> |

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Union Engages in “Regressive” Bargaining Delaying Progress in Negotiations

Rather than engaging in meaningful dialogue about important economic matters, the union presented the hospitals with a proposal related to uniforms. Following the 2016 negotiations, Mercy Hospital and the union agreed to color-coded uniforms for a majority of bargaining unit associates. This best practice helps fellow associates, patients and visitors more easily identify which individuals can assist in certain situations. Now, with just two weeks before the contracts’ expire, the union has effectively proposed ending this existing practice or requiring the hospitals to pay associates to wear their uniforms.

Today (9/16), the hospitals revised the unfair labor practice charge they recently filed against the union with the National Labor Relations Board (NLRB). Not only has the union continued to engage in bad faith, surface bargaining, but now with recent proposals, it has again engaged in regressive bargaining. This illegal bargaining tactic means that rather than attempt to make progress in negotiations, the union has moved backward on certain matters.

Bargaining Sessions Increase to Five Days per Week

With only two weeks remaining until the contracts expire, we will begin negotiating five days per week. The hospitals will continue to bargain in good faith, and would like to see the union focus on working with us to settle these negotiations.

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.