

Negotiations UPDATE

Hospitals Present Comprehensive Economic, Staffing Proposals

Late Wednesday night, the hospitals presented a \$31 million, comprehensive economic package to the union. Our offer would bring the total value of the contracts to in excess of \$240 million for associates at Kenmore Mercy Hospital, Mercy Hospital of Buffalo, and Sisters of Charity, St. Joseph Campus.

We believe we have listened to our associates through their union representatives. Since February, we have been working with the union to find common ground and align the hospitals' resources in a fair, viable way to best match associates' interests, including staffing, as discussed at bargaining.

The table below outlines what we proposed to the union.

Topic	Catholic Health Hospitals' Proposal							
WAGES	Contract Year 1	<ul style="list-style-type: none"> All associates would be migrated to common wage scales. RNs would see an average wage increase of 4.4%. STC associates would see an average wage increase of 8.4%. <p>Average wage increase ranges:</p> <table border="1"> <tr> <td>Kenmore Mercy Hospital Tech</td> <td>3.2% - 24.0%</td> </tr> <tr> <td>Mercy Hospital STC</td> <td>3.0% - 24.6%</td> </tr> <tr> <td>Sisters of Charity, St. Joseph Campus Service</td> <td>3.0% - 25.3%</td> </tr> </table> <ul style="list-style-type: none"> If an associate's current rate is above the new step scale, they would be "red circled"¹ and receive a lump sum payment, rather than having the increase added to their base pay. No one's pay rate would be reduced if they are above the step scale. 	Kenmore Mercy Hospital Tech	3.2% - 24.0%	Mercy Hospital STC	3.0% - 24.6%	Sisters of Charity, St. Joseph Campus Service	3.0% - 25.3%
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	Contract Year 2	2.0% General Wage Increase (GWI)						
Contract Year 3	2.0% GWI							
Contract Year 4	2.5% GWI							
HEALTH PLAN BENEFITS	<ul style="list-style-type: none"> Nearly 750 full-time associates who pay 10% of their healthcare premium cost will pay 15%. All full-time associates who pay 20% of their healthcare premium cost will continue at 20%. New full-time hires as of ratification will pay 25% of their healthcare premium cost. 							
RETIREMENT BENEFITS	Associates' pension plan will remain unchanged.							

¹ Creating a common wage scale would provide associates in the same position and the same years of service with the same rate of pay. When bringing three hospitals together on a common wage scale, it's likely some associates are paid more than the new step scale while others are paid less. To help lower-paid associates catch up without penalizing higher-paid associates, the higher-paid associates receive a lump sum payment until everyone in the same position, with the same years of service, has the same base rate of pay for their step. This common pay practice is known as red circling.

PTO	Maintain current PTO levels for all associates.
STAFFING	The hospitals propose, among other provisions, a commitment to increase staffing resources in excess of 10% above the current average daily census for areas at Kenmore Mercy Hospital and Mercy Hospital.

Over the Next 24 Hours...

We have made a good faith effort to provide a fair contract with competitive wages and benefits and to avert a strike.

Today, the union posted picket schedules and further signaled its intent to follow through with its threat to strike. However, the union has the ability to withdraw its 10-day notice before its planned strike begins.

Associates have the legal right to tell CWA if they don't want to go on strike and prefer that the union settles negotiations with Catholic Health hospitals without a work stoppage.

Associates can share their views with CWA Local 1133 leadership at (716) 828-1133.

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.