

Negotiations

UPDATE

Facts about the Hospitals' Proposal to Address Staffing

We recognize and respect that our nurses and other healthcare workers are frustrated and fatigued as we continue to work through the COVID-19 pandemic. The union's bargaining committee has thoroughly explained associates' interests for stronger staffing in the hospitals' units and departments. We agree that creating a healthy work environment is essential to provide the highest standards of compassionate patient care.

Catholic Health and its hospitals have a comprehensive staffing strategy and continue to actively seek solutions for staffing. Additionally, on Wednesday night, the hospitals presented the union with a staffing proposal that would include, among other measures:

Increasing staffing levels to our targeted staffing grids/plans on a schedule:	<ul style="list-style-type: none"> • 25% of staffing levels by April 1, 2022; • 50% of staffing levels by July 1, 2022; • 75% of staffing levels by October 1, 2022; and • 100% of staffing levels by January 1, 2023
Increasing staffing resources to 10% above the average daily census for Kenmore Mercy and Mercy Hospitals. The increased resources will be applicable to med/surg, ED, and critical care areas – including the ancillary/service departments that support the hospital census.	<ul style="list-style-type: none"> • The hospitals will assess the census quarterly and adjust both core staffing and the subsequent 10% increases based on the previous quarter's average daily census. • The potential sources for the increased staffing resources would be additions to an existing float pool, additional flex positions (FT/PT), and the establishment of float pools for the service and other areas where float pools do not currently exist.
Developing and overseeing a clinical staffing plan that includes specific staffing for each patient care unit and work shift based on patient census; acuity and intensity measures; skill mix; availability, level of experience and specialty certification or training of nursing personnel; and other factors.	
Establishing a Clinical Staffing Committee (CSC) for the purpose of implementing and complying with the responsibilities outlined in New York State's new legislation (SO1168-A/S6346)	
<ul style="list-style-type: none"> • The union will select the associates in the job titles and quantity it desires as its representatives • Create a subcommittee of the CSC to review acuity tools 	
Assessing bed capacity of each unit and make every attempt to "load balance" patients within a hospital to ensure nurse-to-patient grid assignments don't exceed targets for a prolonged period. This provision would only be applicable when a hospital is not at or near capacity.	

Our Position on Staffing Ratios

The nationwide labor shortage is a reality that hospitals around the country are facing. Introducing staffing ratios to the contract, as the union has proposed, will not create a competitive advantage for Catholic Health hospitals nor will it help recruit and retain nurses and other healthcare workers.

Over the Next 18 Hours...

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

On Wednesday, CWA 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.