

CONTRACT NEGOTIATION SUMMARY

The hospitals' proposal addresses all of our associates' concerns as expressed by the CWA and includes one of the most progressive approaches to address staffing shortages of any hospital in our region. It would create a set of six contracts covering approximately 2,500 nurses and service, technical and clerical associates across Kenmore Mercy Hospital, Mercy Hospital and Sisters of Charity Hospital, St. Joseph Campus.



WAGE INCREASES FOR ASSOCIATES

CONTRACT YEAR 1	A minimum 3.0% wage increase (which may be a lump-sum payment or a combination of base wage increase and a lump-sum payment)
CONTRACT YEAR 2	2.0% General Wage Increase (GWI)
CONTRACT YEAR 3	2.5% GWI
CONTRACT YEAR 4	2.75% GWI
OTHER HIGHLIGHTS:	<ul style="list-style-type: none"> • Wage increases would be retroactive to the first full pay period of June 2021 • All associates would be migrated to common wage scales • All associates would make at least \$15/hour. • Catholic Health significantly reduced the number of associates who would receive a lump-sum payment and be "red-circled."* • In addition to many jobs that will be immediately upgraded, several other jobs will be upgraded in year 3 of the contract.



PRESERVING QUALITY HEALTH COVERAGE

- Contribution rates: No change from current contract; New FT hires pay 20%; Catholic Health pays 80% of premium costs
- Minor plan changes, including access to Catholic Health Specialty Physicians with \$0 copays
- New Hybrid, High-Deductible Plan option
- Dental: No changes from current contract



PROTECTING ASSOCIATES INTO RETIREMENT

No changes from current contract, but Catholic Health will increase its funding to the plans.



PTO

Catholic Health would maintain current PTO accrual levels for all associates and increase the rates for part-time associates with 24 or more years of service.

+ BONUS PAY

*Red Circling Explained

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.

CATHOLIC HEALTH SAFE STAFFING MODELS FOR ASSOCIATES & PATIENTS

Catholic Health hospitals' staffing proposal presents a strong, long-term solution to address staffing challenges, the same challenges facing healthcare systems across New York and the country.

Skilled staff members are at the core of carrying out our mission and have helped our hospitals repeatedly meet and exceed national standards for quality and safety, year after year. Our staffing proposal moves us forward as an organization, not only for nurses, but for other important roles like dietary, technicians and environmental service associates.

1. Increase Staffing to Agreed-Upon Ratios

2. Staffing 10% Above Core Departmental Staffing

This proposal means adding more than 250 new positions.

3. Bonus Pay

Catholic Health is offering an additional incentive for associates to pick up shifts if staffing goals aren't met in a quarter.

4. Implement American Association of Critical Care Nurses' Healthy Work Environment Model

Catholic Health will hire a subject-matter expert to assist with this implementation.



SAFE STAFFING
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