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Immediate Release
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Hospitals Present Comprehensive Economic, Staffing Proposals

Late Wednesday night, 30 hours before a strike is scheduled to begin at Mercy Hospital of Buffalo, the hospital, along with Kenmore Mercy Hospital and St. Joseph Campus, presented a \$31 million, comprehensive economic package to CWA. The offer would bring the total value of the six contracts covering registered nurses and service, technical and clerical associates to more than \$240 million.

“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,” said JoAnn Cavanaugh. “We strongly believe the contract provisions we have presented are fair, provide market-competitive wages and benefits, and address staffing concerns.”

The table below outlines what the hospitals 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%.Service, technical and clerical associates would see an average wage increase of 8.4%. <p>Average wage increase ranges:</p> <table><tr><td>Kenmore Mercy Hospital technical associates</td><td>3.2% - 24.0%</td></tr><tr><td>Mercy Hospital service, technical and clerical associates</td><td>3.0% - 24.6%</td></tr><tr><td>Sisters of Charity, St. Joseph Campus service associates</td><td>3.0% - 25.3%</td></tr></table>		Kenmore Mercy Hospital technical associates	3.2% - 24.0%	Mercy Hospital service, technical and clerical associates	3.0% - 24.6%	Sisters of Charity, St. Joseph Campus service associates	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	Most current associates’ health insurance premiums will remain unchanged.								
RETIREMENT BENEFITS	Associates’ pension plans will remain unchanged.								
PTO	Maintain current Paid Time Off (PTO) accrual levels for all associates.								
STAFFING	The hospitals proposed, among other provisions: <ul style="list-style-type: none">Increasing staffing resources to 10% above average daily census for Kenmore Mercy Hospital and Mercy Hospital								

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| | <ul style="list-style-type: none">• Adding approximately 230 new positions in nursing, imaging, and service areas• Creating a joint management-union clinical staffing committee to discuss staffing challenges. |
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“A rising tide of Mercy Hospital associates are sharing that they don’t want to go on strike,” Cavanaugh said. “The hospitals have made a good faith effort to provide a fair contract with competitive wages and benefits and to avert a strike.”

The union has the ability to withdraw its 10-day strike notice before its planned strike begins tomorrow morning at 6 a.m.

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