

Negotiations

UPDATE

IMPORTANT INFORMATION FOR CWA BARGAINING UNIT MEMBERS

Progress is Underway as Second Month of Bargaining Continues

Progress continues as we completed our sixth week of bargaining with the CWA. If you're new to this process, we're currently in what is called "**common table**" negotiations.

What are Common Table Negotiations?

Since we're bargaining seven different contracts at the same time, there are similarities and differences in each contract based on the priorities of each bargaining unit. Common table negotiations are an important first step in the bargaining process, where we review a wide range of articles and memorandums of understanding (MOUs) that are the same across all contracts.

What Has Been Accomplished So Far?

Since bargaining began, we've reached agreements on more than two dozen articles and MOUs (see right), and made presentations on several important issues, including:

- Catholic Health's [Employee Assistance Program \(EAP\)](#) and the many services available to support our associates.
- Our transition from **Kronos to Infor Workforce Management** and the benefits this new time & attendance and scheduling system will offer our associates, managers, and timekeepers.
- Our **Nurse Residency Program** and how this educational initiative is strengthening our workforce by supporting newly hired graduate nurses and enhancing our nursing recruitment and retention efforts.
- Matt Batt, Dir. Risk Management/Sr. Associate Legal Counsel, presented guidance on what **associates can do to protect themselves** in the event of a dangerous situation at work.
- Cristina Tobin, VP of Operations at Mercy Hospital, presented an update of the work of the **System Safety Steering Committee** and the progress we are making to put measures in place to protect the safety of associates across our system.

What's Next?

While our discussions have been productive, as shown by the articles and MOUs we've reached tentative agreements on, there is still more work to be done. We are committed to working together to find common ground and provide you with **competitive wages and benefits, a safe and supportive work environment**, and the **resources you need to deliver the very best care**.

As we continue negotiations, staffing remains one of our top priorities. Our bargaining team is carefully reviewing each proposal on the table to see how it affects staffing, both independently and in relation to other proposals. Our goal is to find fair and equitable policies that support our associates while maintaining a strong focus on staffing.

Though some may feel bargaining is moving slowly, it's important to remember that many of the proposals presented have economic components. These will be addressed later in the bargaining process when we begin our economic discussions. It's sometimes difficult to look at each proposal on its own, without first considering how it affects each of the bargaining units' contracts.

After a scheduled break next week, bargaining will continue on April 21. In the coming weeks, we will begin to look at the economic impact of each proposal, as well as break into smaller groups, known as "**side table**" negotiations, to address proposals that are specific to each bargaining unit.

For the latest bargaining news, visit chsbuffalo.org/negotiations or scan this QR code.

Tentative Agreements

- CT 2 - Responsible Union/Employer Relationship (CC)
- CT 3 - Access to Hospital – Union Representative (UP)
- CT 4 - Non-Discrimination (CC)
- CT 5 - Union Membership (CC)
- CT 6 - Dues Deduction (CC)
- CT 7 - Political Action Fund (CC)
- CT 11 - Probationary Period (UP)
- CT 13 - Leave of Absence (EP)
- CT 25 - Management Rights (CC)
- CT 26 - No Strike No Lockout (CC)
- CT 27 - Successorship (CC)
- CT 28 - Savings Clause (CC)
- CT 29 - Travel (CC)
- Article 1 - Agreement (UP)
- Article 10 - Personnel Records (EP)
- Article 14 - Military Leave (UP)
- Article 15 Jury Duty - (EP)
- Article 21 - Transitional Duty (UP)
- Article 22 - Bulletin Boards (EP)
- Article 34 - Union Printing (EP)
- Article 36 - Subpoenaed Employees (EP)
- Article 59 - NYS Paid Sick Leave (EP)

New articles brought from side table to common table:

- Staff Lounge (UP)
- Voluntary Flexible Spending Account (UP)
- Categories of Employment (UP)
- Temporary Employees (EP)
- MOU 10 Epidemic/Pandemic/Infectious Disease/State of Emergency Preparedness (EP)

CC – Current Contract

CT – Common Table

EP – Employer Proposal

UP – Union Proposal

