

# Negotiations

# UPDATE

IMPORTANT INFORMATION FOR CWA BARGAINING UNIT MEMBERS

## Progress Continues, Side Table Negotiations on the Horizon

After taking a short break for Easter, our bargaining teams have returned to the negotiation table. Since our last *Negotiations Update*, we've made steady progress and reached tentative agreements on eight more articles and memorandums of understanding (MOUs). This helps narrow down the number of "common table" items still left to negotiate for all the bargaining units.

This week, we welcomed leaders from **Imaging Services** to the bargaining table to discuss important topics like orientation and precepting, and to answer questions submitted by the Union. These discussions are part of our ongoing efforts to ensure everyone understands our employment policies and questions and concerns are addressed.

On Monday, the Union presented their staffing proposal, which we are reviewing. Since staffing has a large economic component, we will be responding to the Union's proposal when we present our economic proposals later in bargaining.

### What's Next?

Once we wrap up common table bargaining, we'll shift our focus to "side table" negotiations, where we'll discuss proposals that are specific to the individual bargaining units.

To support this next phase, we'll be adding an extra day to our weekly bargaining schedule beginning Monday, May 19. The plan is to meet three times each week, dedicating one day per week to each of the hospital contracts.

### Our Priorities Moving Forward

**Staffing remains one of our top priorities.** Each time a proposal is presented, our bargaining team considers how it might affect staffing—not just on its own, but in connection with other proposals.

As always, we're committed to negotiating a fair contract that provides **competitive pay and benefits**, and a work environment where our associates can **thrive and provide the best care possible**. Thank you for your patience during this process. We remain focused on reaching a tentative agreement before the contracts expire on June 30.

For the latest bargaining news, visit [chsbuffalo.org/negotiations](https://chsbuffalo.org/negotiations) or scan this QR code.

### Tentative Agreements

- CT Article 31 – EAP (EP)
- CT Article 38 – NYS Paid Family Leave (UP)
- MOU 4 - Staffing/Clinical Staffing Committee (UP) Delete
- MOU 7 - Prescription Coverage (UP) Delete
- MOU 8 - Seasonal Employees (UP)
- MOU 9 Retired Employees – Return to Work Per Diem (UP)

New articles brought from side table to common table:

- Employee Access to Union Representation (EP)
- Weekend Employees (EP)

CC – Current Contract

CT – Common Table

EP – Employer Proposal

UP – Union Proposal

