

# Negotiations

# UPDATE

IMPORTANT INFORMATION FOR CWA BARGAINING UNIT MEMBERS

## Productive Side Table Negotiations Continue, Numerous TAs Reached

On May 19, our hospitals' bargaining teams and the CWA kicked off side table negotiations, focusing on contract proposals that are specific to each bargaining unit. We're now bargaining three times a week, with one full day each week dedicated to each hospital. As we near completion of some of our side table negotiations, we may adjust our schedule accordingly to work on the remaining open articles.

Discussions have been productive, as demonstrated by the numerous tentative agreements (TAs) we've reached (see list below). We hope to wrap up side table negotiations within the next two weeks in order to return to common table proposals. During this next phase of bargaining, the hospitals and the union will begin negotiating their economic proposals. Some side table articles with economic components will also be addressed during these discussions.

We want to extend our sincere thanks to the bargaining teams from Kenmore Mercy, Mercy, and St. Joseph Campus for their hard work and collaboration over the past two weeks.

### What's Next?

As we enter the economic phase of bargaining, we will continue to keep you updated on our progress. Our team remains committed to reaching a tentative agreement before the contracts expire.

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



## Tentative Agreements Reach During Side Table Negotiations

### Kenmore Mercy Hospital

#### RN Contract

- Article 1 Recognition
- Article 3 Categories (CT)
- Article 4 Temp (CT)
- Article 6 Weekend (CT)
- Article 10 On-Call Procedure Operating Room, Post Anesthesia Care Unit, Interventional Radiology & Dialysis
- Article 15 Health & Safety/Workplace Violence
- Article 18 Workload and Staffing/Nurse Practice Committee
- Article 21 Employee Access Union Rep (CT)
- MOU 2 Operating Room – Service Line Leads

CT – Common Table

#### Technical Contract

- Article 3 Categories (CT)
- Article 13 Health & Safety/Workplace Violence
- Article 18 Imaging and Surgical Technologist Shift Rotation
- Article 21 Temp Employee (CT)
- Article 22 Employee Access Union Rep (CT)
- MOU 1 Bargaining Unit Work
- MOU 2 Weekend Employees in the CT Department – Delete
- MOU 3 In Charge – Respiratory Therapy
- MOU 7 PT Non-Benefitted Positions
- MOU 8 Weekend Employees – Radiology Technologists – Delete

## Mercy Hospital

### RN Contract

- Article 2 Categories of Employees (CT)
- Article 19 Weekend Employees (CT)
- Article 21 Employee Access to Union Representation (CT)
- Article 22 Temporary Employees (CT)

### Service, Technical & Clerical Contract

- Article 19 Categories of Employees (CT)
- Article 20 Weekend Employees (CT)
- Article 21 Temporary Employees (CT)
- Article 22 Employee Access to Union Representation (CT)

## St. Joseph Campus

### RN Contract

- Article 1 Recognition
- Article 3 Categories of Employees (CT)
- Article 5 Weekend Employees (CT)
- Article 6 Temporary Employees (CT)
- Article 14 Floating
- Article 16 Parking
- Article 19 Employee Access to Union Representation (CT)
- Article 21 Work in Progress
- Article 22 Staffing Committee
- Article 24 Staff Lounge (CT)
- MOU 1 Recognition
- MOU 2 Nurse Interns – Delete
- MOU 4 Variable Start Positions in the ED
- MOU 5 Seniority Dates – Delete

### Service Contract

- Article 1 Recognition
- Article 3 Categories of Employees (CT)
- Article 5 Temporary Employees (CT)
- Article 12 Floating
- Article 14 Parking
- Article 17 Employee Access to Union Representation (CT)
- Article 20 Voluntary Flexible Spending Account (CT)
- MOU 2 Short Shifts
- New MOU Recognition

### Technical Contract

- Article 1 Recognition
- Article 3 Categories of Employees –(CT)
- Article 4 Temporary Employees (CT)
- Article 10 Parking
- Article 12 Employee Access to Union Representation (CT)
- Article 15 Staff Lounge (CT)
- Article 20 Staffing Committee