

Negotiations FAQs

Answers to some frequently asked questions about contract negotiations

How do negotiations work?

Union negotiations are a formal process where representatives from both the Union and hospital management meet to discuss and bargain over the terms of employment for union members.

During negotiations, both sides present their proposals and listen to each other's concerns. They go back and forth by making counteroffers and adjusting their demands until they find common ground both agree on.

What is the current status of negotiations?

We've completed the first round of common table negotiations, focusing on non-economic issues that affect all bargaining units across the hospitals. Since then, we've transitioned to side table discussions to address unit-specific concerns at each site. We are now prepared to return to common table to begin discussions on economic issues and are awaiting the Union's proposal. We're eager to engage on the topics associates have identified as most important: salary, staffing, benefits, and retirement planning.

What's taking so long?

We hoped to be further along by now and are doing everything we can to keep the process moving forward. However, without receiving the Union's economic proposal, we're unable to make meaningful progress on the most critical issues. At this stage, it's difficult to predict how long negotiations will take. That said, we remain fully committed to bargaining in good faith and reaching fair successor contracts without unnecessary delays or conflict.

What happens once you receive the economic package proposal?

Once we receive the economic package proposals, our bargaining teams will carefully evaluate each one individually and within the context of the entire contract agreement both with how it impacts staffing and what the financial impact will be.

We are committed to reaching fair collective bargaining agreements that:

- Ensure we continue providing safe, high-quality care and service to our patients
- Offer market-competitive wages and benefits to attract and retain exceptional associates
- Foster a positive work environment and maintain safe staffing levels

Our goal is to negotiate a fair contract that delivers competitive pay and benefits, while supporting a work environment where our associates can thrive and provide the best care possible.

I am hearing things about proposed rates for pay increases and things about the 403b, what was proposed by the hospitals?

Since we haven't received the Union's economic package proposal yet, nothing has been proposed by the hospitals and we are unsure why these rumors are circulating.

I keep hearing we're going on strike. Is that true?

Talk of striking is extremely premature. At this point, we haven't yet received the Union's economic package proposal to begin discussions. Additionally, in order for a strike to take place, CWA members must vote to authorize the strike.

The hospital says one thing about negotiations. CWA says something else. Who should I believe?

We are committed to providing associates and others with **fact-based information** about negotiations. We encourage you to read the information we provide and get information from other sources too, so you can make your own informed decisions about the proposals being presented.

We also added a "Question Box" on our Negotiations Update page, chsbuffalo.org/negotiations. Here, you can **anonymously** submit any questions you have so we can address them in a future communication.