

Collective Bargaining Update for January 19, 2023



On January 19, 2023, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met *in person* to continue negotiations over terms and conditions of employment for CGHMC's union-represented staff.

We Wish you a Happy New Year and All the Best in 2023!



As we enter the New Year, we wish you and your family the very best in 2023!

The past two years have brought many challenges, but our CGH team has always risen to the occasion. We have battled COVID-19 and all the complexity of a *once-in-a-generation* pandemic. We have dealt with the pandemic's impact on our patients, our community, and our workforce. But we have always come together to rise to the challenge in the interest of our patients and the communities we serve.

We look forward to the New Year and continuing to work together to deliver the care our patients deserve and expect.

CGH Proposes Additional Wage Increases for Some Technical Employees; Union Accepts Proposal!

As 2023 begins, we continue to work hard to ensure our wage rates for all employees – both non-union and union-represented – remain competitive. We understand the importance of remaining competitive in the market and the impact on our ability to recruit and retain talent. This is why we repeatedly approached the union with proposals to increase wages for many CGH positions beyond annual increases (our last market adjustment was on October 14, 2022).

Currently, we have proposed, *and the union has accepted*, a plan to increase the minimum and maximum of the wage scale for many of our imaging and Cath lab techs and certain other positions by \$2.50 to \$5.00/hour. Of course, we will provide necessary equity adjustments for current job incumbents to ensure internal and external pay equity.

At the same time these increases take effect, we will change the night shift differential from a percentage to a flat \$4.00 to \$5.00 per hour, which reflects the market standard.

While not predictable, we will continue to monitor the market and propose pay changes when warranted.

New Dates for Bargaining Discussed and Agreed Upon

The bargaining teams are scheduled to meet in person on January 25 and February 1, 15 and 27. As always, we will keep you informed as bargaining continues.