

Collective Bargaining Update for July 11, 2022



On Monday, July 11, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met to bargain over terms and conditions of employment for some CGHMC employees.



After More Discussion, the Union Agrees to End Call for Respiratory Therapy

We are very pleased to announce that the union has *finally* agreed to our proposal to implement a new schedule for Respiratory that abolishes the need for Respiratory employees to take call.

While we are happy the Respiratory team has a new schedule, the process of getting the union to accept this simple change, which is supported by management and employees, was frustrating.

Bargaining Continues Around Many Issues We Have Already Discussed

During Monday's session the bargaining committees also discussed the recent wage increases. The union had many questions to which CGHMC responded fully. We explained again how market adjustments were made using market survey data for *both* represented and unrepresented employees.

Also, on Monday we discussed and responded to aspects of the union's most recent "*package*" proposal. We also discussed open issues, including the union's proposal for a grievance and arbitration process, language on management rights, and the union's desire to conduct union business in breakrooms.

The bargaining process has been ongoing for almost one year, and the union's committee can't (or won't) understand why CGHMC must continue practices common in all hospitals.

For example, AFSCME can't seem to understand why we want break areas to be reserved for employees' breaks (*instead of union business*). In the same manner, the union doesn't understand why we use low census or float employees to meet patient needs and avoid short staffing.

The teams have agreed on bargaining dates through the summer including dates currently set for July 18, 21, 26 and August 2. As always, we will continue to keep you informed as the process develops.