

Collective Bargaining Update for November 11, 2021



On Thursday, November 11, 2021, bargaining teams for CGH Medical Center (CGHMC) and AFSCME Council 31, met again to bargain over terms and conditions of employment for some CGHMC employees.

The union refused to agree to market increases for union-represented entry level staff & LPN's.

As you may know, yesterday CGHMC announced another market adjustment for unrepresented entry level positions. Like the market adjustment provided in July, this adjustment is intended to further address the difficulty CGHMC is having recruiting and retaining candidates, particularly in entry level jobs. This change will take effect for unrepresented employees in the payroll period beginning November 28 and will appear in employees' paychecks on December 17.

During yesterday's bargaining session, CGHMC offered to increase starting wages for union-represented, entry-level job classifications in the same manner (to \$15.00) at the same time (beginning with the November 28 payroll period). To ensure fairness and equity throughout our wage scale, we offered to increase starting rates to \$15.00 per hour and provide equity adjustments for all employees in the impacted classifications. CGHMC also proposed to increase the starting wage for LPNs to \$16.80 and provide similar equity adjustments.

When we implemented market adjustments in July, collective bargaining had not yet begun, and the parties decided to leave market adjustments to the bargaining process. However, we don't know how long bargaining will take to produce a contract. Given the recent current economic conditions, we do not think that you should have to wait for this market adjustment.

Unfortunately, the union did not accept our offer. They said that they want to "think about it" because of "equity" issues and discuss it again when we next meet on November 18.

Union and management agree to Dues Checkoff contract language.

Last night the first article of the contract was agreed by both sides. A tentative agreement was reached on the **Dues Checkoff** clause which is the process by which AFSCME can receive direct deposit funds withdrawn from the paychecks of employee union members each pay period. We also spent some time discussing the grievance procedure but there was no agreement reached.

The union demanded that CGHMC immediately cease using agency personnel.

In an unbelievable move, the union also demanded that we stop using agency staff who are critical to assist with filling staffing gaps. At last night's bargaining session, they spent a lot of time complaining about our long-standing use of agency staff to temporarily fill vacancies to give you the help that you need to provide excellent patient care. While the union has the right to make such a demand, CGHMC is disappointed the union proposes to deprive patients of care and deprive bargaining unit employees of better staffing and working conditions.

The fact that the union is making this demand in the middle of a pandemic is appalling. Some of the union's representatives might seek their medical care elsewhere, but the people the union proposes to deprive are our staff, families, friends, and neighbors. We think that is wrong.

If you have any questions about this information, please contact your leader. You may also direct questions to Patty O'Brien in Human Resources at ext. 5710.