

Collective Bargaining Update for September 1, 2022



On September 1, 2022, CGH Medical Center (CGHMC) sent a proposal to AFSCME, Council 31, in which we proposed another round of market increases for Registered Nurses.

CGHMC Proposes Another Round of Wage Increases for Registered Nurses

To respond to recent dramatic increases in the local-area market, today CGHMC's team proposed raising starting wages for Inpatient Bedside RNs to \$32.00 per hour, Clinic Procedure RNs to \$28.50, and Physician Office RNs to \$26.84 per hour.

Of course, we have proposed providing similar equity adjustments for CGHMC nurses across the wage scale. These increases are intended to demonstrate our continued commitment to providing fair and market-competitive wages for employees in all job classifications.



These increases are proposed *in addition* to the increases we implemented in July 2022. As you might recall, July increases provided all employees with 4% across-the-board increases in addition to market adjustments for many job classifications including RNs (*in July, wage rates for inpatient RNs were raised by 14% and starting pay for clinic RNs was raised by 10%*).

CGHMC is Keeping Pace with the Market, but Our Resources are Stretched

Much like the family budget squeezed between rising costs for food, energy, and other necessities, CGHMC's finances are also currently strained by rising costs, including labor costs (which make up about 65% of CGHMC's budget). And, while – financially – we *are* keeping up, we are also currently running deficits that have averaged about \$1 million dollars per month.

Maintaining our competitive position in the market helps us retain top talent – which is good for patients and the community we serve – **but our resources are not unlimited.**

The Union has Our Proposal

Of course, we cannot implement the wage increase unless the union agrees. We tried to schedule a bargaining session to discuss the proposal, but the union's team was not available. We stand ready to bargain with the union and discuss this most recent proposal as soon as possible.