

Collective Bargaining Update for October 28, 2021



On Thursday, October 28, 2021, bargaining teams for CGH Medical Center (CGHMC) and the American Federation of State County and Municipal Employees (AFSCME), Council 31, met again to bargain over terms and conditions of employment for some CGHMC employees.

To keep you informed about the bargaining process, after each bargaining session we will publish a **Collective Bargaining Update**. Collective Bargaining Updates will be posted on the [CGHMC intranet](#) where you can view all current and past updates and submit questions.



Bargaining Session Highlights (October 28, 2021)

During Thursday's bargaining session, the union's bargaining team delivered counter-proposals (responses to proposals made by CGHMC during our last bargaining session). The union's counter-proposals covered the following topics:

- Grievance Procedure
- No Strike/No Lockout
- Management Rights
- Discipline

After a brief caucus, the bargaining teams discussed the union's counter-proposals and CGHMC's team offered new proposals on the Grievance Procedure and No Strike/No Lockout provisions.

During Thursday's session, the union's chief negotiator also complained about the fact that we have conducted bargaining sessions *virtually* rather than *in-person*. In response, CGHMC explained that COVID-19 remains a risk and that CGHMC's focus is on the safety of participants in bargaining (and those who might come in contact with them).

CGHMC further explained that IDPH has issued guidance regarding in-person meetings on hospital premises, which limit the number of people in conference rooms and breakrooms at our facility.

CGHMC explained to the Union that it was willing to discuss potential in-person negotiations, but that precautions needed to be taken to ensure the safety of all participants.

The next bargaining session will be on November 3, and it will be held virtually. Bargaining sessions are also scheduled for November 11 and 18.

As always, as this process continues to develop, we are committed to keeping you informed.

Questions: If you have any questions about this information, please contact your leader at CGHMC. You may also direct questions to Patty O'Brien in Human Resources at X5710.