

Collective Bargaining Update for January 31, 2022



On Monday, January 31, 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.

AFSCME’s Team Submits New Proposals; but Makes Little Real Movement

Monday’s bargaining session again began with union representatives restating their demands for wage increases, although their demand came, *again*, without any real market analysis to justify their demands.

Wages Normally Come Last in Negotiations

We understand why union representatives want to talk about wages and wage increases. During their campaign to win your support, the union promised to deliver large wage increases for CGH employees (and fast), which is likely why they are making loud demands for big increases. Unfortunately, economics (i.e., wages, benefits, etc.) are typically the last thing discussed in negotiations.

The table at right shows all of the contract items that must be bargained and agreed upon by both sides before a complete agreement can be reached.

Non-Economic Terms Discussed but No Agreement Reached

Thankfully, on Monday, the union’s team did provide responses to some of CGHMC’s proposals on non-economic items. Specifically, the union offered counter-proposals on the following items including, Corrective Action; Grievance and Arbitration; Hours of Work; Work Schedules; and Reductions in Force.

Unfortunately, in each of their responses, the union’s proposals changed very little. Even in areas where our position is grounded in what’s best for patients, the union has barely budged. For example, we asked the union why they continue to refuse our *No Strike/No Lockout* language which would prohibit sympathy strikes. We pressed union representatives to explain why they would not agree to prohibit sympathy strikes, and why they think that picketing by unions who have no connection to CGHMC should impact our patients.

On the issue of our ability to use travelers to fill temporary gaps in staffing, the union finally made some movement. And, while the union’s representatives seem to understand better why we use travelers, their counter proposal places unrealistic limits on our ability to use travelers, and our ability to subcontract as needed.

Information about Future Bargaining Sessions

Future bargaining sessions are scheduled for February 3 and 7; the union’s team is unavailable for the remainder of February. As always, we will continue to keep you informed as the process develops.

Non-Economic Items	Status
Preamble	Open
Recognition	Open
Management Rights	Open
Non-Discrimination	Open
Union Rights and Access	Open
Dues Checkoff	TA*
Grievance Procedure	Open
No Strike and No Lockout	Open
Labor-Mgmt. Meetings	Open
Seniority	Open
Discipline	Open
Hours of Work	Open
Filling of Vacancies	Open
Layoff and Recall	Open
Performance Evaluations	Open
Personnel Files	Open
Employee Absence/Tardiness	Open
Safety and Health	Open
Nurse Staff to Patient Ratios	Open
Savings/Entire Agreement	Open
Agreement Term	Open
Work Schedules	Open
Low Census	Open
Contract Service Agency/Travelers	Open
Subcontracting	Open
Assignment of Work	Open
Introductory Period	Open
Economic Items	Status
Temporary Assignment	Open
PTO	Open
Paid Time Off for Covid-19	Open
Holidays	Open
Bereavement Leave	Open
Maternity/Paternity Leave	Open
Additional Benefits	Open
Wages	Open

* TA is Tentative Agreement.