

# Collective Bargaining Update for July 11, 18, and 21, 2022



On July 11, 18, and 21, 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.



## The Union Agrees to End Call for Respiratory Therapy, but then Hits the Stop Button

After our July 11 bargaining session, we thought we had finally reached an agreement to implement a new schedule for Respiratory that would have eliminated the need for Respiratory Therapists (RTs) to take call.

Unfortunately, even though the union had originally agreed to our proposal, the union has asked us to wait – and now disagrees with implementation details (such as who employees contact to call off and who sends the email calling for a volunteer). **So, what happened?**

We have been working to implement a new schedule for Respiratory for over a month. And, while this *should* be simple enough, *AFSCME representatives simply don't understand hospitals*. So, when they finally agreed to our proposal, they had no idea how it would be implemented. Now, even though it seems employees and management are aligned, the union is working through how details work (*and RTs are still taking call*).

## CGHMC's Bargaining Team Presents a Package Proposal

In an effort to address some of the issues the union has raised, and reach agreement on issues important to the hospital, CGHMC presented a new package proposal.

You might remember we discussed the fact that package proposals are presented in an effort to clear multiple outstanding issues by bundling them. The issues contained in the package we presented included: management rights, union access (to the cafeteria and conference rooms *but not* to break rooms), union bulletin boards, grievance and arbitration, use of agency, subcontracting, assignment of work and no-strike language.

The union expressed interest in receiving a package but indicated they do not plan to respond until next week. We will continue bargaining in good faith with the union to secure their agreement over the new schedule for RTs as well as for all other open issues.

**The teams agreed on bargaining dates through the summer** including our next session on August 2. As always, we will continue to keep you informed as the process develops.