

Collective Bargaining Update for December 5, 2022



On December 5, 2022, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met *in person* to continue negotiations over terms and conditions of employment for CGHMC's union-represented staff.

AFSCME Demanded In-Person Bargaining, But Whether In-Person or Virtual, the Result Is the Same

AFSCME and In-Person Bargaining Sessions



AFSCME, Council 31, seems like the dog that caught the car (*and then didn't know what to do with it*).

For months, AFSCME has said we could make more progress if we moved collective bargaining to *in-person...face-to-face!*

However, until recently, COVID-19 restrictions prevented us from meeting *face-to-face*. Instead, bargaining has taken place virtually (over the Zoom platform).

After COVID-19 rates declined this fall, we agreed to in-person bargaining on November 16, and met that day. This session was followed by another in-person session on December 5.

Unfortunately, while the venue changed, nothing else did. CGHMC made new written proposals on November 16. The union brought old proposals and passed nothing new. Although the union's team had committed to come to bargaining on December 5, 2022, with a written response to our new proposals, the union's team, *once again*, came empty handed. As a result, the session on December 5 did not go anywhere.

AFSCME: Still Unprepared and Uninformed

We have been bargaining in good faith with AFSCME, for well over a year. In truth, we have made very little progress. *Why?* AFSCME regularly represents office clerks, prison guards, sanitation workers and school bus drivers. They represent very few medical center employees.

Unfortunately, over the past year, the union's lack of understanding of how hospitals operate has, in our view, seriously hampered the ability to have meaningful discussions over some very important issues – *like why we use registry employees and agency to assist you and our patients when needs are high and low census when we don't have patient needs*. That is true whether we are meeting virtually or in-person.

We raise these issues because you may be wondering why bargaining is taking so long and going so slowly. We feel the union's lack of healthcare experience is an important factor.

New Dates for Bargaining Discussed and Agreed Upon

The bargaining teams are scheduled to meet in-person on December 21, 2022, and January 5, 2023, COVID-19 infection rates permitting. As always, we will keep you informed as bargaining continues.