

# Collective Bargaining Update for October 19 and 25, 2022



On October 19 and 25, 2022, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met to continue negotiations over terms and conditions of employment for CGHMC's union-represented staff.

## Teams Continue to Discuss Package Proposal, Can't Agree on Picketing



During our last negotiating sessions with representatives from AFSCME, Council 31, we discussed a broad package proposal including the grievance procedure, management rights, union access, etc.

Unfortunately, while union representatives agree to much of the language proposed by CGHMC leaders, **they would not agree that they would not picket CGHMC or our patients during the term of the agreement.**

Protecting our patients and the community we serve is always a priority for CGHMC leaders. When patients are at the hospital it is because they are sick or injured; our patients deserve to heal in a safe and caring environment free from disruptions or distractions.

CGHMC leaders specifically asked the union to agree not to picket the emergency room or in front of ambulances, not to picket deliveries of essential medical supplies such as oxygen, not to picket delivery of PPE, and not to use bullhorns outside of ICUs. **The union's answer to these requests was "No."**

## The Union Won't Commit to Follow a Signed Agreement for Respiratory Schedule

In our last update, we explained that, after signing an agreement on behalf of our Respiratory team in which the union agreed to a new scheduling process, union representatives *now* say they don't want that agreement to be kept because they have changed their mind.

**The union's attempt to walk away from a signed agreement is unacceptable.** We have worked with the union for months to address off-hour schedule coverage for Respiratory staff and the union signed an agreement. **We need to put the needs of our patients and our staff first. We plan to implement the new off-hour schedule coverage terms that the union previously agreed to.**

## New Dates for Bargaining Discussed and Agreed Upon

The bargaining teams are discussing new dates for bargaining in November and December. The union promised to send us a full list of dates soon that their team is available. We will let you know as soon as we have agreement on dates. As always, if you have any questions regarding this information, please bring them to the attention of your leader or someone in Human Resources.