

# Collective Bargaining Update for May 10, 2022



On Tuesday, May 10, 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.

## Bargaining Continued, but No New Agreements Reached



**During Tuesday's bargaining session, AFSCME countered on only a few CGH proposals from May 4.** The union's responses were limited to *layoff and recall, grievance procedures, and the use of agency and travelers.*

Staying true to our desire to move bargaining along, CGH countered on **all** of the union's responses before the end of the May 4 session. We, again, invited discussion from the union on all other unresolved items.

**AFSCME still wants to bring back employees who were discharged for serious offenses against you and our patients.** We discussed discipline rules, but AFSCME continues to insist that employees who assault and steal from their coworkers, bring guns to work, divert drugs, and steal from staff and patients should have a chance to come back to work *even if they did these things.* The union's position on this is a barrier to progress; the union says they care about your safety, *but their proposals put you and our patients at risk.*

**AFSCME still wants the right to walk through patient care areas and take over your break rooms for union meetings.** Like other unionized employers, CGH has offered the union access to public areas, such as cafeterias, along with conference rooms where the union can meet with staff, including new hires. We've also offered AFSCME the opportunity to use your mailboxes and bulletin boards to communicate with you in addition to the union's *existing* right (as your representative) to your personal phone numbers and home addresses.

We believe our offers to the union on these issues are enough. CGH does not believe union agents should be in patient care areas or taking over your break areas. The union said, *'break room access in patient care areas is crucial.'* We just don't see it this way. Why is the union holding up a contract because they want the right to interrupt your breaks?

**Because AFSCME is holding out on these issues (on your behalf as your bargaining representative), we did not make much progress.** The union promised to counter at the next bargaining session.

We are tentatively scheduled to meet with the union again on June 7. As always, we will continue to keep you informed as the process develops.