

Collective Bargaining Update for June 7, 2022



On Tuesday, June 7, 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.



During Tuesday's bargaining session, CGHMC proposed a *new pilot program* to eliminate call requirements for some respiratory employees.

The parties met for two hours on Tuesday, and during the meeting CGHMC presented a written proposal to pilot a *new* program designed to eliminate the need for call for Respiratory Care Practitioners. CGHMC sees this as a *win-win* for employees and the Medical Center. The union agreed to review the proposal and get back to CGHMC.

Union representatives considering some CGH proposals but parties made little real progress toward an agreement

The union representatives did NOT come to our session on June 7 with any new written proposals and made only limited verbal proposals. We responded verbally.

For example, union representatives are still considering when and whether to agree to CGHMC's proposal that would allow us to continue to use agency staff to support CGHMC employees and patients. You might recall the union wanted to limit our use of agency staff, which would only force CGHMC employees to work more mandatory overtime or leave our care teams (and patients) short.

At one insistence, the union has also agreed to think more about when skill and ability should be considered as part of layoff decisions, particularly for employees who require advanced training, certifications, and licenses as part of their work. Our patients and the community we serve deserves the best possible care – and that requires that we make employment decisions based on skill and ability not just which employees have the most seniority.

Finally, bargaining teams for the union and hospital discussed the current *mini-surge* of COVID-19 in our area and under what conditions it might make sense to move to *in-person* negotiations. While virtual (online) negotiations are efficient and have been agreeable, in-person negotiations could begin in July, depending on what happens with COVID-19 case numbers.

The teams agreed on bargaining dates through the summer; we have additional bargaining dates set for June 20, June 30, July 11, 18, 21, and 26 and August 2. As always, we will continue to keep you informed as the process develops.