

Collective Bargaining Update for April 20 and May 4, 2022



On Wednesday, April 20, and again on Wednesday, May 4, 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 Continues at a Steady Pace; Union Poised to Agree to CGHMC's Proposal to Allow EMTs to Work 24-Hour Shifts



Over the past two sessions, bargaining continued at a slow – but steady – pace, as we met with AFSCME representatives to review and discuss bargaining proposals and counter-proposals.

Low Census: The union continues to insist CGHMC agree to eliminate the use of low census. In response, we continue to explain why staffing at CGHMC must flex up and down to match the needs of our patients, staff, and the community we serve.

Practically speaking, all acute care hospitals maintain policies which provide for floating and low census to ensure we have the proper staffing in the right places and right times to *safely and consistently* meet patient needs. And, while it is always preferable to offer floating and voluntary low-census, we continue to have to explain to the union why we cannot give up our right to manage staffing and, when necessary, require equitable floating/low census.

EMTs and 24-Hour Shifts - Finally: Union representatives told us they wanted to reconsider the EMT proposal we have been trying to finalize since October 2021. The union asked us to further explain how EMTs would use PTO, which we did. After re-considering, union representatives accepted our proposed language, meaning EMTs can finally begin working 24-hour shifts soon. Adopting our proposal will only require EMTs to be scheduled approximately *120 day per year, with roughly 800 hours of built-in overtime.*

Continued Review of Other Language: Both sides made new proposals on other subjects. These included: whether (and to what extent) there will be strikes and/or other actions that could impact patients and cost you money during the contract period; the grievance process to resolve disputes; non-discrimination; management rights; the corrective action process; the union's demand to go into patient care areas; taking employees away from patient care to do work for the union; layoff and recall; and AFSCME's opposition to the use of agency in some circumstances to help ensure we are fully staffed.

We did not reach any new agreements on these subjects. The union promised new language proposals when we meet again on May 10.

As always, we will continue to keep you informed as the process develops.