

Collective Bargaining Update for January 5 and 10, 2022



On Wednesday, January 5 and Monday, January 10, bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31, met again to bargain over terms and conditions of employment for some CGHMC employees.

Collective Bargaining Resumes in 2022: CGHMC Continues to Bargain in Good Faith, but Not Much has Changed

Since bargaining began on September 20, 2021, we've met with AFSCME's bargaining team ten times and we've delivered five comprehensive proposals to the union's team, in addition to numerous other proposals. We have also diligently responded to all of the union's non-economic proposals.

For the past several months we have spent much of the time in bargaining discussing basic issues. CGHMC has made proposals on those basic issues to try and find common ground. But the union has told us that they *don't have much movement to make* on those issues.

Union Leaders Express Frustration with the Bargaining Process, as the Teams Continue Bargaining Without Much Agreement

We explained in our last update, that – since the start of bargaining – the parties have reached tentative agreement on only one contract provision (the Dues Checkoff clause, which is language outlining the process for AFSCME to collect dues payments from employees' paychecks).

The union's chief spokesperson expressed frustration with the fact that many issues on which we must reach agreement, remain unresolved.



We are frustrated too. Rather than work diligently with us to reach common ground on the many unresolved contract issues, *including basic ones*, we've been forced to waste countless hours in bargaining sessions explaining basic concepts to the union – *like why, as a health system, we use agency staff to fill temporary gaps in staffing*. In addition, the union's team has not even agreed to contract language offered by CGHMC which is normally viewed as standard, boilerplate language in nearly all union contracts – like the non-discrimination clause.

On January 5, 2022, the union's bargaining team asked us to bring a comprehensive proposal to our January 10 session about other issues – which we did. Our proposal contained proposed language on other non-economic issues *like reduction-in-force, low census, hours of work, and more*. But, at the end of the session, and only after reviewing our new proposal for a short time, the union's chief spokesperson again expressed his frustration with a lack of progress in bargaining. The union did not commit to having a counterproposal at our next session on January 19.

At the same time, although bargaining is scheduled for January 19 and 31 and February 2 and 7, **you should know the union's team has told us they are unavailable for the remainder of February**.

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