

# Collective Bargaining Update for March 1, 2022



On Tuesday, March 1, 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.

## Bargaining Teams Make Some Progress, But With AFSCME, It's Two Steps Forward and One Step Back



On Tuesday evening, AFSCME's bargaining team presented written counter-proposals for contract language covering the following topics:

- Grievance and Arbitration
- Scheduling
- Non-Discrimination

For the most part, the union's proposals adhered closely to the demands they have made for the past six months. The bargaining teams also reached only their second tentative agreement: the Introduction to the contract.

Unfortunately, although we are close to agreement on non-discrimination language, we still have not yet reached a tentative agreement. We proposed language that provides protections against discrimination. We are not sure why the union won't agree to it.

## Low-Census and Floating: According to AFSCME, If You're Busy and Short-Handed, You're on Your Own!

The union's position on low-census and floating continues to be problematic. It's our position, that when one unit is slow (*with lower patient census*) we maintain the right to float employees to other units in dire need for help. This is a standard practice of virtually every U.S. hospital in order to provide optimal patient care. Unbelievably, AFSCME continues to reject our proposal that CGHMC maintain this flexibility. Below is the actual verbal exchange on this issue between our attorney and the union's chief negotiator.

**CGHMC attorney:** *"Assume that a unit has no patients at all. Is it the union's position that the employees on that unit can't be required to work elsewhere and can't be required to go home?"*

**AFSCME's chief negotiator:** *"Correct."*

When informed that mandatory low census is standard in healthcare, the union's negotiator responded, *"You might have to convince us of that."*

## Information about Future Bargaining Sessions

We are scheduled to meet with the union again on March 10, 22, and 30. As always, we will continue to keep you informed as the process develops.