

Collective Bargaining Update for February 1, 2023



On February 1, 2023, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met to continue negotiations over terms and conditions of employment for CGHMC's union-represented staff.

CGHMC Leaders Do the Work, Union Officials Try to Take Credit

BARGAINING BULLETIN

WAGE INCREASES WON AT THE BARGAINING TABLE

Due to the actions of members standing up for the process and the continued efforts of the CGH Bargaining Committee, yesterday our union was able to secure wage increases for many titles at the Medical Center!

Covering nearly 100 of our co-workers, these titles are Paramedic, Respiratory Care Technician, Medical Technologist, Histology Technician, Medical Lab Technician, Echo Technologist, Ultrasound Technologist, Nuclear Medicine Technologist, MRI Technologist, Vascular Radiologic Technician, Mammography Technologist, CT Technologist, Lab Radiologic Technician, Radiologic Technologist and Radiologic Technologist NICTC.

Due to our efforts at the bargaining table, management recognized that these titles are underpaid and under-appreciated, and will adjust pay effective Sunday, Jan. 22.

False and Misleading

In January, CGH Human Resources leaders completed a market analysis of wages and differentials for several technical positions. The review was part of CGH's ongoing effort to improve recruitment and retention.

With the work in hand, our leaders designed a detailed plan to increase starting wages for some technical job classifications and provide equity adjustments for incumbents.

We've repeatedly asked the union for its *own* market analysis and other work; it always responds it has not done any.

On January 19, 2023, we presented our plan and sought union agreement. The union said, "yes" to our plan without changes but, soon after, the union posted a social media update claiming that **"wage increases had been "won" at the bargaining table."**

Why would the union say it "won" anything? The union proposed *nothing*. CGH did the research, wrote the proposal, and is solely paying the wage increases. Like increases in 2022, **all the union did was say "yes" and agree to CGH's proposals for wage increases**. It is important that you know *the truth* about who is actually working for you, our patients, and the community we serve.

Please Don't Be Fooled by the Union's Divisive Tactics

Union officials also published leader salaries and *claimed CGH is paying agency RNs "five times" what we pay staff RNs*. These are common union tactics designed to confuse you and divide us. Here is what the union *did not* tell you:

1. We use agency (*like all other hospitals*) as a temporary measure to ensure safe staffing for our patients and to help prevent you from working short. As we begin 2023, we can report CGH is only using 14 agency RNs compared to 40 this at time last year.
2. Since December of 2021 CGH implemented increases for you: Nurses 36+%, Entry Level Staff 30+%, and Technical Staff 21+%. Every increase resulted from CGH surveys and CGH proposals. Every increase was paid for by CGH.

Union attacks are an attempt by AFSCME to distract you from the fact that, since elected in 2021, the union has not educated itself about how acute care hospitals operate and provide care. How can the union hope to add value when it doesn't understand what we do and how we do it?

New Dates for Bargaining Discussed and Agreed Upon

The bargaining teams are scheduled to meet in person on February 15 and 27. CGH has also asked for March dates. As always, we will keep you informed as bargaining continues.