

Collective Bargaining Update for December 2 and 6, 2021



On Thursday, December 2 and Monday December 6, 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 Will Resume in 2022; Here's a Recap of Collective Bargaining in 2021

This week CGHMC leaders and representatives from AFSCME, Council 31, wrapped up collective bargaining for 2021.

Since September 20, the parties met for eight bargaining sessions, each lasting roughly three hours. Separately, each side spent countless hours in *preparing for* and *following-up to* bargaining sessions. You might wonder what we've accomplished in these three months of bargaining.



Unfortunately, the answer is...not much. In fact, the parties have reached tentative agreement on only one contract provision – the Dues Checkoff clause. This language outlines the process by which AFSCME can receive dues payments automatically deducted from employees' paychecks each pay period.

CGHMC Leaders Focus on Supporting the Community, While Educating Union Leaders about the Challenges Facing Healthcare

For nearly 18 months, CGHMC leaders – like all healthcare leaders – have been responding to challenges posed by COVID-19. Unfortunately, at the same time, we have had to educate AFSCME leaders, who lack healthcare experience and don't fully understand these challenges.

For example, **our biggest challenge today involves recruitment, retention, and staffing.** This is why we implemented market adjustments this year. But, when we offered these same increases in November to the union (for their members), the union wasted time trying to convince us we should give union-represented employees *more* than we gave to everyone else.

We have also had to spend countless hours explaining to AFSCME representatives why we need to use travelers. The union has demanded we immediately cease using travelers even though doing so would put patient care at risk and could result in our staff being asked to work even more hours.

If we were to agree to the union's demand (to stop using travelers), current employees could, *for example*, be asked to work more Extra On Call (EOC) or pick up additional shifts. Simply put, our use of travelers supports our staff and prevents them from having to work unwanted extra hours.

We are also in discussions with the union over when to resume collective bargaining in the New Year and will share information with you as the process develops. Until then, Happy Holidays!