

Collective Bargaining Update for September 7, 2022



On September 7, 2022, the bargaining teams for CGH Medical Center (CGHMC) and AFSCME, Council 31 met to discuss the additional wage increase CGHMC offered on September 6, 2022.

As you know, to respond to recent increases in the local-area market, CGHMC's team proposed raising starting wages for Inpatient Bedside RNs to \$32.00 per hour, Clinic Procedure RNs to \$28.50, and Clinic RNs to \$26.84 per hour.

As with the recent wage increases given in July, we have proposed providing similar equity adjustments for current CGHMC nurses.



We Are Pleased to Announce the Union has Accepted Our Offer to Raise RN Wages Again to Match Recent Market Wage Activity

The union agreed to hourly wage increases but initially opposed our proposal to change night shift differentials (to a flat \$5.00 per hour from the current 20% of base rate).

In response, we explained the current market rate for shift differentials in our area is \$5.00 per hour. Our offer matched the market rate. At the same time, CGHMC provides better quality and less expensive healthcare options than other hospitals in our market. Ultimately, the union agreed to accept our offer in its entirety.

Market adjustments and new shift differentials will take effect at the start of the payroll period beginning on September 4, 2022. Increases will be reflected in employees' paychecks on September 23, 2022.

As a reminder, these market increases come ***in addition to the increases we implemented in July 2022***. The July increases provided all employees with 4% across-the-board increases in addition to market adjustments for many job classifications including RNs.

Update on CGHMC's Scheduling Proposal for Respiratory Therapy

We are still working with the union on our proposal for a new schedule for Respiratory Therapy which would remove the call requirement for Respiratory therapists.

The union indicated they need to consult one of their representatives regarding the ongoing respiratory proposal. They hope to get back to us before the next session.