

# Collective Bargaining Update for February 3, 2022



On Thursday, February 3, 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.

## CGHMC's Bargaining Team Delivers Additional Counter-Proposals

In our effort to move the bargaining process forward, on February 3, 2022, CGHMC's bargaining team presented proposals related to contract language in important areas.

For example, CGHMC's bargaining team offered proposals on: *the introduction to the agreement, the recognition provision, non-discrimination, work schedules, grievance and arbitration, and low-census.*

These proposals were made *in addition* to proposals we delivered during the last session on January 31, 2022.



## Understanding Administration's Proposals on Low-Census and Scheduling

CGHMC's low-census and staffing proposals are intended to ensure we consistently have the staffing patients need and at the right time on the right units.

Under our low-census proposal, staff who might otherwise be sent home would first be asked to float to any other departments or units in need of help to support patient care. If no other units required support, leaders would first seek volunteers for low-census before mandating it which is very similar to the current process.

CGHMC's proposal on scheduling would allow units that self-schedule to continue that practice, but our proposal would also preserve our ability to put the needs of patients first when scheduling staff.

After CGHMC's team completed presenting our proposals, the union's team took a one-hour caucus. When they returned, they explained that our proposals had "generated a lot of discussion" and that it "would take a while" for the union's team to respond. We look forward to the union's response when we next meet with them in March.

## Information about Future Bargaining Sessions

Our next bargaining session is scheduled for March 1, 2022. As always, we will continue to keep you informed as the process develops.