

Collective Bargaining Update for November 18, 2021



On Thursday, November 18, 2021, 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.

After Marathon Bargaining Session, Union Finally Agrees to CGHMC's Offer to Raise Wages for Entry Level Staff & LPN's.

As you know, CGHMC announced earlier this month that **CGHMC is again increasing starting pay, raising range maximums, and providing equity adjustments for many non-union entry level positions.**

Last week during union negotiations, CGHMC also offered to increase starting wages, raise range maximums, and provide equity adjustments for some union-represented entry-level job classifications.

There were no tricks or gimmicks in our offer. Our offer to the union was to make the same market adjustments as we are making for non-union employees, including the \$15.00 starting wage. We also proposed increasing starting wages for LPNs to \$16.80.

Our offer was all positive for you. But last week the union told us they wanted to "think about it." As a result, we could not tell you whether you would be included in the current market increase. Our goal was to provide those in entry level positions at CGHMC with immediate assistance; but we had to follow the bargaining process and wait for negotiations before we could increase your pay.

We are pleased to announce that the union finally agreed to accept our entire proposal.

This means union-represented employees will receive the same wage increases as non-union employees. Increases will be included in your December 17th paycheck.

We are sorry it took so long, but we are pleased the union finally agreed to allow us to raise your pay in time for the upcoming holiday season.



Management and Union Discuss CMS Vaccine Regulation

Last night, bargaining teams also discussed compliance with the new CMS regulation requiring all healthcare employees either be vaccinated or receive a medical/religious vaccine exemption.

We have no choice but to require employees to vaccinate by January under the CMS regulations. It's the law. Discussions will continue in our next bargaining session on December 2nd. **That will leave you less time to comply, but again, we have to follow the bargaining process.** As always, we will keep you updated on this and all other bargaining topics as bargaining continues.

If you have any questions about this information, please contact your leader. You may also direct questions to Patty O'Brien in Human Resources at ext. 5710.