

Collective Bargaining Update for October 13, 2022



On October 13, 2022, 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 Proposes Additional Pay Increases, this Time for LPNs



Last night CGHMC proposed significant market adjustments for LPNs as part of our ongoing effort to ensure CGH has the staffing we need to care for our patients and the community. While wage changes ordinarily come at the end of negotiations, you and our patient can't always wait.

We asked the union to agree today so we can put these increases for LPNs into effect next week. We are waiting to hear from the union.

The Union Reverses Position Regarding Respiratory; Is Silent on Imaging Issues

In June, we proposed to end call for Respiratory Therapy to reduce an irritant for employees. In July, the union even signed an agreement that allowed us to do that. Before we could, it asked us to delay implementing it. We offered clarifications to address what it raised. But after months of delay, the union yesterday said the union's signature means nothing and that it would no longer honor the agreement or end Respiratory call.

Once again, with this union it's one step forward, two steps back.

Weeks ago, Imaging employees asked to work with management directly on scheduling issues. Unfortunately, we can't do that when there is a union, and we took the issues to bargaining hoping for progress. We expected the union to respond yesterday and make a proposal. But unfortunately, the union gave no response. The union is still working on it.

Union Issues New "Package" Proposal, Still Wants the Right to Picket Patients

An important item in bargaining is assurance that once a contract is signed, there won't be threats of picketing that targets our patients and could interrupt care. Unfortunately, the union is unwilling to agree and still wants the right to threaten and picket our patients during the term of a contract agreement.

We do not understand the union's need to threaten patients and our community forever.

New Dates for Bargaining Discussed and Agreed Upon

Our next bargaining sessions are scheduled for October 19 and 25. As always, if you have any questions regarding this information, please bring them to the attention of your leader or someone in Human Resources.