



COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1168, AFL-CIO



DATE: June 29, 2011
 TO: All CWA Local 1168 Members at Kaleida Health
 FROM: CWA Local 1168 Bargaining Committee
 RE: **BARGAINING UPDATE**

The Bargaining Committee reached a Tentative Agreement at 2:30 am on June 28, 2011. You will receive a full bargaining report prior to ratification. We will have meetings all day, so you will have the opportunity to ask questions after reading the report and before you vote.

We want to communicate the issues that gave us all the most concern and caused the bargaining committee to call for a Strike Authorization Vote.

- * No cuts in Pension Plans
- * Wage increase:

January 2012	1%
June 2012	1%
January 2013	1%

- All step increases are intact. You will get your step increases.
- * Health Insurance:
 - No basic plan, premium only (the Better Plan).
 - Small formulary changes
 - Minor increases in co pay \$5.00
 - No change in premium for most employees, see below

One of the last items on the bargaining table was the BGH RN & TCC grandfathered health insurance. To that end, we feel we struck a fair deal with the employer. The following rates in **(B)** below will apply to grandfathered employees going forward: (Grandfathered employees are those employees who did not previously share in the cost of health insurance).

A.)	<u>Current MONTHLY Premium</u>	B.)	<u>Grandfathered MONTHLY Premium</u>
	FT Single		\$ 8.59
	FT Family		\$14.73
	PT Single		\$27.88
	PT Family		\$66.78

No changes from previous contract for those employees who already shared in the cost. These rates apply to the cost of the plan in 2011. This will be effective for Grandfathered employees January 2012, subject to % increases in the plan.

- * PTO all accrual rates maintained.

Remember there are several changes with the entire contract. Please read the report, come to ratification, and ask your questions and vote. The CWA Bargaining Committee is recommending that this contract be ratified.

Thank you for all your support. It is because of you that we reached this agreement and avoided a job action.

See you at Ratification on Tuesday, July 19, 2011 from 6:00 am – 9:00 pm at the Hearthstone Manor.

