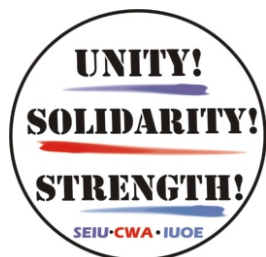


KEEPING *YOU* INFORMED!

Member 2 Member

Contract Negotiations Alert.
Vol 2-March 7, 2011



Bargaining Update:

After two days of bargaining with Kaleida, the Employer proposed **MAJOR CONCESSIONS** on the following items:

- PTO
- Health Insurance
- Dental
- Pension

Never before in the history of negotiations has Kaleida ever started off with this level of concessions for our members. We were disappointed by Kaleida's position on these issues but we were not surprised.

As we have been planning for negotiations we have been communicating to all of you that we were expecting and preparing for extremely difficult contract negotiations. **Kaleida wants to control the rising cost of doing business on the backs of their employees by diminishing your benefits.**

Regardless of all of the above, the unions have moved forward with presenting their full packet of non-economic proposals including a comprehensive staffing ratio proposal. Our packet was based on the overwhelming survey response we received from all of our members!

Our next bargaining dates will be March 16th and 17th.

Thank you for your continued support. **Where there is unity and solidarity there will be strength!!**

Please continue to wear your buttons in support of the bargaining committee.

Stay tuned for future issues of "Keeping YOU Informed" from your bargaining committee!



Kaleida bargaining started on Wednesday, March 2, 2011. Members of CWA, IUOE and SEIU were present to greet and support the bargaining committee as they kicked off negotiations!!



Stay informed! Talk to your union delegate or steward and look out for our weekly alert,

Keeping You Informed Bargaining Alert!

Questions? Contact your union office at:

CWA 816-1168, SEIU 982-0540, IUOE 627-2648

CWA 1168

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For bargaining updates and other
news please visit:
www.cwa1168.org

CWA 1122

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Cheryl Marinto
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Wilfredo Tellado
John Carter
James Scordato

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please visit:

[Http://1199seiu.org/members/occupations/hosp/2011_kaleida_bargain.cfm](http://1199seiu.org/members/occupations/hosp/2011_kaleida_bargain.cfm)

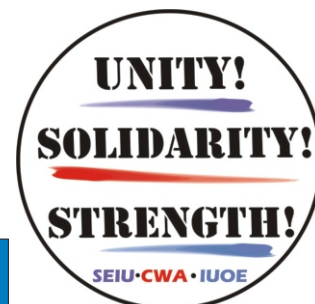
Or

[Http://bit.ly/idZK9F](http://bit.ly/idZK9F)



IUOE

Adam Boehnke
Dominic C. Teti
Ed Hoock



Don't forget to wear your UNITY batton! We need to show we are UNITED going into bargaining