

# KEEPING *You* INFORMED!

*Member 2 Member*

Contract Negotiations Alert.  
Vol 4-April 5, 2011

## BARGAINING UPDATE:



The Union bargaining committee caucused on March 31, 2011 in preparation for scheduled contract negotiations on April 1, 2011. The Kaleida Health and Union bargaining committees did reach a number of tentative agreements on several contract Articles including:

Bereavement Leave  
Co-Terminus Site Agreements  
Dual Status Employees  
Duration Language  
Employee Assistance Program  
Flexible Benefit Plan  
Job Security/Committee  
Joint Health Insurance Committee

Multi-Site On-Call Procedure  
OR Service Leaders at BGH/DMH/MFH  
OR Service Leaders at WCHOB  
Red Circled Employees  
Resignations/Terminations  
Savings Clause  
Seasonal Employees  
Self Funded Insurance Plans  
Temporary Transfers.



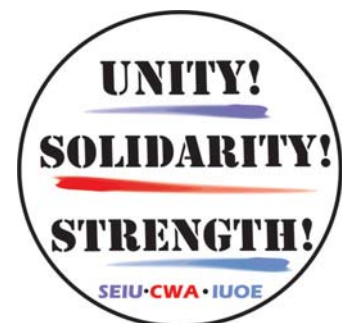
**It is again important to note that most of the Articles or Letters that were agreed to were either present contract language, a deletion of present contract language because it is no longer needed or “housekeeping” type changes.** As we are in the early stages of negotiations, these are the type of proposals we would expect to resolve first. We are beginning to negotiate on issues and reach agreement on Articles that include more substantial changes.

**There are approximately 40 non-economic proposals on the bargaining table right now. Most of these proposals will have to be resolved before we begin negotiations on the financial issues. The Unions are planning that it will take us most of the month of April to complete this phase of negotiations.**

Kaleida Health and the Unions are scheduled to bargain again on April 13 and 14. The Unions will be caucusing this week.

As always, thank you for your continuing support!!

**ON ANOTHER NOTE:** The Visiting Nursing Association of WNY, a Kaleida Health affiliate is negotiating with representatives from CWA Local 1122. Many of the same regressive proposals that Kaleida proposed to us, were proposed at that bargaining table as well. The members response...a 97% strike vote!! We'll keep you posted on their progress!!



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:**

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For bargaining updates and other  
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[www.cwa1168.org](http://www.cwa1168.org)

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Or

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



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

