



DATE: March 28, 2011
TO: CWA, SEIU and IUOE Members
FROM: Your Bargaining Committee

We will return to the normal format next week.

The Union bargaining committee completed another two days at the bargaining table this week, March 24 and 25. While we are making some slight progress, the overall feeling from your committee is frustration and disbelief!! **“It’s like turning back the clock to 1983!” One senior nurse stated. “It’s hard to believe that we’ve worked so hard over the years to earn these benefits and contract language and they’re proposing to take us far back!”**

The Kaleida Health and Union bargaining committees did reach a tentative agreement on several contract articles including:

Travel	Domestic Partner	Hospital Discounts
Agreement and Application	Personnel Files	Life Insurance
Military Leave	Nursing Preceptor Program	

It is important to note however, that all of these articles were either present contract language or included “housekeeping” type changes.

The proposals we received from Kaleida can only be described as regressive, with the intention of taking away many of the rights you have today. While it would take pages and pages to summarize all of the concessions proposed by Kaleida, here are some of the most egregious:

- **An employee that is on Disability or Workers’ Compensation for more than 90 days can only return to work if their position is unfilled or there is a vacant position of equal rank and status! Yes, even if you get hurt at work!**
- **An employee will no longer be able to take a leave of absence for personal illness.**
- **Maternity leaves past the disability portion of such leave will not be guaranteed.**
- **While utilizing PTO an employee will not receive their shift differential.**
- **An employee will no longer be able to utilize two personal days.**
- **Tuition assistance will be based on grades.**
- **Cuts in Union representation time to weaken your elected Union representative’s ability to represent you and enforce your rights under the Collective Bargaining Agreement.**

As discussed in previous updates, this is in addition to cuts in:

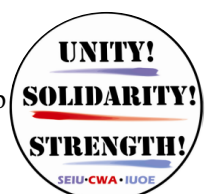
- Pension
- Health Care
- PTO
- Dental
- Parking

Please remember, the Union has not agreed to any of the above proposals!

Finally, we have been bombarded with telephone calls, emails and conversations in the hallway from members expressing their outrage and disgust regarding Mr. Kaskie’s messages on bargaining issues. We did discuss it at the bargaining table, specifically the propaganda that’s been running on the screen savers and the mailings that are being sent to everyone’s home. The Kaleida Health committee made it clear that they have a legal right to communicate with employees on bargaining issues and will continue to do so. Yes, they will continue to spend precious dollars on the bi-weekly mailings to your home as they propose to slash your benefits.

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

Please continue to wear you buttons in support of the bargaining committee. Attend your Union’s membership meetings. Stay tuned for future issues of keeping you informed from your bargaining committee.



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

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SEIU

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IUOE

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For bargaining updates and other news please visit:

http://1199seiu.org/members/occupations/hosp/2011_kaleida_bargain.cfm or <http://bit.ly/odZK9F>

For bargaining updates and other news please visit:

www.cwa1168.org

CWA 1122

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For bargaining updates and other news, please visit

www.cwa1122.org

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

