



# COMMUNICATIONS WORKERS OF AMERICA

## LOCAL 1168, AFL-CIO



### General Membership Meeting Update

Meeting held on September 14, 2011 at the Leonard Post on Walden Ave Cheektowaga. John Klein, President, presiding called the meeting to order at 6:40 pm. The previous General Membership Meeting Minutes and Executive Board Meeting Minutes to current date were approved by the membership a motion made, second and carried unopposed.

#### Announcements:

Difficult fight with Kaleida Health during bargaining; a contract was ratified on July 19, 2011; thanked members for their support during difficult times; encouraged the members to remain vigilant, for all contract negotiations will be difficult moving forward; we need to keep a strong Union presence at all sites; continue the grassroots movement and update coworkers and members who are not here with information presented this evening

#### Answers for two specific Kaleida contract language questions:

1. When do I have to use the 2 personal days for the current 2011 benefit year?
  - a. The PTO benefit year ends on December 17, 2011. You must use the two (2) days by this date. December 18, 2011 starts the first pay period for the 2012 year. If you use a personal day on or after December 18, 2011, it will count as your ONE (1) 24-hour (personal day) for 2012.
  - b. "Personal Compelling Reason" language does not exist. You simply need to request a personal day at least 24 hours in advance.
  - c. Please call the office if you need further clarification.
2. When does the new time and attendance language take place?
  - a. January 1, 2012 is the start of the new calendar year for Time and Attendance. The Bonus for perfect attendance starts January 1, 2012 (except DeGraff who has current language for this benefit).

#### Budget Review – Kevin Musior, Secretary/Treasurer

- Reviewed the 2<sup>nd</sup> and 3<sup>rd</sup> quarter budget reports for 2011, no questions or comments presented
- Presented the Proposed 2012 Budget (October 1, 2011 – September 30, 2012) – Projected: Total expenditures of \$1,656,190 Total Income of \$1,679,975
- The budget was approved with a motion made, second and carried unopposed. The budget is available for review at the Union office and can be reviewed by any member in good standing with the Secretary/Treasurer during regular business hours.

#### Election Committee – Mary Brogcinski, Election Chairperson

Discussed the process for nominations for Officers and Executive Board of CWA Local 1168, and with no further questions opened the floor for nominations.

The following candidates were nominated unopposed and accepted the nomination, therefore no election is required. Each will serve a three-year term, beginning January 1, 2012. Congratulations to:

#### Officers:

- President: John Klein
- Executive Vice President: Cori Gambini
- Secretary/Treasurer: Kevin Musior

#### Area Vice President:

- BGH RN: Mary Janice Keller, Linda Sheehan
- MFH RN: Kathy Boyd
- AVP Multisite (DeGraff RN's, DeGraff, Millard and BGH Professionals): Ron Hosinski
- DMH TCCS: Pat Sullivan
- St. Joseph Hospital RN & Service: Lisa Boettcher

#### Nominations for

- Vice President: Sharon Schultz and Robert Andruszko – both taking 24 hours to make decision to accept nomination
- MFH RN – Robert Andruszko – taking 24 hours to make decision to accept nomination
- BGH TCC – Gloria Archie, Charmaine Bowman and Michele Murray all accepted their nominations with an election to be scheduled to fill the TWO (2) AVP positions
- MFH TCC – David Coleman, Eric Burk, Konya Varner, Kristen Fleming, Jennifer Davis and Gary Hughes all accepted their nominations with an election to be scheduled to fill the TWO(2) AVP positions

Notifications and campaign rules will be sent to the candidates next week. Notification of Election will be sent to the Members of the Bargaining Units wherein an election will determine representation.

#### Non-Kaleida Bargaining Unit Updates – Sharon Schultz, Vice President

- Update given on expiring contracts with bargaining committee selections, surveying members and preparation for negotiations to follow
- St Joseph Campus RN Bargaining Unit expires in August 2012 – RNs need to mobilize and will need the support of the Service Bargaining Unit
- Both PPWNY and Sheehan Health Network are having budget difficulties with the cuts in Medicaid, Medicare and Federal Funding. Bargaining will prove to be more difficult
- In the past the VP has bargained most of the Non-Kaleida Contracts without District Staff Reps, moving forward the intention is to have a District Rep available for bargaining.

### **Kaleida Bargaining Unit Updates – Cori Gambini, Executive Vice President**

- Kaleida Contract – New Master Agreement – many articles have changed. Be patient with the stewards as they learn the new language.
- Steward Training – scheduled for September 28<sup>th</sup> – full day and October 19<sup>th</sup> – ½ day
- Personal Day - 24 Hour PTO was already covered – if the employer challenges your use of this new language or any language, the language must be challenged through the grievance process. “No special Deals” and “No exceptions”! This applies to Managers and co-workers, we have a contract and it must be followed.
- Operational Deficiencies – Union is looking to present information to the employer about cost saving ideas and inefficiencies. Please fill out these forms and send them to the Union Office. Saving money and having Kaleida be successful will help us get fair contracts in the future.
- Early Opt Out – letter of intent during bargaining for employees who can afford to retire if they had a Health Insurance option. This is not a buy out or change in current pensions, but a federally funded program to help with HI costs for those who can afford to retire but are not eligible for Medicare yet. No further info at this time.
- Work force retraining – Health care is changing with the HC Reform legislation and implementation of technology where in many job titles are at risk, especially in the clerical job titles. First met with employer on September 14, 2011 to plan for educating the work force. An Education Fair is being planned.
- Closing of Gates – projected date is March 27 -28, 2012 integration into the GVHI. Union and Employer having integration meetings scheduled for every Thursday moving forward.
- SNF – Deaconess and Gates move to the new building November – December 2011. Employer believes all current employees will be placed and additional vacancies expected to be filled.
- Process of full time positions to part time positions – Employer presents at Job security Committee information, staffing grids and staffing mix ratios to meet the needs of the specific department (especially the 24/7) departments to allow for Weekend, Holiday and vacation coverage.
- Extended shift issues – 7.5 hour positions to 12.0 shifts (37.5 hours per pay period to 36.0 hours per pay period) Covered under hours of work & work schedules. Employees have the ability to pick up time to make them whole for FT pension benefit.
- A POST Negotiation POKE from Kaleida - NON UNION workforce (non –management positions) were given a 1% wage increase retro to June. The raise is based on performance evaluations and no managers were included in this increase. The Union is investigating recourse to this controversial raise.

### **Legislative/ Political Presentation – Terri Schelter, Director**

In the political arena we often discover things about the employer that they do not willingly disclose.

- Mattina Center – Kaleida received tax payer money from the Erie County IDA to build the Mattina Center. Questions arose as to whether the money was used in accordance with the regulations. Many elected officials supported keeping the facility open to continue serving the community. Political support came from Tim Whalen, Maria White, Sam Hoyt, Louise Slaughter, Brian Higgins, Tim Kennedy along with Labor Leaders, community leaders and religious leaders alike. All have requested the facility stay open and at the very least have a smooth transition to another agency. At the end of the day, none of these supporters can stop Kaleida from shutting the door, for the Health Department approved the plan. But Kaleida has left a bad taste with many of these leaders and an overall distrust as well.
- Mattina is just another example of when Kaleida has been asked if they are closing a department that serves this impoverished community they have said “NO” and a day later they announce the closing. Kaleida Administration cannot be trusted.
- COPE – Committee on Political Education – Please consider donating or increasing your current contribution to this volunteer based political fund, to afford this Union a Voice in the political arena. Your Union Dues are not used for political activity. New incentive gifts are available.

### **Building Committee update – John Klein, President**

- Previously the membership approved the purchase of land located on Elk street in Buffalo to build an office.
- It was determined the fiscal uncertainty caused by budget threats and difficult bargaining at Kaleida it was best to hold off on land purchase.
- The executive Board has decided to look for an existing building to meet the needs of the local.
- The current lease on Delaware expires in 2014 and the building is crumbling around us.
- The building committee will continue to search for a building.
- The Local will bring any purchase plans up for a vote to the membership.

### **Member Questions**

Q. “What do you do with a foul member who undermines and sabotages the Union and the Members?”

A. Members can talk to other members about issues; but if there are serious concerns, members can refer to the By-laws and the CWA Constitution for guidance. The District office can be utilized as well. It is not done often but there is recourse for members who undermine their union through these avenues.

Q. “People are more positive about the union and really wanted to take the Strike Vote.”

A. The members were very engaged just prior to the strike vote; but the duty of a Bargaining Committee and this Local was to bring members a contract to vote on. The Members voted and ratified the contract. Thank you to all of those who have supported the bargaining committee through all of this. We need to keep the momentum going, the contract expires in 2013.

Good and Welfare

Mays Dinner Tickets Drawing – scheduled for January 20, 2012 – Winner – Kristen Fleming MF TCC

Meeting adjourned at 8:50 pm