



DATE: September 21, 2010
TO: All Members of CWA Local 1168
FROM: Executive Board, CWA Local 1168
RE: General Membership Meeting Update

On September 14, 2010 the CWA Local 1168 Election Committee opened the floor of the General Membership Meeting for Kaleida Bargaining Committee nominations. With the Kaleida contract expiring on May 31, 2011 preparations are well under way for negotiations. President John Klein informed the membership that with the current forecast at Kaleida, this may very well be the toughest bargaining since the 80's when BGH RNs and DeGraff TCCS went out on strike to get fair contracts. He applauded the members for taking an active role in "Your Union" by attending the meetings and voicing their concerns. Congratulations to all the nominees.

Nominations for bargaining committee are as follows:

These bargaining units had one candidate nominated; the nominee accepted their nominations and will represent their bargaining units at the negotiation table.

- Craig Brozek, Pharmacist – DeGraff Professionals
- Karen Howard, RN – DeGraff RNs
- Marie Lamotte, Nuclear Med Tech – DeGraff TCCS
- David Walders, Clinical Lab Scientist – Millard Fillmore Professionals
- Lynelle Reed, LPN – Millard Fillmore TCC

These bargaining units had more than one candidate accept their nomination; therefore a secret ballot election will take place at Union Head Quarters with the time and date to be determined. Notification of Election will be sent to the affected bargaining units in accordance with the CWA Constitution and CWA Local 1168 By Laws.

- Buffalo General RN
 - Candace Bucci-Mutignani, RN
 - Jackie Hallinan, RN
- Buffalo General TCC
 - Jennifer Cervellera, Respiratory Therapist
 - Michael Dunphy, LPN
- Millard Fillmore RN
 - Kathryn Battaglia, RN
 - Sean Beecher, RN
 - June Group, RN

State of the Union Address – John Klein – “The Battle for Fair Contracts” – The tone has been set for bargaining at Kaleida with many articles already being focused on such as Seniority, Merger/Consolidation, Lay Off, Retirement, Health Insurance and other give backs. Non-Kaleida Bargaining was tough over the last 18 months with contracts ratified at Family Pharmaceuticals, Sheehan Health Network, Planned Parenthood of WNY Prof, Millard Fillmore Surgery Center, and most recently St Joseph Service Unit. The St Joe's Unit ratified their first contract on September 2, 2010 with a 60% turnout, 137 – yes to 38 – no. The perseverance of this bargaining unit should be applauded “for every time they were pushed, they pushed back harder.” Catholic Health ran a strong union busting campaign during negotiations, but the continuous mobilization and solidarity of this group persevered. The members of the Kaleida Bargaining groups need to learn from this example and stand together as One Union - One Voice!



By Laws – The membership approved a motion to change the CWA 1168 By Laws to cap the Retirement Gift Fund at \$10,000, the motion carried unanimous.

Budget - 2010 – 2011 was presented and reviewed by Kevin Musior, Secretary/Treasurer, a motion was made to accept the budget as presented, motion carried unanimous.

General discussion occurred regarding union meetings, committees and times conducive to the membership. The Executive Board will continue to strive to make meetings more accessible to the majority of the membership. President Klein strongly and repeatedly encouraged members to join any of the committees as outlined in the By Laws. Members were directed to the Union Web Page for more information. Chairpersons made plugs for their specific committees in an effort to get more member participation. Please call the office if you are interested in joining committees.

CWA Convention Report – A resolution passed at the National Convention to proceed with a biannual convention after 2011 and annual district meetings. The Union from the national on down to the local level is implementing cost savings policies to control budgets. Delegates from CWA met with White House Representatives on Health Care Reform to ask questions regarding a presentation by the Greater New York Hospital Association and Kaleida Health in regards to devastation reported at this conference from the implementation of the new health care reform legislation. The White House staff then contacted The NY State Chapter of the Hospital Association to question why the WNY Chapter and Kaleida Health were presenting “gloom and doom forecast” which was not entirely true. The Union is still waiting for a response from Kaleida regarding the report that was presented to union officials at the conference this summer.

The membership turned the discussion towards the elimination of out-patient services throughout the Kaleida system. Many members reported frustration in regards to Press -Ganey Survey, managers reporting budget losses when departments have been making profits, lack of communication with department closings and transfer of services (Out-patient rehab, wound, dental and eye clinic) and overall uncertainty as Kaleida moves forward with the GHVI. The Executive Board reported that they have regular meetings with Kaleida, the other unions in Kaleida, as well with reaching out to the public unions at the ECMC. Communication among the groups is not always positive and productive, but the commitment remains to be part of the discussions as the process moves forward.

Legislative Report – Terri Schelter gave a report as to the endorsement process for the CWA Council and to seriously consider the candidates who have received endorsement. She also directed people to use resources like Families USA.org for information about the new health care legislation.

Mobilizing Organizing – Get on the Bus for the ***One Nation Rally*** Leaving October 1, 2010 at 11:00 pm and returning on October 3, 2010 around 1:00 am. This is a grass roots movement march in Washington DC on the National Mall to bring the attention of elected officials back to the *Middle Class*, Jobs, Health Care, Taxes, Pensions, etc.... Call the Office to get more information and/or reserve your seat. Friends, family members and union members are welcome. Call 816-1168 and Ask for Diana Butsch. Also look for the “Get Caught Wearing Red on Thursday” mobilizing campaign as we continue gear up for bargaining in the future.

A note from Mary Brogcinski, Director of Communication/Education - I would like to thank all the members who have taken the time to call, write or email responses in regards to ***Stat!*** the Web Page and other correspondences. This Local firmly believes that your views are important and any written response will be published in your union newsletter (minus profanity, etc). To the member asking for union business minutes being posted to the web page...I hope this type of update will satisfy your request, and thank you for the input.

Bargaining Unit Surveys – the education committee is actively working with the IT people to get bargaining surveys up on the web page. Cost and security issues are being considered. (More info to follow)

All Executive Board Meeting Minutes and General Membership Meeting Minutes are available at the Union Office at 505 Delaware during regular business hours for any member to review.

One Union, One Voice!