



March 29, 2011 General Membership Meeting Update

CWA Local 1168 General Membership Meeting was held at the Hearthstone Manor at 6:30 pm. There was a line of Union Members to get into the meeting room starting at 6:15 pm which did not diminish until 6:55 pm. As advertised, Picnic Tickets went on sale for the July 30, 2011 Annual Picnic, but there was no line to purchase tickets. The Hearthstone realized early on, that we were going to need a lot more chairs.

President John Klein held off from officially starting the meeting until all members could enter the meeting room at 6:55 pm. The room was full of energy set forth by the members eagerly awaiting an update on Kaleida Bargaining. Although an agenda was in place to set the tone for the meeting, the Membership interaction was the driving force of discussions. In the past, Members were asked to hold questions till the end of each agenda topic, but John continued to field questions as they arose throughout the meeting.

Approval of Minutes – The meeting opened with motions to approve the Membership Meeting Minutes from September 14, 2010 and the Executive Board Minutes from September 21, 2010 – March 29, 2011, with a motion, second and favor unopposed in both instances. The approval of the minutes has been recorded and all are available for viewing at the Union office.

Picnic Update – A short discussion regarding the picnic included the increased cost of tickets, there availability at the current meeting, the May 3, 2011 meeting and then at the Union Office beginning June 6 – July 8, 2011. Also discussed was the Weekend Camper Raffle and 4 Family – Four Packs, which will be raffled off at the next General Membership meeting on May 3, 2011. All members who attend this meeting as well as the May 3 meeting will be given one chance for each of the meetings they attend for the raffle.

Judge Mattina (Niagara Family) Clinic Rally – There is a rally to support the workers, the patients and the community on April 4, 2011 from 4 – 6 pm. Kaleida announced that they will be closing the clinic on August 1, 2011 regardless if there is a buyer for the clinic or not. The clinic does not make money and Kaleida is closing any services that do not make the corporation money. Over the past 2 years the Union has asked on many different occasions if Kaleida was closing services when rumors surfaced (example: Eye clinic, Dental Clinic, Out Patient PT/OT, Cardiac Rehab, Project Out Reach, Out Patient Dialysis, etc...). Kaleida has either blatantly denied such rumors or answered with vague response of further evaluating a service. In all these instances the rumors were indeed true and services for the impoverished inner city community continue to dwindle. When the Union asks “where are these people going to get health care services”, Kaleida’s response has been “No Money, No Mission”, “not here”, “we don’t care”. Members from previously affected service lines shared their experiences with Kaleida administrations lack of concern for dedicated employees, patients and communities; and echoes of distrust of Kaleida Administration resonated in the meeting room.

Financial Report – Kevin Musior, secretary/ Treasurer, gave a financial report of Local 1168’s budget with explanations of current budget (Income and expenses). There were no questions presented for the Membership.

Non-Kaleida Units Update – Vice President Sharon Schultz reported on her bargaining units, which included contract expiration dates and general issues at the sites. Kaleida Bargaining will surely set the tone for bargaining at Catholic Health and with the other employers. Planned Parenthood is being greatly affected by the federal and state budget cuts. Downsizing, restructuring and layoffs are occurring throughout the Western New York offices.

State of the Union Address – Presented by John Klein, President and Cori Gambini, Vice President – The Question was posed to the Membership “By show of Hands, how many of you were around in 1983?” At least half the room raised their hand. John continued with, “Who remembers the reasons we organized a union? Our issues where for fair, safe working conditions for employees and safe care for our patients. We organized for equal pay, fair work rules, and respect. Who went out on strike for these issues?” Again half the room raised their hand, while the other half applauded these individuals and yelled out praises of thanks. John stated, “Well Kaleida bargaining is proceeding like we have turned back the hands of time back to 1983. The disrespect that this union, which is all of you, is being treated with at the table resembles that of 1983.” Kaleida has brought the same “don’t care attitude” they are showing to the inner city communities, to the bargaining table. The Membership was instructed to take the message back to their co-workers and when faced with the question from members of what does the

Union do for me? The answer is “We have what we have because of the fights every union member has had for the last 30 years. New employees have the salaries, benefits and working conditions they have because of the thousands of people who have fought for them every day since 1983!” Again the room erupted with cheers!

Attack on Unions and the Middle Class – Wisconsin and other States Union Busting Politicians - We need to support all unions; it should be all of us against corporate interest not us against each other!

Kaleida Bargaining – All three Unions CWA, SEIU, and IUOE are at the table bargaining with Kaleida Health fighting each other’s fights as Kaleida Union members. The concessionary proposals presented by Kaleida Health were discussed with more detail. Pension and Health care proposals were sent to the unions’ legal experts for review. Health Insurance proposals from Kaleida are similar to those that Mr. Kaskie outlined in his March 7, 2011 *Keeping You Informed* update mailed to your house. Remember the graphs about what Kaleida Union members currently pay compared to other workers.... Well you can guess what they propose we contribute in this next contract. There were discussions about comp/dbl changes, PTO changes, dental and parking. Members were reminded that these were proposals; the committee has agreed to nothing; there is still a great deal of bargaining to be done and the ultimate decision is up to the Members when we vote.

Here are a few of many Member questions with Union response:

- M - “Is there room or talk from the bargaining committee of taking concessions?”
U - “Concessions are a slippery slope; you can lose a lot of ground with them.”
- M - “Should we plan to go on strike and do we have a strike fund?”
U - “People need to decide what they want from the contract and plan accordingly.
Yes the Union has a strike fund available; meetings will be set up if things head that way”
- M - “How does Kaleida not know how unhappy the employees are and how bad staffing and working conditions are?”
U - “They don’t like to hear when the Union tells them things are bad; they need to hear that from you. Kaleida says that the input from staff has been positive about best place to work, *Keeping you informed* and seeing senior Leadership around. You have to tell them that this is not the case; they don’t want to hear it from us.”
- M - “Is Kaleida playing on people’s fears such as having to find parking, telling managers to have a strike plan, slashing long-term employee pensions, so we take other concessions?”
U - “The Unions believe that Kaleida is very serious about the proposals they have presented.”

Communication with the Membership – Mary Broginski, Education/Communication Director - Weekly bargaining updates from the bargaining committee of all three unions is being distributed at all sites. There is an email distribution list for members wherein they receive emailed updates to their personal email. Also available, is a texting option wherein you can receive up-to-the-minute updates from the local via text message when you provide your cell phone number. The CWA Local 1168 web page has all current updates, calendars and events listed. CWA Local 1168 also has a **Facebook** fan page. Members were encouraged to join the fan page and share information with their friends. Members were also reminded to contact the Union office with questions and concerns.

Mobilizing Update – Diana Butsch, Organizer/Mobilizer – Mobilizing actions have started around bargaining and Mattina Center. Solidarity Pins have been distributed and encourage your co-workers to wear them. Please promote and continue to wear Red on Thursdays. Details of text messaging and email were discussed in more detail. Union Talking points for the new employee and younger employees were discussed with the emphasis on Member- to- Member education. Short Staffing forms will be available on the website instruction was given to fill them out with each and every occurrence and then fax them to the office.

Drawings – Winners of Gas cards – Marcia Wells, RN, MFG – OR, Lynelle Schloerb, RN, BGH – 10N
Mays Dinner Tickets - Linda Kobiolka, RN, BGH – Pre Admissions

Take Away Points:

UNITY	SOLIDARITY	When I Say UNION, You Say YES!	We Are ONE!
We All Are the UNION!		I will be at the Rally!	I will bring others to the Rally!
No Give Backs!		I will Share the Message!	I support my Bargaining Committee!

United We Bargain! Divided We Beg!