



COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1168, AFL-CIO



DATE: December 3, 2009
 TO: All Kaleida Health CWA Local 1168 Members
 FROM: John Klein, President, and Cori Gambini, Executive Vice President, CWA Local 1168
 RE: **Impending Layoffs**

What Agreement? A Memorandum of Understanding???

Flash back to December 2006 – Berger Commission announces the closing of Millard Fillmore Gates Circle, DeGraff Memorial and St Joseph Hospitals. CWA Local 1168 mobilized to *Save Our Hospitals* standing strong with our employers including Kaleida.

“On December 14, 2006, Kaleida Health announces a partnership with its three partners in labor and signed a Memorandum of Understanding (MOU) to ensure workforce stability during the on-going *Commission on Health Care Facilities in the 21st Century* debate.”¹

Mr. Kaskie sent a letter to all Kaleida Employees –
 “clarifying his position on the matter and underscoring his commitment that no employee will lose their job as a result of a mandate from the Commission report.”²

Since this time, the Local has been meeting with the employer on a regular basis with the many levels of management during departmental meetings, Campus development meetings, job security, and with Kaleida Administration. The purpose of these meetings was to trouble shoot potential problems with the upcoming mergers and consolidations between the facilities and the ultimate closing of the Gates Circle Campus. We thought these were productive meaningful meetings that the employer was keeping us (“their partners in labor”) in the loop; and we would preserve jobs during the transitions. We believed in the MOU signed by Mr. Kaskie.

Along with that promise of no job loss, we heard Mr. Kaskie’s pleads to the workforce to not panic, to stay in our jobs and to continue working.... “We are open for business.”

“This issue should be about job growth—not job loss. Our workforce has been outstanding since the release of the Commission’s report, and we thank them for their commitment to excellence in patient care.”³

And the members did just that, they stayed and continued to work. Many employees passed over opportunities offered during the expansions at Suburban and DeGraff.

On December 2, 2009, Mr. Kaskie and the administrative team at Kaleida Health abandoned that promise. They informed the Union at Job Security that there would be a significant number of LAYOFFS at Millard Fillmore Gates Circle and Suburban facilities. There was no discussion prior to this announcement, no input from the unions, no attempts to restructure work, but just a list of jobs that would be axed in the upcoming weeks. We know there are no guarantees when dealing with the fluctuation in volume for each site. We are certain that the imminent closing of Gates Campus is however, a major factor in the declining volume there. It is not that Kaleida is no longer providing the service, but is shifting the work to the other sites, in which case, consolidating services rather than laying off employees would be the appropriate action. The Master Agreement provides proven contract language for merger/consolidations. We have asked repeatedly for Kaleida to start moving services and securing employment for our veteran workforce.

The Employer has made several things clear with their callous handling of this situation.

- First, there is no partnership with labor, just lip service.
- Second, there is no commitment to the workforce, at least not like the workforces commitment to Kaleida and Gates circle.
- Third, the employer has no intention of proceeding with the process using the contract language we have in place.

Contract violations have become a norm in the workplace as of late, and there is no end to it in sight. Let go of any false sense of security you have being from a different site. These lay-offs affect us all.

The Union is prepared to do whatever it takes to protect the rights of every member of this UNION. Are you prepared? We need your involvement in this battle, all 4,000 members of the Kaleida Bargaining Units. Prepare to mobilize in the near future. Look for updates and visit the web page (www.cwa1168.org) for the latest information and pending mobilization efforts.

**IT MAY NOT BE YOUR JOB TODAY, BUT IT JUST MAYBE YOURS TOMORROW.
 THIS IS ALL OF OUR FIGHT!**

CWA - ONE UNION! ONE VOICE!

Footnotes 1, 2, 3 – www.kaleidahealth.org

