

**DATE:** October 27, 2009

**TO:** Service Unit Members of CWA Local 1168  
at St. Joseph Hospital

**FROM:** **Bargaining Committee:** Dawn Knaus                      Joanie Rutkowski

**RE:** Contract Negotiations

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Since our update of October 5, 2009 we have completed two (2) more bargaining sessions, October 19 and 26. Unfortunately, we have **reached an agreement on only one (1) additional article and that, was Floating.**

There are approximately seventeen (17) non-economic items that remain open. The bargaining committee believes that we should have completed negotiations on these topics by now and we are not sure why the Hospital is dragging their feet.

One of the problems that we are encountering is that the **Hospital wants us to agree to language that is not as strong as the language in the RN contract.** We have stated very clearly across the bargaining table that on issues like **Bereavement Leave, Time and Attendance, Leave of Absence and Disability and Workers' Compensation,** there is no reason for our language to be different.

A significant issue that remains open is that of **downsizing.** Right now, if the Hospital determines that there is not enough work for the scheduled staff, they can and do send employees home. Employees either have to take PTO to replace their lost wages or be short pay in their paycheck. The bargaining committee is proposing significant limitations on the number of days an employee can be downsized. The Hospital wants to be able to downsize employees with out limit. **This is unacceptable!**

We have scheduled four (4) more bargaining dates before the end of the year which are **November 9, 16, 30 and December 7, 2009.** There is absolutely no reason for us not to have the contract finished by December 7, 2009.

On October 19, 2009 we made our salary proposal to the Hospital. The bargaining committee's goal is to bring your salaries closer to the salaries of other Catholic Health System employees that do the same work that you do. In doing a comparison between a number of comparable job titles from St. Joseph Hospital with employees at both Mercy Hospital of Buffalo and Kenmore Mercy Hospital, St. Joseph employees are the lowest paid in **all job titles. The bargaining committee has proposed a two year contract with pay increases for July, 2009, July 2010 and July 2011. We are hopeful that by the end of the first contract your salaries will be closer to these other employees.**

Your ongoing support is critical if we are to accomplish our goal!!

As always, we will keep you posted on our progress. If you have any questions please do not hesitate to give either one of us a call!