



COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1168, AFL-CIO



DATE: March 15, 2010

TO: All CWA Local 1168 Employees at Buffalo General Hospital

FROM: John E. Klein, President
Cori A. Gambini, Executive Vice President
Gloria J. Archie, Area Vice President
Ron Hosinski, Multi Site Area Vice President
Mary Janice Keller, Area Vice President
Michele Murray, Area Vice President
Linda Sheehan, Area Vice President
CWA Local 1168

RE: **WAKE UP AND SMELL THE COFFEE**



Recently the Union leadership informed you about the strife occurring between them and management. Sometimes we get caught up in the day to day issues at the Union office and regret that we do not always keep you fully informed and aware of what we are dealing with. Presently we are inundated with a massive volume of work in order to represent our members thoroughly and fairly. The major problems that are on the table right now are as follows:

- 1.) Larry Zielinski:
 - a.) refusing to meet with us;
 - b.) undermining us by rewarding whistle blowers;
 - c.) targeting senior employee's wages, benefits and job security;
 - d.) withholding information regarding closure of units or movement of work from site to site;
 - e.) allowing blatant violations of your Union contract.
- 2.) Magnet Status:
 - a.) false empowerment of staff nurses;
 - b.) information shared at UPC committees that undermine the Union contract;
 - c.) proposition that committee work would be done "off the clock".
- 3.) Special Projects: (Surginet, Firstnet, Bridges, UPC, Nurse Advisory Council Committee, EMR, etc.)
 - a.) hand picking of employees to sit on these committees/projects;
 - b.) Impact on staffing when an employee is off the unit working on a "special project";
 - c.) Management's opposition to preceptor pay when a "super user" has to train other staff.
- 4.) Pre-consolidation bargaining:
 - a.) Management refuses to bring the right people to the table in order to have meaningful conversation;
 - b.) No full disclosure of their plans to the Union;
 - c.) Merger Consolidation and closures occurring without Union notification;
 - d.) Direct dealing with staff - in other words, staff members receive info before the Union representation.

**SO PLEASE: WAKE UP AND SMELL THE COFFEE.
STOP BEING LULLED INTO A SENSE OF SECURITY.**

By now you should realize we, the Union, are under attack! We need an "Army of Stewards". Every department, every bargaining unit, every shift should have a Union Steward and/or Chief Steward. Bargaining is only months away and our contract is up May 31, 2011. 20 people doing the work of 5,000 is not good enough. If we want to continue to enjoy the wages, benefits and job security that we have today, we need your help. Please feel free to call the office and volunteer to be a Steward. Never hesitate to call us if you feel that there are contract violations, harassment, intimidation, favoritism, or any other issues going on in your department. We hope to hear from many of you very soon. Make Unionism your "special project". They cannot run Kaleida without experienced staff. **STAND UP NOW!**

And by the way don't forget to thank all the hard working Stewards and Chief Stewards in the building. They work hard for you Every Day!

MJK:az/sb

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