



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: March 9, 2010

TO: All Service Members at St. Joseph Campus

FROM: **Bargaining Committee**
Joan Rutkowski, Chief Steward, CWA Local 1168
Dawn Knaus, Chief Steward, CWA Local 1168
Debbie Hayes, Staff Representative, CWA District One
John Klein, President, CWA Local 1168
Sharon A. Schultz, Vice President, CWA Local 1168

RE: **BARGAINING UPDATE**

We met with the Employer on Monday, March 8, 2010, for half a day until 12 noon. The Union was prepared to discuss a number of wage issues including the construction of a wage scale, wage increases outside of a wage scale, salary upgrades, lead pay and training pay.

Since the employer is adamant that they will not agree to a wage scale in our first contract, the Union needs to determine if we are moving in the direction that will bring negotiations to an amicable conclusion that both sides find acceptable.

The Employer's only response to our presentation was to ask for further reasoning on our proposed upgrades. The bargaining committee will be speaking with some of you this week to obtain more information on your job responsibilities.

PTO Buyback

The Employer has provided PTO buyback for the RN's, supervisors and for all other non-union employees. The only SJH employees that were not offered the ability to buy back PTO in your group.

The Employer's reasoning is that we are at the bargaining table and it is part of negotiations. The Union believes they violated the law by making a unilateral change in not providing PTO buyback to the service unit. Based on the Employer's position, a charge has been filed with the National Labor Relations board and testimony was given on March 9th. As soon as we hear something, we'll let you know.

Our next bargaining sessions are schedule for March 15 and 22nd.

SAS:az