



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: May 26, 2010
 TO: All Members of the SJH Service Employee Bargaining Unit
 FROM: **BARGAINING COMMITTEE**
 Jodie Frick Dawn Knaus Elaine Lopez Joanie Rutkowski
 Sharon Schultz John Klein Debbie Hayes
 RE: **CONTRACT NEGOTIATIONS**

Our bargaining committee met with the Sister's of Charity Committee through the Federal Mediator again on May 24, 2010. The Union made counter proposals on three different articles, Dental Insurance, Hospital Discounts and Tuition Assistance. The Sister's Committee would not accept any of these counterproposals and we did not reach an agreement on any new articles of the contract.

The Hospital did give us a Package Proposal on all of the open economic items. A proposal, that the Union found to be unacceptable. The **Hospital is Proposing:**

- A 4 year contract with **NO RETROACTIVE WAGES**. Wage increases would be 3% upon ratification, 2.5% in 2011, 2.25% in 2012 and 2.25% in 2013.
- **No** Training pay.
- **No** Lead pay.
- **No** Supplemental Pay.

The Hospital's Proposal actually takes away the ability for more senior employees to get raises for years of service or proficiency in performing your job by deleting the Mid-Point Rate and the Maximum Rate steps.

The **Union Proposed** that approximately **138** employees receive an additional pay adjustment for either **lead pay**, a **pay upgrade** or **because more senior employees are making less money than lower senior employees** and the Sister's Committee rejected that proposal.

They also rejected the Union's proposal to give **Extended Sick Leave** time to part-time employees and to give full-time employees hired before October 1, 2001 the same amount of **Extended Sick Leave** as full-timers after that date. Full-timers hired after October 1, 2001 get 9 days and those hired before that date get 4!

The Union proposed the exact same **Severance Pay** you are eligible for right now and the Hospital is refusing to put that in the contract.

The Employer is dragging their feet at the bargaining table. They do not want St. Joseph Campus to be Union. Don't be discouraged.

NOW more that ever is the time to stand together

REMEMBER

In UNITY there is STRENGTH