



# COMMUNICATIONS WORKERS OF AMERICA

## LOCAL 1168, AFL-CIO



### April 6, 2010 Service Unit Members Bargaining Update

#### Employer Proposal April 5, 2010

##### Wages:

##### **No back pay for 2009**

3% Upon Ratification 2010  
2.5% 2011  
2.25% 2012 and 2013

##### **No lead pay, no upgrades**

##### **They know it, they don't care**

(that less senior and new hires are paid more than some current higher senior employees in the same job titles).

##### Severance Pay:

Eliminate current benefit

1 yr or less	2 weeks pay
1 - 9 years	4 weeks pay
10 - 19 years	5 weeks pay
20 or more years	6 weeks pay

##### Rejected Union Proposals:

Supplemental Pay  
Call in Pay  
Training Pay  
Sick bank for part time employees

##### Open Items:

Dental Coverage  
Extended Sick Bank  
Memorandum of Understanding: Extended Sick Leave  
Grandfathering  
Flexible Spending Account  
Health Insurance  
Hospital Discounts  
Life Insurance  
Overtime

PTO

Memorandum of Understanding:  
Paid Time off Buyback Grandfathering  
Tax Sheltered Annuity  
Tuition Assistance  
Memorandum of Understanding: Enhanced  
Tuition Reimbursement Program  
Retirement Plan  
Duration

##### PTO Buyback:

The Union filed a charge at the National Labor Relations Board on February 5, 2010 due to the employer refusing to allow PTO buy back for employees hired prior to 10-1-01.

The Employer has now offered a settlement to the Union. Employees hired prior to 10-1-01 will be offered the buyback at 75%.

Once the settlement letter is signed, managers will notify employees of availability of PTO buy back.

Petitions hand delivered on Thursday, April 1, 2010 to Peter Bergman, President Sisters of Charity Hospital / St. Joseph Campus and Joe McDonald, CEO Catholic Health. 243 out of 291 service members signed in support of the bargaining committee.

505 Delaware Avenue, Suite 201 • Buffalo, NY 14202-1309 • Phone: (716) 816-1168 • Fax: (716) 644-9100

email: [office@cwa1168.org](mailto:office@cwa1168.org) • Website: [www.cwa1168.org](http://www.cwa1168.org)