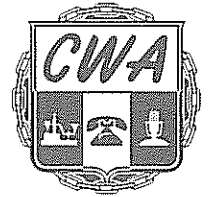




COMMUNICATIONS WORKERS OF AMERICA LOCAL 1168, AFL-CIO



DATE: May 6, 2010
TO: All CWA Local 1168 Members at Kaleida Health
FROM: John Klein, President & Cori Gambini, Vice President CWA Local 1168
RE: **NURSES WEEK FESTIVITIES**

May is a month where we celebrate the dedication and hard work of health care workers. *National Nurses Week* revolves around Florence Nightingale's birthday, May 12, 1820; she is credited as the founder of modern nursing. The history of this week-long celebration of nurses began in 1953, and was nationally recognized in 1974 with a proclamation by President Nixon to recognize and celebrate annually from May 6 – May 12. *National Hospital Week* is May 9 – 15, 2010, which celebrates the dedication of all hospital workers and dates back to 1921. CWA Local 1168 would like to extend a heartfelt THANK YOU to all of our health care workers who continue to do an outstanding job in caring for patients, families, coworkers and communities every day. You are Kaleida Health.

This year Kaleida has kicked off the celebration in its usual fashion.... Ice cream socials, breakfasts and luncheons for some, recognition gifts, awards ceremonies, etc...

How many of us remember "Joint Commission Survey" during *Nurses Week*? Kaleida and the site committees pulled off a celebration during that trying time none the less. It was a double celebration when we passed survey.

This year Kaleida is quietly dealing with other matters as well. As they recognize the accomplishments, hard work and dedication of all the staff at all the facilities..... Kaleida is planning a layoff of up to 400 employees across the board - the equivalent of 200 FTEs (full time employees), all job titles , all departments; "THE ICE BERG IS MELTING...", These are tough financial times and we must all share the burden to continue to succeed in this market place. We should all prepare for the impact of these tough economic times, correct?

We Union Members know these are tough economic times. We also recognize that something must be done to stop the bleeding of money out of this health care system. On April 14th we asked the employer to allow Union input in applying life saving first aid to solve these fiscal problems. We are still waiting their acceptance. In their usual fashion, Kaleida has waited till crisis mode to include us.

The Union has no intention of allowing the employer to make cuts to an already over taxed workforce without allowing you a voice in how to solve the problem. The employer has stated they have made their cuts at the administrative and managerial level at the beginning of this year. As of this date May 6th 2010, on the Kaleida People Managers Spread Sheet there are 41 – Executives, 81 – Directors, 252 – Managers and 208 – Supervisors a total of 582 employees; where do you think the cuts should come from?

We will keep you posted as information comes available about impending layoffs and how they will affect the membership.

Think about all of the above as you try to enjoy the ice cream.

• **OUR UPDATES CAN ALWAYS BE FOUND AT WWW.CWA1168.ORG** •