



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: December 9, 2011
TO: All CWA Local 1168 Kaleida Health Members
FROM: Executive Board of CWA Local 1168
RE: Consolidation of Gates and BGH

At the end of October, Kaleida Health announced layoffs and restructuring as the facilities and workers prepared for the merger/consolidation of Millard Gates and BGH. Connie Vari and Cheryl Klass held a town hall meeting wherein they outlined cuts to the executive team, administration and management. They also disclosed that they could no longer guarantee that there would be no job loss with the pending merger. Since that time there has been a great deal of change and turmoil throughout the system. Many clinics, services and departments closed; census and services have declined effecting Kaleida's bottom line. All these changes are affecting the merger/consolidation process as HighPointe (Long Term Care Facility) and BGH ER are opening, because layoffs and job deletions are occurring simultaneously.

At this point it is difficult to quantify the amount of layoffs, job loss and members that will be affected. Many departments with more senior members are being impacted, which is causing a ripple effect throughout the sites. Millard Bargaining Units have options at Gates (which is still open for business), BGH (if their work has moved the BGH Campus), Suburban and the Millard off sites (Hertel Elmwood, Flint...). At this time, most members have not been forced to leave without options. Each Member that has been affected by a closing, consolidation, deletion, layoff or bump has been given an option to continue working within Kaleida Health for the most part. In many cases the option differs from their previous role, shift, FTE status, specialty and/or experience.

Some Members are:

- taking the "early out option" if they meet the requirements
- taking a voluntary layoff, because the options presented to them may not be a fit for their other personal obligations
- leaving because they did not meet the minimum job requirements for their bump option and have been forced into layoff; realistically, we may see more of this happening in the future

As this process continues, more and more members will be affected. The Union and the Employer are diligently following the Kaleida Master Bargaining Agreement language to assure fairness for all members. Bargaining Surveys from the Membership have shown time and again that **Job Security** is the most important benefit for you as the Union Member. Many contract articles affect job security and are being employed as each affected member is given their options. These are a few of the articles and can be found on the Local's web site in the *Kaleida Health Master Agreement DRAFT* posted on December 9th (www.cwa1168.org):

- Article 50 – Seniority
- Article 51 – Layoff and Recall (The contract provides for up to 5years for recall from a layoff.)
- Article 55 – Merger, Consolidation, Transfer or Establishment of Work within Kaleida Health

Please keep in mind we are all feeling a great deal of anxiety as this process continues. Over the past several weeks, many of Kaleida's non-union employees lost their jobs, with no options. AS UNION MEMBERS, WE DO HAVE OPTIONS. At any point each of us may be directly affected; and when that time comes, we will all be entitled to our options as protected by the contract. It is not a personal attack of a co-worker when a Member exercises their right to the offered options. The contract provides a fair process in which to drudge through these difficult times. If/when that time comes, a Union Representative will be present with the Employer to go over the options and assure the contract language is followed.

Do not be that Union Member who ostracizes a fellow Member for taking their option. We should be supporting each other during these difficult times. And as always, please call the Union Office for questions and clarification at (716) 816-1168.
