

EXTENSION AGREEMENT

Catholic Health (hereinafter, with Sisters of Charity - St. Joseph Campus, Kenmore Mercy Hospital, and Mercy Hospital of Buffalo, "CH") and the Communications Workers of America, AFL-CIO (hereinafter, with its affiliate locals, "CWA"), hereby agree to extend all terms of the following six collective bargaining agreements: (1) Sisters of Charity - St. Joseph Campus (RN Contract); (2) Sisters of Charity - St. Joseph Campus (Service Contract); (3) Kenmore Mercy Hospital (RN Contract); (4) Kenmore Mercy Hospital (Technical Contract); (5) Mercy Hospital of Buffalo (RN Contract); (6) Mercy Hospital of Buffalo (Service, Technical and Clerical Contract), for a one (1) year period. The new contract expiration date for all six contracts is June 30, 2021. This extension is being implemented as a result of the Parties putting negotiations on hold due to the COVID-19 Pandemic and the ongoing uncertainty of the impact on healthcare for the remainder of 2020.

During the extension period, the only modification to the above contracts shall be the following:

Effective the first full pay period in July 2020, all active members of the above six bargaining units will receive a one half of one percent (.5%) general wage increase. Such payments will be made the first full pay period following ratification of this Extension Agreement.

In addition, the Parties agree as follows:

1. A COVID-19 Committee will be formed for the purpose of debriefing on the COVID-19 Pandemic to date, evaluation of the actions taken by Catholic Health (what worked, what didn't work) and the development of a plan in anticipation of a COVID-19 surge this fall or winter. The Committee will commence meeting the first week of September, 2020. Members of the Health Safety Committees will be invited to join in the work of this Committee. The Union Committee will not exceed twenty (20) people excluding members of the Health Safety Committees.

2. The Parties' Memorandum of Agreement Regarding Negotiations for Successor Agreements, dated September 2, 2016, will remain in effect for the 2021 negotiations.

Dated: July 29, 2020

Communications Workers of America



Dennis G. Trainor

Catholic Health



Mark A. Sullivan