



DEBORA M. HAYES
Area Director
Upstate NY/NE

To: CWA 1133 & 1168 Members at Catholic Health

From: Debora Hayes, Erin Spaulding, Sammie Schopf, CWA District 1
CWA Catholic Health Bargaining Committee: Cheryl Darling, Maureen Kryszak, Correy Webb, Vanessa Quinn, Andrea Nugent, Erica Scherer, Heather Lawrence, Becky Lawrence, Ulanda Frank and Cori Gambini

Pension Agreement & Market Adjustments

Over the past few months, CWA and Catholic health have had discussions over two important issues, the funding of the pension plan, as well as market adjustments to certain job titles. On Friday, we reached an overall agreement as follows:

- **Market Adjustments:** We have reached an agreement to give significant market adjustments to the scales for employees in the RN1 job title as well as a large majority of technical titles. These changes will be effective Sunday, April 9th.
- **Pension:** We have agreed to a deferral of pension contributions in the amount of approximately \$45 million. The System will be required to resume *monthly* contributions beginning in January of 2024.
- **Increase in Night Shift Differential for RNs:** Night shift differential will increase to \$4.50. For hard to fill nursing departments (ED, ICU, CVICU, Critical Care Floats) the rate will increase to and \$4.75. This change will go into effect in approximately two months with no retro.
- **Health Coverage:** Health coverage shall now begin on the 30th day of employment. Previously, it began at the 90-day mark.
- **Quarterly Job Review Committee:** This new committee will help review issues with job titles throughout the contract. If there are changes in the market for any job title, it can be brought to the committee to review and adjust compensation.
- **Improvements in Job Bidding Language for Radiology:** See page 7 of the MOU for additional details on job bidding.

Please join us for a **town hall call on Tuesday, April 11th at 7:30pm**. We will walk through the agreement and answer any questions you may have. You should receive a phone call to participate or you can dial in to the call at **1-855-840-6970**.