

TO: All Members of CWA Employed by Catholic Health

FROM: The Bargaining Committee

RE: Bargaining Update #18

DATE: August 26, 2025

FULL COMPARISON OF OUTSTANDING ECONOMIC PROPOSALS

Your Bargaining Committee and CHS have been actively bargaining on an economic proposal. As you can see below, we are still very far apart. The Committee is committed to working hard to get you a fair contract with safe staffing. We continue to work every day on coming to an agreement. We have received our information request pertaining to KMH Service and Clerical and have begun working on proposals.

Since August 1, 2025 we have reached tentative agreements on the following articles: Seniority, Filling of Vacant Positions, Layoff and Recall, Hospitals Discounts, Bargaining Unit Work, Disability and Workers' Compensation. Since we began bargaining we have reached agreements on

Below is a comprehensive outline of what CHS is offering versus what the Union is proposing.

	Employer Proposal	Union Proposal
Bereavement Leave	<ul style="list-style-type: none">• CHS rejected the Unions proposal and is proposing to require members to provide supporting documentation proof to use bereavement leave	<ul style="list-style-type: none">• The Union proposed additional family members and time for reproductive losses
Weather Emergency	<ul style="list-style-type: none">• CHS does not agree to City, County, or State declared emergency language; however they did agree to pay members for all hours they are required to remain at the facility.	<ul style="list-style-type: none">• The Union proposed that Weather Emergencies are declared by the City, County, or State for activation.• We also proposed that all hours you are required to stay at the hospital is paid time at time and one-half plus applicable bonus.

Staffing	<ul style="list-style-type: none"> • CHS rejected our language on break relief • CHS rejected our language on enforcement. 	<ul style="list-style-type: none"> • The Union proposed enforcement language for when the ratios are not met which will go back into the pockets of frontline staff.
Technical and Ancillary Staffing	<ul style="list-style-type: none"> • CHS is refusing to include Transport, EVS, Sterile Processing, and Pharmacy. 	<ul style="list-style-type: none"> • The Union proposed staffing grids for all departments in the bargaining units that we believe are covered by the NYS Staffing Law. • The Union proposed enforcement language for when the ratios are not met which will go back into the pockets of frontline staff.
Staffing Incentive Program	<ul style="list-style-type: none"> • CHS agreed to combine the ratio pay with the staffing incentive program pay. • Service <ul style="list-style-type: none"> ○ \$10.00 • Clerical <ul style="list-style-type: none"> ○ \$10.00 • Technical <ul style="list-style-type: none"> ○ \$12.00 • RN <ul style="list-style-type: none"> ○ \$15.00 	<ul style="list-style-type: none"> • The Union proposed to combine the ratio pay with the staffing incentive program pay. • Service <ul style="list-style-type: none"> ○ \$14.00 • Clerical <ul style="list-style-type: none"> ○ \$14.00 • Technical <ul style="list-style-type: none"> ○ \$21.00 • RN <ul style="list-style-type: none"> ○ \$31.00
Overtime	<ul style="list-style-type: none"> • CHS rejected daily overtime and agreed to eliminate the 30 minute work in progress language. 	<ul style="list-style-type: none"> • The Union proposed daily overtime and the elimination of the 30 minute work in progress language.
Tuition Assistance	<ul style="list-style-type: none"> • CHS rejected the robust program. • CHS proposed to increase the reimbursement to \$1,500/yr for full time employees and \$750/yr for part time employees. 	<ul style="list-style-type: none"> • The Union proposed a robust tuition assistance program that other area facilities have which offers excellent programs!
Enhanced Tuition Reimbursement	<ul style="list-style-type: none"> • CHS rejected the Unions proposal. 	<ul style="list-style-type: none"> • The Union proposed to delete this article if CHS agreed to the robust program.

ESL	<ul style="list-style-type: none"> • CHS proposed no accrual of ESL while on ESL; • You must exhaust PTO for NYS PSL; and • You can only suffer a severe injury or illness and receive ESL once per year. 	<ul style="list-style-type: none"> • The Union proposed to remove the requirement of seeing a physician within 24 hours of onset of illness or injury.
Retirement Plan	<ul style="list-style-type: none"> • CHS rejected the proposal to improve calculation on the PRA. • CHS agreed to fully fund the pension plan with a minimum of \$28mil and a maximum of \$34mil for each year of the contract. 	<ul style="list-style-type: none"> • The Union proposed an increase to the pay credits for the PRA by 1% and to equalize the benefit for all employees.
Retention and Recruitment Initiative	<ul style="list-style-type: none"> • CHS proposed that they can offer and revoke retention and recruitment bonuses without negotiating with the Union. 	<ul style="list-style-type: none"> • The Union proposed that any retention and recruitment bonuses be negotiated with the Union.
On-Call Pay	<ul style="list-style-type: none"> • CHS proposed that you receive a minimum of 3 hours of pay for time actually worked on a call-in. 	<ul style="list-style-type: none"> • The Union proposed that you receive a minimum of 4 hours of pay for time actually worked on a call-in.
Call-In Pay	<ul style="list-style-type: none"> • CHS proposed that you receive a minimum of 3 hours of pay for time actually worked on a call-in. 	<ul style="list-style-type: none"> • The Union proposed that you receive a minimum of 4 hours of pay for time actually worked on a call-in.
Job Description	<ul style="list-style-type: none"> • CHS told the Union that it would be an administrative burden to update the job descriptions and follow current contract. 	<ul style="list-style-type: none"> • The Union proposed that CHS follow current contract for posting positions when experience is waived.
Agency Personnel	<ul style="list-style-type: none"> • CHS is proposing that agency can work above and beyond their contracted hours. They also want to hold day shift positions that agency are filling to stop members on night shift from moving to days. 	<ul style="list-style-type: none"> • The Union proposed that members receive priority over open shifts before agency is awarded. • We also proposed that Agency rotate to the off shift before members.

<p>Attendance and Tardiness</p>	<ul style="list-style-type: none"> • CHS is proposing to merge attendance and tardiness together while decreasing the number of absences by 1 and adding other things that count as occurrences (absence). For example, they proposed that each time you are late it would count as a half an occurrence (absence). 	<ul style="list-style-type: none"> • The Union has proposed that all employees must receive a counseling before discipline is administered regardless of the number of absences or tardies.
<p>Workplace Violence and Workplace Security</p>	<ul style="list-style-type: none"> • CHS has rejected the Union proposal to bring in metal detectors or bullet proof glass. 	<ul style="list-style-type: none"> • The Union proposed a long-term security initiatives at all facilities including metal detectors and bullet proof glass. • We are waiting for an update on the security report.
<p>Agreement</p>	<ul style="list-style-type: none"> • CHS has taken the position that only one facility may strike at a time. 	<ul style="list-style-type: none"> • The Union is proposing that all Bargaining Units have the right to strike.
<p>PTO</p>	<ul style="list-style-type: none"> • CHS rejected moving PTO to common table; • They also rejected increasing the one day and maximum accrual balance in the employee bank increase; • They also rejected acknowledgement of Juneteenth as a time and one half holiday. 	<ul style="list-style-type: none"> • The Union proposed that PTO moves to common table; • Increase by 1 day for all employees full and part time; • Proposed to increase the maximum accrual in the employee bank; • Proposed Juneteenth as a time and one half holiday.

<p>Health Coverage</p>	<ul style="list-style-type: none"> • CHS proposed that employees hired after ratification pay 25% of the First Choice Health Plan for full-time and 55% for part time. • Increases to the following copays beginning January 2026: <ul style="list-style-type: none"> ○ Diagnostic X-ray <ul style="list-style-type: none"> ▪ \$50 ○ Outpatient infusion <ul style="list-style-type: none"> ▪ \$0 at CHS ▪ \$150 elsewhere ○ Bone Mineral Density Screening <ul style="list-style-type: none"> ▪ \$50 ○ Colonoscopy <ul style="list-style-type: none"> ▪ \$50 ○ PCP Office Visit <ul style="list-style-type: none"> ▪ \$25 ○ Chiropractic Care <ul style="list-style-type: none"> ▪ \$50 ○ Advanced Radiology (MRI, PET, & CAT Scans) <ul style="list-style-type: none"> ▪ \$100 ○ Specialists Visits <ul style="list-style-type: none"> ▪ \$50 ○ Emergency Room Visit <ul style="list-style-type: none"> ▪ \$150 ○ Urgent Care Center <ul style="list-style-type: none"> ▪ \$60 	<ul style="list-style-type: none"> • Current Contract <ul style="list-style-type: none"> ○ Diagnostic X-ray <ul style="list-style-type: none"> ▪ \$0 ○ Outpatient infusion <ul style="list-style-type: none"> ▪ \$0 ○ Bone Mineral Density Screening <ul style="list-style-type: none"> ▪ \$0 ○ Colonoscopy <ul style="list-style-type: none"> ▪ \$0 ○ PCP Office Visit <ul style="list-style-type: none"> ▪ \$15 ○ Chiropractic Care <ul style="list-style-type: none"> ▪ \$20 ○ Advanced Radiology (MRI, PET, & CAT Scans) <ul style="list-style-type: none"> ▪ \$50 ○ Specialists Visits <ul style="list-style-type: none"> ▪ \$20 ○ Emergency Room Visit <ul style="list-style-type: none"> ▪ \$75 ○ Urgent Care Center <ul style="list-style-type: none"> ▪ \$50
<p>Prescription Coverage</p>	<ul style="list-style-type: none"> • CHS proposed increases to the following copays for the First Choice Comprehensive Plan beginning January 2026: <ul style="list-style-type: none"> ○ Tier 1 <ul style="list-style-type: none"> ▪ \$7 ○ Tier 2 <ul style="list-style-type: none"> ▪ \$30 ○ Tier 3 <ul style="list-style-type: none"> ▪ \$50 	<ul style="list-style-type: none"> • Current Contract <ul style="list-style-type: none"> ○ Tier 1 <ul style="list-style-type: none"> ▪ \$7 ○ Tier 2 <ul style="list-style-type: none"> ▪ \$15 ○ Tier 3 <ul style="list-style-type: none"> ▪ \$35

<p>Shift Differentials</p>	<ul style="list-style-type: none"> • Service <ul style="list-style-type: none"> ○ Evening \$1.75 ○ Nights \$2.50 • Clerical <ul style="list-style-type: none"> ○ Evening \$1.75 ○ Nights \$2.50 • Technical <ul style="list-style-type: none"> ○ Evening \$1.75 ○ Nights \$2.50 • RN <ul style="list-style-type: none"> ○ Evening \$2.00 ○ Nights \$4.50 ○ Nights (hard to fill positions) \$4.75 	<ul style="list-style-type: none"> • Service <ul style="list-style-type: none"> ○ Evening \$2.00 ○ Nights \$3.00 • Clerical <ul style="list-style-type: none"> ○ Evening \$2.00 ○ Nights \$3.00 • Technical <ul style="list-style-type: none"> ○ Evening \$2.00 ○ Nights \$4.50 • RN <ul style="list-style-type: none"> ○ Evening \$2.00 ○ Nights \$4.50 ○ Nights (hard to fill positions) \$4.75
<p>Other Differentials</p>	<ul style="list-style-type: none"> • Service <ul style="list-style-type: none"> ○ Precepting \$1.25 ○ Lead \$1.25 • Clerical <ul style="list-style-type: none"> ○ Precepting \$1.25 ○ Lead \$1.25 • Technical <ul style="list-style-type: none"> ○ Precepting \$1.50 ○ Lead \$1.50 • RN <ul style="list-style-type: none"> ○ Precepting \$2.00 ○ Charge \$2.00 	<ul style="list-style-type: none"> • Service <ul style="list-style-type: none"> ○ Precepting \$2.50 ○ Lead \$2.00 • Clerical <ul style="list-style-type: none"> ○ Precepting \$2.50 ○ Lead \$2.00 • Technical <ul style="list-style-type: none"> ○ Precepting \$3.00 ○ Lead \$2.00 • RN <ul style="list-style-type: none"> ○ Precepting \$3.50 ○ Charge \$4.00

Wages

- **CHS has rejected the 24th Year longevity step for all members**
- **Service**
 - 2.25% upon ratification
 - 2.25% June 2026
 - 2.25% June 2027
 - 2.25% June 2028
- **Clerical**
 - 2.25% upon ratification
 - 2.25% June 2026
 - 2.25% June 2027
 - 2.25% June 2028
- **Technical**
 - New base scale upon ratification
 - 2.25% June 2026
 - 2.25% June 2027
 - 2.25% June 2028
- **RN**
 - New base scale upon ratification
 - 2.25% June 2026
 - 2.25% June 2027
 - 2.25% June 2028

- **CWA proposed a 24th Year longevity step for all members**
- **Service**
 - 5% June 2025
 - 5% June 2026
 - 5% June 2027
 - 4.75% June 2028
- **Clerical**
 - 5% June 2025
 - 5% June 2026
 - 5% June 2027
 - 4.75% June 2028
- **Technical**
 - New base scale June 2025
 - 5% June 2026
 - 5% June 2027
 - 4.75% June 2028
- **RN**
 - New base scale June 2025
 - 5% June 2026
 - 5% June 2027
 - 4.75% June 2028