TO: All Members of CWA Employed by Catholic Health

FROM: The Bargaining Committee

RE: Bargaining Update #23

DATE: September 17, 2025

Yesterday, September 16, 2025, CHS presented the Bargaining Committee with a package proposal on Agency, Attendance and Tardiness, and Staffing. The Bargaining Committee worked on a response and gave it to CHS this morning. CHS has moved off their position of having one bucket for both attendance and tardiness, which is progress!

In Agency, CHS is still proposing that they do not have to post day shift positions that Agency are filling because they claim it will cause night shift to bid on days and short the night shift. The Bargaining Committee has remained firm that Agency should be filling night shift positions so you, the members, can bid into positions there is a desire for.

In Staffing, CHS still does not agree with utilizing a break relief system and wants to continue to use the buddy system. We are still working through the enforcement language. The ratio improvements proposed by the Bargaining Committee continue to get rejected by CHS.

Because CHS packaged these articles together, we cannot agree to one without agreeing to the others. This continues to be one of the biggest obstacles to reaching an agreement. The Bargaining Committee has a number of articles ready to be agreed to, however, CHS will not sign off on them because they are packaged.

This afternoon CHS presented Kenmore Mercy Hospital RN and Technical as well as St. Joesph Campus RN, Service, and Technical articles back to the Union. There was positive move in the Unions direction, and we hope that this forward movement continues.

We tentatively agreed to New Common Table Article Surveillance Cameras. This Article states CHS will not install surveillance cameras in any restroom, locker room, changing room, or anywhere else you have a legal right to privacy. Also, if CHS wants to use a video as supporting documentation in the discipline process they will provide the video to the Union.

We also tentatively agreed to current contract on Cafeteria Discounts and Call In Pay for each of the Bargaining Units.

The Bargaining Committee continues to be committed to working hard until we reach an agreement.

WE WILL BE AT THE ARTC ON MONDAY THE 22ND AT 7:00AM WITH THE FAT CAT, PLEASE JOIN US