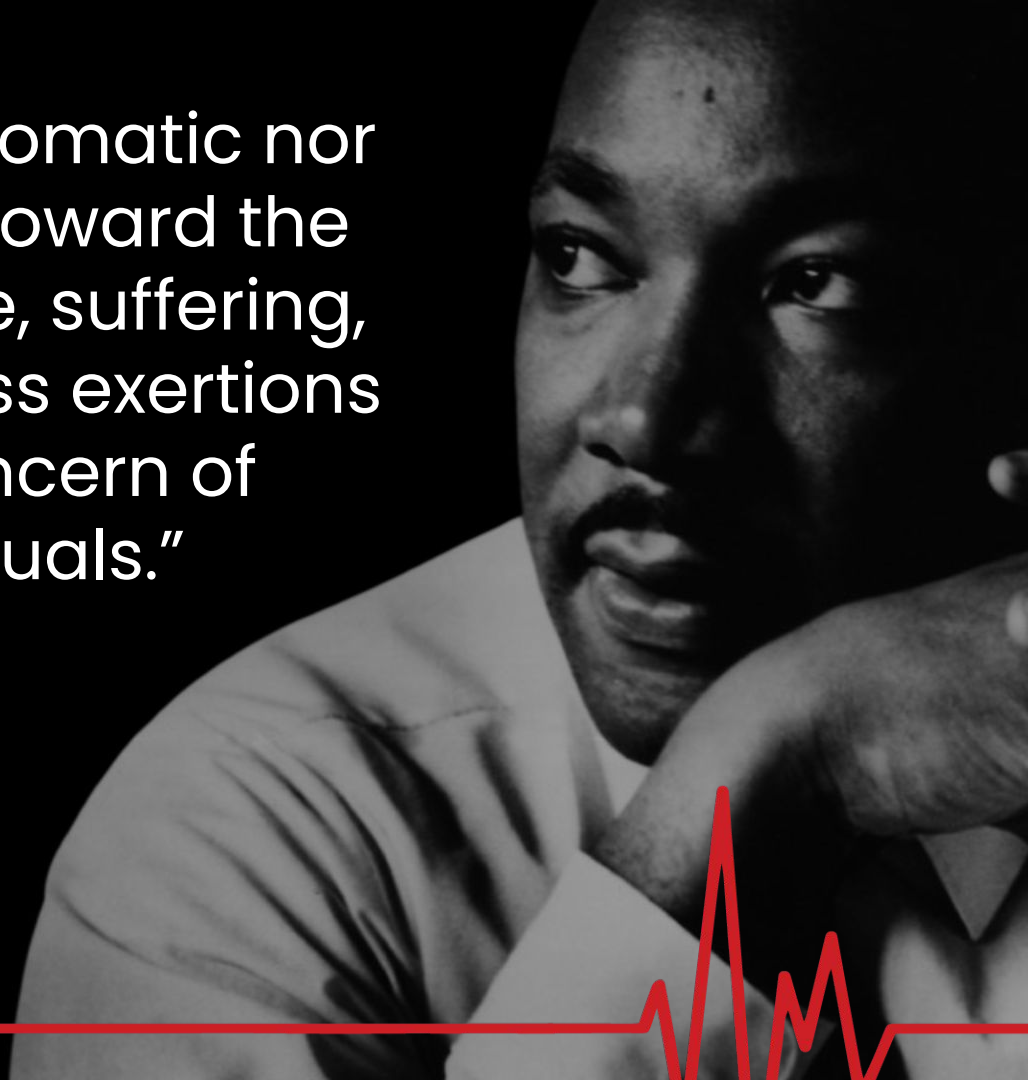


CWA'S Strategy to Win Safe Staffing



"Progress is neither automatic nor inevitable. Every step toward the goals requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals."

Martin Luther King, Jr



CWA'S Strategy to Win Safe Staffing

- 1) Legislative & Political
- 2) Bargaining
- 3) Public Narrative

Targets: Employers + DOH & NYS Legislature

All of our strategies **require** a mobilized, informed and engaged membership in order to win and enforce our wins.



Improvements Happening!



- 27% of our members surveyed say that staffing is better today than 1 year ago!
- Improvements on specific units and shifts
- DOH already investigating complaints
- DOH staffing up investigatory team
- Winning clarifications on titles that must be included in plans



8,500 COMPLAINTS FILED TODAY!



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Business

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40° Partly Cloudy

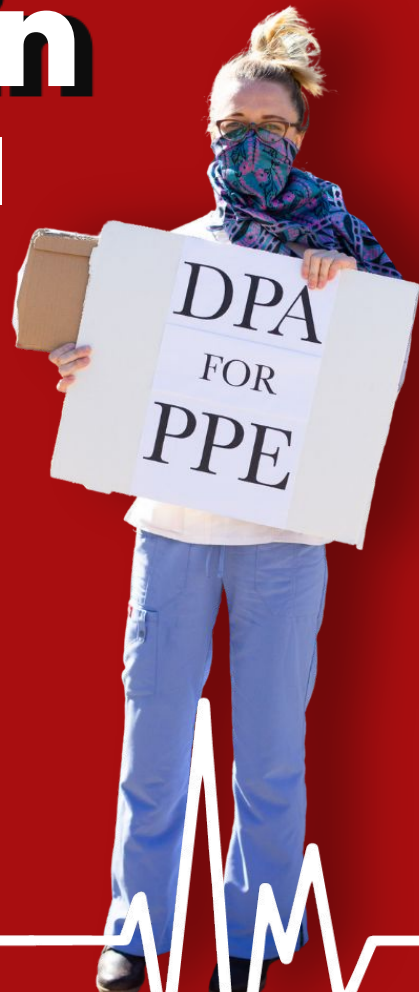
Union submits thousands of staffing complaints at WNY hospitals to state Health Department

Jon Harris 2 hrs ago 1

Strategy to Win

Legislative & Political

- **Implementing what we won:** the CSC law in each facility
- **Enforcing what we won:** filing complaints & sending unresolved to the DOH
- **Fighting for More:** Demanding additional policy change in Albany to support healthcare workers and healthcare facilities



Implementing What We've Won



Active, Informed,
Engaged Committee
Members who
understand the
importance of the
position and the
rights &
responsibilities



Well-functioning
committees that are
organized, meet
regularly, and have
established processes
and procedures



Meeting all the
requirements of the law
including creating
staffing plans, reviewing
them semi-annually,
intaking and processing
complaints, etc.



Enforcing What We've Won



Filing complaints + helping other members file complaints when the staffing isn't what it should be.



Creatively working with Management to FORCE them to resolve complaints with real FIXES to staffing



Campaigning to FORCE the Department of Health to address violations of the law and levy fines when appropriate.



Keeping the public and elected officials engaged on the issue of staffing and maintaining commitment to fix staffing.



Strategy to Win

At the Bargaining Table



- Appropriate ratios for each title
- Enforcement language with real teeth



Mirroring Language

1) How can we strengthen the law through our contract?

2) How can we strengthen our contract through the law?





Additional Staffing Language

- Enforcement and Financial Penalties for Staffing
- Additional recruitment and retention provisions



Contract Timelines

Mobilization -> Developing Proposals -> Bargaining

- Mobilization happening now for Arnot Ogden and starting soon for Catholic Health and Kaleida Health
- Proposals in the spring for Arnot Ogden, and in the fall for CHS and KH

Contract Expirations:

Arnot Ogden: July 2025

Kaleida Health: May 2025

Catholic Health: June 2025

New Staffing Plans due July 1, 2024 and July 1, 2025



Strategy to Win

In the Public Narrative



CWA's Plan to Win

Key Takeaways

1. We can win staffing for ourselves, our co-workers, our patients and our families.
2. We have two main targets: The State (Legislature & Executive Branch) and our Employers.
3. We have multiple strategies and tools at our disposal (legislative, political, bargaining, etc)
4. But they all rely on YOU + continuing to build a mobilized, engaged membership.

