

**Nyack Bargaining
Opening Statement, CWA
May 17, 2017**

We are here today to start the process of negotiating a new Collective Bargaining Agreement. This is an important round of bargaining for CWA's Nyack members and we are prepared to do whatever is necessary to achieve a fair contract.

We believe that Nyack should be a leader in the community by providing good, full-time, middle class jobs. This is not the time to be lowering the standard of living for employees or diminishing benefits. Nyack Hospital, a tax-exempt institution, the recipient of massive government subsidies and the largest employer in the Village of Nyack, has a responsibility to be a **good neighbor** and provide **real community benefits**. **Nyack has** received more than \$17 million in NYS DSRIP grants for its expansion -- 80% of the total construction cost. Nyack compensates their executives and board of directors extremely well, therefore, Nyack is well positioned to invest in their unionized workforce.

We believe that collective bargaining is the foundation upon which union members make gains and build a better life for their families. We also believe that collective bargaining with an employer needs to be an open and honest

process, and not the sneaky or deceitful process of recent times. We will not forget that the union agreed to accept yearly wage increases of only 2% during the last round of bargaining in order to maintain the level of benefits provided under the blue cross plan, only to watch the hospital underhandedly change the carrier and level of benefit, thereby hurting our members, your employees.

We must address the impact those setbacks had on our members. In addition, CWA's goals in these negotiations are to create pathways for our members to advance through on the job opportunities; to recognize our members who are required to be certified, registered and licensed; to be treated respectfully and fairly on the job; to expedite resolution of disagreements; to receive fair compensation and benefits; to compress wages within job classifications; and to enhance our retirement options.

CWA is committed to Nyack Hospital's continued success. That means fighting for continued investment in the workforce.

- We are united in our commitment to improve our living standards for our families, and to secure good, well-paid union jobs for the future.

- We are united in our commitment to grow with Nyack Hospital. The Hospital cannot keep hiring per diem employees at the expense of full-time, middle class jobs.
- We are united in our commitment to fight for fairness – we are the foundation upon which the success of Nyack Hospital rests. We have helped to boost the hospital's Press Ganey score.
- We are mindful that the hospital bargaining chair speaks for the hospital and that there is no immunity for hospital executives from messages and proposals delivered at the table.

It is time to stop the games. It is time to respect our members, your employees, and this union that represents them. It is time to negotiate a contract that is fair to your employees, one that protects good union jobs and that gives our membership the opportunity to grow with the Montefiore System. We will work together to address your needs, but Nyack Hospital must address our needs. It is time- **Enough is Enough –It is Our Turn.**