

RESOLUTION NO. ____ May 21, 2024

**A RESOLUTION SUPPORTING THE 1199SEIU HEALTHCARE
WORKERS IN THEIR CONTRACT NEGOTIATIONS WITH
COLUMBIA MEMORIAL HOSPITAL**

WHEREAS, Our community's hospital, Columbia Memorial Hospital (CMH) is facing a crisis. Despite serious staffing challenges every day, the 1199SEIU healthcare workers give their all to provide the best possible care to their patients. **The pandemic is behind us, but the difficulties are getting worse and more extreme because CMH cannot maintain and recruit qualified staff.**

WHEREAS, The consequences of short staffing play out in ways that are unsettling and dangerous. Too often, patients in the Emergency Room are forced to wait hours to be seen. Lab results, X-rays, and other diagnostic tests are delayed, posing a risk to patient care. For the staff who bear the brunt of this crisis, the extra workload is physically and emotionally taxing.

WHEREAS, Every week, the hospital is losing veteran staff who leave CMH to work in 1199SEIU institutions south of Hudson, where the wages are competitive and the benefits are excellent. Incumbent staff train many healthcare workers who are new to the field, work at CMH for a year or less, and then leave. Recently two dedicated CMH healthcare workers resigned within only five days.

WHEREAS, CMH wages are so low that many CMH workers must have two jobs to get by. Housing costs, and other expenses are constantly increasing. It's a vicious cycle; as the stress becomes unbearable, workers are forced to leave the jobs they love, and the staffing situation is aggravated.

WHEREAS, CMH is a major employer and should be a responsible economic driver in the City of Hudson and the entire Columbia/Greene region. Yet, many of the hospital's workers are struggling to get by on below-market wages. Furthermore, the hospital offers health benefits that are unaffordable forcing some to apply for insurance under the Affordable Care Act/NYS Health Market Place;

WHEREAS, Contract negotiations are an excellent opportunity to get on track, especially when it comes to maintaining and recruiting staff. But, **CMH's management team is refusing to negotiate the competitive wages and affordable, comprehensive health benefits needed to retain and attract workers, and improve patient care.**

WHEREAS, It's personal to the CMH staff. They don't only care for our community — they are the community. They are our family, friends, and neighbors who shop, attend religious services, and raise our children in the Columbia/Greene region. They too depend on CMH when a family member needs healthcare services and treatment.

NOW, THEREFORE BE IT RESOLVED, that the City of Hudson supports the 1199 SEIU healthcare workers at Columbia Memorial Hospital in their effort to settle a contract with the employer that will give them peace of mind by providing the wage increases and affordable health benefits they need and deserve, and allow them to continue their work at Columbia Memorial doing what they love; providing care, comfort and services to those who need it in our community.

Introduced: _____

Approved _____

Seconded: _____

By _____

Kamal Johnson, Mayor