Index to

The Microfilmed

Nurses United CWA Local 1168 Files

Part of

The Buffalo State College Regional History Collection

Copies of the microfilmed titles are housed at
The Monroe Fordham Regional History Center, Archives & Special Collections,
E. H. Butler Library, SUNY Buffalo State

The Papers were microfilmed in
The Monroe Fordham Regional History Center
Buffalo State College

The 16MM film was filmed with a 34X lens

2002
Introduction

The Communications Workers of America recognized the need for a unionized workforce among health care workers in Western New York in 1981, when a group of determined registered nurses at the Buffalo General Hospital approached the CWA Union to organize. A critical part of Western New York’s labor history would be carved out by 800 nurses at the Buffalo General Hospital when a strike ensued in 1983 to obtain a fair contract for the registered nurses. Debora Hayes, Patricia DeVinney, Terri Schelter and Sharon Schultz were part of the bargaining committee and Executive Board that mobilized and negotiated the first contract for eight hundred nurses at the Buffalo General Hospital. In spite of anti-union, intimidation and stall tactics the bargaining committee was successful in obtaining a fair contract for all nurses at the Buffalo General Hospital. Debora Hayes would continue her career as President of the CWA Local 1168. Debbie’s unique leadership qualities and negotiation abilities gave her the ability to lead CWA Local 1168 through the merger of the Buffalo General Hospital with the Kaleida Health System.

From 1987 Patricia DeVinney served as the Executive Vice President and was involved in organizing the employees at the DeGraff Memorial Hospital. Patricia now serves as the President of the CWA Local 1168 and continues to be committed to the membership through education, mobilization and a commitment to obtaining health care to all Americans. Terri Schelter handled all public relations for CWA Local 1168 throughout the strike at the Buffalo General Hospital.

Terri served on the Executive Board and focused on public relations during the strike and learned first hand the power of the media and the ability to tell the story of 800 nurses fighting for better wages and working conditions. Terri continues to serve the union movement through a grass roots movement to change legislation for vital health care issues. Since 1981 Sharon Schultz has been actively involved in the union movement at the Buffalo General Hospital and served on the bargaining committee with a sense of commitment and pride. In 1982 Sharon continued her belief in the union movement by becoming the District Director of the Communications Workers of America Local 1168 and a Vice President in 1987.

The position of the Vice President enabled Sharon to expand her efforts and talents in negotiating fair and equitable contracts for the employees of the General Child Care, Planned Parenthood of Buffalo and Erie County, Sheehan Memorial hospital, and St. Joseph Hospital. Sharon’s vast experience as a health care worker and union representative has given her the ability to negotiate the tough issues health care workers face in their daily work environment. Recently, Sharon has taken up the challenge of bargaining a first contract for Small Wonders Child Care facility and the continued fair representation of employees at the Waters of Gasport Nursing Home.

The once small organizing committee that began the Communications Workers of America Local 1168 has now grown to represent over five thousand health care workers from child care employees to professionals within the health care industry. The Communications Workers of America Local 1168 is proud of the work it has accomplished and continues to strive to enrich the health care professions as well as the quality of care for the patient.

-Victoria L. Holtz
1. **“Articles – 1982”**
   This folder contains materials that were in a binder titled “Articles – 1982.” The folder begins with a 37 page “Introduction” essay that could serve as a guide for the officers of a nurses union. That “Introduction” is followed by copies of published and unpublished articles and reports that could be a kind of handbook for the administrators of a united nurses union.

2. **“Articles – 1984-1994”**
   This folder contains material that is primarily union oriented – CWA promotional material, union newsletters, newspaper clippings, local nurses union press releases, local 1168 promotional material, etc.

   This folder contains reports, contract proposals, memos, and other informational material that was exchanged during the process of developing the contract of 1983.

4. Agreement between The Buffalo General Hospital Corporation and The Communications Workers of America (AFL-CIO), District One, July 20, 1983.

5. Agreement between The Buffalo General Hospital Corporation and The Communications Workers of America, effective July 20, 1985.


10. Agreement between The Buffalo General Hospital Corporation and The Communications Workers of America, (Registered Nurses), effective June 7, 1990.

11. Agreement between The Buffalo General Hospital Corporation and The Communications Workers of America, (Registered Nurses), effective June 7, 1992.


17 Agreement between Union Occupational Health Center and Communications Workers of America (AFL-CIO), effective January 1, 1997 through January 1, 1999.


20 To DeGraff RN Members, November 8, 2000.

21 Economic Package, Buffalo General Hospital Professional Bargaining Unit, August 9, 2001.


24 Agreement covering various WNY Health Units, n.d.

25 Agreement covering various WNY Health Units, n.d.
26 Agreement covering various WNY Health Units, n.d.
27 Agreement covering various WNY Health Units, n.d.
28 Agreement covering various WNY Health Units, n.d.
29 Agreement covering various WNY Health Units, n.d.
The newsletter was published quarterly and only a few issues are missing.
31 Executive Board Meeting Minutes (Nurses United), 7/82—7/84
The minutes are filmed in reverse chronological order (the way they were filed in the file folder).
32 Executive Board Meeting Minutes (Nurses United), 1/84—12/86
The minutes are filmed in chronological order.
33 Meeting Minutes of Misc. Groups (Nurses United), 1982—1984
Groups include Steering Committee, Stewards Meetings, Executive Board, Membership Meetings, and handwritten notes for various meetings. Filmed in chronological order.

END OF ROLL #1 (ends at October 18, 1984)
BEGIN ROLL #2 (begin at October 18, 1984)

34 Membership Meeting Minutes (Nurses United), 1983—1988
The minutes are filmed in chronological order. An alphabetized list of eligible members is included in the early part of the folder.
35 CWA/The Buffalo General Hosp. Contract Negotiations, 1995 – Book 1
This large binder contains “Proposals” and “Tentative Agreements”.
This large binder contains “The Financial Condition of Buffalo General Hospital,” “Qualifications of Surgical First Assistant,” Correspondence, Updates, Survey Results RN & TCC, and correspondence, position papers, articles and other reference materials.

This container contains various contract agreements between health care units and health care workers: Included are the following: “Agreement between BGH and AFL-CIO Hospital and Nursing Home Council, 1991-1994”, “Agreement between Niagara Falls Memorial Medical Center and PRN Unit of the AFL-CIO Hospital and Nursing Home Council,1992-1995”, “Agreement between Children’s Hospital of Buffalo and AFL-CIO Hospital & Nursing Home Council Registered Nurses, 1994-1997”, “Contract between Niagara Falls Memorial Medical Center and LPNs & Technicians of NY, Local 721AFL-CIO-CLC, 1992-1995”, NYS Nurses Association & Erie County, Agreement between Inter-Community Memorial Hospital at Newfame and AFL-CIO Hospital and Nursing Home Council, 1994-1997, and An Agreement between Oakwood Health Care Center (LPNs) and AFL-CIO Hospital & Nursing Home Council, 1993-1996. ALSO Correspondence from The Health Association of NYS.

This large binder contains: Bargaining Surveys, Correspondence, local newspaper articles on BGH negotiations, several pamphlets on “Continuous Quality Improvement”, numerous periodicals on health care related topics, materials on “Leaves of Absence”, and TMQ Directory of Hospital Projects.

Minutes of bargaining committee (representatives from CWA #1168 and DeGraff Hospital). The minutes cover the period December 1985 – July 1986.

41 Articles of Agreement between DeGraff Memorial Hospital and Communications Workers of America.

42 DeGraff Contract Notes, 1987 - A large notebook which contains the personal notes and handouts of one of the members of the nurse’s negotiating team. The notebook has sections for the following topics; membership meetings sign-up lists, reference, checklist, minutes of bargaining meetings 1987, proposals, updates, and correspondence.

43 DeGraff Contract Notes, 1987 – A second notebook of personal notes on “TA’s”.

44 Contract for DeGraff Memorial Hospital and Communications Workers of America. Effective: June 1, 1995 Terminates: May 31, 1999

45 “RN and TCC Bargaining, 1998” – A large notebook which contains the personal notes and handouts of one of the members of the nurse’s negotiating team.

46 Bargaining Team Member’s Notes, 1998 – A second notebook of personal notes.