

**KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
COMMUNICATIONS WORKERS OF AMERICA**

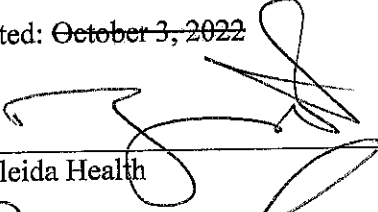
2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: May 27, 2025**

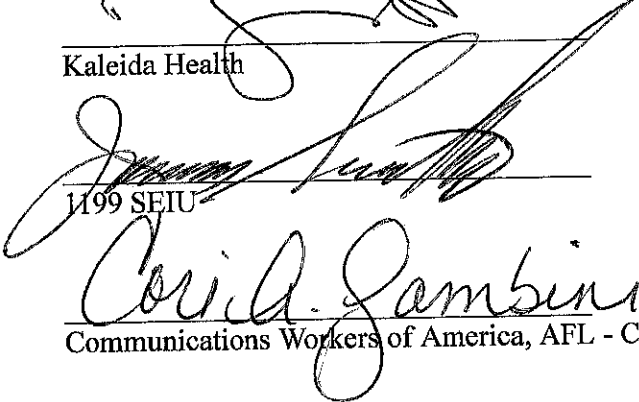
**Article 105
Duration**

This Agreement shall be effective as of June 1, ~~2025~~ ~~2022~~ and shall remain in full force and effect until May 31, ~~2028~~ ~~2025~~ and shall be automatically renewed for one (1) year cycles thereafter unless either party shall notify the other in writing not less than ninety (90) days prior to the end of any termination date (or termination date established by an automatic renewal of this agreement) that it desires to modify this Agreement. In the event that such notice is given, negotiations will begin at a mutually agreeable time prior to the termination date.

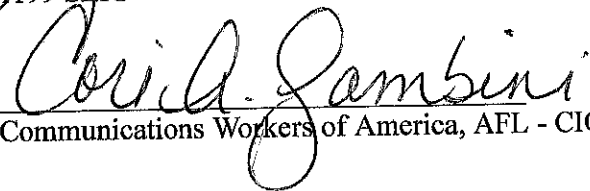
Dated: ~~October 3, 2022~~



Kaleida Health



1199 SEIU



Corina Gambini
Communications Workers of America, AFL - CIO