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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: April 23, 2025**

**Article 16
Weekend Work**

Section 1. Weekend work commitments will be defined as no more than:

- a.) every other weekend (or no more than one-half (1/2) of the weekend shifts in any time block) for employees scheduled to work eight (8) hours or less;
- b.) every third weekend (or no more than three (3) weekend shifts per time block) for employees scheduled to work greater than eight (8) hour shifts.

Current practices regarding scheduling of ten (10) hour shifts on weekends will continue.

Section 2. For employees working the day or evening shifts, weekend shifts are defined as those where the start times are on a Saturday or Sunday.

Section 3. For employees working the night shift, weekend shifts are defined as those where the start times are on either a Friday and Saturday or Saturday and Sunday.

Selection of the weekend commitment will be determined on a unit by unit basis by a majority of the employees working in the department on the shift. The determination of the weekend cannot be changed more than once per year.

Section 4. Employees will be scheduled to make-up a weekend shift when they call-in PTU on a scheduled weekend shift. Weekend make-up will be scheduled within **three (3) two** (2) time blocks of the call-in.

Section 5. Employees who use PTO on a weekend shift will still be required to work their weekend requirement as listed in section 1 above, if there is a need in the unit/department. It is understood that if the employee is able to find coverage, their weekend requirement shall be considered satisfied.

Section 6. If an employee swaps their weekend shift, pursuant to Article 15, Section 8, their weekend commitment shall be considered satisfied.

Section 5-7- If an employee is rotated to a night shift on a Friday, that shift shall be counted as a weekend shift worked toward the weekend commitment.

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Section 6. 8 It is agreed to and understood by the parties that the current scheduling practice that exists at each site, related to employee assignment to a specific weekend schedule, will remain in effect. **The weekend commitment for OCH RN/RT and DMP TCCS are outlined in MOU #57, OCH RN/RT Weekend Scheduling and MOU #59, DMP TCCS Weekend Commitment.** For bargaining units that own their weekends refer to MOU # 49, MFSH RN Weekend Commitment, MOU # 30, DMP RN Weekend Commitment.

Section-7. 9 If the number of staff scheduled on a weekend shift exceeds the requirements for the unit/department, additional weekend time off will be evenly distributed on a rotating basis among all employees. At OCH additional weekend time off will be granted initially by written request. If no such requests have been made, time off will be offered by seniority if that employee is available and agrees to be scheduled an alternate day during the week.

Section 8. 10 For the OCH RNs and LPNS: In the event that a holiday falls on a weekend requiring an employee to be scheduled outside of his/her normal weekend rotation, another weekend day, either before or after the holiday will be granted off. The employees may request the alternate weekend date to be granted.

In the event an employee is scheduled for a holiday off on his/her regular weekend to work, the employee will be scheduled to work another weekend day either before or after the holiday.

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