

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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: June 10, 2025**

**Article 30
Dental Benefits**

Section 1. The Employer will make available to all full-time and part-time employees the following coverage through the Kaleida Health Dental Plan:

- a.) 100% preventive;
- b.) 100% basic restorative;
- c.) fifty percent (50%) major restorative;
- d.) fifty percent (50%) orthodontics with a \$1,000.00 lifetime maximum per person;
- e.) \$1,250.00 annual maximum; and
- f.) Two (2) fluoride treatments per year for covered members 18 years of age and younger.

Section 2. Eligible employees may apply for coverage at the time of employment, when they transfer to an eligible status, within thirty (30) days of a qualified family status change, or during the annual open enrollment period held each Fall with coverage becoming effective January 1. An eligible employee may select single or family coverage.

Section 3. Coverage will begin on the first day of the month following completion of thirty (30) calendar days of employment for new hires.

Section 4. For employees who transfer to an eligible status, eligibility for coverage begins on the first day of the month following the status change, provided the employee has already completed thirty (30) calendar days of employment.

Section 5. For all employees enrolled in the Kaleida Health Dental Plan and employees hired after July 31, 2011 enrolled in the Service Employees Benefit Fund (SEBF), the Employer will pay thirty-five percent (35%) of the cost of the premium for employees who select single and ten percent (10%) family coverage in the following bargaining units:

- a.) DeGraff Medical Park Professional bargaining unit;
- b.) DeGraff Medical Park RN bargaining unit;

- c.) DeGraff Medical Park Technical/Clinical-Clerical/Service bargaining unit;
- d.) Millard Fillmore Suburban Hospital Laboratory Professional bargaining unit;
- e.) Millard Fillmore Suburban Hospital Laboratory TCC bargaining unit;
- f.) Millard Fillmore Suburban Hospital RN bargaining unit;
- g.) Millard Fillmore Suburban Hospital Service and Maintenance bargaining unit;
- h.) Millard Fillmore Suburban Hospital Technical/Clinical-Clerical bargaining unit;
- i.) Buffalo General Medical Center Professional bargaining unit;
- j.) John R. Oishei Children's Hospital Clerical bargaining unit;
- k.) John R. Oishei Children's Hospital Nurse Practitioner bargaining unit;
- l.) John R. Oishei Children's Hospital Professional bargaining unit;
- m.) John R. Oishei Children's Hospital Technical bargaining unit;
- n.) Kaleida Health Business Office Clerical bargaining unit.

Section 6. For employees enrolled in the Kaleida Health Dental Plan, the Employer will pay eighty-five percent (85%) of the cost of the premium for employees who select single coverage and thirty-five percent (35%) of the cost of the premium for employees who select family coverage for employees in the following bargaining units:

- a.) Buffalo General Medical Center RN bargaining unit;
- b.) Buffalo General Medical Center Technical/Clerical bargaining unit.

Section 7. For Buffalo General Medical Center SEIU Service/Maintenance bargaining unit employees hired before August 1, 2011 enrolled in the Service Employees Benefit Fund (SEBF) dental coverage, the Employer will continue to pay for full-time employees until one hundred percent (100%) of the cost of the single premium and fifty percent (50%) of the cost of the individual plus one and family premium.

Section 8. For Millard Fillmore Suburban Hospital SEIU Service/Maintenance bargaining unit employees hired before August 1, 2011 enrolled in the SEBF dental and vision coverage the Employer will continue to pay for full-time employees eighty percent (80%) of the cost of the single premium and sixty percent (60%) of the cost of the individual plus one and family premium. The Employer will pay nothing toward the premium for part-time employees.

Section 9. The Employer will pay the premium rates listed below to the SEBF benefit fund for the life of this Agreement for employees hired before August 1, 2011 in the following bargaining units:

- a.) John R. Oishei Children's Hospital RN bargaining unit;
- b.) John R. Oishei Children's Hospital LPN bargaining unit; and

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c.) John R. Oishei Children's Hospital Service & Maintenance bargaining unit.

The monthly Employer contribution rates are as follows:

OCH RN bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$23.75
Family	\$27.75
Employer Maximum Annual Contribution	\$151,698.00

OCH LPN bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$21.77
Family	\$40.00
Employer Maximum Annual Contribution	\$23,276.00

OCH Service & Maintenance bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$39.73
Family	\$62.50
Employer Maximum Annual Contribution	\$77,500.00

Section 10. Contributions to premium payments by the Employer shall begin the first of the month, following thirty (30) days of employment. For changes in employment status, employee contributions will begin on the first day of the month following the status change.

Section 11. Coverage for dependents will be extended to the end of the month following the attainment of the age of 26 on the Kaleida Health Dental Plan **and SEBF**.

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