

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

2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented:

June 16, 2025

**Article 31
Hospital Discounts**

Section 1. The Family First Program provides discounts to eligible Kaleida employees who are enrolled in the Kaleida Health Premium or Align medical insurance plans or enrolled in COBRA for the same plans. The Family First Program will also extend to dependents covered on a Kaleida Health employee's family coverage under the plans named above. The eligible employee and covered dependents must be listed on the medical insurance membership card.

- a.) Subject to the requirement of enrollment in the Kaleida Health medical insurance plans named above: Eligible employees will be defined as all full-time, part-time and per diem, current active, including those on approved leave of absence, who have completed their probationary period. ~~Physicians on the Kaleida payroll who are classified as full-time, part-time are eligible on the date of hire.~~ Temporary Employees are not eligible. All access to discounts will end at the time the employee is no longer eligible.
- b.) Subject to the requirement of enrollment in the Kaleida Health medical insurance plans named above: Eligible family members include spouse and dependent children (including stepchildren).

Section 2. Health service discounts shall be provided as follows:

	Covered by Kaleida Health Medical/ Dental/Vision Insurance	Not Covered by Medical/ Dental/Vision Insurance
Hospital Room	100% discount on difference between private and semi-private room.	100% discount on difference between private and semi-private room.
Inpatient Services	Inpatient deductible is waived when using a Kaleida Health facility up to a maximum of	40% discount.

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\$500.

Four (4) free valet parking passes.

Free television service.

Cafeteria discount passes.

Outpatient Services	75% discount on services not covered by insurance.	40% discount, including emergency department.
	40% discount on amounts over \$15.00 on services not covered by insurance	
Eye Clinics	Optical services excluded. Discount applied to charges not covered by medical or vision insurance.	Optical services excluded.
Dental Clinics	Orthodontia and certain major restorative services excluded.	Orthodontia and certain major restorative services excluded.
Home Covered Services	40% discount on services not covered by insurance. Patient responsibility amounts up to \$15 fully discounted, amounts over \$15 discounted 40%	40% discount.
Insurance Copayments, Coinsurance and Deductibles	40% discount on amounts over \$15. Copayments of \$15 and under waived with proof of eligibility.	N/A
Long Term Care Services excluding NAMI share	10% discount on insurance co-pays/coinsurance/deductibles,	

Section 3. — There will be no telephone rental service charge for employees and dependents. All long distance charges will be paid for by the employee or dependent.

Section 3. The discounts do not apply to:

- Physicians' charges;
- Elective cosmetic surgery;
- Orthodontia, certain major restorative dental services, or purchased dental appliances including dentures;
- In-vitro fertilization;
- Experimental procedures;

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- f.) Medical devices;
- g.) Personal services;
- h.) or any service which is not supplied by the Employer.

Section 4. Employee discounts will be processed as outlined below:

- a.) The employee and/or eligible family member will be identified by their participation in the Kaleida Health Premium or Align medical insurance plans.
- b.) The Cash Posting Department captures all accounts with the eligible employee indicator. The Cash Posting Representative will calculate the discount and enter an adjustment for the appropriate amount on the patient account. All eligibility for discounts will be determined ~~by the Revenue Cycle Department~~ as per **Section 1. above.**
- c.) The Cashier will calculate the discount and request payment for the remaining balance if applicable.
- d.) The Cashier will forward the discount information to the Cash Posting Department where an adjustment will be entered to the patient account for the discount award.

The process for using the Kaleida Health Family First plan and the accompanying benefit summary will be included in the employee annual enrollment process.

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