

3:08pm

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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: March 18, 2025**

**Article 41
Employee Assistance Program**

Section 1. Recognizing that the health and well-being of its employees and their families is vital to the success of Kaleida, an Employee Assistance Program (EAP) shall be established and maintained by the Employer. The EAP will provide responsible, confidential assistance to employees experiencing personal problems including alcoholism, drug dependency and mental health issues, which may adversely affect their job performance, work schedules and attendance. There shall be no cost to the employee.

Section 2. A corporate Employee Assistance Program Committee will consist of a proportionate number of Employer representatives and employees represented by the Unions as follows: three (3) Representatives from CWA and three (3) Representatives from SEIU. The committee will meet quarterly ~~to~~ **and all agenda items shall be exchanged at least one (1) week prior to the meeting. The Committee will meet to:**

- a.) generate a climate to eliminate the effects of the social stigma associated with mental disorders, alcoholism and drug dependency and other personal problems which act as a barrier to employees and their family members seeking help;
- b.) assure confidentiality in working with employees and their families;
- c.) assist in the development of educational and informational materials;
- d.) develop an internal union advocacy program; and
- e.) review the usage patterns and policy reinforcement in a manner that protects employee confidentiality requirements.

Section 3. The decision to participate in the EAP is voluntary and the personal responsibility of the employee. At no time shall any employee be required to use EAP as a condition of employment except when entered into a "last chance" agreement.

Section 4. Employees who are told by the Employer in writing that they are terminated due to alcohol or drug abuse shall continue to receive the benefits provided in this Article for a period of two (2) consecutive months following such termination.

Section 5. No employee will be required to submit to any type of laboratory work unless such work is mandated by state and/or federal law.

MOB 3/21/25
TA
EWS 3/21/25
10:15AM
mm