

CD

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

2025 CONTRACT NEGOTIATIONS

**Union Proposal:
Date Presented: March 4, 2025**

**Article 42
New York ~~Paid Sick~~ Leave Laws**

Section 1. The Employer and the Unions acknowledge the requirements of the New York Paid Sick Leave Law, N.Y. Labor Law § 196-b, and that the terms and conditions of this Agreement provide, in total, at least comparable benefits for bargaining unit employees in the form of leave, compensation, and other employee benefits. Such comparable benefits include, but are not limited to, those set forth in Articles 12, 22, 26, 34, 35, 38, 39, 40, 63, 64, 65 and 82, and those Articles, Appendices and Memoranda of Understanding throughout this Agreement concerning employee wages and other compensations earned.

Section 2. The Employer and the Unions acknowledge the requirements of the New York Sick and Safe Leave Law ("NYSSLL"), which includes New York Paid Prenatal Personal Leave. Pursuant to such law, the Employer shall provide eligible employees up to 20 hours of paid prenatal personal leave during any 52-week period.

TA
EUS 3/14/25
Am 3/14/25
Cg
CD
MWB 3/14/25