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

**2025 CONTRACT NEGOTIATIONS**

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

**Article 72  
Committees**

Section 1. It is agreed to and understood that the Employer will recognize and include representatives from each of the affected Unions on all appropriate existing and future advisory work place committees excluding all Board and Medical Staff Committees. 263

Section 2. The affected Unions shall:

- a.) be notified of the purpose and structure of any such new committee;
- b.) be notified prior of the convening of any such new committee; and
- c.) select representatives to any Committees in a proportionate number as jointly determined with the employer.
- d.) employees who are union representatives on such committees shall be excused from work with pay and benefits to attend the committee meetings.

Section 3. It is agreed to and understood by the parties that the Employer will be required to pay committee time to union representatives for attendance at the following committees:

- a.) Corporate Staffing;
- b.) Job Security;
- c.) Workforce Training and Retraining;
- d.) Health and Safety;
- e.) Parking;
- f.) Oversight;
- g.) Employee Assistance Plan;
- h.) Retirement Awareness;
- i.) Health Benefit Awareness;

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- j.) Clinical Staffing; and
- k.) Labor Management.
- l.) LTC State Staffing**

Attendance at any other committees must be deducted from available time pursuant to Article 6,  
Union Representation.

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