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

2025 CONTRACT NEGOTIATIONS

Union Proposal:

Date Presented: May 30, 2025

**Article 92
Charge Nurse**

Section 1. For nurses to be qualified in the charge nurse role, the following criteria must be met.

- a.) The registered nurse or licensed practical nurse in the SNF must have a minimum of (1) year RN or LPN ~~in for~~ SNF experience before being charge oriented;
- b.) **documented** charge nurse ~~classroom~~ training;
- c.) on the job training/orientation by a trained charge RN (LPN in SNF);
- ~~d.) on line learning via Talent Management;~~
- d.) self-evaluation of charge competencies;
- e.) evaluation by the manager of charge competencies, which will be based on the charge nurse competency assessment tool and daily charge check list (where deficiencies are identified the RN (LPN in SNF) will be offered retraining);
- f.) **regular attendance at charge nurse meetings, in-person or virtual preferred or read-and-sign if extenuating circumstances;**
- g.) **attendance at fifty percent (50%) of quarterly charge nurse development/support training programs in-person or virtual preferred or read-and-sign if extenuating circumstances;* and**
- h.) **participation in at least one (1) site/system nursing/quality committee, unit practice council, LMI, newly created charge nurse council, or unit-based improvement project with nurse manager approval.**

Notwithstanding the above, it is understood that RNs/LPNs in SNF who currently function in a charge capacity will continue to be assigned as such, but will be required to attend the current Kaleida Health charge nurse program within one (1) year of ratification, if they have not already attended.

***The process of creating development/support training programs shall include the feedback of charge nurses and education from each site.**

Section 2. For BGMC and OCH, ~~T~~the charge nurse assignment will be distributed taking into account an employee's full-time, part-time, and per diem status rotated on an even basis, among all qualified/competent and trained nurses. Such distribution will take place over three (3) scheduled time/blocks. In order to facilitate continuity and consistency of patient care and unit/department operations, consecutive days of charge may be assigned.

Section 3. In the Millard Fillmore Hospital, bargaining units, where permanent charge positions exist, the practice will continue. It is understood that permanent charge nurse assignments:

- a.) will not adversely affect nurse to patient ratios;
- b.) will not be used as management extensions insofar as performing work normally and customarily performed by management and supervisory personnel;
- c.) will be filled by the most senior qualified applicant within the unit/department following posting of the assignment in a prominent place in the unit/department for a period of fourteen (14) days;
- d.) will be posted as per Article 53, Job Bidding and Transfers if the assignment is not filled according to c.) above;
- e.) will be reabsorbed into the unit/department if the Employer eliminates the assignment in the unit/department.

Section 4. For purposes of merger, consolidation and layoff options, permanent charge nurse is an assignment not a job title. RNs (LPNs in SNF) will be given the above optioned in Article 55 Merger, Consolidation as a staff nurse in the appropriate job title. The permanent charge nurse assignment will not transfer from one (1) site to another.

Section 5. Charge nurses will be paid in accordance with Appendices D and F of this Agreement.

Section 6. In the skilled nursing facility licensed practical nurses are assigned charge nurse responsibility by the normal manager or supervisor in the absence of an RN and will be paid in accordance with Appendix F of this Agreement.

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