

Employer Proposed

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

2025 CONTRACT NEGOTIATIONS

**Employer Counter Proposal
Date Presented: March 14, 2025**

Articles With No Change Proposed

1	Agreement and Application
2	Responsible Relationship
4	Non-Discrimination
5	Access to Premises for Union Representatives
8	Probationary Period
10	Dual Status Employees
11	Flexible Employees
17	Shift Rotation
20	Shift Differential
22	Call-In Pay
23	Salaries
24	Recruitment, Incentive or Premium Pay Programs
32	Life Insurance
36	Military Leave
37	Jury Duty
38	Bereavement Leave
43	1199/SEIU League Training and Upgrading Fund
44	Infectious Disease State of Emergency Preparedness
48	Travel
49	Domestic Partner
50	Seniority
54	Temporary Transfers Between Kaleida Health Sites

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55	Merger, Consolidation, Transfer or Establishment of Work within Kaleida Health
56	Selling and Closure of Business by Kaleida Health
57	Personnel Files
59	Scrub Apparel
65	Resignations/Terminations
68	Management Rights
69	Employer Policies
70	No Strike - No Lockout
71	Successorship
74	Job Security/Committee
75	Parking Committee
77	Workforce Training and Retraining/Committee
78	Access to Technology
79	Savings Clause
81	Multi-Site On-Call Procedure
83	Union Membership
84	Pharmacy Shift Rotation at the Buffalo General Hospital
86	Political Action Committee Deductions
87	Labor Management Committees
88	Temporary Closure of Units/Departments
95	Bulletin Boards
97	OCH Non-Nursing Functions
98	OCH Non Professional Functions
99	OCH Non-Technical Functions
101	Purchase of a Business by Kaleida Health
103	Drug Enforcement Administration (DEA) Numbers
104	Salaried Employees
Appendix G	Kaleida Health Bargaining Units
Letter #7	Diversity, Equity and Inclusion (DEI)
MOU#3	Health Insurance Grandfathering
MOU#4	Operating Room Service Leaders BGMC and MFSH

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MOU#6	Red Circled Employees
MOU#11	Drop and Add Relative to FTE
MOU#14	Contract Printing
MOU#18	OCH RN Mandatory Overtime
MOU#20	OCH RN Neonatal Transport Nurse
MOU#21	OCH RN & Technical – ECMO Specialists
MOU#27	Categories of Employees in the BGMC Dietary Department
MOU#28	BGMC Registered Nurse Self Staffed Closed Units
MOU#35	BGMC/CWA Surgical Technologist Assignments
MOU#36	CWA/MFS On-Call Courier Assignment – Flint Road Laboratory (Carrying the Phone for On / Off Duty Courier Response)
MOU#37	Adding BGMC MICU NP/PA Positions – “10 Hour Shifts”
MOU#40	Variable Start Time Process for 1199/SEIU Members
MOU#41	Millard Fillmore Suburban Procedure for Temporary Closure of Units
MOU#42	Service Employee International Union 1199 SEIU Labor Management Initiative
MOU#44	Quarterly Job Review Committee
MOU #49	MFSH RN Weekend Commitment
MOU#50	Flint Road PSC and Phlebotomy Services Cost Center 20751
MOU#51	APP On-Call
MOU#52	Lead Aprons and Associated Protective Equipment
MOU#53	Short Shift Positions for Staffing Support Trial Program
MOU#54	Flint Road Courier Service / Cost Center 20749

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

2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: March 21, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
MOU #9	Agreement and Application	Current Contract
MOU #12	Flexible Employees	Delete
MOU #48	CWA/MFS Cost Center 13317; MFS Maternity Floats	Current Contract
MOU #58	Nurse Assistant Training Program, Nurse Aide Trainee	Current Contract

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**KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
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2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: April 1, 2025**

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
45	Agency / Travel Personnel	Current Contract
61	Lounge and Locker Facilities	Current Contract
100	Temporary Positions	Current Contract

**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: April 2, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
13	Temporary Employees	Current Contract
58	Job Descriptions	Current Contract
66	Bargaining Unit Work	Current Contract
67	Contracting Out Work	Current Contract
Letter #8	Side Letter Between Kaleida Health, CWA 1168 and 1199SEIU Concerning Use of ESB for Injury or Illness sustained during paid Union time	Current Contract

TA 4/2/25
EWS NM
MWB 4/2/25

TA 4/11/25
NM EWS
MQB 4/11/25

**KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: April 4, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
85	Payroll Deduction of Union Dues	Current Contract
MOU #30	DMP RN - Hours of Work Weekend Commitment	Current Contract

**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: April 8, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
40	Workers' Compensation	Current Contract

TA
4/8/25
NM
EWS
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**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: April 29, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
93	Hours of Work – Clerical Employees	Current Contract

TA 4/29/25 ELS
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**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: May 13, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
Letter #4	Rotating Wheel	Current Contract
Letter #5	Rotating Wheel #2	Current Contract

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CMS
MQB 5/13/25

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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: May 13, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
Letter #4	Rotating Wheel	Current Contract
Letter #5	Rotating Wheel #2	Current Contract

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**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: May 23, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
6	Union Representation	Current Contract
51	Layoff and Recall	Current Contract

TA 5/23/25 EWS
NM
HUB 5/23/25

**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: May 28, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
89	Security Technology	Current Contract

TA 5/28/25
EHS MM
WQB 5/28/25

**KALEIDA HEALTH
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2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: June 9, 2025**

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
28	Health and Welfare Plan	Current Contract
62	Progressive Discipline and Remediation	Current Contract

TA 6/11/25
EUS
MM
HOB 6/11/25

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2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: June 9, 2025**

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
64	Attendance Bonus	Current Contract
73	Health and Safety Committee	Current Contract
94	Extended Shifts	Current Contract
102	Parking	Current Contract

TA 6/9/25
Els NM
MAB 6/9/25

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2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: June 23, 2025

<u>Article</u>	<u>Name</u>	<u>Union Proposal</u>
34	Transitional Return to Work Program	Current Contract

TA 6/23/25 ELS
HUB 6/24/25 NM