

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

**2025 CONTRACT NEGOTIATIONS**

**Union Proposal  
Date Presented: June 11, 2025**

**LETTER # \_\_\_\_\_**

**OVERLAPPING SHIFTS**

During the 2025 Master Agreement negotiations, the parties agreed that per Article 9, Categories of Employment, there are areas that would benefit from overlapping shifts. The parties will meet following ratification and within one hundred and twenty (120) days to explore areas or departments that would benefit from this change at all sites. If a change is to occur, the parties will mutually agree to such changes and will be brought to the site Job Security Committee for presentation.

TA 6/12/25 EWS  
NM  
MGB 6/12/25