

Kaleida Health Master Negotiations 2025
Counter Proposal

4:25 pm
Date Presented: May 29, 2025

New Letter of Intent #__
Just Culture

Just Culture aims to create a workplace where individuals feel safe to report errors, where organizations learn from mistakes, and where both individuals and the organization are accountable for safety and quality. It is a model of workplace accountability that balances the individual's responsibility for their actions with the organization's responsibility for system design and improvement. It emphasizes reporting of errors and near-misses without fear to support learning and mitigation thus preventing future occurrences and improved systems.

In order to foster a safe, transparent environment where ~~misconduct~~ errors are reported and learned from, ~~rather than punished~~, promoting shared accountability and continuous improvement in patient safety, the Employer and Unions have implemented Just Culture.

~~All parties agree to continue this concept as it pertains to Article 62, Progressive Discipline and Remediation. The Employer and Unions will continue to work in collaboration to ensure the full implementation of the Just Culture program and to decrease the number of disciplines related to job performance and misconduct. foster shared system and individual accountability.~~

TX
5/30/25
nm
eas
vwb 6/30/25