

CD

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

2025 CONTRACT NEGOTIATIONS

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

**Letter of Intent #2
Healthcare Related Joint Ventures**

It is agreed to and understood by both KALEIDA HEALTH and the 1199 SEIU UNITED HEALTHCARE WORKERS, EAST, COMMUNICATIONS WORKERS OF AMERICA, ~~AFL-CIO and the INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO~~ that an agreement was reached during the current set of contract negotiations that in the event Kaleida Health enters into any healthcare related joint ventures in the future with ECMC, Roswell Park Cancer Institute, or any other health care institutions, that all bargaining unit work will be performed by the Unions listed above in any and all job titles as contained in this Collective Bargaining Agreement. The Unions listed above will have representational jurisdiction over all bargaining unit work performed by these joint ventures at the addresses listed in Article 3 of this Collective Bargaining Agreement.

It is also agreed to and understood by both KALEIDA HEALTH and the 1199 SEIU UNITED HEALTHCARE WORKERS EAST, COMMUNICATIONS WORKERS OF AMERICA, ~~AFL-CIO, and the INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO~~ that an agreement was reached during the current set of contract negotiations that in the event Kaleida Health enters into any healthcare related lease agreements or sells any health care related space at the addresses listed in Article 3 of this Collective Bargaining Agreement (to create a hospital within a hospital concept) that all bargaining unit work performed as a result of this new entity will be performed by the Unions representing any and all job titles as contained in the Collective Bargaining Agreement. The Unions listed above will have representational jurisdiction over all bargaining unit work performed by this new entity as identified above.

TA
EWS 3/14/25
3/14/25
MARS 3/14/25