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**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 #3**

June 17, 2016

Jim Scordato  
Vice President  
Service Employees International Union/1199  
United Healthcare Workers East  
2421 Main Street  
Buffalo, NY 14214

Re: SEIU 1199 Upstate Regional Labor Management Project Fund

Dear Jim,

During these negotiations for a successor agreement to the current Master Collective Bargaining Agreement, the parties have discussed their mutual recognition that the current joint labor management projects undertaken by the parties at ~~Women & Children's Hospital of Buffalo~~ **John R. Oishei Children's Hospital** have been highly successful.

In these negotiations SEIU 1199 has made proposals to create an Upstate version of existing Labor Management Project Funds that exist elsewhere in the Local. The Parties further recognize that this kind of joint Labor Management cooperation represents a substantial benefit to quality outcomes for our valued patients, employees represented by SEIU 1199, and the community at large.

The Union has proposed, and the parties have engaged in meaningful discussions concerning Kaleida Health's future participation in this Upstate Regional Labor Management Project Fund. As we have discussed, following the legal establishment of this proposed Upstate Regional Labor Management Project Fund, in accordance with the provisions of the Taft Hartley Act, Kaleida Health is committed to the concept of promoting joint labor management projects, and will commit to becoming the first contributing employer at the amount of ¼ % of gross

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payroll and sole Management trustee to the plan in accordance with all applicable statutes and requirements, not later than 120 calendar days following establishment.

At that point in the future when this Upstate Regional Labor Management Project Fund has been fully constituted as a legal entity, Kaleida Health reserves all its rights as provided under the Taft Hartley Act, including its rights to withdraw from this plan.

Sincerely,

Daniel J. Farberman

ELS 3/14/25  
DM 3/14/25  
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HGB 3/14/25