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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**

**Memorandum of Understanding # 10  
Rotating Positions**

Section 1. Currently the Employer has positions as listed in Section 6. below that are hired to a primary shift with rotation to alternate shifts. Such positions shall continue to rotate.

Section 2. All holidays and prescheduled PTO will be approved for rotating positions on the employee's primary shift.

Section 3. When an employee is rotated to work a shift that is more than eight (8) hours different than their primary shift, they shall have the opportunity to have a minimum of twenty-four (24) hours off before returning to their primary shift. Additionally, the employee will not be assigned to work more than two (2) different shifts in any four (4) week time period unless under mutual agreement. Employees working extended shifts who rotate to the night shift shall receive forty-eight (48) hours off before returning to the day shift.

Section 4. Employees will not be assigned to rotate to an alternate shift on a holiday, unless mutually agreed upon by both the employee and the Employer.

Section 5. Employees that are regularly scheduled for operational needs for an evening and then a following day, (e.g. clinics), shall not be covered by this Memorandum. Any changes to current practice will be presented at site Job Security meetings.

Section 6. The rotating positions referred to in Section 1. above are listed below.

Department	Job Title
10001 - OCH Admissions	Patient Registration Representative
10015 - OCH Pharmacy **	Pharmacists
	Pharmacy Technicians
10037 - OCH Clinical Education	Clinical Nurse Educator
10044 - OCH Sterile processing	Central Supply Technician
10087 - OCH Neonate Transport	Physician Assistant
	Certified Transport Nurse
	Transport Nurse
10109 - OCH Radiology Diagnostic	Radiology Technologist
	CATT Scan Technologist
10112 - OCH Ultrasound	Lead Ultrasonography Technologist

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	Ultrasonography Technologist
10114 – OCH MRI	Certified MRI Technologist MRI Technologist
10146 – OCH Nurse Practitioners	Nurse Practitioners <b>Physician Assistants</b>
10153 – OCH Physical Therapy	Lead Physical Therapist Physical Therapist
10154 – OCH Occupational Therapy	Lead Occupational Therapist Occupational Therapist
10158 – OCH Speech Language Pathology	Speech Language Pathologist
10159 – OCH Audiology	Audiologist
10401 – OCH Oper Rms Peds Gyn*	RN Surgical Services <del>Surgical Technologist</del>
10414 – OCH <b>Recovery</b> Rms Peds GYN *	RN Surgical Services
10453 – OCH Stabilization Unit	RN Critical Care
20717 – OCH ESL	Clinical Lab Scientist Medical Technician
22012 – DMP SNF Leisure Act	Activities Assistant
24042 – KH Corp Patient Access	Patient Registration Representative
<del>24190 – OCH Distribution Services</del>	<del>Materials Handler</del>
24304 – OCH Building Operations	Stationary Engineer

\* Please refer to Kaleida Health's letter to 1199 SEIU of June 21, 2011 regarding filling of future vacancies on such units on a non-rotating basis.

\*\* Management agrees to utilize Article 15, Hours of Work and Work Schedules, and Article 17, Shift Rotation to fill holes in the schedule before rotating staff per this MOU. Within six (6) months post ratification, these positions will be removed from the rotating positions language. In the event this MOU needs to be continued or reinstated, the Union and Management will meet and mutually agree to its limited usage.

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