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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 # 22
Paid Time Off Grandfathering**

Effective the start of the 2006 PTO plan year current employees will accrue on the Master PTO schedule or the following schedule whichever is greater. It is understood that once an employee is accruing under the Master PTO schedule, they will stay on that schedule. All new eligible employees will accrue under the Master Schedule.

a.) — Buffalo General Hospital Register Nurse Accrual Rates:

PTO			
Years of Service	Accrual Rate Per Hours	Maximum Annual PTO Hours	Maximum Annual PTO Days
End of probation to Last Day of 1 st Year	0.1231	184.65	24
First Day of 2 nd Year to Last Day of 2 nd Year	0.1231	240	32
First Day of 3 rd Year to Last Day of 3 rd Year	0.1346	262.5	35
First Day of 4 th Year to Last Day of 4 th Year	0.1462	285	38
First day of 5 th Year to Last Day of 5 th Year	0.1500	292.5	39
First day of 6 th Year to Last Day of 10 th Year	0.1538	300	40
First Day of 11 th Year to Last Day of 25 th Year	0.1615	315	42
First day of 26 th Year	0.1731	337.5	45

b.) — Buffalo General Hospital Technical, Clinical-Clerical Accrual Rates:

PTO			
Years of Service	Accrual Rate Per Hours	Maximum Annual PTO Hours	Maximum Annual PTO Days
End of probation to Last Day of 1 st Year	0.1154	173.10	23.08
First Day of 2 nd Year to Last Day of 5 th Year	0.1154	225	30
First day of 6 th Year to Last Day of 7 th Year	0.1385	270	36
First day of 8 th Year to Last Day of 10 th Year	0.1423	277.5	37
First Day of 11 th Year to Last Day of 25 th Year	0.1577	307.5	41
First day of 26 th Year	0.1731	337.5	45

e.a.) Buffalo General Hospital Perfusionist and Ultrasonography Technologist Accrual Rates.

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First day of 22nd Year	0.1192	1950	42
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All full time and part-time LPN's, who work the twelve (11.5) hour shift are eligible for Paid Time Off (PTO) according to the following Schedule.

PTO			
Years of Service	Accrual Rate Per Hour	Maximum Annual Hours worked	Maximum Annual PTO Days
Start Date to Last Day of 2 nd Year	0.0669	1794	18
First Day of 3 rd Year to Last Day of 3rd Year	0.0878	1794	21
First Day of 4 th Year to Last Day of 21 st Year	0.1087	1794	24
First day of 22nd Year	0.1296	1794	27

All full-time and part-time LPN's, who work the twelve (12) hour shift are eligible for Paid Time Off (PTO) according to the following Schedule.

PTO			
Years of Service	Accrual Rate Per Hour	Maximum Annual Hours worked	Maximum Annual PTO Days
Start Date to Last Day of 2 nd Year	0.0641	1872	17
First Day of 3 rd Year to Last Day of 3rd Year	0.0841	1872	20
First Day of 4 th Year to Last Day of 21 st Year	0.1042	1872	23
First day of 22nd Year	0.1242	1872	26

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