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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 # 24  
Hospital Certification / Designations**

This Memorandum Of Understanding is being entered into by and between Kaleida Health, hereinafter referred to as the employer, and the Communications Workers of America, AFL, CIO, hereinafter referred to as CWA; ~~the International Union of Operating Engineers, hereinafter referred to as IUOE;~~ and 1199 SEIU United Healthcare Workers East, hereinafter referred to as SEIU or as the Unions.

Whereas, the Employer and the Unions agree when an assessment is conducted and the Employer desires to move forward in achievement of a new national certification or designation by American Nurses Credentialing Center (ANCC), American College of Surgeons or another accrediting agency, the Employer and Unions agree to meet and discuss goals, objectives and ability to work together in achievement.

TA  
EWS 3/14/25  
cm 3/14/25  
G 3-14-25  
CP 3/14/25  
WAB 3/14/25