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

2025 CONTRACT NEGOTIATIONS

Union Proposal:

Date Presented: March 4, 202

Memorandum of Understanding # 32 Flint Road: Endo-Diabetes Titles

The following is the agreement reached between Kaleida Health (hereinafter referred to as the "Employer") and the Communication Workers of America (hereinafter referred to as the "Union").

The following titles:

Clinical Dietician

750705 Maple Road: Endo-Diabetes

Physician's Assistant

750705 Maple Road: Endo-Diabetes

Clinical Dietician - Diabetes Educator

705 Maple Road: Endo-Diabetes

will remain part of the Millard Fillmore Hospital Professional Bargaining Unit, as they were prior to their Endo-Diabetes job moving to Flint Road Rehab. Employees in the above titles in the End-Diabetes unit who are required to rotate to other clinics that are staffed by Union employees must be represented by the Union.

The Union also agreed that they would not claim rights to other Professional titles at Flint Road Rehab based on this Agreement. However, the Union does retain the right to organize the rest of the Professionals by normal means outlined by the NLRB.

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