

**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 # 33  
DeGraff/Millard Clinical Nurse Educators**

This Memorandum of Understanding is entered into by and between Kaleida Health ("Employer") and Communications Workers of America, AFL-CIO ("Union").

WHEREAS, the Employer has created two (2) Full Time (1.0) 10 hour shift Clinical Nurse Education MS positions to cover Millard Fillmore Suburban **Hospital** and DeGraff ~~Memorial~~ **Hospitals Medical Park**.

NOW, THEREFORE, the Employer and Union do hereby agree:

1. The above referenced positions will be placed in the MFS Nursing Office **Administrative** Cost Center and will be based on the Millard RN bargaining unit at the site.
2. Each position will have a work schedule that includes periodic assignments and duties at both Millard Fillmore Suburban **Hospital** and DeGraff ~~Memorial~~ **Hospitals Medical Park**. The positions will be posted at both sites and the most senior qualified bidders, from a blended seniority list, will be considered.
3. Nothing in this Agreement, expressed or implied, is intended to or shall be construed to modify any existing practices or procedures of current employees in the Clinical Nurse Educator or Nurse Educator job titles.

TA  
3-14-25  
CG

HQB  
3/14/25

TA  
EHS 3/14/25  
BM 3/14/25  
CD 3/14/25