

**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 # 39  
NFTA Public Transit Discount**

This Memorandum of Understanding is entered into by and between Kaleida Health ("Employer"), the Communication Workers of America 1168, the Service Employees International Union 1199, ~~and the International Union of Operating Engineers 178~~ (collectively, "Union").

WHEREAS, the NFTA is offering employees of employers that participate in the "Metro Perk Program" a discount on public transit passes; and

WHEREAS, the discount amounts to a \$10 discount on the price of the public transit pass to all employees, and an additional \$10 discount, funded by the Employer, to individuals not already receiving a public transit subsidy under Article 102, Section 7 of the Master Collective Bargaining Agreement ("MCBA"); and

WHEREAS, this discount is available only to those employees that sign up to pay for the pass through payroll deduction; and

WHEREAS, the Employer intends to participate in the Metro Perk Program;

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

- 1) Employees covered by the MCBA not already receiving a subsidy under Article 102, Section 7 of the MCBA will receive a \$10 subsidy for the correspondingly discounted NFTA Public Transit Pass.
  - a. This amounts to a cost to eligible employees \$20 lower than the market rate for the Public Transit Pass.
- 2) If, at any time, the NFTA ends this program, the Employer withdraws from this program, the Employer ceases to become eligible for this program, or any other material change is made to the Metro Perk Program, this agreement will be void and the benefits agreed to herein will cease.

TH 3-14-25  
CG 3/14/25  
MQB 3/14/25  
EWS 3/14/25  
CA 3/14/25

- a. The parties recognize that in the above events, employees covered by the MCBA would continue to enjoy the public transit subsidy as defined in Article 102, Section 7 of the MCBA.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the 13<sup>th</sup> day of June, 2017.

TA  
Am 3/14/25

TA  
3-15-25  
Og

ECS 3/14/25

CD 3/14/25  
MRB 3/14/25