

**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 # 46  
Definition of "Closed Unit"**

It is hereby agreed, by and between Kaleida Health, Communications Workers of America (CWA) and 1199 SEIU United Healthcare Workers' East (SEIU) that where the wording "closed unit" is referenced in the Master Agreement, Article 51 – Lay Off and Recall will be defined as follows and specific to this bargaining unit:

1. Oishei Children's Hospital, SEIU RN/LPN Bargaining Unit:
  - a.) A "closed unit" will not allow employees to bump into the unit and the employees within the "closed unit" would not be allowed to bump into another unit.

T 4/15/25  
EAC  
MAB 4/15/25