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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 # 5
Holidays in the Operating Room at OCH for the RN and Technical Bargaining Units**

Due to the nature of scheduling on holidays in the Operating Room at OCH, where two (2) staff members (one (1) RN and one (1) Surgical Technologist) are needed and for those holidays that fall on the weekend day shift only, where four (4) staff members (two (2) RN and two (2) Surgical Technologists are needed, the following will apply:

Holidays that fall on the weekend, the day shift will be staffed with four (4) staff members (two (2) RN and two (2) Surgical Technologists.

Section 1. Each employee (RN and Surgical Technologist) will choose, in seniority order, one (1) shift from the following holidays: **Martin Luther King**, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve (evening and night shift), Christmas Day, New Year's Eve (evening and night shift) and New Year's Day. There will also be enough option slots available to allow one holiday or option slot for each employee.

Section 2. If it is necessary to schedule additional holidays to employees to meet staffing needs, staff will be asked to volunteer for an additional holiday. If staffing remains insufficient for any holidays, it will be provided by the least senior employees in the department, chose in seniority order, provided there is always at least one (1) RN and one (1) Surgical Technologist scheduled and for those holidays that fall on the weekend day shift, there is always at least two (2) RN and two (2) Surgical Technologists scheduled. Additional holidays will be designated as such on the posted schedule.

Section 3. Bidding for these holidays will be done at the time of vacation selection. An employee's scheduled vacation does not excuse the employee from their holiday obligation.

Section 4. Working a shift other than the employee's primary shift will be considered their holiday obligation.

Section 5. Holiday premium will be paid per Article 82 Holidays.

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Section 6. In the event of downsizing on a holiday, employees scheduled to work and additional holiday will be asked to downsize first in seniority order. If there is no employee in this category, downsizing will be done based on seniority of all scheduled staff.

Section 7. If a holiday becomes understaffed due to PTU, DBL or unforeseen absence, it will be staffed by an employee in an option slot and will be chosen in seniority order among these employees. If there is no need throughout the year, an employee in an option slot may not need to work a holiday.

Section 8. Switching of shifts between employees may be done after the schedule is posted and according to Article 15 Hours of Work and Work Schedules.

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