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

**2025 CONTRACT NEGOTIATIONS**

**Union Proposal  
Date Presented: April 15, 2025**

**New Memorandum of Understanding #63  
Obstetrical Critical Care Workgroup**

During the negotiations that lead to this Agreement, the parties discussed issues related to obstetrical critical care patients transferred between John R. Oishei Children's Hospital (OCH) and Buffalo General Medical Center (BGMC) or directly admitted to the BGMC. The parties agreed to develop a collaborative workgroup only for the purpose of ensuring that this specific population of patients receives both the critical care and maternal child-care required.

Therefore, the parties agree that:

1. An Obstetrical Critical Care Workgroup (OCCW) will be formed immediately upon the ratification of this Agreement.
2. The OCCW will complete their work within three (3) months of the ratification of this Agreement. Thereafter, the **workgroup** will continue to meet every other month to assess the coordination of care of obstetrical critical care patients. All agenda items shall be exchanged at least one (1) week prior to the meeting. Agenda items may include but are not limited to the following:
  - **Debrief action items/events which occurred since the last meeting;**
  - Staff education;
  - Specialized equipment and supplies;
  - Care of the bereaved;
  - Care of the deceased;
  - Workflows.
3. The OCCW will be comprised of one (1) to two (2) bedside caregiver nurse(s) from OCH maternity, one (1) neonatal intensive care unit nurse, one (1) neonatal transport team member, ~~one (1)~~ two (2) critical care nurse from BGMC, one (1) maternity educator, one (1) critical care educator, one (1) MICU certified/medical assistant, one (1) to two (2) nurse leader(s), director of services and provider champion. The Union will select their **workgroup** members **as listed above**.
4. The parties recognize that the coordination of care referenced in paragraph 2 may involve employees from multiple bargaining units, **each of which will continue to provide those**

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**services within their area of responsibility and speciality.** To that extent, each employee will continue to be considered members of their own bargaining unit and the work they complete will be considered bargaining unit work. **Nothing in this MOU shall be considered precedent setting for the purposes of bargaining unit work.**

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