

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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: May 27, 2025**

**Memorandum of Understanding —
EP CVRT & Special Procedures Nurse in the MFSH EP Lab**

This Memorandum of Understanding ("MOU") is entered into by and between Kaleida Health ("Kaleida"), the Communications Workers of America, AFL-CIO ("CWA") and the Service Employees International Union/1199 United Healthcare Workers East ("SEIU"), hereinafter referred to "Unions".

WHEREAS, there is a need to create an Electrophysiology Procedure (EP) lab at the Millard Fillmore Suburban Hospital (MFSH) and to provide flexible, competent staff to work between Millard Fillmore Suburban Hospital and Buffalo General Medical Center (BGMC);

WHEREAS, this program was developed to increase access for patients of electrophysiology procedures, including ablations and device implants. These electrophysiologists will need procedure labs in which to perform procedures, so we needed to increase the number of labs.

WHEREAS, the Employer and the Union entered into an agreement to create new CVRT EP/Cardiac & Special Procedures Nurses at MFSH and in a Multi Site Float pool;

WHEREAS, it is agreed that there will be two (2) part time (.51) day shift RN Special procedures positions posted at MFSH to establish the EP cost center. There will be one (1) full time and one part time (.76) RN Special Procedures positions posted in the Multi Site Float Pool and there will be two (2) full time and one part time (.76) CVRT positions posted in the float pool listed above.

NOW, THEREFORE, the Employer and the Union do hereby agree after the date this agreement is signed that;

1. EP CVRT & Special Procedures Nurses, as part of this agreement, will be trained in EP at BGMC and will be signed off as competent before being assigned to work at MFSH.
2. The EP Special Procedures Nurses at MFSH will be assigned to BGMC twice a month to maintain their full EP competency as Ablations will not be performed at MFSH. When

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13. The positions will be posted and awarded per Article 53, Job Bidding and Transfers of the Master Agreement;

14. The parties agree to meet to review the success of the EP Multi Site Float Pools within six (6) months of implementation and again twelve (12) months from implementation.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the _____ day

of _____, 2025.

Kaleida Health

By: _____

Dated: _____

Communication Workers of America, AFL-CIO

By: _____ Dated: _____

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