

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

**2025 CONTRACT NEGOTIATIONS**

**Union Proposal**  
**Date Presented: June 5, 2025**

**Memorandum of Understanding # 7  
1199SEIU  
Maintenance Employee Allowances**

Section 1. All maintenance employees will be entitled to the following work related expense allowances.

- a.) Prescription Safety Glasses, Tools and Work Boots: Maximum calendar year reimbursement allowance of **seven hundred (\$700.00)** ~~six hundred dollars (\$600.00)~~. If employee's glasses or work boots are damaged due to work on the Employer's projects at any time during the year, replacements for like quality and value will require managerial approval.
- b.) Tools: All employees must have available for the performance of their duties, their own hand tools to the extent, type and character reasonably suited to and necessary for the performance of their duties. The Employer will replace such hand tools that are damaged at work or worn beyond repair due to use for Employer projects. Such replacement tools shall be reimbursed for like quality and value which requires prior managerial approval.

TA 6/9/25  
EUS  
NM  
RAB 6/9/25