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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 # 8
Seasonal Employees**

The following is the agreement reached between Kaleida Health (hereinafter referred to as the "Employer") and 1199 SEIU United Healthcare Workers East; the Communications Workers of America, AFL-CIO; ~~and the International Union of Operating Engineers, Local 17S, AFL-CIO;~~ (collectively, "the Unions") as it relates to the development and implementation of Seasonal Employees at Kaleida Health.

The Employer and the Union agree to meet and discuss the need for Seasonal Employees to meet the changing demands on staffing and employment retention. Seasonal Employees shall be an agenda item for the Staffing Committee. The guidelines of a Seasonal Employee will include but not be limited to the following:

- 1.) A seasonal employee is an employee that is hired to work a minimum of three (3) consecutive months to a maximum of six (6) consecutive months with a minimum commitment of fifteen (15) hours per week.
- 2.) An employee who is accepted into a seasonal position must work the shift duration scheduled in that department and the weekend requirement will be consistent with the department they are assigned and/or scheduled to work.
- 3.) Employees who change to seasonal status shall remain in the salary grade and step they were in as a regular employee and shall advance on the wage progression scale as out lined in Article 23, Salaries.
- 4.) If it is agreed by the Employer and the Union that if a Seasonal Employee category shall be offered at the Hospital, such terms and conditions will be reduced to writing and supplement the collective bargaining agreement "categories of employees" Section.

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