

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

2025 CONTRACT NEGOTIATIONS

Proposal

Union Counter ~~Supposal~~

Date Presented: July 7, 2025

Side Letter

Advanced Practice Providers Millard Fillmore Suburban ICU

Kaleida Health, the Communications Workers of America, AFL-CIO and the Service Employees International Union/1199 United Healthcare Workers East agree to continue meeting to resolve the concerns of the Advanced Practice Providers (APPs) in the MFS ICU.

This meeting will include the CNO, the CMO, the Site President, Union leadership, a minimum of one (1) direct care APP, **and one (1) Attending Physician** from the MFS ICU with the goal of developing a shared governance model to address issues including, but not limited to: physician collaboration, escalation pathways, patient workload, **assignments, practice/policy review, new hire orientation** and the creation of educational and development opportunities for the APPs in the MF ICU.

This meeting will take place within thirty (30) days of ratification of the Master Agreement resulting from 2025 collective bargaining negotiations, with the goal of implementing the shared governance model within sixty to ninety (60-90) days following ratification.

TA 7/18/25
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MMS 7/18/25