

**Sisters of Charity, St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 9, 2026**

**New Article  
Paid Time Off (PTO) and Holiday Scheduling**

Section 1. All full-time employees are eligible for PTO according to the following schedule:

| Length of Service                                  | Accrual Rate | Maximum Accrual<br>(Hours) <i>DMUP</i> | Maximum Balance in<br>Employee Bank<br>(Hours) <i>DMUP</i> |
|----------------------------------------------------|--------------|----------------------------------------|------------------------------------------------------------|
| Date of hire to less than 3 years<br>(0-35 months) | .087         | 165.00                                 | 217.50                                                     |
| 3 years to less than 4 years<br>(36-47 months)     | .090         | 172.50                                 | 225.00                                                     |
| 4 years to less than 9 years<br>(48-107 months)    | .108         | 210.00                                 | 262.50                                                     |
| 9 years to less than 15 years<br>(108-179 months)  | .128         | 247.50                                 | 300.00                                                     |
| 15 years to less than 24 years<br>(180-287 months) | .147         | 285.00                                 | 337.50                                                     |
| 24 years and following<br>(288 + months)           | .167         | 322.50                                 | 375.00                                                     |

Section 2. All part-time employees are eligible for PTO according to the following schedule:

| Length of Service                                       | Accrual Rate | Maximum Accrual<br>(Hours) <i>DMUP</i> | Maximum Balance in<br>Employee Bank<br>(Hours) |
|---------------------------------------------------------|--------------|----------------------------------------|------------------------------------------------|
| Date of hire to completion of 9 years<br>(0-107 months) | .069         | 135.00                                 | 187.50                                         |
| 9th anniversary and following<br>(108+ months)          | .108         | 210.00                                 | 262.50                                         |

Section 3. Eligible employees accrue PTO from their date of hire but cannot begin using their accumulated time until after completion of ninety (90) calendar days of continuous service. Prior to completion of ninety (90) calendar days of continuous service an employee may take time off without pay if approved by the appropriate supervisor. During their probationary period, employees shall only be permitted to use PTO for the reasons set forth in the New York State Paid Sick Leave law.

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Section 4. If an employee changes from full-time to part-time status, there will be no change in benefit date. In addition, the part-time employee is able to carry over up to fifty percent (50%) of the PTO maximum accrual allowed based on their part-time service category. The remaining portion will be paid out to the employee.

Section 5. An employee changing from an ineligible to an eligible status (e.g. per diem to full time) will begin accruing PTO for the first full pay period from the date of the change providing they have satisfied their probationary period.

Section 6. PTO is accrued for every hour a full-time or part-time employee is paid, including hours worked as per Article 2, Union Representation, exclusive of CT 19, Leave of Absence, Section 7 paid hours, up to a maximum of seventy-five (75) hours per payroll period, shall be the maximum accrual for each pay period.

Section 7. Paid Time Off Scheduling:

- a. An employee's manager/designee must approve all PTO.
- b. PTO should be scheduled in advance of the schedule period with routine time requests as noted in Article XX, Hours of Work, except in extraordinary circumstances when it will be considered.
- c. The nine (9) major holidays are identified in Section d below. The Employer/Hospital shall continue the existing practices for scheduling on those holidays. Holiday commitments that occur during approved scheduled vacations shall be met. In the event that staffing remains insufficient for holiday coverage, the holidays will be assigned on a rotational basis beginning with the lowest senior employee.
- d. The holidays and/or shifts referenced below shall be considered the holiday, and shall be paid at the rate of time and one half ( $1\frac{1}{2}$ ) the employee's base rate for all hours worked:
  1. Christmas Eve from 3:00 pm on 12/24 through 7:00 am on 12/25;
  2. Christmas Day from 7:00 am on 12/25 through 7:00 am on 12/26;
  3. New Year's Eve from 3:00 pm on 12/31 through 7:00 am on 1/1;
  4. New Year's Day from 7:00 am on 1/1 through 7:00 am on 1/2;
  5. Easter Sunday from 7:00 am through 7:00 am the Monday after;
  6. Memorial Day from 7:00 am through 7:00 am the next day;
  7. Independence Day from 7:00 am on 7/4 through 7:00 am on 7/5;

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8. Labor Day from 7:00 am through 7:00 am the next day; and
  9. Thanksgiving Day from 7:00 am through 7:00 am the next day.
- e. Switching of shifts or partial shifts between employees may occur after the schedule is posted with the manager's approval. Written requests must have the consent of affected employees. The initially scheduled holiday shall be considered the holiday commitment.

Section 8. PTO Vacation Requests:

- a. Requests for PTO vacation will be submitted four (4) times per year as follows:
  1. by January 1 for the period of time for March/April/May;
  2. by April 1 for the period of time June/July/August/September 1-15;
  3. by July 1 for the period of time for September 16-30/October/November;
  4. by September 1 for the period of time for December/January/February
- b. Approval or denial of such requests shall be indicated by no later than thirty (30) days after the deadline for each submission period. In case of conflict, seniority will be the determining factor. Full vacation weeks will be granted before single PTO days. Single PTO days will not count towards the maximum prime time limit.
- c. A maximum of seventy-five (75) hours of PTO days for full-time, and up to a maximum of their budgeted hours for part-time employees can be scheduled during the period of June 1, up through September 15 and the period from December 15 through New Year's Day. In case of conflict, seniority will be the determining factor. Should there be remaining weeks during prime time, the manager/supervisor will approve additional prime week to staff per Section 8(b) above.
- d. Should an employee desire to change an approved PTO, the employee must submit the change at least thirty (30) days prior to the first day of the scheduled PTO time. The employees' request shall be accommodated if possible.
- e. Approved PTO may not be changed when personnel must transfer without the consent of the employee, in instance of lay off, unit closings or transfers because of an administrative decision or due to a CHS partial or full consolidation. In each of the above instances, approved PTO requests will be honored.
- f. If a disability occurs during scheduled PTO and lasts for one (1) week or more, that portion of the PTO shall be rescheduled upon submission of medical certification to the Employer.

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- g. If a disability occurs prior to scheduled PTO and is expected to last into the PTO period, the PTO shall be rescheduled.
- h. In all cases, sufficient PTO time must be available when the approved period of time off arrives. If the employee does not have sufficient time available then they may be required to work all or part of their regularly scheduled hours, as needed.

Section 9. Employees will be able to view their PTO balance by accessing Workforce Management.

Section 10. In accordance with the Leave Time Donation policy (HR-044-BE), an eligible employee may voluntarily donate a portion of their own PTO benefit hours to another benefited employee who is away from work on approved continuous leave greater than seven (7) days for NYS Disability, FMLA, NYS PFL, workers' compensation, or personal leave of absence for hardship reasons. The employee will be eligible to give hours from their own accrued balance of PTO. Donated hours shall be subtracted from the donor's PTO accrual bank with no adjustment for their dollar value. Donated hours shall be paid to the recipient at recipient's rate of pay. The receipt of the donated PTO has to be on the same payroll as the donor.

Section 11. Unscheduled absences are subject to the provisions of CT Article 47, Attendance and Tardiness.

Section 12. Paid Time Off (PTO) at time of termination will be processed as follows:

- a. Employees who fail to complete the probationary period, for any reason, will receive no payout of any accrued, unused PTO at time of termination.
- b. Employees who successfully complete the probationary period, and are terminated by the Employer, will receive a payout for all accrued, unused PTO at time of termination.
- c. PTO for employees who successfully complete the probationary period, and resign from their position will be processed as follows;
  - 1. If the employee fails to provide a minimum of two (2) weeks' written notice, there will be no payout of any accrued, unused PTO.
  - 2. If the employee provides a minimum of two (2) weeks' written notice and works their normal schedule during the notice period or is away from work on approved PTO, then the employee will receive a payout of all accrued, unused PTO at time of termination.
  - 3. If the employee provides a minimum of two (2) weeks' written notice, and then takes unscheduled PTO during the notice period, the employee will not be paid for the hours away on unscheduled PTO.
  - 4. The payment will be made the next regular payday for the pay period in which the termination occurred.

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Section 13 Upon the death of an employee with a PTO balance, accrued, unused PTO will be paid to the employee's estate.

Section 14. All full time and part-time employees are eligible to participate in the PTO buyback program at a rate of one hundred percent (100%) of the employee's current rate of pay. Eligible employees may elect in December of each year, a cash payout of their PTO to be paid out in the following November, to a maximum of seventy-five (75) hours in a payroll year. Employees shall only be able to receive a cash payout on PTO accrued in the calendar year in which it is paid out. Employees electing a cash payout of PTO will be required to complete a PTO buyback election form.

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**Sisters of Charity Hospital – St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_  
Union Representation**

Section 1. No employee shall engage in any Union activity, including the distribution of literature, which could interfere with the performance of work during their working time or in working areas of the Employer at any time. When it is necessary for a Steward to enter a working area of the Employer for the purpose of investigating a grievance or a working condition which may be the subject of a grievance, a Union Steward may conduct such Union business in the working area of the Employer. The Union Steward will notify the manager/supervisor and will not interfere with the performance of work or patient care.

Section 2. The Union may elect an Area Vice- President and bargaining unit employees to act as a Steward for the purpose of handling grievances and administering this Agreement. In addition, the Union shall make every effort to appoint one (1) steward for the bargaining unit. The Union shall furnish the Employer/Hospital with a list of designated Union Stewards on an annual basis and will provide written notice to the Employer/Hospital of any changes in Stewards as they occur.

Section 3. If a steward is not available to process a grievance, represent an employee in a disciplinary interview or otherwise administer this contract, the Area Vice-President or another steward may identify themselves to the supervisor as the person who will be acting on behalf of the steward for the period of their absence. In the event an employee Union representative is not available to represent an employee in a grievance or disciplinary interview, a non-employee Union representative may represent such employee.

Section 4. Stewards shall restrict their activities to the investigation or processing of grievances and the administration of the contract and shall be provided a reasonable amount of time during their regularly scheduled work hours without loss of pay for this purpose. Before attending a grievance on work time or in a work area, the steward must obtain authorization from their immediate supervisor. If the Employer/Hospital knows pulling a Steward or Officer off their unit will cause staffing concerns, it will contact the Local.

Additionally, if it is necessary for the steward to enter another work area to handle a grievance, the steward must obtain authorization from the designated management representative for that area. Authorization shall not be unreasonably denied. Grievances shall be investigated and processed in a prompt and orderly fashion and in no event shall such activity interfere with the delivery of patient care.

Section 5. The Employer will not be responsible for paying stewards or employees who participate in grievance meetings which are scheduled during their off-duty hours except if requested by the Employer. Grievance meetings will not be scheduled for other than work time except by mutual agreement.

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## Union Proposal

Date: Sep 1, 2026

Section 6. Within ninety (90) days of the expiration of this Agreement and upon receipt of a bargaining demand, one (1) employee who is elected or appointed to the bargaining committee, for the purpose of negotiating a successor agreement, will be excused from work without pay for contract negotiations and union bargaining caucus.

Section 7. The Employer shall provide unpaid excused absence time for Union business to the Union's Area Vice-President not to exceed three (3) days per week, unless approved by the manager. Employees using such excused absence time shall accrue seniority and all Employer paid benefits including pension accrual. For purposes of pension accrual, the Employer will credit the employee with earnings equal to the actual earnings reported on the W-2 from the Employer plus an amount equal to the employee's hourly rate multiplied by the number of excused absence hours, used by the Area Vice-President in a calendar year. The Employer shall also provide unpaid excused absence time to the Area Vice-President to attend Union leadership seminars, training sessions, conventions, district meetings and conferences. Such requests shall not be unreasonably denied. Written requests for such leave shall be made to the Employer at least two (2) weeks before the schedule is posted. Such absences shall not interfere with patient care-needs or the operation of the Employer and will be limited to fifteen (15) days per calendar year without loss of benefits.

Section 8. The Employer may grant requests for unpaid absence time to the Chief Stewards, Stewards and Convention Delegates to attend Union leadership seminars, training sessions, conventions, district meetings and conferences. Such requests shall not unreasonably be denied. Written requests for such leave shall be made to the Employer at least two (2) weeks before the schedule is posted. Such absences shall not interfere with patient care needs or the operation of Employer and will be collectively limited to twenty-five (25) days per calendar year for each bargaining unit, without loss of benefits. In addition, new stewards shall be allowed up to two (2) unpaid days without loss of benefits for steward training. These days shall not be included in the twenty-five (25) day cap.

Section 9. The Employer will provide Union representatives thirty (30) minutes of time to meet with new employees covered by the Agreement during the initial week of employment at a time and location that is mutually agreed to. The Employer will provide the Union with a list of new hires prior to the orientation class.

Section 10. Any employees that are excused from work for union business under this collective bargaining agreement will not experience any loss in seniority, category of employment, wages, grade/step determinations or any benefits (e.g. retirement) related to Union Business.

Section 11. If circumstances exist, where an officer or Executive Board member is replaced, either temporarily or permanently, with another Union representative, the Union shall notify the Director of Human Resources. Arrangements shall be determined between the parties to allow the member who replaces an officer or Executive Board member to ensure that there will be no reduction in benefit accrual.

Section 12. The Union will be granted access to Hospital conference rooms when requested and approved in advance, based on availability, for the purpose of conferring with bargaining unit employees regarding grievances and administration of the contract.

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Union Proposal

Date: Sep 1, 2026

**Sisters of Charity Hospital – St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_  
Parking**

The Employer will provide free parking to all employees covered by this Agreement in employee designated areas, which are in the rear of the building.

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**Sisters of Charity, St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 1, 2026**

**Article \_\_\_\_  
Downstaffing/Temporary Reductions**

Section 1. If it becomes necessary to temporarily reduce the number of employees in the department, the reduction will be completed as follows:

- Step 1. Overtime. Before temporarily reducing the normal work hours of any employees, the Employer shall first reduce scheduled "overtime" hours to be worked by employees on the affected shift.
- Step 2. Volunteers. Before mandating a temporary reduction in the normal work hours of any full-time or part-time employees on the affected shift, the Employer shall next seek volunteers from the affected shift and who are willing to take the time off on a rotational basis. Volunteering for a temporary reduction shall not count towards an employee's mandated maximum.
- Step 3. Agency Employees. All agency employees will be downstaffed next.
- Step 4. Excess Hours. Before temporarily reducing the normal work hours of full-time or part-time employees, the Employer shall next reduce the scheduled hours of part-time employees which are in excess of their normal work hours on the affected shift.
- Step 5. Per diems. Before temporarily reducing the normal work hours of full-time or part-time employees, the Employer shall next reduce the scheduled hours of any per diem employee who is scheduled to work on the affected shift.
- Step 6. Regular Hours. The Employer shall finally impose (mandate) a temporary reduction in the normal work hours of full-time and part-time employees on the affected shift by inverse order of seniority of those who have not reached their individual maximum of temporary reduction days per Section 3 below.

Section 2. Temporary reductions are designed to address short-term rather than long-term downstaffing needs on a particular shift. Thus, Steps 4 and 6 of Section 1 of this Article shall not be imposed in excess of thirty (30) continuous calendar days on a particular shift.

If the Step 2 or Step 6 temporary reduction days exceed the thirty (30) day maximum set forth above, the Employer will declare a permanent layoff and provide the Union with the appropriate notice in accordance with CT Article 32, Layoff and Recall.

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Section 3. No individual full-time or part-time employee shall be subject to a mandated temporary reduction with respect to their normal work hours in excess of:

|                             |                                |
|-----------------------------|--------------------------------|
| Full-time (7.5 hour shifts) | (37.5 hours) per calendar year |
| Full-time (12 hour shifts)  | (34.5 hours) per calendar year |
| Full-time (10 hour shifts)  | (38 hours) per calendar year   |
| Part-time                   | (22.5 hours) per calendar year |

In the event an employee does not fit into the above scenarios, the mandatory downstaffing hours will be equivalent to their weekly average hours.

- a. A "temporary reduction" occurs when a full-time or part-time employee's normal work hours are temporarily reduced in any pay period due to lack of work. "Normal work hours" for the purposes of this article shall be the number of hours reflected in the individual's category of employment.
- b. An employee on temporary reduction shall be permitted to take accrued PTO to which they are entitled. However, an employee on temporary reduction time may request to be recalled to the reduced shift or to work any shift within the week of the reduction; based on seniority. If the need arises, the employee will be given the opportunity to do so.
- c. If on a given day the Hospital must impose a temporary reduction day and the least senior employee on the affected unit and shift has reached their maximum, the Hospital will impose the day off on the next least senior employee scheduled to work the affected shift.
- d. In the event of a temporary reduction, the Employer shall provide ninety (90) minutes notice to the affected employees. Voicemail and/or text message is considered notice. The employee is responsible to update contact information as necessary.

A regular employee who is affected by a temporary reduction will be given the opportunity to work in an area where a per diem employee or agency employee is scheduled to work, provided that the regular employee has the ability to do the work.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
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**Article \_\_\_\_  
Cafeteria Discounts**

Section 1. Employees will be entitled to no less than twenty percent (20%) discount of the posted price of discount eligible items.

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**Sisters of Charity, St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 1, 2026**

**Article \_\_  
Students – ~~Substance Abuse~~ Counselors  
~~Addictions~~**

Section 1. Prior to students being assigned to an employee, the Employers/Hospitals and the Union agree:

- a. The student schedule will be made available to employees as soon as practicable, but at least two (2) weeks prior to the students being in the department; and
- b. Assignment to an employee will be done per Article \_\_, ~~Substance Abuse~~ Counselors Preceptor/Training Pay ~~Addictions~~

Section 2. Employees shall intervene if at any time the student is deemed inappropriate or is crossing a professional or ethical boundary and report such to management.

Section 3. Employees on orientation and/or precepting will not be assigned a student.

Section 4. Employees who are responsible for supervising students, shall receive preceptor pay as set forth in Article \_\_, Salaries, while responsible for such students.

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**Sisters of Charity Hospital – St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_  
Health and Safety**

Section 1. It is a basic objective of both parties to this Agreement that safe working conditions shall be maintained. Toward that end, the Employer will observe all applicable health and safety rules and regulations. The Employer also will provide and maintain safe working conditions.

Section 2. The Employer agrees to make available necessary safety equipment, promote safe working conditions, and make other reasonable provisions for the safety and health of employees.

Section 3. The Employer will annually provide health and safety training.

Section 4. The Union and the employees agree that they will cooperate in promoting safety and will comply with all safety rules. An unsafe condition or hazard should be immediately brought to the attention of a supervisor, so that the condition can be investigated and dealt with appropriately. If the unsafe condition or hazard is not addressed, it shall be brought to the attention of the Health and Safety Committee for recommendation.

Section 5. There will be up to one(1) Union designated representative from the bargaining units selected by the Union, representative of the cross-functional nature of job titles and departments, to be on the Employer's Health & Safety Committee. The Employer will notify the Area Vice President and the Union committee representatives of the meeting schedule. The Employer will make reasonable efforts to schedule the meetings so the designated committee members can attend. Employees will be compensated for participating in the meetings if not already scheduled. Agenda items shall be sent by both parties one (1) week in advance, except that agenda items that are not known in advance may be brought to the meeting without notice.

Section 6. The Health and Safety Committees shall meet at least once every month or as mutually agreed by the members of the Committee. Union representatives shall be compensated as time worked for time spent in committee meetings and for time spent on mutually approved assignment to projects as may be determined by the Committee.

Section 7. No employee shall be expected or permitted to work under conditions which will create an immediate and unduly hazardous threat to their safety or health.

Section 8. It is the Employer/Hospital and the Union's objective to maintain an effective ergonomic program in order to help prevent and minimize occupationally related cumulative trauma and/or musculoskeletal disorders, including but not limited to a "minimal lift" and "no lift" work environment.

Section 9. The Safe Patient Handling (SPH) will become a standing agenda item.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Memorandum of Understanding  
Inclusion into Common Table Language**

During the course of the 2026 Sisters of Charity Hospital - St. Joseph Campus Addictions Counselors bargaining, the parties have agreed to the existing Common Language previously negotiated between the parties shall apply. Therefore, the parties agree to the following modifications to the Common Language of the 2025-2029 Collective Bargaining Agreements with Mercy Hospital of Buffalo, Kenmore Mercy Hospital and SOCH-St. Joseph Campus;

Section 1. All Common Table language shall apply unless explicitly specified otherwise.

Section 2. Article 1, Agreement, Section 2 shall be modified as follows:

Section 2. The provisions of the Agreements, which include contract language common to all nine (9) contracts as well as the language for each of the nine (9) bargaining unit agreements, shall supersede and replace the corresponding provisions of any existing bargaining unit agreement that deals with identical issues.

Section 3. Implementation of Article 54 Extended Sick Leave and Article 25 New York State Paid Sick Leave shall occur effective December 27, 2027.

**Section 4. Article 32 Layoff and Recall, Section 3 shall have the following added:  
Sisters of Charity Hospital - St. Joseph Campus, Addictions Counselors**

Section 5. Article 55 Retirement Plan, Section 1 shall be modified as follows:

New Section m.

m. Employees employed in the Addictions Counselors bargaining unit, by SOCH-St. Joseph Campus, will accrue benefits under the Personal Retirement Account (PRA) benefit formula at no cost to the employee. Any employee in a grandfathered retirement plan shall not be required to move out of the plan.

Section 6. Article 57, Health Coverage, Section 3 shall be modified as follows:

New Section h.

h. For SOCH-St. Joseph Campus Addictions Counselors:

1. ninety percent (90%) of the cost of single coverage for full-time employees, hired before ratification of this Agreement; or
2. eighty percent (80%) of the cost of family coverage for full-time employees, hired before ratification of the Agreement; and
3. eighty percent (80%) of the cost of single or family coverage (at the employee's choice) for full-time employees hired after ratification of the Agreement;
4. fifty-five percent (55%) of the cost of single or family coverage (at the employee's choice) for part-time employees.

Section 7. Memorandum of Understanding 1, Agreement shall be modified as follows and will be

## Union Proposal

Date: Sep 29, 2026

updated to reflect nine (9) bargaining units:

New number 9.

9. Sisters of Charity Hospital - St. Joseph Campus (Addictions Counselors)

In 2026, the SOCH-SJC Addictions Counselors bargaining unit was certified and the parties agreed to incorporate this bargaining unit into this MOU and the common language will apply to the bargaining unit.

Section 8. Memorandum of Understanding 5, Retirement of the Catholic Health System shall be modified as follows:

New number 9.

9. Sisters of Charity Hospital - St. Joseph Campus Addictions Counselors

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**Sisters of Charity Hospital – St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_  
Extended Shifts**

Section 1. Upon thirty (30) calendar days' notice to the Union and the affected employees, the Employer may establish new shifts or modify the duration of existing shifts and alter the starting and ending times of any shift in order to meet scheduling and patient care needs. Employees and the Union will be given an opportunity to present ideas, information and suggestions pertinent to the announced change prior to implementation of the proposed change. Such discussions shall not delay the implementation of the proposed change.

Section 2. Extended shifts shall be defined as those shifts that are more than the regularly scheduled eight (8) hour shift, inclusive of the thirty (30) minute unpaid meal period. Extended shifts beginning before 11 a.m. and continuing after 7 p.m. will also include an additional twenty (20) minute paid meal period between 5 p.m. and 7 a.m.

Section 3. Ten (10) hour shifts will be defined as those shifts that are then (10) hours inclusive of a one-half (1/2) hour unpaid break and one (1) paid fifteen (15) minute break. For purposes of benefits:

- a. a full-time employee will be defined as one who is regularly scheduled to work three (3) nine and one-half (9 ½) hour shifts and a nine (9) hour shift in a given work week or three (3) ten (10) hour shifts and one (1) seven and one-half (7½) hour shift per week;
- b. a part-time employee will be defined as one who is regularly scheduled to work three (3) nine and one-half (9½) hour shifts per week, or two (2) nine and one-half (9 ½) hour shifts per week.

Section 4. Twelve (12) hour shifts will be defined as those shifts that are twelve (12) hours inclusive of a one-half (½) hour unpaid lunch break and two (2) paid fifteen (15) minute breaks, except there will be only one (1) paid fifteen (15) minute break in cases when an employee receives an additional 20-minute paid meal period per Section 2 above. For purposes of benefits:

- a. a full-time employee will be defined as one regularly scheduled to work three (3) twelve (12) hour shifts for a total of thirty-four and one-half (34½) hours per week;
- b. a part-time four (4) employee will be defined as one working two (2) twelve (12) hour shifts and one (1) seven and one-half (7½) hour shift for a total of thirty and one-half (30½) hours per week;
- c. a part-time three (3) employee will be defined as one working two (2) twelve (12) hour shifts for a total of twenty-three (23) hours per week;

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## Union Proposal

Date: September 1, 2026

Section 5. Employees working extended shift must take all paid time off benefits in amounts equal to their regular extended shift.

Section 6. Twelve (12) hour shift employees will not be scheduled to work more than two (2) consecutive twelve (12) hour shifts unless the employee agrees. To make up for reduction hours, employees may work extra hours and will be assigned according to staffing needs and at the discretion of the manager. Whenever possible employees may take PTO time in increments to total no more than thirty-seven and one-half (37.5) hours in a week. Requested PTO will be take in increments consistent with their normally scheduled shift.

Section 7. Extended shift employees may have to work every other weekend, the Employer will attempt to schedule such employees less frequently where staffing permits. Extra weekend days off will be scheduled according to shift and on a rotation basis.

Section 8. Paid time off will be accrued and scheduled according to Article \_\_, Paid Time Off.

Section 9. Shift differential shall be paid according to CT Article 65, Shift Differential.

Section 10. Overtime shall be paid according to CT Article 67, Overtime.

Section 11. Extended shift vacancies will be posted according to CT Article 17, Filling of Vacant Positions.

Section 12. Extended shift employees are entitled to all other provisions provided for in this Agreement.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 29, 2026**

**Article \_\_  
Addictions Counselors Salaries**

Section 1. a. This new base scale for Addictions Counselors will be effective the first full pay period upon ratification:

| GRADE | HIRE    | 1st<br>Year<br>Anniv | 2nd<br>Year<br>Anniv | 3rd<br>Year<br>Anniv | 4th<br>Year<br>Anniv | 5th<br>Year<br>Anniv | 8th<br>Year<br>Anniv | 12th<br>Year<br>Anniv | 16th<br>Year<br>Anniv | 20th<br>Year<br>Anniv |
|-------|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|
|       | 1       | 2                    | 3                    | 4                    | 5                    | 6                    | 7                    | 8                     | 9                     | 10                    |
| AC 1  | \$29.24 | \$30.45              | \$30.96              | \$31.48              | \$32.02              | \$33.86              | \$34.21              | \$35.86               | \$37.50               | \$38.44               |
| AC 2  | \$32.40 | \$32.78              | \$33.86              | \$34.22              | \$35.00              | \$36.59              | \$37.50              | \$39.18               | \$40.66               | \$42.14               |

Any existing employee whose current rate is above their applicable step rate shall be red circled and receive a lump sum payment in the amount of three percent (3%) of their base wage rate. Such employees will continue to receive a lump sum payment in the amount of the applicable general increase until they catch up with the steps/scale.

Employees above the scale at Step 10 will receive a three percent (3%) general wage increase. Such employees will continue to receive the applicable general wage increase each year.

b. This schedule will be effective the first full pay period in June, 2027 and reflects a three percent (3%) general increase:

| GRADE | HIRE | 1st<br>Year<br>Anniv | 2nd<br>Year<br>Anniv | 3rd<br>Year<br>Anniv | 4th<br>Year<br>Anniv | 5th<br>Year<br>Anniv | 8th<br>Year<br>Anniv | 12th<br>Year<br>Anniv | 16th<br>Year<br>Anniv | 20th<br>Year<br>Anniv |
|-------|------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|
|       | 1    | 2                    | 3                    | 4                    | 5                    | 6                    | 7                    | 8                     | 9                     | 10                    |
| AC 1  |      |                      |                      |                      |                      |                      |                      |                       |                       |                       |

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|------|--|--|--|--|--|--|--|--|--|--|--|
| AC 2 |  |  |  |  |  |  |  |  |  |  |  |
|------|--|--|--|--|--|--|--|--|--|--|--|

Any existing employee whose current rate is above their applicable step rate shall be red circled and receive a lump sum payment in the amount of three percent (3%) of their base wage rate. Such employees will continue to receive a lump sum payment in the amount of the applicable general increase until they catch up with the steps/scale.

Employees above the scale at Step 10 will receive a three percent (3%) general wage increase. Such employees will continue to receive the applicable general wage increase each year.

- c. This schedule will be effective the first full pay period in June, 2028 and reflects a three percent (3%) general increase:

| GRADE | HIRE | 1 <sup>st</sup><br>Year<br>Anniv | 2 <sup>nd</sup><br>Year<br>Anniv | 3 <sup>rd</sup><br>Year<br>Anniv | 4 <sup>th</sup><br>Year<br>Anniv | 5 <sup>th</sup><br>Year<br>Anniv | 8 <sup>th</sup><br>Year<br>Anniv | 12 <sup>th</sup><br>Year<br>Anniv | 16 <sup>th</sup><br>Year<br>Anniv | 20 <sup>th</sup><br>Year<br>Anniv | 24 <sup>th</sup><br>Year<br>Anniv |
|-------|------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
|       | 1    | 2                                | 3                                | 4                                | 5                                | 6                                | 7                                | 8                                 | 9                                 | 10                                | 11                                |
| AC 1  |      |                                  |                                  |                                  |                                  |                                  |                                  |                                   |                                   |                                   |                                   |
| AC 2  |      |                                  |                                  |                                  |                                  |                                  |                                  |                                   |                                   |                                   |                                   |

Any existing employee whose current rate is above their applicable step rate shall be red circled and receive a lump sum payment in the amount of three percent (3%) of their base wage rate. Such employees will continue to receive a lump sum payment in the amount of the applicable general increase until they catch up with the steps/scale.

Employees above the scale at Step 10 will receive a three percent (3%) general wage increase. Such employees will continue to receive the applicable general wage increase each year.

Section 2. Progression through the steps of the salary scale shall be automatic and shall become effective on the first day of the next payroll period following the achievement of the time requirement. Any employee covered by these Agreements who transfers from one Employer/Hospital to another Employer/Hospital in the Catholic Health system and remains in the same job title (also covered by these Agreements), shall maintain the same rate of pay and the same salary review date from the prior Employer/Hospital. Any employee not covered by these Agreements who transfers from one Employer/Hospital to another Employer/Hospital in the Catholic Health system will be placed on the applicable wage scale above based on their job title and prior related experience.

Section 3. Should an employee's position be upgraded, they shall be placed in the same step in the higher grade. Such employee shall maintain their previous anniversary date and shall move to the next step based on that date.

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Section 4. Should an employee's position be downgraded, they shall be placed on the same step in the lower grade. Such employee shall maintain their previous anniversary date and shall move to the next step on that date.

Section 5. Employees will be started in the above Step 1 through Step 7 based on their prior related experience.

Section 6. All employees shall progress through the steps of the salary scale according to the following time requirements as noted below:

|         |                                                                              |
|---------|------------------------------------------------------------------------------|
| Step 1  | Hire Rate;                                                                   |
| Step 2  | One (1) Year;                                                                |
| Step 3  | Two (2) years;                                                               |
| Step 4  | Three (3) years;                                                             |
| Step 5  | Four (4) years;                                                              |
| Step 6  | Five (5) years;                                                              |
| Step 7  | Eight (8) years;                                                             |
| Step 8  | Twelve (12) years;                                                           |
| Step 9  | Sixteen (16) years;                                                          |
| Step 10 | Twenty (20) years;                                                           |
| Step 11 | Twenty-four (24) years (commencing the first full pay period in June, 2028). |

Section 7. Employees promoted from an Addictions Counselor I to and Addictions Counselor II shall be placed in the same step in the higher grade. Such employees shall progress through the steps based on Counselor position.

Section 8. Preceptor Pay and Shift Differential:

a. Employees shall be paid an additional two dollars (\$2.00) per hour for all hours worked as a preceptor.

b. Shift differential shall be:

1. Two dollars (\$2.00) per hour for the evening shift (3:00 pm -11:00 pm).

Section 9. Should the Employers/Hospitals decide there is a need for weekend only positions, the rate of pay will be one and one-half (1.5) times the base rate at Step 5 of the appropriate grade.

Section 10. Paycheck errors shall be corrected as per the following procedure:

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- a. if the dollar value of the error is less than twenty percent (20%) of the employee's gross pay and the employee was responsible for the error, it will be corrected in the next pay cycle;
- b. if the dollar value of the error is equal to or greater than twenty percent (20%) of the employee's gross pay, or their Employer/Hospital is responsible for the error, a manual check will be issued on Friday of a pay week and Tuesday of a non-pay week as long as the value is equal or greater than \$50.00;
- c. amounts less than \$50.00 will be paid in the next pay period.

Section 12. Job titles in the bargaining unit are as follows:

Addictions Counselor I  
AC1

Addictions Counselor II  
AC2

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**Sisters of Charity, St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 1, 2026**

**Article \_\_\_\_  
Hours of Work**

Section 1. The work week for all employees covered by this Agreement will begin at 12:00 am on Sunday and end the following Saturday at 11:59 pm. Each employee will have a set schedule they were hired for as outlined in their offer letter.

Section 2. Except for those on special or extended shifts, the normal work day will be seven and one-half (7½) consecutive hours exclusive of an unpaid, half hour (1/2) meal period and the normal work week will be thirty-seven and one-half (37.5) hours. In the case of a variable start position, seniority will be the determining factor on shift preference.

Section 3. Upon thirty (30) days' written notice to the Union and the affected employees, the Employer may change the starting or ending time of any shift on any unit. Prior to implementing the change, the Employer will meet promptly with the Union to give the Union an opportunity to present ideas, information and suggestions relative to the proposed change. Such discussions shall not delay the implementation of the proposed change.

Section 4. The Employer will post final work schedules at least two (2) weeks in advance of the time the employee is expected to work. Work schedules will be posted electronically. Final work schedules may only be changed with the knowledge and agreement of the responsible supervisor and the affected employees. Employees who wish to alter their scheduled time once the schedule is posted must obtain a replacement, submit a schedule change request electronically and also obtain approval from the responsible manager/supervisor.

Section 5. Weekend shifts will be worked in accordance with the employee's set schedule.

Section 6. Routine time requests shall be submitted at least two (2) weeks before the final schedule is posted per department procedures. Employees may be required to submit time requests utilizing the electronic scheduling system. The approval or disapproval of these will be based on seniority shall be indicated on the approved schedule. Time requests may be granted consistent with patient care and staffing needs, and will not be unreasonably denied.

Section 7. If it is necessary to rotate employees to the evening shift, it will be done as outlined in Article \_\_, Shift Rotation and Article \_\_, Extended Shifts.

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Section 8. The schedule will be prepared by the manager, who will first schedule all full- time and part-time employees for their budgeted hours and set schedule, and in consideration of any routine time requests submitted in compliance with section 5. above. Once all full-time and part-time employees have been scheduled, the manager will seek to fill any holes in the schedule by using per diems required shifts, as set forth in Article \_\_, Per Diem Employees articles. Once this has been completed, if there are remaining holes in the schedule, the manager will post a needs list containing the remaining available extra shifts.

Section 9. All extra available shifts will be made available per department procedures including the electronic scheduling system where available and will remain available for seven calendar (7) days, prior to the posting of the final schedule. During this time, all categories of employees shall be entitled to sign up for extra shifts. Full shifts shall be awarded before partial shifts.

- a. After the seven (7) day period ends and not before, individuals who signed up for extra shifts shall be granted the shifts in the following order:
  1. Part-time, weekend and full-time employees for whom the extra hours will not incur overtime will be considered first.
  2. Per diem employees for whom extra hours will not incur overtime or exceed the maximum of 4 shifts per month, inclusive of their commitment days, will be considered next.
  3. If vacant shifts remain, full-time employees will be considered next (in seniority order) and will not be denied.
  4. **Per diems may go above and beyond their four (4) shift maximum by picking up any remaining open shifts after the seven (7) day posting period.**
  5. Agency personnel will be considered last, after all bargaining unit members have been offered and awarded extra time and/or overtime.

Extra time will be distributed evenly on a rotating basis, beginning with the most senior qualified employee, in accordance with the steps above. If extra shifts become available after the schedule is posted and the need to fill the shift is not urgent, the manager will make every effort to distribute the shifts equitably among the staff in the department.

Section 10. Each employee will be given a paid fifteen (15) minute rest period during each work shift and it will not be used within the last hour of the shift.

Section 11. Employees who work six (6) hours or more shall have an unpaid thirty (30) minute break for mealtime near the midpoint of their shift. Employees will be paid for missed lunch breaks. It is understood that all employees are expected to take their required meal period. Employees cannot refuse to take their mealtime. In the event an employee is unable to take an uninterrupted meal period, the employee shall be paid for their meal

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period as time worked.

Section 12. All employees are required to use the time and attendance system at the beginning and end of their scheduled shift and any time they leave the premises. The employee will use this system to enter all benefit time.

Section 13. Employees will be required to attend mandatory in-service programs in accordance with Employer policy. Full-time, part-time, and per diem employees will be paid for attendance at all mandatory in-service programs whether or not the program is scheduled during their scheduled working hours. Employees will be paid for all scheduled hours of mandatory in service. Employees will also be allowed to pick up extra hours to make up the difference between the hours in their regular shift and hours in a mandatory in-service program. or they may use accrued and unused PTO to cover the difference in hours. Mandatory in-services are in-services for which attendance is required by the Employer and which are either: (1) provided on the Employer's premises or (2) taken off premises at the Employer's direction at a designated and authorized educational institution. Not included in this definition are in-services or programs which are not mandated by the Employer but which are required by federal or state regulations or a licensing authority for the purpose of maintaining a license, certification, or competency ~~to practice nursing or a specialized area of nursing~~. When the Employer provides a mandatory in-service on its premises, the Employer will not pay an employee to attend an off-premises seminar, course or program on the same subject. It is expected that employees will make every effort to complete CBLs during hours of work, but those who complete CBLs on their own time will be paid for their time in accordance with the terms of these Agreements. Employees will obtain prior approval from the manager/supervisor to complete CBLs on their own time.

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Sisters of Charity, St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations

Employer Counter Proposal  
September 1, 2026

Article \_\_\_\_  
**Per Diem Employees**

Section 1. A per diem employee is one who works on a day-to-day, as needed basis, without a guarantee of set hours per week.

Section 2. Per Diem employees will be required to attend mandatory in-service programs in accordance with Employer/Hospital policy and shall be paid for such time.

Section 3. A per diem employee can bid on full-time and part-time positions through the job bidding/posting process.

Section 4. A candidate for per diem status must have a minimum of qualification and/or licensure and one (1) year of previous experience in the area they are hired.

Section 5. Scheduling for per diems shall proceed as follows:

a. Open shifts will be communicated to the per diems prior to the time of the posting of the preliminary schedule. The per diem will communicate their availability for the open shifts with the appropriate manager(s) one (1) week prior to the posting of the preliminary schedule to commit to their required shifts. If needed, a minimum of two (2) shifts per month including a minimum of one (1) weekend shift, must be scheduled and worked in order to maintain per diem status. In addition, per diem employees may be required to work one holiday, if needed.

b. The manager of each department will develop a consistent method of notifying per diem employees of their schedule. The manager will then use that method to notify the per diem employee no later than at the time the final schedule is posted.

c. A per diem employee will not be permitted to work more than four (4) shifts per scheduled month. ~~except to cover absences which are related to paid time off, disabilities, workers' compensation, leaves of absence or vacancies.~~ Should there be open shifts posted that have not been picked up during the ~~open period~~ **seven (7) day posting period**, per diem employees will be permitted to go above and beyond the 4 shift per month ~~requirement~~ **maximum of one**. A per diem employee may be scheduled for additional shifts on either the evening or night shift. The holiday assignment will be done according to Article \_\_, Paid Time Off (PTO).

Section 6. Employees who change to per diem status within the same salary grade will continue to be paid in accordance with Article \_\_, Salaries.

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Section 7. Employees who transfer to a per diem position shall not lose any paid time off prior to the transfer. Up to fifty-six (56) hours of unused paid time off will be transferred to a Paid Sick Leave Bank for use after the transfer, and any additional accrued, unused paid time off will be paid.

Section 8. A per diem employee who fails to meet the minimum monthly requirements or the holiday commitment as specified above, where opportunities have been offered, such employee shall receive a written notice of their failure to meet their commitment. Should a per diem employee again fail to meet their minimum monthly requirement within twelve (12) months of written notice, such per diem employee shall receive a written termination notice. Copies of written notice sent to per diem employees shall be furnished to the Union.

Section 9. Per Diem employees will have seniority as defined in Article \_\_, Seniority.

~~Section 10. Per Diem employees may be required to share in the on-call responsibilities for their designated unit/department, and such on-call shifts will count towards the minimum shifts required under Section 5(a) above.~~ 

<sup>10</sup>  
Section ~~11~~. Per diem employees will not be entitled to wage adjustments or benefits except as follows:

- a. Wage increases specified in Article \_\_, Wages;
- b. Shift differential as specified in Article \_\_, Wages and Article \_\_, Shift Differential;
- c. Overtime as per Article \_\_ Overtime;
- d. Workers' Compensation;
- e. New York State Disability;
- f. New York State Paid Sick Leave and New York State Paid Prenatal Leave;
- g. Retirement Plan benefits, if any, as per the terms of the St. Joseph Campus Retirement Plan;
- h. Holiday differential for all hours worked on designated holiday(s);
- i. Participate in the Employer's Group Medical Insurance Plan at their own expense; and
- j. Any other legally required benefits.

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**Sisters of Charity, St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Counter Proposal  
September 1, 2026**

**Article \_\_  
Recognition**

Section 1. The Employer hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment, for all its employees in the collective bargaining unit certified by the National Labor Relations Board in Case 3-RC-386168

Inclusions: This Agreement covers all full-time, part-time, and per diem employees employed by the Employer at its 2605 Harlem Road, Cheektowaga, New York 14225, facility, including all Addictions Counselors I and Addictions Counselors II.

Exclusions: Office clerical employees, confidential employees, managers, guards, professional employees and supervisors as defined in the Act, and all other employees.

Section 2. The Employer/Hospital shall provide to the Union on a bi-weekly basis, a list of all newly hired employees and additions to the bargaining unit: a list of employees who have changed category, status, or shift; a list of terminations and deletions from the bargaining unit; an alphabetical bargaining unit list with name, address, telephone number and the last four digits of social security number.

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**Sisters of Charity, St. Joseph Campus Substance Abuse Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Proposal  
September 1, 2026**

**Article \_\_\_\_  
Shift Rotation**

Section 1. All employees may be required to rotate to a different shift according to the following procedure:

- Step 1 Agency personnel will rotate first.
- Step 2 The Employer will then seek to fill shifts with per diem Counselors.
- Step 3 If there are no per diem Counselors available, the Employer will request volunteers.
- Step 4 If volunteers are not available, the Employer shall rotate Counselors according to inverse ~~bargaining unit~~ <sup>hospital @ BMD</sup> seniority, but only after the off shift has been posted to the needs list. The least senior employee shall complete the maximum number of rotation shifts under Section 2 before moving to the next least senior employee.

Section 2. The maximum number of rotation shifts worked per month according to seniority shall be:

|                  |                               |
|------------------|-------------------------------|
| 0-14 years       | five (5) days/schedule period |
| 15 years or more | zero (0) days/schedule period |

In any event, full-time and part-time employees will not be asked to rotate more shifts per month than the normal number of days they work each week. For example, if an employee is hired to work three (3) days a week, he or she will not be required to rotate more than three (3) days per month regardless of their seniority. Shift rotation will not occur if it leaves the shift rotated from short staffed.

Section 3. The Employer shall take into account an employee's shift preferences, but the Employer retains the discretion to assign rotation based upon its assessment of staffing needs.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_  
Addictions Counselors Preceptor/Training Pay**

Section 1. Precepting will be assigned when a new employee or an employee transferring ~~within~~ into the bargaining unit requires teaching, instruction or guidance in order to do the job. Members of the bargaining unit may volunteer to precept but will not be required to do so **unless there are an insufficient number of volunteers**. Training may also be required when new equipment or systems are implemented. Individuals will be eligible to attend preceptor training and act as a preceptor based on the following criteria:

- a. Must have met the minimum acceptable standards on the most recent performance evaluation;
- b. No active Corrective Action Reports for practice errors and/or misconduct;
- c. Have successfully completed all competences and certifications as appropriate; and
- d. Have a minimum one (1) year of recent, appropriate, clinical experience ~~in that specialty/modality~~.

Section 2. In the event there are an insufficient number of volunteers to meet the needs of the department, on a particular shift, the Union shall be notified when the schedule is being completed. ~~and given the opportunity to discuss and remedy the issue. If no remedy is possible, the parties will address the issue in the next Workload and Staffing Committee meeting and/or the Clinical Staffing Committee.~~

Section 3. The orientee shall be assigned the same work schedule as the primary preceptor **whenever possible**. It is understood that employees may be assigned a different preceptor temporarily due to unplanned events (e.g., unscheduled PTO, bereavement, etc.).

Section 4. Part-time employees will be offered the option to be precepted on a full-time basis, but shall not be required to do so. Orientation for employees working on a part-time basis will be extended until all requirements of orientation are met, ~~but in no event less than fourteen (14) weeks.~~

Section 5. During the period of precepting, the new or transferred employee shall not be counted in the staffing allotment for that department and shift and shall share the same patient assignment with the preceptor **whenever possible**.

Section 6. The period of time an experienced employee is assigned to a preceptor, shall be determined by applicable department specific timeframes and the needs of the individual employee. The manager, in consultation with the preceptor and the employee involved, shall determine such needs. Time spent in classes will not count as part of the unit/department orientation. The orientation period may be shortened

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by mutual agreement of the Union, Management, and the employee. Evening and night orientees will be allowed to orient on day shift, at the manager's discretion.

Section 7. During the period of time an employee is being precepted, there will be regularly scheduled meetings, at least biweekly, between the preceptee, the preceptor and the manager or designee for the purpose of evaluating the progress of the preceptee. There will be evaluations completed at the thirty (30), sixty (60) and ninety (90) day marks of orientation, if applicable.

A Union representative will be offered if, during these meetings, the Employers/Hospitals will raise:

- a. the possibility of requiring extended orientation: or
- b. that the orientee may not successfully complete orientation by failure to progress through competencies.

Section 8. Each orientee will be provided with an orientation packet, which includes specific competency sign off records.

Section 9. Status of the preceptor program shall be a standing agenda item of the Workload and Staffing Committee and/or the Clinical Staffing Committee at each site.

**Section 10. Within ninety (90) days of ratification of this Agreement, the Employer and the Union will meet to collaboratively develop a preceptor program that is distinct to the Addictions Counselors. Should there be a need to bargain over the effects of the preceptor program, the Union and Employer agree to open this Article for the purpose of negotiation.**

~~Section 10. Preceptors will be surveyed on an annual basis related to the effectiveness of the program including, but not limited to:~~

- ~~a. the preceptors perceived preparedness for their preceptor role;~~
- ~~b. the need for additional information and/or support;~~
- ~~c. the likelihood of the preceptor recommending another employee become a preceptor.~~

Section 11. Preceptor pay shall be defined in Article \_\_, Salaries. No employee shall be required to precept a new or transferred employee if they will not be paid the preceptor pay.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_\_\_  
Work In Progress**

Section 1. No employee shall be required to work beyond their regularly scheduled hours but may volunteer to do so. The exception will occur where there is a work in progress. Work in progress is defined for the purposes of this Article as an employee being engaged in the admission of a patient or actively engaging in direct patient care at the scheduled end of the employee's shift. The time frame for work in progress will not exceed thirty (30) minutes.

Section 2. In the event of unforeseen circumstances that there is a delay an admission or the employee is actively engaging in direct patient care and staff is required to stay, the following process will apply:

- a. Every effort will be made to solicit volunteers from the available staff at work, to stay to complete the admission of the patient.
- b. If there are no volunteers after following the above step, the least senior **qualified** person currently working will be required to complete the admission **and/or care** of the patient on a rotating basis.

Section 3. This article is not intended for employees to continue working on routine work that was not completed during their shift.

Section 4. This will be a standing agenda item at the CSC to monitor the number of any occurrences each month.

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**Sisters of Charity, St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Employer Proposal  
September 21, 2026**

Side Letter  
ESL/PSL

Effective December 27, 2026 employees with a remaining balance in their PSL bank will have those hours carried over into their ESL bank. The ESL bank will then become unfrozen and may be used in accordance with Common Table Article 50, Extended Sick Leave, and the PSL bank will become frozen.

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**Sisters of Charity Hospital – St. Joseph Campus Addictions Counselors  
Communications Workers of America, AFL-CIO  
2026 Contract Negotiations**

**Article \_\_\_\_  
Call In Pay**

Employees who are not receiving on-call pay and are called into work for a work assignment outside of their regular scheduled work hours shall receive four (4) hours' pay or a minimum of four (4) hours' work. Being called into work for the purpose of this Article does not include being held over or starting early.

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