

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

**2022 CONTRACT NEGOTIATIONS**

**Union Proposal**

**Date Presented: March 16, 2022**

**Letter of Intent  
Administration of New Long Term Care Needs List**

~~September 24, 2013~~ **May 31, 2022**

Cori Gambini  
President  
CWA Local 1168  
1900 Sweet Home Road  
Amherst, NY 14228

~~Dominic Teti  
Business Representative  
International Union of Operating Engineers, AFL-CIO  
Local 17  
5959 Versailles Road  
Hamburg, NY 14085~~

James Scordato  
Vice President  
Service Employees International Union/1199  
2421 Main Street  
Buffalo, NY 142214

Dear Ms. Gambini ~~Mr. Teti~~, and Mr. Scordato:

This letter is to confirm our conversations regarding the administration of new long term care needs list language in Article ~~16~~ **15** Section 10 of the Collective Bargaining Agreement. It is our understanding that we should apply the language as detailed below:

1. Extra shifts posted by hours needed per job classification with no specified department or unit shall be assigned following the remaining language in Section 10, but where there is language referencing "unit/department", it shall be considered "facility".

a.) Long Term Care Needs List assignment procedure:

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(i.) Once the schedule is posted, open shifts remaining will be filled by eligible employees beginning with the most senior employee in the facility in the same job title first, then by employees in ~~any covered~~ the bargaining unit at the site and then by employees in any covered bargaining unit. in the following order:

2. A part-time or full-time employee who has signed up on the needs list for the facility and who can work extra hours without incurring overtime;
3. A per diem employee who has signed up on the needs list for the facility and who can work extra hours without incurring overtime;
4. Employees who have signed up on the needs list for the facility and who will incur overtime in seniority order on a rotating basis (wheel).

The process and procedures detailed above are agreed to by all parties to the Master Collective Bargaining Agreement effective on the last signed date indicated on this letter.

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Kaleida Health

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Date

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Communications Workers of America

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Date

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