

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

2022 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: May 25, 2022

**Article 80
School Health Services Employees**

Section 1. A school health services employee is one who is hired to work in one of the following programs:

- a.) School-based health clinics at both elementary and high schools in the Buffalo Public School (BPS, hereafter) District and Charter Schools.
- b.) Any future school-related programs supported by outside source funding.

Section 2. During periods when the school children are not in school, Full-time, Full-time Flex and Part-time School health services employees will be allowed to continue to participate in the Kaleida Health and dental insurance program and the employer will continue to contribute the employer portion of the premium. School health services employees shall receive travel expenses in accordance with Article 48 Travel.

Section 3. PTO Usage: all employees classified as School Health services employees must allocate PTO or negative PTO for Kaleida Health Holidays (Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day) and excused absences will not be allowed. On holidays which fall on a weekend or on a day in which the employee is not regularly scheduled the employee(s) will not be required to allocate PTO. During Buffalo Public School District and Non-Public School calendar designated days when the Children are not in school including incidental holidays the employee will not be required to use PTO and will have the option to work in the hospital without incurring OT or take an excused absence without accruing PTO. During the winter break (Christmas), as per Buffalo Public and Non-Public School calendar, all employees will be required to use PTO, if an employee does not have PTO to cover those days the employee shall not be required to use negative PTO and will have the option to work in the hospital without incurring OT or take an excused absence without accruing PTO.

During the spring break, all employees must allocate PTO or negative PTO, **not to exceed five (5) days**, to cover those days and excused absence will not be allowed.

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The employees will be allowed to use either excused absences or PTO for superintendent conference days, unplanned days, and half days as well as the two weeks before and after the summer session if they are assigned to work the summer session.

During the Buffalo Public School District and Non-Public School District calendar, days used for remote learning where Buffalo Public School staff are directed to work from home to provide instruction to the children, all ~~s~~School ~~b~~Based ~~h~~Health ~~c~~Center employees will work remotely provided there is work available. This permission does not include days designated as snow days, or other days remote learning is not provided to the children. The Employer reserves the right to rescind any individual's remote working arrangement and access as a result of underperformance, disciplinary action, or for additional training. ~~Will be given the option to work from home with remote access provided there is work available.~~

School health services employees will have an automatic carry over of up to 75 hours of unused PTO at the end of the PTO plan year. Those employees who do not have enough PTO to cover these days will be allowed to take negative PTO during the PTO year up to the maximum limit as set forth in Article 26, PTO of the Master Bargaining Agreement or take excused absences only as identified above. PTO Scheduling Article 27 will be followed for all bargaining units when requesting the use of unallocated PTO time. Unallocated weeks and days of PTO may be requested four (4) weeks in advance of the time block. The employee will be notified of approval or disapproval of these requests and shall be included in the posted schedule. Unallocated time is defined as PTO time which exceeds the PTO time to cover the Kaleida Holidays and spring break as previously mentioned inclusive of the employee being required to go into the negative limit to cover these aforementioned days. PTO/ESB will accrue as per Master Agreement.

~~It may be necessary to schedule staff when the children are not in school, as program needs warrant.~~

- ~~a.) — Opportunities to work will be offered in order of seniority with respect to the appropriate skill mix.~~
- ~~b.) — If the staffing requirement are still unmet after seeking volunteers, employees will be assigned to work in inverse order of seniority until all BPS needs are met.~~

~~Section 4. — Temporary Downsizing will occur when number of staff exceeds departmental needs, as requested by the BPS and/or Non-Public Schools' lack of student needs (i.e. regents examinations and other special circumstances). Should it become necessary to downsize staff the following steps will be followed.~~

- ~~a.) — Volunteers requesting PTO, by seniority.~~
- ~~b.) — Volunteers requesting Excused absence.~~
- ~~e.) — Those wishing to work can call the staffing office at the Hospital(s) and attempt to find assignments in areas they are competent. This will be the~~

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responsibility of the employee and the Employer will make reasonable efforts to accommodate the employee's request.

~~Section 6. — Summer Session and Special Projects: In the event that the Board of Education requests summertime school health services or services for special projects (i.e. sports physicals) the following will occur:~~

- ~~a.) — Management will determine the number of full or part-time staff, NP/MA/SW needed to ensure adequate BPS coverage. Summer school has limited needs and it is likely that all assignments will be part-time, less than 7.5 hours per day as determined by the BPS but not less than 4 hours. Employees will be allowed to use PTO to make a full 7.5 hour day.~~
- ~~b.) — Opportunities to work will be offered in order of seniority with respect to the appropriate skill mix NP/MA/SW.~~
- ~~c.) — If the staffing requirements are still unmet after seeking volunteers, employees will be assigned to work starting from the least senior employee hired in a 12-month position, if needs are still not met after all 12-month employees have been assigned then employees hired in a 10-month position will be assigned to work with the least senior employee until needs are met.~~

~~Once the Board of Education contractual needs and/or NYSED Requirements are met, remaining staff will be laid off the summer period. These employees may take this opportunity to pick up time throughout Kaleida Health. As of the end of the 2016-2017 school year all PTO balances will be carried over to the next school year.~~

Section 4. At the beginning of the school year, staff will return to their original FTE unless affected through a Job Security presentation.

Section 57. If a School Health Services Employee is unable to report for work they must notify their supervisor no later than 6:00 AM the day of the shift.

Section 68. School Health Services positions are grant funded and subject to change due to changes in the grand funding on a year-to-year basis. Any position affected due to a change in funding will be subject to the layoff and recall language in the appropriate sites.

Section 79. There shall be a School Health Services Labor-Management committee which shall meet at least quarterly to discuss issues specific to the school health services program.

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