

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

2022 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: Date Presented**

**Article 83
Union Membership**

FOR 1199 SEIU

Section 1. It shall be a condition of employment that each employee shall become and remain a member in good standing of the Union upon completion of thirty (30) days of employment.

Section 2. "Member in good standing" shall mean the employee has tendered the initiation fee and periodic dues uniformly required as a condition of union membership.

FOR CWA

Section 1. All employees who are members of the Union on the effective date of this Agreement, shall, as a condition of employment, remain members for the term of this Agreement. All employees who wish to join the Union and do so after the effective date of this Agreement, shall, as a condition of employment, remain members of the Union for the term of this Agreement. The Employer will be given a current list of Union members on request, but not more often than once a month.

Section 2. Employees who have not joined and do not wish to join the Union must, after they have completed thirty (30) calendar days of continued employment or on the execution date of this Agreement if on that date they have been employed for thirty (30) calendar days, pay to the Union an amount equal to the then current dues (but no other charges) applicable to members as a contribution toward the administration of this Agreement. Employees who choose not to join the Union may authorize the payment of the Agency fee on a form which is the same as that shown in this Agreement except it will substitute the words "service charge equal to the monthly dues" for the words "the monthly dues and one initiation fee" in such authorization.

~~FOR IUOE~~

~~Section 1: Membership Requirements. All employees covered by this Agreement who are members of the Union on the effective date of this Agreement or who become members thereafter shall, as a condition of employment, maintain their membership in~~

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~~the Union to the extent of the tendering the representation fee and periodic dues uniformly required as a condition of Union membership.~~

~~All employees hired on or after the effective date of this Agreement shall, upon completion of their probationary period, as a condition of employment, become and thereafter maintain their membership in the Union to the extent of tendering the representation fee and periodic dues as described above.~~

~~All employees transferred from a position not included in the bargaining unit to a position within the unit shall, upon completion of ninety (90) days continuous employment thereafter as a condition of employment, become and thereafter maintain their membership in the Union to the extent of tendering the representation fee and periodic dues as described above.~~

~~Section 2: — Discharge of Employees. The employer, no later than seven (7) calendar days after receipt of written notice from the Union, shall discharge any employee who is not then in good standing in the Union as required in Section 1 of this Article.~~

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