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**KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
COMMUNICATIONS WORKERS OF AMERICA
2025 CONTRACT NEGOTIATIONS**

**Union Proposal
Date Presented: April 2, 2025**

**Article 3
Recognition**

FOR CWA

Section 1. The Employer hereby recognizes the Communications Workers of America, 000AFL-CIO as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, for all of its employees in the collective bargaining units:

- a.) The Buffalo General Medical Center Professional Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: All professional employees employed by Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue; Larkin Building, 726 Exchange Street; Kaleida Family Planning Center, ~~1313~~1100 Main Street; Hertel-Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park; 900 Hertel Avenue; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit in the following job titles.

Child Life Specialist

Clinical Dietician
Clinical Laboratory Scientist
Clinical Pharmacy Coordinator
Clinical Staff Pharmacist
Community Educator
Counselor III CSW R
Counselor IV
Cytotechnologist
Exercise Physiologist
Graduate Pharmacist
Lead Clinical Dietician
Lead Clinical Laboratory Scientist
Lead Counselor II Inpatient Behavioral Health
Lead Counselor IV
Lead Counselor IV Adult OP Svcs

LTC Financial Specialist

Nutritional Support Service Dietician
Physical Therapist
Occupational Therapist
Physician Assistant
Point of Care Liaison
Recreational Therapist
Senior Clinical Laboratory Scientist
Social Worker MSW
Social Worker BSW
Speech Language Pathologist
Staff Counselor – Behavioral Health
Staff Counselor I
Staff Counselor II Adult OP
Staff Counselor II Case Management
Staff Counselor II Case Mgmt –MICAID

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Lead Counselor IV Case Mgmt
Lead Counselor IV Cont Day Treat
Lead Counselor V
Lead Cytotechnologist
Lead Occupational Therapist
Lead Physical Therapist
Lead Speech Language Pathologist
Lead Staff Counselor II
LTC Financial Counselor

Staff Counselor II MS
Staff Counselor III Adult
Staff Counselor III Case Management
Staff Counselor IV
Staff Counselor IV Adult OP
Staff Pharmacist
SW Financial Counselor
Transition Placement Coach

Exclusions: All other employees, guards and supervisors as defined.

- b.) The Buffalo General Medical Center Registered Nurse Unit (certified by the National Labor Relations Board in Case 3-RC-8244):

Inclusions: Except as excluded below, registered professional nurses, in all categories of employment, employed at Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue; Larkin Building, 726 Exchange Street; the Kaleida Family Planning Center, ~~1313~~1100 Main Street; Hertel Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park, 900 Hertel; Herman Badillo Bilingual Academy, 315 Carolina Street; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit, in the following job titles:

Ambulatory Care Nurse
Behavioral Health Nurse
Cardiac Services Nurse
Clinical Nurse Educator
Clinical Nurse Educator MS
Clinical Nurse Facilitator
Clinical Nurse Mentor
Clinical Nurse Specialist
Clinical Nurse Specialist Neurology
Clinical Patient Transfer Coordinator
Clinical Stroke Coordinator
Critical Care Family Liaison
Critical Care Nurse
Denials Management Coordinator
Enterostomal Therapist
Infection Prevention Nurse
Medical Surgical Nurse

Neurosurgery Liaison Nurse
Nurse Counselor
Nurse Educator MS
Nurse Practitioner
Nurse Practitioner Behavioral Health

OR Service Line Coordinator
Patient Care Coordinator
Perioperative Clinical Nurse Educator (BS)
Perioperative Clinical Nurse Educator (MS)
RN First Assistant
Special Procedures Nurse
Staff Nurse SNF
Surgical Services Nurse
Telemetry Nurse
Transition Placement RN

Exclusions: All other employees, including but not limited to Registered Nurses who work in Associate Health, Human Resources or Risk Management; nurse managers, associate nurse managers, administrative nurse managers, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors.

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- c.) The Buffalo General Medical Center Technical, Clinical-Clerical Unit (certified by the National Labor Relations Board in Case 3-RC-8762):

Inclusions: All employees employed by Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute , 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan; Larkin Building, 726 Exchange Street; the Kaleida Family Planning Center, ~~1313~~1100 Main Street; Hertel-Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park, 900 Hertel Avenue; Herman Badillo Bilingual Academy, 315 Carolina Street; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit in the following job titles:

Activities Assistant	Lead Interventional Technologist
Addictions Counselor	Lead Mammography Technologist
Alcohol Counselor	Lead MRI Technologist
Anatomic Pathology Assistant	Lead Neuro-Peripheral Rad. Technologist
Anesthesia Assistant	Lead Nuclear Med Technologist
Anesthesia Technician	Lead Radiologic Technologist
Angiology Technician	Lead Ultrasonography Technologist
Autopsy Assistant	Licensed Practical Nurse
Cardiac Billing Statistical Analyst	Licensed Practical Nurse SNF
Cardiac Services Chart Analyst Abstractor	LTC Rehabilitation Medical Secretary
Cardiac Technician	Mammography Technologist
Cardiovascular Radiology Technologist	Medical Assistant
Case Manager	Medical Assistant – Student CMA
CT Scan Technologist	Medical Assistant – Student RN
Certified CT Scan Technologist	Medical Secretary
Certified CVRT - Vascular	Medical Secretary Senior
Certified CVRT Cardiac	Medical Technician
Certified Medical Assistant	Medication History Specialist
Certified MRI Technologist	Mental Health Worker
Certified Occupation Therapy Assistant	Mental Health Worker I
Certified Quality Assurance Technologist	Monitor Technician
Community Health Navigator	MRI Technologist
Dental Assistant	Neuro-Analyst Abstractor
Dental Hygienist	Neuro-Peripheral Radiologic Technologist
Dietary Clerk	Neurovascular Research Technician
Dietary Technician	Neurovascular Technician
Echo Technologist	Nuclear Medicine Technologist
EKG Technician	Patient Experience Associate (New)
Electro Neurodiagnostic Tech 1	Patient Experience Coordinator (New)
Electro Neurodiagnostic Tech 2	Patient Financial Clearance Rep.
Electro Neurodiagnostic Tech 3	Patient Reception Registration
Facilitated Enroller	Patient Registration Rep.
Family Planning Counselor	Perfusionist
File Clerk	Perfusionist MSF

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Greeter
Guest Relations Representative
Hemodialysis Patient Care Technician
Histological Assistant

Histology Prep Technician
Histology Technician
Imaging Service Biller
In Person Assistor/Navigator
Interventional Radiology Technologist
Laboratory Assistant Student – CLS
Laboratory Assistant Student - MT
Laboratory Processor
Lead Abstraction Specialist
Lead Certified CT Scan Technologist
Lead Certified CVRT - Vascular (VI)
Lead Certified CVRT Cardiac (CI)
Lead Certified MRI Technologist
Lead CVRT
Lead Dental Assistant
Lead Echo Technologist
Lead END Technologist
Lead Histology Technician
Lead Perfusionist

Pharmacy Technician I
Pharmacy Technician II
Phlebotomy Technician
Physical Therapy Assistant
Pulmonary Function Respiratory Therapist
Pulmonary Function Technician
Quality Assurance Technologist
Radiologic Technologist
Registry Data Abstractor Analyst
Respiratory Therapy Coordinator
Respiratory Therapist
Scheduling Secretary OR
Secretary
Student Respiratory Therapist
Surgical Technologist
Technical Assistant
Transcriptionist Editor
Translator / Receptionist
Translator LPN
Ultrasonography Technologist
Ultrasonography Technologist MSF
Unit Secretary
Visitor Control Clerk

Exclusion: All other employees including, but not limited to, Business Office clerical employees, secretaries to physicians, secretaries to department heads, secretaries to employees listed on the confidential and executive payrolls, professional employees, guards, special fund employees and supervisors as defined by the Act.

- d.) The DeGraff Medical Park Professional Unit (certified by the National Labor Relations Board in Case 3-RC-11786):

Inclusions: All professional employees employed by DeGraff Medical Park at 445 Tremont Street, North Tonawanda; DeGraff Rehabilitation and Skilled Nursing Facility, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda; will be included in the bargaining unit in the following job titles:

Clinical Dietician	Lead Physical Therapist
Clinical Laboratory Scientist	Long Term Care Financial Counselor
Clinical Pharmacy Coordinator	Occupational Therapist
Clinical Staff Pharmacist	Physical Therapist
Exercise Physiologist	Physician Assistant
Graduate Pharmacist	Recreational Therapist
Lead Clinical Dietician	Senior Clinical Laboratory Scientist

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Lead Clinical Laboratory Scientist	Social Worker BSW
Speech Language Pathologist	Staff Pharmacist

Exclusions: All other employees, guards and supervisors as defined.

- e.) The DeGraff Medical Park Registered Nurse Unit (certified by the National Labor Relations Board in Case 3-RC-10545):

Inclusions: Except as excluded below, all Registered Nurses in all categories of employment, employed by Kaleida Health at DeGraff Medical Park at 445 Tremont Street, North Tonawanda; DeGraff Rehabilitation and Skilled Nursing Facility, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda; will be included in the bargaining unit in the following job titles:

Ambulatory Care Nurse	Obstetric Nurse
Cardiac Service Nurse	Operating Room Service Line Coordinator
Clinical Nurse Educator	Patient Care Coordinator
Clinical Nurse Educator (MS)	Registered Nurse First Assistant
Clinical Nurse Facilitator	Special Procedure Nurse
Clinical Nurse Specialist	Staff Nurse SNF
Critical Care Nurse	Surgical Service Nurse
Enterostomal Therapist	Telemetry Nurse
Infection Prevention Nurse	Transition Placement Nurse
Medical Surgical Nurse	
Nurse Practitioner	

Exclusions: All other employees including Employee Health, Human Resources or Risk Management; RCC/Relief Charge Nurses; Nurse Managers, Associate Nurse Managers, Administrative Nurse Manager, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors are excluded.

- f.) The DeGraff Medical Park Technical, Clinical-Clerical, Service Unit (certified by the National Labor Relations Board in Case 3-RC-8774):

Inclusions: Except as excluded below, all technical, clinical-clerical and service employees in all categories of employment, employed by Kaleida Health at DeGraff Medical Park at 445 Tremont Street, North Tonawanda; DeGraff Rehabilitation and Skilled Nursing Facility, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda, 43 Niagara Street; will be included in the bargaining unit in the following job titles:

Activities Assistant	Materials Equipment Coordinator
Anesthesia Assistant	Materials Handler
Cardiac Technician	Medical Assistant
Cashier	Medical Secretary

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CT Scan Technologist	Medical Technician
Cert Occupation Therapy Assistant	Medical Transcriptionist
Certified CT Scan Technologist	Medication History Specialist
Certified Medical Assistant	Nuclear Medicine Technologist
Certified Nurse Assistant	Nurse Assistant
Certified Quality Assurance Technologist	Nutritional Service Worker
CNA/NA Trainee	Office Support Clerk/Printer
Coding Specialist	Patient Access Services Representative
Communication Operator	Patient Care Assistant
Cook	PCA Student Nurse
Cook Assistant	Patient Client Representative
Dietary Technician	Patient Financial Clearance Representative
Document Imaging Record Processor	Patient Financial Services Representative
Driver	Patient Reception Registration
Echo Technologist	Patient Registration Rep
Emergency Room Technician	Patient Support Associate
Environmental Service Aide	PFS Cashier
Facilitated Enroller	Pharmacy Technician I
File Clerk	Pharmacy Technician II
Grill Cook	Phlebotomy Technician
Health Information Clerk I	Physical Therapy Assistant
Health Information Clerk II	Quality Assurance Technologist
Hospitality Associate	Radiologic Technologist
In Person Assistor/Navigator	Receiving Clerk Dietary
Laundry Attendant	Rehabilitation Therapy Aide/SNF
Lead Coding Specialist	Respiratory Therapist
Lead Echo Technologist	Scheduling Secretary OR
Lead Mammography Technologist	Sterile Processing Technician
Lead Nuclear Med Technologist	Surgical Technologist
Licensed Practical Nurse	Technical Assistant
Licensed Practical Nurse SNF	Ultrasonography Technologist
Mail Clerk	Unit Secretary
Mammography Technologist	Visitor Control Clerk

Exclusions: All other employees including, but not limited to, maintenance employees, confidential employees, charge nurses, and other supervisors as defined in the Act are excluded.

- g.) The Millard Fillmore Suburban Hospital Professional Bargaining Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

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Inclusions: All professional employees in all categories of employment, employed by Kaleida Health at its Millard Fillmore Suburban Hospital, **1540 Maple Road**, 1542 Maple Road; and The Center of Laboratory Medicine 115 Flint Road; Diabetes-Endocrinology Center of WNY, 705 Maple Road Suite 200; Buffalo Therapy Services, 705 Maple Road Suite 100; Diabetes-Endocrinology Center of WNY, 100 High Street Buffalo; Diabetes-Endocrinology Center of WNY, 445 Tremont Street North Tonawanda, 45 Spindrift Amherst, will be included in the bargaining unit in the following job titles:

Clinical Dietician	Lead Cytotechnologist
Clinical Dietician – Diabetes Educator	Pathologists' Assistant
Clinical Laboratory Scientist	Physician Assistant
Clinical Service Representative	Senior Clinical Laboratory Scientist
Cytotechnologist	Social Worker - BSW
Lead Clinical Dietitian	Social Worker - MSW
Lead Clinical Laboratory Scientist	

Exclusions: All other employees, guards, supervisors as defined by the Act, are excluded.

- h.) The Millard Fillmore Suburban Hospital Registered Nurse Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: Except as excluded below, registered professional nurses in all categories of employment, employed by Kaleida Health at Millard Fillmore Suburban Hospital, 1540 Maple Road; 1542 Maple Road; Diabetes-Endocrinology Center of WNY 705 Maple Road Suite 200; Buffalo Therapy Services 705 Maple Road Suite 100; Diabetes-Endocrinology Center of WNY 100 High Street Buffalo; Diabetes-Endocrinology Center of WNY 445 Tremont Street North Tonawanda, 45 Spindrift Amherst, are included in the bargaining unit in the following job titles:

Ambulatory Care Nurse	Nurse Midwife
Certified Nurse Midwife	Nurse Practitioner
Clinical Nurse Educator (BS)	Obstetrics Nurse
Clinical Nurse Educator (MS)	OR Service Line Coordinator
Clinical Nurse Facilitator	Patient Care Coordinator
Clinical Nurse Mentor	Perioperative Clinical Nurse Educator (BS)
Clinical Nurse Specialist Neurology	Perioperative Clinical Nurse Educator (MS)
Clinical Stroke Coordinator	Research Nurse
Critical Care Nurse	RN First Assistant
Diabetes Nurse Clinician	Special Procedures Nurse
Enterostomal Therapist	Staff Nurse SNF
Infection Prevention Nurse	Surgical Services Nurse
Lactation Consultant	Telemetry Nurse

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Medical Surgical Nurse
Neurosurgery Liaison Nurse
Nurse Educator MS

Transition Placement Nurse

Exclusions: All other employees including but not limited to Registered Nurses who work in Associate Health, Human Resources or Risk Management; nurse managers, associate nurse managers, administrative nurse managers, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors are excluded.

- i.) The Millard Fillmore Suburban Hospital Technical/Clinical-Clerical bargaining unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: Except as excluded below, all technical/clinical-clerical employees in all categories of employment employed by Kaleida Health at Millard Fillmore Suburban Hospital, 1540 Maple Road; 1542 Maple Road; The Center of Laboratory Medicine, 115 Flint Road; Diabetes-Endocrinology Center of WNY, 705 Maple Road Suite 200; Buffalo Therapy Services 705 Maple Road Suite 100; 45 Spindrift Amherst and all draw stations including 3580 Sheridan Drive Amherst, 564 Niagara St, Building 2, Suite 100 Buffalo, 100 High Street Buffalo, 3900 Union Road, Suite 600 Cheektowaga, 5844 Southwestern Boulevard, Suite 200 Hamburg, 1540 Maple Road Williamsville, 705 Maple Road, Suite 400 Williamsville, 605 Division Street North Tonawanda, 5959 Big Tree Road, Suite 101 Orchard Park, ~~5858 Snyder Drive, Lockport~~ **6009 South Transit, Suite 100, Lockport, and 1150 Youngs Rd, Suite 102, Williamsville** are included in the bargaining unit in the following job titles:

Activities Assistant	Lead Radiologic Technologist
Ambulatory Representative Quality Enhanced	Lead Ultrasonography Technologist
Anatomic Pathology Assistant	Lead Vascular Lab Technologist
Anesthesia Assistant	Licensed Practical Nurse
Anesthesia Technician	Licensed Practical Nurse SNF
Cardiovascular Radiology Technologist	Mammography Technologist
CT Scan Technologist	Materials Handler
Certified CT Scan Technologist	Medical Assistant
Certified Medical Assistant	Medical History Specialist
Certified MRI Technologist	Medical Secretary
Certified Occupational Therapy Assistant	Medical Secretary Senior
Certified Quality Assurance Technologist	Medical Technician
Communication Operator	Medical Transcriptionist
Dental Assistant	MRI Technologist
Dietary Clerk	NeuroPeripheral Technologist
Dietary Technician	Nuclear Medicine Technologist
Driver	Patient Client Representative
Echo Technologist	Patient Financial Clearance Rep.
ED Chart Acquisition Clerk	Patient Financial Services Rep.
EKG Technician	Patient Reception Registration

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Electro Neurodiagnostic Tech 1
Electro Neurodiagnostic Tech 2
Electro Neurodiagnostic Tech 3
 Facilitated Enroller
 File Clerk
 Greeter
Guest Relations Representative
 Histological Assistant
 Histology Prep Technician
 Histology Technician
 Imaging Service Biller
 Interventional Technologist
 Laboratory Assistant Student – CLS
 Laboratory Assistant Student - MT
 Laboratory Processor
 Lead CT Scan Technologist
 Lead Certified CT Scan Technologist
 Lead Certified MRI Technologist
 Lead Histology Technician
 Lead Interventional Technologist
 Lead Mammography Technologist
 Lead MRI Technologist
 Lead Nuclear Med Technologist

Patient Registration Rep.
 Perfusionist
 Pharmacy Technician I
 Pharmacy Technician II
 Phlebotomy Technician
 Phlebotomy Technician II
 Physical Therapy Assistant
 Pulmonary Function Technician
 Quality Assurance Technologist
 Radiologic Technologist
 Registry Data Abstractor Analyst
 Respiratory Technician
 Respiratory Therapist
Respiratory Therapy Coordinator
 Scheduling Secretary OR
 Secretary
Student Respiratory Therapist
 Surgical Technologist
 Technical Assistant
 Ultrasonography Technologist
 Unit Secretary
 Vascular Lab Technologist
 Visitor Control Clerk

Exclusions: All other employees including Business Office Clerical employees, Confidential and Administrative secretaries, employees who work in Human Resources, Employee Health and Risk Management, Special Fund employees defined as employees who are not selected according to the posting and bidding procedure and who do not have rights to positions with Kaleida should the fund be discontinued.

FOR 1199 SEIU

Section 1. The Employer hereby recognizes 1199 SEIU United Healthcare Workers East as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for all of its employees in the following collective bargaining units:

a.) OCH Registered Nurse and Licensed Practical Nurse Unit:

Inclusions: Except as excluded below, all Registered Nurses and Licensed Practical Nurses in the job titles listed below, at the following locations will be included in the bargaining unit: John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo; Niagara Street Pediatrics, 1050 Niagara Street Buffalo; Broadway Pediatrics, 1021 Broadway Street, Buffalo; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; Amherst Health Center, 3580 Sheridan Drive; OCH Ambulatory Care Center (Conventus); 1001 Main Street; Women's Health Center, ECMC Campus, 462 Grider Street; McKinley

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Pediatric Outpatient Center, 3860 McKinley Parkway Blasdel, will be included in the bargaining unit. The following job titles are included in the Registered Nurse and LPN Units:

Ambulatory Care Nurse	Nurse Midwife
Certified Transport Nurse	Obstetrics Nurse
Clinical Nurse Educator (MS)	Obstetrics Outreach Coordinator
Clinical Nurse Educator WCHOB OCH	OR Service Line Coordinator
Clinical Nurse Mentor	Patient Care Coordinator
Critical Care Nurse	Peds Stat Transport Team Coordinator
Diabetes Nurse Clinician	Perioperative Clinical Nurse Educator, (MS)
Diabetes Teaching Nurse	RN First Assistant
ECMO Coordinator	Special Procedure Nurse
Extended Role Nurse	Surgical Procedures Nurse
Infection Prevention Nurse	Surgical Services Nurse
Interventional Nurse	Transport Nurse
Lactation Consultant	Transport Neonatal Nurse Practitioner
Licensed Practical Nurse	Triage Nurse
Medical Surgical Nurse	
Neonatal Outreach Coordinator	
Neonatal Transport Team Coordinator	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

b.) **OCH Nurse Practitioner Unit:**

Inclusions: Except as excluded below, all Nurse Practitioners employed by John R. Oishei Children's Hospital at the following sites will be included in the bargaining unit: Robert Warner Rehabilitation Center; Broadway Pediatrics, 1021 Broadway Street, Buffalo, NY 14212; all ~~WCHOB~~ **OCH** School Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN, 564 Niagara Street Buffalo, **Child Advocacy Center, 899 Main St, Buffalo.**

The following job titles are included in the Nurse Practitioner Unit:

Neonatal Inpatient Practitioner Team Nurse Practitioner
Coordinator

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Neonatal Nurse Practitioner

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, and Employee Health and Risk Management.

c.) OCH Professional Unit:

Inclusions: Except as excluded below, all Professional employees in the job titles listed below will be included in the bargaining unit at the following sites John R. Oishei Children's Hospital; Pediatric Clinic 1050 Niagara Street Buffalo; The Robert Warner M.D. Center 1001 Main Street Buffalo, 5959 Big Tree Road Suite 101 & Suite 104A, Orchard Park, NY 14127; Broadway Pediatrics, 1021 Broadway Street, Buffalo, NY 14212; Child Psychiatry Clinic 1026 Main Street; 1028 Main Street; 1404 Sweet Home Road Suite 7, Amherst, NY, 4955 North Bailey Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; 4535 Southwestern Blvd., Hamburg will be included. All other sites associated with School Based Health Clinics and School Health Services-Community Health Clinics will be included, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo. The following job titles are included in the Professional Unit:

Audiologist	Marriage Family Therapist Licensed
Child Life Specialist	Neonatal Transport Team Coordinator
Clinical Dietician	Occupational Therapist
Clinical Laboratory Scientist	Physical Therapist
Clinical Pharmacy Coordinator	Physician Assistant
Clinical Staff Pharmacist	Physician Assistant (NICU)
Community Educator	Psychologist Licensed
Coordinator Early Intervention	Senior Clinical Laboratory Scientist
Education Counselor	Social Worker BSW
Financial Counselor/Social Worker (BSW)	Social Worker MSW
Graduate Pharmacist	Special Needs Educator
Neonatal Inpatient Practitioner Team Coordinator	Special Needs Outreach Liaison
Lead Clinical Dietician	Speech Language Pathologist
Lead Clinical Laboratory Scientist	Staff Counselor I
Lead Occupational Therapist	Staff Counselor II MS
Lead Physical Therapist	Staff Counselor III, CSWR
Lead Psychologist CS	Staff Counselor IV (CSWR w/R required)
Lead Psychologist Eating Disorder	Staff Pharmacist
Lead Speech Lang Pathologist	SW Financial Counselor

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Librarian

Unlicensed Psychologist

Exclusions: Titles or positions excluded: All other employees, including but not limited to managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

d.) OCH Technical Unit:

Inclusions: Except as excluded below, all Technical employees in the job titles listed below, at the following locations, will be included in the bargaining unit: John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY, Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street, Buffalo, **4535 Southwestern Blvd, Hamburg.**

The following job titles are included in the Technical Unit:

Anatomic Pathology Assistant	Lead Radiologic Technologist
Anesthesia Assistant	Lead Ultrasonography Technologist
Anesthesia Technician	Medical Technician
CT Scan Technologist	MRI Technologist
Certified CT Scan Technologist	Nuclear Medicine Technologist
Certified MRI Technologist	OB Technologist
Dental Assistant	Pharmacy Technician I
Dental Hygienist	Pharmacy Technician II
Dietary Technician	Phlebotomy Technician
Echo Technologist	Phlebotomy Technician II
Electro Neurodiagnostic Tech 1	Physical Therapy Assistant
Electro Neurodiagnostic Tech 2	Radiologic Technologist
Electro Neurodiagnostic Tech 3	Respiratory Technician
Histological Assistant	Respiratory Therapist
Laboratory Assistant Student – CLS	Respiratory Therapist Transport
Laboratory Assistant Student – MT	Respiratory Therapist Stabilization Team
Laboratory Processor	Respiratory Therapy Transport Coordinator
Lead Certified CT Scan Technologist	Student Respiratory Therapist
Lead Certified MRI Technologist	Surgical Technologist
Lead Electro Neurodiagnostic Technologist	Ultrasonography Technologist
Lead Nuclear Med Technologist	

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Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

e.) Business Office Clerical:

Inclusions: Except as excluded below, all Clerical employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; Millard Fillmore Suburban Hospital, 1530 Maple Road; Record Archive Center, 255 Great

Arrow; Larkin Building, 726 Exchange Street; 1010 Main Street; 1026 Main Street and 1028 Main Street, Buffalo; Hertel Elmwood Clinic, 900 Hertel Avenue Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY. The following clerical employee titles are included:

Acct Receivable Biller Collections	Patient Financial Counseling Representative
PFS Cash Posting	Patient Financial Services Rep
Certified Tumor Registrar	Patient Reception Registration
Coding Specialist	Patient Registration Rep
Corporate Bed Desk Coordinator	PFS Cashier
Diagnostic Coder	PFS Rep Call Center
Document Imaging Record Processor Processor	Physician Ancillary Services Coder
Health Information Clerk I	Quality Enhancement
Health Information Clerk II	Record Archive Clerk
Lead Bed Desk Coordinator	Record Archive Warehouse Worker
Lead Coding Specialist	Service Response Center Rep
Lead Oncology Data Specialist	Support Staff
Lead Record Archive Specialist	Tumor Registry Clerk
Oncology Data Specialist	Tumor Registry Apprenticeship
Oncology Data Clerk	Warehouse Record Archive Clerk
Oncology Data Apprenticeship	
Outpatient Coding Specialist	
Patient Financial Clearance Representative	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

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f.) OCH Service and Maintenance Unit:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: 1404 Sweet Home Road Suite 7, Amherst, NY 1010 Main Street; 1026 Main Street; 1028 Main Street, Buffalo. All OCH; all OCH School Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; 1050 Niagara Street Pediatric Clinic; OB/GYN Clinic, 564 Niagara Street Buffalo; McKinley Pediatric Outpatient Center, 3860 McKinley Parkway Blasdell; Broadway Pediatrics, 1021 Broadway Street, Buffalo; Women's-Health Center, EMMC Campus, 462 Grider Street, **4535 Southwestern Blvd, Hamburg.**

The following service and maintenance job titles are included:

Carpenter A	Medical Assistant
Certified Medical Assistant	Medical Assistant (Student Nurse)
Cook	Nurse Assistant
Electrician A	Nutritional Service Worker
Environmental Service Aide	Painter A & B
Facilities Inventory Specialist	Patient Care Associate
Groundskeeper	Patient Support Associate
Hospitality Associate	PCA Student Nurse
Indirect Care Aide	Plumber A
Lead Mail Clerk	Regulatory Equipment Handler
Maintenance Mechanic A	Refrigeration Mechanic A
Maintenance Mechanic B	Stationary Engineer
Materials Equipment Coordinator	Sterile Processing Technician
Materials Handler	Sterile Processing Technician Aide

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued

g.) OCH Clerical Unit:

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Inclusions: Except as excluded below, all Clerical employees in the job titles listed below, at the following locations, will be included in the bargaining units: John R. Oishei Children's Hospital, 818 Ellicott Street Buffalo; Amherst Health Center 3580 Sheridan Drive; Outpatient Services, Robert Warner, M.D. Center; 1404 Sweet Home Road Suite 7, Amherst, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; Broadway Pediatrics, 1021 Broadway Street, Buffalo; Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; 1050 Niagara Street Pediatric Clinic. The following Clerical job titles are included:

Ambulatory Rep Quality Enhance	Medical Secretary Senior
Cashier	Medical Transcriptionist
Coding Specialist	Patient Client Representative
Communication Operator	Patient Financial Clearance Representative
Dietary Clerk	Patient Financial Services Rep
Document Imaging Record Processor	Patient Financial Services Cashier
Facilitated Enroller	Patient Reception Registration
File Clerk	Patient Registration Representative
Health Information Clerk I	Physician Ancillary Service Coder
Health Information Clerk II	Quality Enhancement Representative
In Person Assistor/Navigator	Registration Coordinator
Lead Coding Specialist	Scheduling Secretary OR
Library Assistant	Secretary
Mail Clerk	Trauma Registrar
Medical Secretary	Unit Secretary

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

h.) Millard Fillmore Suburban Hospital Service and Maintenance Units:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Millard Fillmore Suburban Hospital, 1540 Maple Road, Williamsville, 45 Spindrift Amherst, **1542 Maple Road, Williamsville**. The following Service and Maintenance job titles are included:

Carpenter A	Maintenance Mechanic B
Carpenter B	Materials Handler
Certified Nurse Assistant	Nurse Assistant

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Companion	Nutritional Service Worker
Cook	Painter A
Cook Assistant	Painter B
Driver	Patient Care Assistant
Electrician A	Patient Support Associate
Electrician A 80 hr.	PCA Student Nurse
Environmental Service Aide	Plumber A
Grill Cook	Receiving Clerk Dietary
Groundskeeper	Refrigeration Mechanic A
Hospitality Associate	Regulatory Equipment Handler
Laundry Attendant	Rehabilitation Therapy Aide/SNF
Mail Clerk	Shift Engineer
Maintenance Helper	Storeroom Clerk
Maintenance Engineer	Sterile Processing Technician
Maintenance Worker	Sterile Processing Technician Aide
Maintenance Mechanic A	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

- i.) Buffalo General Medical Center / HighPointe on Michigan Street Service and Maintenance Units:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue. The Service and Maintenance job titles are included:

Activities Helper	LTC Therapy Aide
Cafeteria Worker	Materials Equipment Coordinator
Certified Nurse Assistant	Materials Handler
CNA/NA Trainee	Nurse Assistant
Companion	Nutritional Service Worker
Cook	Patient Care Assistant
Cook Assistant	Patient Support Associate
Driver	PCA Student Nurse
Environmental Service Aide	Receiving Clerk Dietary
Grill Cook	Recreational Helper
Groundskeeper	Regulatory Equipment Handler

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Hospitality Associate	Regulatory Waste Handler
Indirect Care Aide	Site Patient Experience Associate
Laundry Attendant	SPD Aide
Laundry Helper	Sterile Processing Technician
Long Term Care Sitter	Sterile Processing Technician Aide

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management; Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

FOR ALL EMPLOYEES:

Section 2. The Employer will provide the Local Union on a monthly basis, a list of all newly hired employees, additions to the bargaining unit, transfers into or out of the bargaining unit, a list of terminations and deletions from the bargaining unit, a list of dual status employees, a list of name and address changes, a seniority and an alphabetical bargaining unit list with Social Security numbers.