

**Kaleida Health Master Negotiations 2025
Counter-Proposal**

Date Presented: March 25, 2025

Letter of Intent #1
Administration of New Long Term Care Needs List

May 31, 2022
Cori Gambini
President
CWA Local 1168
1900 Sweet Home Road
Amherst, NY 14228
James Scordato
Vice President
Service Employees International Union/1199
2421 Main Street
Buffalo, NY 142214

Dear Ms. Gambini and Mr. Scordato:

This letter is to confirm our conversations regarding the administration of new long term care needs list language in Article 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:

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 the bargaining unit at the site and then by employees in any covered bargaining unit.

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).

TP
5/28/25
NM
CWS
5/28/25

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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.

This letter will sunset as the employer moves to a new electronic scheduling system.

TA
5/28/25
N1
ECS
1406 5/28/29