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

2025 CONTRACT NEGOTIATIONS

**Union Proposal:
Date Presented: March 4, 2025**

**Letter #9
Service Employee Annual Retention Payments
Date Signed: 10/3/2022**

As part of the 2022 Master Agreement negotiations, the parties have agreed that certain designated Service (Appendix E) employees will receive three (3) annual retention payments under the following conditions:

- a.) — The attached list of employees covered under Appendix E of the Master Agreement, as of July 31, 2011, will be eligible for this payment.
- b.) — An eligible employee will receive three (3) lump-sum retention payments, provided that the employee is still employed in a job title identified in Appendix E of the Master Agreement at the time of each payment.
- c.) — The subject payments will be calculated for each eligible employee in the following manner: $\$.75 \times \text{FTE annual hours at time of payment}$.
- d.) — In addition, Kaleida will make an upward adjustment to each payment made pursuant to this Letter Agreement to reflect the difference between the bonus tax versus the proposed income tax rate.
- e.) — The first payment will be made via a scheduled payroll date within sixty (60) calendar days after ratification of the successor Master Agreement. The second and third payments will be made via the next scheduled payroll dates following twelve (12) and twenty-four (24) months, respectively, thereafter.

TA
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AM 3/14/25
CJ
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HWS 3/14/25