

ES

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

2025 CONTRACT NEGOTIATIONS

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

**Memorandum of Understanding # 1
~~DMH-DMP~~/TCCS Life Insurance**

It is hereby agreed, by and between KALEIDA HEALTH (hereinafter referred to as "Kaleida" or "Employer") and COMMUNICATIONS WORKERS OF AMERICA (hereinafter referred to as "Union" or "CWA") that the DeGraff ~~Memorial Hospital~~ **Medical Park** TCCS Bargaining union Grievance involving Life Insurance is settled as follows:

1. Kaleida will continue Life Insurance Coverage for all DeGraff ~~Hospital~~ **Medical Park** TCCS Bargaining Unit employees who had at least five (5) years of employment as of December 1, 2000. A list of the effective employees is attached hereto and made a part hereof.
2. In addition, Kaleida will agree, effective August 1, 2005 to cover the seventeen (17) employees who have already retired since the inception of the first Master Agreement. A list of the affected hereto and made a part hereof.
3. Finally, the parties agree that the issue of Life Insurance for members of the DeGraff ~~Memorial Hospital~~ **Medical Park** TCCS Bargaining Unit is closed and no additional persons at DeGraff ~~Memorial Hospital~~ **Medical Park** have any rights to this benefit.

TA
alc 3/14/25
MQB 3/14/25
CM 3/14/25
CJ
CB