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

2025 CONTRACT NEGOTIATIONS

**Union Counter Proposal
Date Presented: March 18, 2025**

**Memorandum of Understanding # 23
OCH RN/LPN Floating Grid**

Division	Department	Primary Float grouping Appropriate assignment based upon competency & Patient Mix	Secondary Float grouping Appropriate assignment based upon competency & Patient Mix
Maternity	J3 & J7 Labor & Delivery (L&D)	MBU	OR, PACU & MFM
	J8 Mother Baby Unit (MBU)	L&D	MFM
	Maternity Float Pool (MFP)	L&D, MBU, DELS	MFM
	Maternal Fetal Medicine (MFM)		L&D, Women's Health Clinics (WHC)
	Women's Health Clinics (WHC)	WHC	MFM
	DELS	MBU (Baby Assignment)	
Pediatrics	J10-Med Surg Unit	J11, CDU	J12S, EMU, Peds Clinics (Conventus)
	J11-Med Surg Unit	J10, CDU	J12S, EMU, Peds Clinics (Conventus)
	Clinical Decision Unit (CDU)	J10, J11	J12S, EMU, Peds Clinics (Conventus)
	J12S-Hem/Onc	J10, J11, CDU	EMU, Peds Clinics (Conventus)
	Epilepsy Monitoring Unit (EMU)	J10, J11, CDU	Peds Clinics (Conventus)
	Pediatric Float Pool (PFP)	J10, J11, J12S, CDU, EMU	NICU, Peds Clinics (Conventus), PICU (following one year of RN experience)
	Pediatric Specialty Clinics/Satellites	Pediatric Specialty Clinics/Satellites	
	Ambulatory Support	Pediatric Specialty Clinics/Satellites	
	Primary Pediatric Clinics	Primary Pediatric Clinics	Pediatric Specialty Clinics/Satellites
Surgical Services	Post Anesthesia Care Unit (PACU)	Special Procedures, PAT	J11, J10
	Operating Rooms	Special Procedures	Labor & Delivery
	PAT	PACU	Special Procedures

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	Special Procedure Nurses (Surgical Services)	PACU	
Critical Care	Neonatal Intensive Care Unit (NICU)	PICU (infant assignments 2 years or less)	J10, J11 (infant assignments 2 years or less)
	Pediatric Intensive Care Unit (PICU)	NICU, ER	J10, J11, J12S, EMU, CDU
	Emergency Room (ER)	PICU	CDU
	Critical Care Float Pool A (CCFP A) ER/NICU/PICU	ER, NICU, PICU	J10, J11, J12S, EMU, CDU
	Critical Care Float Pool B (CCFP B) ER/PICU	ER, PICU	J10, J11, J12S, EMU, CDU
	Critical Care Float Pool C (CCFP C) NICU/PICU	NICU, PICU	J10, J11, J12S, EMU, CDU
	Stabilization Unit (when assigned within units or picking up extra shifts)		ED, NICU, PICU, J10, J11, J12S, EMU, CDU
Other areas	Nursing In-service Education	Within their area of educational responsibility	

It is recognized that RN's & LPN's may voluntarily obtain competencies outside their listed float areas. It is understood that once those voluntary competencies are attained, the employee would be utilized to float to that area after employees within the Primary and Secondary grouping are utilized, if applicable. The employee should maintain an annual competency to float or pick up extra shifts outside of their primary and secondary float grouping.

The Dialysis, Infection Prevention, Youth Link, and Patient Management are closed units that would not receive floats. Other departments not listed provide special/unique services.

Additionally, employees may voluntarily float to areas that they are competent.

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CMS 3/19/25