

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

2025 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: April 25, 2025

**Memorandum of Understanding # 29
Vacant Position Tracking**

This Memorandum of Understanding is entered into by and between Kaleida Health ("Employer") and 1199/SEIU United Healthcare Workers East and the Communications Workers of America.

~~It is agreed and understood that the parties will work jointly in creating a system that tracks all vacant positions within the Kaleida system covered by this collective bargaining agreement.~~

Kaleida has developed a tracking system that is being used to ~~This tracking system will be used to~~ follow all vacant positions that will either be filled, modified, or deleted from the system. **Kaleida will provide information related to vacant positions upon request. If needed, this item shall be added onto the agenda of the union management leadership team meeting.**

~~It is also agreed that until the system has been developed and is in use this will be a standing item on the union management leadership team meetings agenda.~~

TIA 4/25/25 EWS
MM
MQB 4/25/25