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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**

**Memorandum of Understanding # 34
Multi-site Float Pool - Clinical Lab Scientists**

This Memorandum of Understanding ("MOU") is entered into between Kaleida Health ("Kaleida"), the Communication Workers of America, AFL-CIO ("CWA"), and the Service Employees International Union/1199 ("SEIU") hereinafter referred to "Unions".

WHEREAS, a Clinical Lab Scientist multi-site float pool is established between the sites covered under the Master Agreement to include Millard Fillmore Suburban ("MFS"), Flint Road Laboratories, Buffalo General Medical center ("BGMC"), John R. Oishei Children's Hospital ("OCH"), and

WHEREAS, this multi-site float pool provides flexible, competent staff to cover hard-to-fill positions, leaves of absences, census fluctuations and unscheduled absences, and

NOW, THEREFORE, the Employer and Unions agree:

1. Employees hired into the Multi-site float pool will follow all provisions of Article 52 Multi Site Float Pool, with the exception of PTO, Holidays, Downsizing as outlined below.
2. Four (4) new FTEs will be created on the night shift (11pm to 7am and split equally between the two unions).
3. Multi-site Float pool employees will be scheduled in the department with the greatest need, and per management's discretion, including but not limited to ESL, Blood Bank, Production lab and Micro. Multi-site Float pool employees will maintain competencies in all of these areas.
4. The new cost center/unit will be separate from any other site lab cost center.
5. The positions will be assigned to the appropriate bargaining unit and float pool employees will be covered by the contractual provisions of the Master Agreement.
6. The positions will be posted and awarded per Article 53, Job Bidding and Transfers of the Master Agreement.
7. Any successful internal applicant selected for one of these positions will not transfer into said position until the position they are vacating is filled.

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14. Should management desire to increase the number of FTE's in the Multi-Site Lab float pool it is understood that it will be by an equal number, they will meet with the Unions to bargain over the effects of doing so.

WITNESS WHEREOF, the parties hereto have executed this agreement on the 7th day of April, 2021.

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