

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

2025 CONTRACT NEGOTIATIONS

**Revised Union Proposal
Date Presented: April 29, 2025**

**Memorandum of Understanding # 56
BGMC Procedure Labs - Cross Training Plan for RNs and Radiological Technologists**

~~Section 1. The Union and Kaleida Health agree to establish a workgroup for the purpose of documenting a procedure for cross training staff within the procedural labs. This workgroup will consist of one (1) RN and one (1) CVRT from each modality, the appropriate management from Kaleida Health, and union representation.~~

Section 1. ~~Existing~~ **Any** staff hired into the procedural labs at BGMC will be offered the opportunity to voluntarily cross train in more than one specialty in seniority order. The training will be consecutive days and comparable to the training outlined in Section 2-4, letter d of this Memorandum of Understanding.

~~Section 3. Following ratification of this agreement all staff hired into the procedural labs at BGMC will be hired into a core specialty and a second specialty will be identified upon hire for the purpose of cross training.~~

Section 2. To accomplish the cross training of the staff, it is agreed to that:

- a.) ~~One of the new Non-CSC~~ **A Clinical Nurse Educator**-positions, will be designated to support the training of the new and existing staff in the Procedure Labs and the VIS at BGMC. The Educator will be expected to be able to work clinically, precept and assess the competencies of the staff;
- b.) The Educator will develop the competencies for each specialty;
- c.) ~~Kaleida Health is committed to hiring an additional two (2) Special Procedures RN's and one (1) additional CVRT to support the cross training;~~
- c.) All new staff will be trained and become competent in **the specialty they were hired into (primary specialty)** both ~~specialties~~ as part of their orientation to the department **prior to training in any additional specialties**. Staff training will be competency based. Staff will receive up to twelve (12) weeks of orientation in their core specialty.

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- d.) **Staff training in an additional specialty will receive** ~~and up to an additional six (6) up to a maximum of eight (8) weeks of orientation in the additional secondary specialty (secondary)~~ based on their competency and experience;
- e.) Competencies will be signed off for each specialty by the Clinical Educator at the end of their orientations;
- f.) The staff member will take call in their primary specialty if that specialty requires on call;
- g.) The staff member will be scheduled PTO in their primary specialty for all provisions of Article 27, Paid Time Off Scheduling;
- h.) **Once a staff member is fully competent and off orientation, they** ~~The staff will~~ have the ability to pick up **additional shifts and** call at their own discretion in their **additional secondary specialties in accordance with Article 15 of the collective bargaining agreement** ~~if that specialty requires on call;~~
- i.) ~~Once a staff member is fully competent and off orientation, they will be placed on the schedule for a minimum of four (4) shifts and a maximum of half the shifts in a single time block unless mutually agreed to for each time block to maintain their competency unless as otherwise determined by the workgroup listed above. The only exception to the four (4) shift rule is for per diem employees.~~
- i.) Nothing in this Memorandum of Understanding will prohibit staff who are interested in cross training in more than two (2) specialties from doing so.
- j.) **Nothing in this Memorandum of Understanding will prohibit staff who are already signed off on competencies in additional modalities from working in those modalities at their discretion.** Those interested in gaining these competencies shall put their request in writing to the manager of the Buffalo General Medical Center procedure labs.

Section 3. Helping hands:

- a.) Nothing negates the ability for any staff member to assist in a helping hands role within the procedure labs, and;
- b.) Nurses who act in a helping hands role will not be required to take the primary Nurse assignment role in any one room **but may take a secondary nurse role.**
- c.) Nurses working in a helping hands role would be expected to:
 - 1.) Communicate with the patient care team, patient, and patient's family;
 - 2.) Have knowledge of radiation safety, infection control, and hemodynamic support;
 - 3.) Have a theoretical and practical knowledge of medications being administered by the Helping Hands RN;
 - 4.) Monitor and assess for changes in patient condition / baseline;
 - 5.) Nurses working in Cardiac as Helping Hands will not be asked to scrub;

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- 6.) Any duties / tasks that the staff member feels they are competent and capable to perform.
- d.) CVRT 's working in a helping hands role would be expected to:
 - 1.) Record patient history, clinical data, and physiological data;
 - 2.) Assist with patient positioning, selection of radiation exposure parameters, imaging, and archival;
 - 3.) Have a basic understanding of equipment, applicable supplies, troubleshooting of imaging equipment;
 - 4.) Assist the physician and procure supplies as needed.
 - 5.) Any duties / tasks that the staff member feels they are competent and capable to perform.

Section 4. Upon ratification of this agreement, staff in a dual modality role will be converted back to their primary specialty and will have no mandatory secondary modality.

Section 5. Within 30 days of ratification, a staff meeting will be held with all employees affected by the modifications to this MOU to review and explain the changes.

Section 6. Within 30 days of ratification, Kaleida Health will send an official letter to each staff member impacted by section 4 of this MOU outlining their primary modality and removal of their secondary modality.

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