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

2025 CONTRACT NEGOTIATIONS

Revised Union Proposal  
Date Presented: March 14, 2025

Memorandum of Understanding # 59  
DMP TCCS - Hours of Work Weekend Commitment

Section 1. In the event that the employee requests his/her weekend off, it is understood that the employee will be responsible to provide coverage acceptable to the Employer in accordance with the following procedure.

- a.) The employee will switch weekends with another employee.
- b.) If a suitable switch cannot be arranged, the least senior employee in that department/nursing unit, job title and shift who owes a make-up weekend shift, will be scheduled to provide the requested coverage.
- c.) If coverage is still unavailable, **beginning with** the least senior employee, **on a rotating basis (wheel)**, in that department/nursing unit, job title, and shift will be required to switch weekends with the requesting employee.

Section 2. Full-time, flex and regular part-time employees working eight (8) or ten (10) hour shifts will be entitled to every other weekend off.

Section 3. The weekend shift shall be Friday and Saturday for employees working eight (8) or ten (10) hour shifts on the night shift.

Section 4. Full-time, flex and regular part-time employees working twelve and one half (12½) or thirteen (13) hour shifts shall be normally scheduled to work every third (3<sup>rd</sup>) weekend. If additional weekend shifts are necessary, the following procedure shall apply:

- a.) Volunteers will be solicited.
- b.) All per diems shall be scheduled their weekend commitment and
- c.) One (1) additional shift per four (4) week time block, on a rotating basis, in inverse order of seniority, may be scheduled.

Section 5. The weekend shift shall be Saturday and Sunday for those employees working twelve and one-half (12 ½) or thirteen (13) hour shifts.

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Section 6. If the number of staff available to be scheduled on a weekend day exceeds the requirement for the unit, additional weekend time off may be offered by descending seniority on a rotating basis. The employee will be scheduled on an alternate day during the week if there is a need or may use PTO if there is no need.

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