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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: June 20, 2025**

**Memorandum of Understanding __
RN Multi Site Float Pools
~~Updated 11-8-2024~~**

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

WHEREAS, there is a need to create four (4) RN Multi-Site Float pools between Buffalo General Medical Center, Millard Fillmore Suburban Hospital (MFSH), Oishei Children's Hospital (OCH) and DeGraff Medical Park ED, to provide flexible, competent staff when there are staffing shortages;

WHEREAS, the float pools that would be created include:

- Adult Site Medical Surgical / Telemetry Float pool (**BGMC/MFSH**)
- ED Critical Care Float pool (**BGMC/MFSH/DMP**)
- Adult Site Critical Care Float pool (**BGMC/MFSH**)
- Maternity Float Pool (**MFSH/OCH**),

WHEREAS, it is agreed that there will be two (2) night shift positions posted for each float pool listed above. Should the Employer determine there is a need to post additional positions, management will present that need to the union during the review of this MOU.

THEREFORE, the Employer and the Unions do hereby agree:

1. Multi-Site Float Pool employees hired under this MOU will be paid RN- Float under Appendix D, Registered Nurse Salaries of the Master Collective Bargaining Agreement;
2. Multi Site Float Pool employees will be covered by the contractual provisions of the Master Agreement, **including but not limited to Article 52, Multi-Site Float Pool** and follow their specific bargaining unit rules with regards to PTO Article 27, Holidays Article 82, Overtime Article 25, etc. **with the following exceptions:**
 - a. Due to the complex nature of the RN Multi Site Float Pools - Employees in the RN Multi Site Float Pools listed Night Shift above shall also receive the following differentials for all hours paid. **The differential below supersedes the amount listed in Article 52, Section 5. and Appendix D, Section 3.**

Day Shift	Evening Shift	Night Shift
\$10	\$15	\$20

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b. Multi-Site Float Pool employees could be assigned to work every other weekend.

3. Employees who take a position in the Multi Site Float Pool will be placed in short term assignments. Short term assignments shall be defined as an assignment to a particular site for the entire four (4) week time block **during which time the employee will be considered part of that cost center for routine time requests; Exception: For Multi Site Maternity Float Pool, the employee will be considered part of that maternity float pool cost center for routine time requests;**
4. Those Employees hired into the Multi Site Float Pool would be required to follow the Holiday language as listed in Article 82 Holidays of the Master Collective Bargaining Agreement for their bargaining unit;
5. In the event they can be downsized in the department they are assigned to, they will be floated to another unit at that site per the floating grid listed in MOU #23 OCH RN/LPN -- Floating Grid and MOU # 26 Adult Site RN and Surgical Technologist Floating Grid or offered the opportunity to go home or go to the other site to complete their shift;
6. Overtime rules will apply for the RNs bargaining unit regardless of what site RN is working at;
7. There will be an equal number of positions will be assigned to the appropriate bargaining units for example if there are two (2), night shift, Adult Site Critical Care positions posted, one (1) position will be posted in the BGMC RN Bargaining Unit and one (1) position will be posted in the MFSH RN Bargaining Unit;
8. For the purposes of this MOU only, DeGraff Medical Park RNs will be considered from within the bargaining unit, for purposes of bidding on the MFSH RN positions, under Article 53, Job bidding and transfers section 2, a).
9. All positions will be posted as Multi Site Float Pools and tagged as *Multi-Site Float* on the job posting;
10. The positions will be posted and awarded per Article 53, Job Bidding and Transfers of the Master Agreement;
11. The parties agree to meet to review the success of the RN Multi Site Float Pools within six (6) months of implementation and again twelve (12) months from implementation;
12. ~~The parties agree that this MOU will sunset on May 31, 2025, should there be a need to continue the MOU, the parties will sign an extension at that time.~~

~~IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 18th day of November, 2024~~