

**Kaleida Health Master Negotiations 2025  
Proposal**

**Date Presented: June 20, 2025**

**Side Letter**

**Conversion of Certain OCH Medical Assistant Positions to Behavioral Health Tech.**

Kaleida Health, Service Employees International Union/1199 United Healthcare Workers East, and Communications Workers of America, AFL-CIO agree that, following ratification of the June 1, 2025 to \_\_\_\_\_ Master Agreement, one (1), 24/7 medical assistant position from John R. Oishei Children's Hospital (OCH) unit J10 and one (1), 24/7 medical assistant position from OCH unit J11 may be converted to behavioral health technician positions. ~~Kaleida Health when it is appropriate to convert one or both medical assistant positions.~~ A job description for the behavioral health technician position will be presented to the Unions at Oversight. Position conversions will be presented at site Job Security.

The conversion of medical assistant positions as described above will be done through vacancies and attrition, with no employee involuntarily converted. Upon conversion of each medical assistant position, Article 107, Staffing, will be adjusted to decrease one (1), 24/7 medical assistant from the affected unit (J10 or J11), and to include 4.9 FTEs for behavioral health technicians as OCH New Positions.

TA 6/23/25  
NM  
EUS  
RWB 6/24/25