

**Side Letter  
Advanced Practice Provider's Buffalo General Medical Center Neuro ICU**

Kaleida Health, the Communications Workers of America, AFL-CIO and the Service Employees International Union/1199 United Healthcare Workers East agree to continue meeting to resolve the concerns of the Advanced Practice Providers (APPs) in the BGMC Neuro ICU.

This meeting will include the CNO, the CMO, the Site President, Union leadership, and a minimum of one (1) direct care APP from the BGMC Neuro ICU with the goal of developing a shared governance model to address issues including but not limited to: physician collaboration, escalation pathways, patient workload and to create educational and development opportunities for the APPs in the Neuro ICU.

This meeting will take place within thirty (30) days of ratification of the Master Agreement resulting from 2025 collective bargaining negotiations, with the goal of implementing the shared governance model within sixty to ninety (60-90) days following ratification.

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7/18/25  
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