

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

2022 CONTRACT NEGOTIATIONS

**Union Counterproposal
Date Presented: May 25, 2022**

**Article 3
Recognition**

FOR CWA

Section 1. The Employer hereby recognizes the Communications Workers of America, AFL-CIO as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, for all of its employees in the collective bargaining units:

- a.) The Buffalo General Medical Center Professional Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: All professional employees employed by Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue; Larkin Building, 726 Exchange Street; Kaleida Family Planning Center, 1313 Main Street; Hertel-Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park; 900 Hertel Avenue; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit in the following job titles.

Clinical Dietician	Nutritional Support Service Dietician
Clinical Laboratory Scientist	Occupational Therapist
Clinical Pharmacy Coordinator	Physical Therapist
Clinical Staff Pharmacist	Physician Assistant
Community Educator	Point of Care Liaison
Counselor III CSW R	Recreational Therapist
Counselor IV	Senior Clinical Laboratory Scientist
Cytotechnologist	Social Worker MSW
Exercise Physiologist	Social Workers BSW
Graduate Pharmacist	Speech Language Pathologist
Lead Clinical Dietician	Staff Counselor – Behavioral Health
Lead Clinical Laboratory Scientist	Staff Counselor I
Lead Counselor II Inpatient Behavioral Health	Staff Counselor II Adult OP
Lead Counselor IV	Staff Counselor II Case Management
Lead Counselor IV Adult OP Svcs	Staff Counselor II Case Mgmt -MICAID
Lead Counselor IV Case Mgmt	Staff Counselor II MS

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Lead Counselor IV Cont Day Treat
Lead Counselor V
Lead Cytotechnologist
Lead Occupational Therapist
Lead Physical Therapist
Lead Speech Language Pathologist
Lead Staff Counselor II
LTC Financial Counselor

Staff Counselor III Adult
Staff Counselor III Case Management
Staff Counselor IV
Staff Counselor IV Adult OP
Staff Pharmacist
SW Financial Counselor
Transition Placement Coach
LTC Financial Specialist

Exclusions: All other employees, guards and supervisors as defined.

- b.) The Buffalo General Medical Center Registered Nurse Unit (certified by the National Labor Relations Board in Case 3-RC-8244):

Inclusions: Except as excluded below, registered professional nurses, in all categories of employment, employed at Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue; Larkin Building, 726 Exchange Street; the Kaleida Family Planning Center, 1313 Main Street; Hertel Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park, 900 Hertel; Herman Badillo Bilingual Academy, 315 Carolina Street; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit, in the following job titles:

Ambulatory Care Nurse
Behavioral Health Nurse
Cardiac Services Nurse
Clinical Nurse Educator
Clinical Nurse Educator MS
Clinical Nurse Facilitator
Clinical Nurse Specialist
Clinical Nurse Specialist Neurology
Clinical Patient Transfer Coordinator
Clinical Stroke Coordinator
Critical Care Family Liaison
Critical Care Nurse
Denials Management Coordinator
Enterostomal Therapist
Infection Prevention Nurse
~~Interventional~~ Telemetry Nurse

Medical Surgical Nurse
Neurosurgery Liaison Nurse
Nurse Counselor
Nurse Educator MS
Nurse Practitioner
Nurse Practitioner Behavioral Health
OR Service Line Coordinator
Patient Care Coordinator
Perioperative Clinical Nurse Educator (BS)
Perioperative Clinical Nurse Educator (MS)
RN First Assistant
Special Procedures Nurse
Staff Nurse SNF
Surgical Services Nurse
Transition Placement RN

Exclusions: All other employees, including but not limited to Registered Nurses who work in Associate Health, Human Resources or Risk Management; nurse managers, associate nurse managers, administrative nurse managers, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors.

- c.) The Buffalo General Medical Center Technical, Clinical-Clerical Unit (certified by the National Labor Relations Board in Case 3-RC-8762):

Inclusions: All employees employed by Kaleida Health at Buffalo General Medical Center, 100 High Street; Gates Vascular Institute , 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan; Larkin Building, 726 Exchange Street; the Kaleida Family Planning Center, 1313 Main Street; Hertel-Elmwood Internal Medicine Center, 900 Hertel Avenue; North Buffalo Medical Park, 900 Hertel Avenue; Herman Badillo Bilingual Academy, 315 Carolina Street; 1026 Main Street; 1028 Main Street, will be included in the bargaining unit in the following job titles:

Activities Assistant	Laboratory Assistant Student - CLS
	Laboratory Assistant Student - MT
	Lead END Technologist
Addictions Counselor	Lead Histology Technician
Alcohol Counselor	Lead Interventional Technologist
Anesthesia Assistant	
Anatomic Pathology Assistant	Lead Mammography Technologist
Anesthesia Technician	Lead MRI Technologist
Angiology Technician	Lead Neuro-Peripheral Rad. Technologist
Autopsy Assistant	Lead Nuclear Med Technologist
Cardiac Billing Statistical Analyst	Lead Radiologic Technologist
Cardiac Services Chart Analyst Abstractor	Lead Ultrasonography Technologist
Cardiac Technician	Licensed Practical Nurse
Cardiovascular Radiology Technologist	Licensed Practical Nurse SNF
Case Manager	LTC Rehabilitation Medical Secretary
CT Scan Technologist	Mammography Technologist
Certified CT Scan Technologist	Medical Assistant
Certified CT Scan Technologist	Medical Secretary
Certified CVRT - Vascular	Medical Secretary Senior
Certified CVRT Cardiac	Medical Technician
Certified Medical Assistant	Medication History Specialist
Certified MRI Technologist	Mental Health Worker
Certified Occupation Therapy Assistant	Mental Health Worker I
Certified Quality Assurance Technologist	Monitor Technician
Communication Operator	MRI Technologist
Community Health Navigator	Neuro-Analyst Abstractor
Dental Assistant	Neuro-Peripheral Radiologic Technologist
Dental Hygienist	Neurovascular Research Technician
Dietary Clerk	Neurovascular Technician
Dietary Technician	Nuclear Medicine Technologist
	Patient Experience Associate(New)
	Patient Experience Coordinator (New)
Echo Technologist	Patient Financial Clearance Rep.
EKG Technician	Patient Reception Registration

Electro Neurodiagnostic Tech 1	Patient Registration Rep.
Electro Neurodiagnostic Tech 2	Perfusionist
Electro Neurodiagnostic Tech 3	Perfusionist MSF
Facilitated Enroller	Pharmacy Technician I
Family Planning Counselor	Pharmacy Technician II
File Clerk	Phlebotomy Technician
Greeter	Physical Therapy Assistant
Guest Relations Representative	Pulmonary Function Technician
Hemodialysis Patient Care Technician	Quality Assurance Technologist
Histological Assistant	Radiologic Technologist
	Registry Data Abstractor Analyst
Histology Prep Technician	Respiratory Technician
Histology Technician	Respiratory Therapist
Imaging Service Biller	Scheduling Secretary OR
In Person Assister/Navigator	Secretary
Interventional Radiology Technologist	Surgical Technologist
Laboratory Processor	Technical Assistant
Lead Abstraction Specialist	Transcriptionist Editor
Lead Certified CT Scan Technologist	Translator / Receptionist
Lead Certified CVRT - Vascular (VI) Translator LPN	
Lead Certified CVRT Cardiac (CI)	Ultrasonography Technologist
Lead Certified MRI Technologist	Ultrasonography Technologist MSF
Lead CVRT	Unit Secretary
Lead Dental Assistant	Visitor Control Clerk
Lead Echo Technologist	

Exclusion: All other employees including, but not limited to, Business Office clerical employees, secretaries to physicians, secretaries to department heads, secretaries to employees listed on the confidential and executive payrolls, professional employees, guards, special fund employees and supervisors as defined by the Act.

d.) The DeGraff ~~Memorial Hospital~~ **Medical Park** Professional Unit (certified by the National Labor Relations Board in Case 3-RC-11786):

Inclusions: All professional employees employed by DeGraff ~~Memorial Hospital~~ **Medical Park** at 445 Tremont Street, North Tonawanda; DeGraff ~~Memorial Hospital's~~ **Rehabilitation and Skilled Nursing Facility**, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda; will be included in the bargaining unit in the following job titles:

Clinical Dietician	Occupational Therapist
Clinical Laboratory Scientist	Physical Therapist
Clinical Pharmacy Coordinator	Physician Assistant
Clinical Staff Pharmacist	Recreational Therapist
Exercise Physiologist	Senior Clinical Laboratory Scientist

Graduate Pharmacist
Lead Clinical Dietician
Lead Clinical Laboratory Scientist
Lead Physical Therapist

Social Workers BSW
Speech Language Pathologist
Staff Pharmacist
Long Term Care Financial Counselor

Exclusions: All other employees, guards and supervisors as defined.

- e.) The DeGraff ~~Memorial Hospital~~ **Medical Park** Registered Nurse Unit (certified by the National Labor Relations Board in Case 3-RC-10545):

Inclusions: Except as excluded below, all Registered Nurses in all categories of employment, employed by Kaleida Health at DeGraff ~~Memorial Hospital~~ **Medical Park** at 445 Tremont Street, North Tonawanda; DeGraff ~~Memorial Hospital's~~ **Rehabilitation and Skilled Nursing Facility**, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda; will be included in the bargaining unit in the following job titles:

Ambulatory Care Nurse	Medical Surgical Nurse
Cardiac Service Nurse	Nurse Practitioner
Clinical Nurse Educator	Obstetric Nurse
Clinical Nurse Educator (MS)	Operating Room Service Line Coordinator
Clinical Nurse Facilitator	Patient Care Coordinator
Clinical Nurse Specialist	Registered Nurse First Assistant
Critical Care Nurse	Special Procedure Nurse
Enterostomal Therapist	Staff Nurse SNF
Infection Prevention Nurse	Surgical Service Nurse
Interventional Telemetry Nurse	Transition Placement Nurse

Exclusions: All other employees including Employee Health, Human Resources or Risk Management; RCC/Relief Charge Nurses; Nurse Managers, Associate Nurse Managers, Administrative Nurse Manager, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors are excluded.

- f.) The DeGraff ~~Memorial Hospital~~ **Medical Park** Technical, Clinical-Clerical, Service Unit (certified by the National Labor Relations Board in Case 3-RC-8774):

Inclusions: Except as excluded below, all technical, clinical-clerical and service employees in all categories of employment, employed by Kaleida Health at DeGraff ~~Memorial Hospital~~ **Medical Park** at 445 Tremont Street, North Tonawanda; DeGraff ~~Memorial Hospital's~~ **Rehabilitation and Skilled Nursing Facility**, 445 Tremont Street; Wellness Center, 415 Tremont Street, North Tonawanda, 43 Niagara Street; will be included in the bargaining unit in the following job titles:

Activities Assistant	Materials Handler
Anesthesia Assistant	Medical Assistant
Cardiac Technician	Medical Secretary

Cashier	Medical Technician
CT Scan Technologist	Medical Transcriptionist
Cert Occupation Therapy Assistant	Medication History Specialist
Certified CT Scan Technologist	Nuclear Medicine Technologist
Certified Medical Assistant	Nurse Assistant
Certified Nurse Assistant	Nutritional Service Worker
Certified Quality Assurance Technologist	Office Support Clerk/Printer
CNA/NA Trainee	
Coding Specialist	Patient Access Services Representative
Communication Operator	Patient Care Assistant
Cook	PCA Student Nurse
Cook Assistant	Patient Client Representative
Dietary Technician	Patient Financial Clearance Representative
Document Imaging Record Processor	Patient Financial Services Representative
Driver	Patient Reception Registration
Echo Technologist	Patient Registration Rep
Emergency Room Technician	Patient Support Associate
Environmental Service Aide	PFS Cashier
Facilitated Enroller	Pharmacy Technician I
Materials Equipment Coordinator	Pharmacy Technician II
File Clerk	Phlebotomy Technician
Grill Cook	Physical Therapy Assistant
Health Information Clerk I	Quality Assurance Technologist
Health Information Clerk II	Radiologic Technologist
Hospitality Associate	Receiving Clerk Dietary
In Person Assistor/Navigator	Rehabilitation Therapy Aide/SNF
Laundry Attendant	Respiratory Therapist
Lead Coding Specialist	Scheduling Secretary OR
Lead Echo Technologist	Sterile Processing Technician
Lead Mammography Technologist	Surgical Technologist
Lead Nuclear Med Technologist	Technical Assistant
Licensed Practical Nurse	Ultrasonography Technologist
Licensed Practical Nurse SNF	Unit Secretary
Mail Clerk	Visitor Control Clerk
Mammography Technologist	

Exclusions: All other employees including, but not limited to, maintenance employees, confidential employees, charge nurses, and other supervisors as defined in the Act are excluded.

- g.) The Millard Fillmore **Suburban** Hospital Professional Bargaining Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions:All professional employees in all categories of employment, employed by Kaleida Health at its Millard Fillmore Suburban Hospital, 1542 Maple Road; and The Center of Laboratory Medicine 115 Flint Road; Diabetes-Endocrinology Center of WNY, 705 Maple Road Suite 200; Buffalo Therapy Services, 705 Maple Road Suite 100; Diabetes-Endocrinology Center of WNY, 100 High Street Buffalo; Diabetes-Endocrinology Center of WNY, 445 Tremont Street North Tonawanda, 45 Spindrift Amherst, will be included in the bargaining unit in the following job titles:

Clinical Dietician	Lead Clinical Dietician
Clinical Laboratory Scientist	Lead Clinical Laboratory Scientist
	Lead Cytotechnologist
	Pathologists Assistant
Clinical Service Representative	Physician Assistant
Cytotechnologist	Senior Clinical Laboratory Scientist

Exclusions:All other employees, guards, supervisors as defined by the Act, are excluded.

- h.) The Millard Fillmore **Suburban** Hospital Registered Nurse Unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: Except as excluded below, registered professional nurses in all categories of employment, employed by Kaleida Health at Millard Fillmore Suburban Hospital, 1540 Maple Road; 1542 Maple Road; Diabetes-Endocrinology Center of WNY 705 Maple Road Suite 200; Buffalo Therapy Services 705 Maple Road Suite 100; Diabetes-Endocrinology Center of WNY 100 High Street Buffalo; Diabetes-Endocrinology Center of WNY 445 Tremont Street North Tonawanda, 45 Spindrift Amherst, are included in the bargaining unit in the following job titles:

Ambulatory Care Nurse	Nurse Educator MS
Certified Nurse Midwife	Nurse Midwife
Clinical Nurse Educator (BS)	Nurse Practitioner
Clinical Nurse Educator (MS)	Obstetrics Nurse
Clinical Nurse Facilitator	OR Service Line Coordinator
Clinical Nurse Specialist Neurology	Patient Care Coordinator
Critical Care Nurse	Perioperative Clinical Nurse Educator (BS)
Diabetes Nurse Clinician	Perioperative Clinical Nurse Educator (MS)
Enterostomal Therapist	Research Nurse
Infection Prevention Nurse	RN First Assistant
Interventional Telemetry Nurse	Special Procedures Nurse
Lactation Consultant	Surgical Services Nurse
Medical Surgical Nurse	Staff Nurse SNF
Neurosurgery Liaison Nurse	Transition Placement Nurse
	Utilization Review Coordinator

Exclusions: All other employees including but not limited to Registered Nurses who work in Associate Health, Human Resources or Risk Management; nurse managers, associate nurse managers, administrative nurse managers, non-nurse professional employees, technical employees, office clerical employees, guards and supervisors are excluded.

- i.) The Millard Fillmore **Suburban** Hospital Technical/Clinical-Clerical bargaining unit (Recognition is in accordance with the Effects Master Agreement dated June 10, 1998, Section 7, Union Recognition):

Inclusions: Except as excluded below, all technical/clinical-clerical employees in all categories of employment employed by Kaleida Health at Millard Fillmore Suburban Hospital, 1540 Maple Road; 1542 Maple Road; The Center of Laboratory Medicine , 115 Flint Road; Diabetes-Endocrinology Center of WNY, 705 Maple Road Suite 200; Buffalo Therapy Services 705 Maple Road Suite 100; ~~Diabetes-Endocrinology Center of WNY 100 High Street Buffalo; Diabetes-Endocrinology Center of WNY 445 Tremont Street North Tonawanda;~~ 45 Spindrift Amherst and all draw stations including 3580 Sheridan Drive Amherst, 564 Niagara St, Building 2, Suite 100 Buffalo, 100 High Street Buffalo, ~~2290 Delaware Avenue, Suite 700 Buffalo;~~ 3900 Union Road, Suite 600 Cheektowaga, ~~6363 Transit Road, Suite 510 Depew;~~ 5844 Southwestern Boulevard, Suite 200 Hamburg, 1540 Maple Road Williamsville, 705 Maple Road, Suite 400 Williamsville, 605 Division Street North Tonawanda, 5959 Big Tree Road, Suite 101 Orchard Park, ~~4020 Youngs Road Williamsville;~~ **5858 Snyder Drive, Lockport** are included in the bargaining unit in the following job titles:

Activities Assistant	Lead Vascular Lab Technologist
Ambulatory Representative Quality Enhanced	
Anatomic Pathology Assistant	Licensed Practical Nurse
Anesthesia Assistant	Licensed Practical Nurse SNF
Anesthesia Technician	Mammography Technologist
Cardiovascular Radiology Technologist	Materials Handler
CATT CT Scan Technologist	Medical Assistant
Certified CATT CT Scan Technologist	Medical History Specialist
Certified MRI Technologist	Medical Secretary
Certified Occupational Therapy Assistant	Medical Secretary Senior
Certified Quality Assurance Technologist	Medical Technician
Communication Operator	Medical Transcriptionist
Dental Assistant	MRI Technologist
Dietary Clerk	NeuroPeripheral Technologist
Dietary Technician	Nuclear Medicine Technologist
Driver	Patient Client Representative
Echo Technologist	Patient Financial Clearance Rep
ED Chart Acquisition Clerk	Patient Financial Services Rep
EKG Technician	Patient Reception Registration
Electro Neurodiagnostic Tech 1	Patient Registration Rep

Facilitated Enroller
 File Clerk
 Greeter
 Histological Assistant
 Histology Prep Technician
 Histology Technician
 Imaging Services Biller
 Interventional Technologist
Laboratory Assistant Student - CLS
Laboratory Assistant Student - MT
 Laboratory Processor

Perfusionist
 Pharmacy Technician I
 Pharmacy Technician II
 Phlebotomy Technician
 Phlebotomy Technician II
 Physical Therapy Assistant
 Pulmonary Function Technician
 Quality Assurance Technologist

Lead ~~CATT~~ CT Scan Technologist
 Lead **Certified** ~~CATT~~ CT Scan Technologist
 Lead Certified MRI Technologist
 Lead Histology Technician
 Lead Interventional Tech
 Lead Mammography Technologist
 Lead MRI Technologist
 Lead NeuroPeripheral Tech
 Lead Nuclear Med Technologist
 Lead Radiologic Technologist
 Lead Ultrasonography Technologist

Radiologic Technologist
Registry Data Abstractor Analyst
 Respiratory Technician
 Respiratory Therapist
 Scheduling Secretary OR
 Secretary
 Surgical Technologist
 Technical Assistant
 Ultrasonography Technologist
 Unit Secretary
 Vascular Lab Technologist
 Visitor Control Clerk

Exclusions: All other employees including Business Office Clerical employees, Confidential and Administrative secretaries, employees who work in Human Resources, Employee Health and Risk Management, Special Fund employees defined as employees who are not selected according to the posting and bidding procedure and who do not have rights to positions with Kaleida should the fund be discontinued.

FOR 1199SEIU

Section 1. The Employer hereby recognizes 1199 SEIU United Healthcare Workers East as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for all of its employees in the following collective bargaining units:

a.) OCH Registered Nurse and Licensed Practical Nurse Unit:

Inclusions: Except as excluded below, all Registered Nurses and Licensed Practical Nurses in the job titles listed below, at the following locations will be included in the bargaining unit: John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo; Niagara Street Pediatrics, 1050 Niagara Street Buffalo; ~~Towne Garden Pediatrics 461 William Street~~; **Broadway Pediatrics, 1021 Broadway Street, Buffalo**; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; Amherst Health Center, 3580 Sheridan Drive;

~~Laboratory Services Center, 182 Lake Street, Hamburg; The Robert Warner MD Center; all OCH School Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo; OCH Ambulatory Care Center (Conventus); 1001 Main Street; Amherst General, 4955 North Bailey; Women's Health Center, ECMC Campus, 462 Grider Street; McKinley Pediatric Outpatient Center, 3860 McKinley Parkway Blasdell, will be included in the bargaining unit. The following job titles are included in the Registered Nurse and LPN Units:~~

Ambulatory Care Nurse	Nurse Midwife
Certified Transport Nurse	Obstetrics Nurse
Clinical Nurse Educator (MS)	OR Service Line Coordinator
Clinical Nurse Educator WCHOB	Patient Care Coordinator
Critical Care Nurse	Peds Stat Transport Team Coordinator
Diabetes Nurse Clinician	Perioperative Clinical Nurse Educator, (MS)
Diabetes Teaching Nurse	RN First Assistant
Extended Role Nurse	Special Procedure Nurse
Infection Prevention Nurse	Surgical Procedures Nurse
Interventional Nurse	Surgical Services Nurse
Lactation Consultant	Transport Nurse
Licensed Practical Nurse	Transport Neonatal Nurse Practitioner
Medical Surgical Nurse	Triage Nurse
Neonatal Outreach Coordinator	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

b.) OCH Nurse Practitioner Unit:

Inclusions: Except as excluded below, all Nurse Practitioners employed by John R. Oishei Children's Hospital at the following sites will be included in the bargaining unit: Robert Warner Rehabilitation Center; ~~Towne Gardens;~~ **Broadway Pediatrics, 1021 Broadway Street, Buffalo, NY 14212;** all WCHOB School Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; ~~Amherst General, 4955 North Bailey;~~ Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN, 564 Niagara Street Buffalo.

The following job titles are included in the Nurse Practitioner Unit:

Neonatal Nurse Practitioner

Nurse Practitioner

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, and Employee Health and Risk Management.

c.) OCH Professional Unit:

Inclusions: Except as excluded below, all Professional employees in the job titles listed below will be included in the bargaining unit at the following sites John R. Oishei Children's Hospital; Pediatric Clinic 1050 Niagara Street Buffalo; The Robert Warner M.D. Center 1001 Main Street Buffalo, 5959 Big Tree Road Suite 101 & Suite 104A, Orchard Park, NY 14127; ~~Towne Garden Pediatrics 461 William Street Buffalo;~~ **Broadway Pediatrics, 1021 Broadway Street, Buffalo, NY 14212;** Child Psychiatry Clinic 1026 Main Street; 1028 Main Street; 1404 Sweet Home Road Suite 7, Amherst, NY, 4955 North Bailey Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; ~~Amherst General, Child Care Resource Network, 1000 Hertel Avenue Buffalo;~~ Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; 4535 Southwestern Blvd., Hamburg will be included. All other sites associated with School Based Health Clinics and School Health Services-Community Health Clinics will be included, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougeron Street Buffalo, 106 Appenheimer Street Buffalo. The following job titles are included in the Professional Unit:

Audiologist	Occupational Therapist
Child Life Specialist	Physical Therapist
Clinical Dietician	Physician Assistant
Clinical Laboratory Scientist	Physician Assistant (NICU)
Clinical Pharmacy Coordinator	Psychologist Licensed
Clinical Staff Pharmacist	Senior Clinical Laboratory Scientist
Community Educator	Social Worker BSW
Coordinator Early Intervention	Social Worker MSW
Education Counselor	Special Needs Educator
Financial Counselor/Social Worker (BSW)	Special Needs Outreach Liaison
Graduate Pharmacist	Speech Language Pathologist
Lead Clinical Dietician	Staff Counselor I
Lead Clinical Laboratory Scientist	Staff Counselor II MS
Lead Occupational Therapist	Staff Counselor III, CSWR
Lead Physical Therapist	Staff Counselor IV (CSWR w/R required)
Lead Psychologist CS	Staff Pharmacist
Lead Psychologist Eating Disorder	SW Financial Counselor
Lead Speech Lang Pathologist	Unlicensed Psychologist

Librarian
Marriage Family Therapist Licensed

Exclusions: Titles or positions excluded: All other employees, including but not limited to managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

d.) OCH Technical Unit:

Inclusions: Except as excluded below, all Technical employees in the job titles listed below, at the following locations, will be included in the bargaining unit: John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; ~~Amherst General, 4955 North Bailey;~~ Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; ~~and School-Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminister Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo will be included.~~

The following job titles are included in the Technical Unit:

Anatomic Pathology Assistant	Lead Radiologic Technologist
Anesthesia Assistant	Lead Ultrasonography Technologist
Anesthesia Technician	Medical Technician
CT Scan Technologist	MRI Technologist
Certified CT Scan Technologist	Nuclear Medicine Technologist
Certified MRI Technologist	OB Technologist
Dental Assistant	Pharmacy Technician I
Dental Hygienist	Pharmacy Technician II
Dietary Technician	Phlebotomy Technician
Echo Technologist	Phlebotomy Technician II
Electro Neurodiagnostic Tech 1	Radiologic Technologist
Electro Neurodiagnostic Tech 2	Respiratory Technician
Electro Neurodiagnostic Tech 3	Respiratory Therapist
Histological Assistant	
Laboratory Assistant Student - CLS	
Laboratory Assistant Student - MT	
Laboratory Processor	Respiratory Therapist Transport
Lead Certified CT Scan Technologist	Respiratory Therapist Stabilization Team
Lead Certified MRI Technologist	Surgical Technologist
	Ultrasonography Technologist

Lead Nuclear Med Technologist

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

e.) Business Office Clerical:

Inclusions: Except as excluded below, all Clerical employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; Millard Fillmore Suburban Hospital, 1530 Maple Road; Record Archive Center, 255 Great Arrow; Larkin Building, 726 Exchange Street; 1010 Main Street; 1026 Main Street and 1028 Main Street, Buffalo; Hertel Elmwood Clinic, 900 Hertel Avenue Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY. The following clerical employee titles are included:

Acct Receivable Biller Collections	Patient Financial Counseling Representative
PFS Cash Posting	Patient Financial Services Rep
Certified Tumor Registrar	Patient Reception Registration
Coding Specialist	Patient Registration Rep
Corporate Bed Desk Coordinator	PFS Cashier
Diagnostic Coder	PFS Rep Call Center
Document Imaging Record Processor	Physician Ancillary Services Coder
Health Information Clerk I	Quality Enhancement
Health Information Clerk II	Record Archive Clerk
Lead Bed Desk Coordinator	Record Archive Warehouse Worker
Lead Coding Specialist	Service Response Center Rep
Lead Record Archive Specialist	Support Staff
Outpatient Coding Specialist	Tumor Registry Clerk
Patient Financial Clearance Representative	Tumor Registry Apprenticeship
	Warehouse Record Archive Clerk

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

f.) OCH Service and Maintenance Unit:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: 1404 Sweet Home Road Suite 7, Amherst, NY 1010 Main Street; 1026 Main Street; 1028 Main Street, Buffalo. All OCH; all OCH School Based Health Clinics, 414 South Division Street Buffalo, 73 Pawnee Parkway Buffalo, 24 Westminster Avenue Buffalo, 1095 Jefferson Avenue Buffalo, 340 Fougerson Street Buffalo, 106 Appenheimer Street Buffalo; John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY; OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; ~~Amherst General, 4955 North Bailey;~~ 1050 Niagara Street Pediatric Clinic; OB/GYN Clinic, 564 Niagara Street Buffalo; McKinley Pediatric Outpatient Center, 3860 McKinley Parkway Blasdell; ~~Towne Gardens Clinic, 461 William Street;~~ **Broadway Pediatrics, 1021 Broadway Street, Buffalo;** Women's-Health Center, ECMC Campus, 462 Grider Street. The following service and maintenance job titles are included:

Carpenter A	Medical Assistant
Certified Medical Assistant	Medical Assistant (Student Nurse)
Cook	Nurse Assistant
Electrician A	Nutritional Service Worker
Environmental Service Aide	Painter A & B
Facilities Inventory Specialist	Patient Care Associate
Groundskeeper	Patient Support Associate
Hospitality Associate	PCA Student Nurse
Indirect Care Aide	Plumber A
Lead Mail Clerk	Regulatory Equipment Handler
Maintenance Mechanic A	Refrigeration Mechanic A
Maintenance Mechanic B	Stationary Engineer
Materials Equipment Coordinator	Sterile Processing Technician
Materials Handler	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued

g.) OCH Clerical Unit:

Inclusions: Except as excluded below, all Clerical employees in the job titles listed below, at the following locations, will be included in the bargaining units: John R. Oishei Children's Hospital, 818 Ellicott Street Buffalo; Amherst Health Center 3580 Sheridan Drive; Outpatient Services, Robert Warner, M.D. Center; 1404 Sweet Home Road Suite 7, Amherst, NY; ~~John R. Oishei Children's Hospital, 818 Ellicott Street, Buffalo, NY;~~ OCH Ambulatory Care Center (Conventus), 1001 Main Street, Buffalo, NY; ~~Amherst General, 4955 North Bailey;~~ ~~Towne Gardens Clinic, 461 William Street;~~ **Broadway**

Pediatrics, 1021 Broadway Street, Buffalo; Women's Health Center, ECMC Campus, 462 Grider Street; Niagara Street OB/GYN Clinic, 564 Niagara Street Buffalo; 1050 Niagara Street Pediatric Clinic. The following Clerical job titles are included:

Ambulatory Rep Quality Enhance	Medical Secretary Senior
Cashier	Medical Transcriptionist
Coding Specialist	Patient Client Representative
Communication Operator	Patient Financial Clearance Representative
Dietary Clerk	Patient Financial Services Rep
Document Imaging Record Processor	Patient Financial Services Cashier
Facilitated Enroller	Patient Reception Registration
File Clerk	Patient Registration Representative
Health Information Clerk I	Physician Ancillary Service Coder
Health Information Clerk II	Quality Enhancement Representative
In Person Assistor/Navigator	Registration Coordinator
Lead Coding Specialist	Scheduling Secretary OR
Library Assistant	Secretary
Mail Clerk	Trauma Registrar
	Unit Secretary
Medical Secretary	

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

h.) Millard Fillmore **Suburban** Hospital Service and Maintenance Units:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Millard Fillmore Suburban Hospital, 1540 Maple Road, Williamsville, 45 Spindrift Amherst. The following Service and Maintenance job titles are included:

Carpenter A	Maintenance Mechanic B
Carpenter B	Materials Handler
Certified Nurse Assistant	Nurse Assistant
Companion	Nutritional Service Worker
Cook	Painter A
Cook Assistant	Painter B
Driver	Patient Care Assistant
Electrician A	Patient Support Associate
Electrician A 80 hr	PCA Student Nurse

Environmental Service Aide
Grill Cook
Groundskeeper
Hospitality Associate
Laundry Attendant
Mail Clerk
Maintenance Helper
Maintenance Engineer
Maintenance Worker
Maintenance Mechanic A

Plumber A
Receiving Clerk Dietary
Refrigeration Mechanic A
Regulatory Equipment Handler
Rehabilitation Therapy Aide/SNF
Shift Engineer
Storeroom Clerk
Sterile Processing Technician

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management, Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

- i.) Buffalo General Medical Center / HighPointe on Michigan Street Service and Maintenance Units:

Inclusions: Except as excluded below, all Service and Maintenance employees in the job titles listed below, at the following locations, will be included in the bargaining unit: Buffalo General Medical Center, 100 High Street; Gates Vascular Institute, 875 Ellicott Street; HighPointe on Michigan, 1031 Michigan Avenue. The Service and Maintenance job titles are included:

Activities Helper

Cafeteria Worker
Certified Nurse Assistant

Companion

Cook
Cook Assistant

CNA/NA Trainee

Driver
Environmental Service Aide

Grill Cook
Groundskeeper
Hospitality Associate

Indirect Care Aide
Laundry Attendant
Laundry Helper

Long Term Care Sitter
Long Term Care Sitter
LTC Therapy Aide

Mail Clerk
Materials Equipment Coordinator

Materials Handler
Nurse Assistant

Nutritional Service Worker
Patient Care Assistant

Patient Support Associate
PCA Student Nurse
Receiving Clerk Dietary

Recreational Helper
Regulatory Equipment Handler
Regulatory Waste Handler

Site Patient Experience Associate
SPD Aide
Sterile Processing Technician

Exclusions: All other employees, including but not limited to all professional employees, managerial employees, administrative assistants, confidential employees who work in Human Resources, Employee Health and Risk Management; Foundation employees, special fund employees defined as employees who were not selected according to the posting and bidding procedures and who do not have rights to positions within Kaleida should the funding be discontinued.

FOR IUOE

Section 1. — The Employer hereby recognizes the International Union of Operating Engineers as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, for all of its employees in the collective bargaining unit of skilled maintenance employees in the Plant Operations Department at DeGraff Memorial Hospital, 445 Tremont Street; DeGraff Memorial Hospital Skilled Nursing Facility, 445 Tremont Street; Wellness Center, 415 Tremont Street; DeGraff Community Center, 139 Division Street; 43 Niagara Street, North Tonawanda, NY:

Inclusions:

Carpenter A	Mason A
Electrician A	Microwave Stationary Engineer
Electrician A 80 Hours	Painter A
Facilities Inventory Specialist	Painter B
Groundskeeper	Plumber A
Maintenance Engineer	Refrigeration Mechanic A
Maintenance Mechanic A	Shift Engineer
Maintenance Mechanic B	Stationary Engineer
Maintenance Worker	Storeroom Clerk

Exclusions: — All other job titles not listed above.

FOR ALL EMPLOYEES:

Section 2. The Employer will provide the Local Union on a monthly basis, a list of all newly hired employees, additions to the bargaining unit, transfers into or out of the bargaining unit, a list of terminations and deletions from the bargaining unit, a list of dual status employees, a list of name and address changes, a seniority and an alphabetical bargaining unit list with Social Security numbers.