

**Kaleida Health
1199 SEIU United Healthcare Workers East
Communications Workers of America, AFL-CIO
2022 Contract Negotiations**

**Union Proposal
Presented: July 7, 2022
Employer Economic Package
Presented: July 26, 2022**

**Article 30
Dental Benefits**

Section 1. The Employer will make available to all full-time and part-time employees the following coverage through the Kaleida Health Dental Plan:

- a.) 100% preventive;
- b.) 100% basic restorative;
- c.) fifty percent (50%) major restorative;
- d.) fifty percent (50%) orthodontics with a \$1,000.00 lifetime maximum per person;
- e.) \$1,250.00 annual maximum; and
- f.) two (2) fluoride treatments per year **for covered members age 18 and younger.**

Section 2. Eligible employees may apply for coverage at the time of employment, when they transfer to an eligible status, within thirty (30) days of a qualified family status change, or during the annual open enrollment period held each Fall with coverage becoming effective January 1. An eligible employee may select single or family coverage.

Section 3. Coverage will begin on the first day of the month following completion of ~~sixty (60)~~ thirty (30) calendar days of employment for new hires. ~~Employees may elect to begin coverage on the first day of the month following date of hire, provided the employee has already completed sixty (60) calendar days of employment if they pay the full cost.~~

Section 4. For employees who transfer to an eligible status, eligibility for coverage begins on the first day of the month following the status change, provided the employee has already completed ~~sixty (60)~~ thirty (30) calendar days of employment. ~~Otherwise, coverage begins on the first day of the month following sixty (60) days of employment.~~

Section 5. For all employees enrolled in the Kaleida Health Dental Plan and employees hired after July 31, 2011 enrolled in the Service Employees Benefit Fund (SEBF), the Employer will pay thirty-five percent (35%) of the cost of the premium for employees who select single and ~~ten~~

TA
5/12/22
JC

TA
8/12/22
RS

TA
8/12/22
RS

~~percent (10%)~~ ten percent (10%) ~~fifteen percent (15%)~~ family coverage in the following bargaining units:

- a.) DeGraff **Medical Park** Professional bargaining unit;
- b.) DeGraff **Medical Park** RN bargaining unit;
- c.) DeGraff **Medical Park** Technical/**Clinical**-Clerical/Service bargaining unit;
~~DeGraff Memorial Hospital Maintenance bargaining unit;~~
- d.) Millard Fillmore **Suburban** Hospital Laboratory Professional bargaining unit;
- e.) Millard Fillmore **Suburban** Hospital Laboratory TCC bargaining unit;
- f.) Millard Fillmore **Suburban** Hospital RN bargaining unit;
- g.) **Millard Fillmore Suburban Hospital Service and Maintenance bargaining unit;**
- h.) Millard Fillmore **Suburban** Hospital Technical/**Clinical**-Clerical bargaining unit;
- i.) Buffalo General **Medical Center** Professional bargaining unit;
- j.) **Buffalo General Medical Center Service bargaining unit;**
- k.) John R. Oishei Children's Hospital Clerical bargaining unit;
- l.) John R. Oishei Children's Hospital Nurse Practitioner bargaining unit;
- m.) John R. Oishei Children's Hospital Professional bargaining unit;
- n.) John R. Oishei Children's Hospital Registered/LPN Nurse bargaining unit;
- o.) John R. Oishei Children's Hospital Service and Maintenance bargaining unit;
- p.) John R. Oishei Children's Hospital Technical bargaining unit;
- q.) Kaleida Health Business Office Clerical bargaining unit.

Section 6. For employees enrolled in the Kaleida Health Dental Plan, the Employer will pay eighty-five percent (85%) of the cost of the premium for employees who select single coverage and thirty-five percent (35%) of the cost of the premium for employees who select family coverage for employees in the following bargaining units:

TVA
10-12-22
JMC

TA
8/12/22
KS

TA
8/12/22

- a.) Buffalo General Hospital Medical Center RN bargaining unit;
- b.) Buffalo General Hospital Medical Center Technical/Clerical bargaining unit.

Section 7. For Buffalo General Hospital Medical Center SEIU Service/Maintenance bargaining unit employees hired before August 1, 2011 enrolled in the Service Employees Benefit Fund (SEBF) dental coverage, the Employer will continue to pay for full-time employees until one hundred percent (100%) of the cost of the single premium and fifty percent (50%) of the cost of the individual plus one and family premium.

Section 8. For Millard Fillmore Suburban Hospital SEIU Service/Maintenance bargaining unit employees hired before August 1, 2011 enrolled in the SEBF dental and vision coverage the Employer will continue to pay for full-time employees eighty percent (80%) of the cost of the single premium and sixty percent (60%) of the cost of the individual plus one and family premium. The Employer will pay nothing toward the premium for part-time employees.

~~Section 9. For John R. Oishei Children's Hospital Service and Maintenance and the RN and LPN bargaining unit employees, hired before August 1, 2011 and enrolled in the SEBF dental and vision coverage plan, the Employer will pay for full-time employees eighty percent (80%) of the cost of the single premium and sixty percent (60%) of the cost of the individual plus one and family premium. The Employer will pay nothing toward the premium for part-time employees.~~

~~The Employer will pay the premium rates listed below to the SEBF benefit fund for the life of this Agreement for employees hired before August 1, 2011 in the following bargaining units:~~

- ~~a.) Women's and Children's Hospital of Buffalo John R. Oishei Children's Hospital RN bargaining unit;~~
- ~~b.) Women's and Children's Hospital of Buffalo John R. Oishei Children's Hospital LPN bargaining unit; and~~
- ~~c.) Women's and Children's Hospital of Buffalo John R. Oishei Children's Hospital Service & Maintenance bargaining unit.~~

The monthly Employer contribution rates are as follows:

OCH RN bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$23.75
Family	\$27.75
Employer Maximum Annual Contribution	\$151,698.00

TA
6/12/22
JK

TA
8/12/22
KA

TA
8/12/22

OCH LPN bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$21.77
Family	\$40.00
Employer Maximum Annual Contribution	\$23,276.00

OCH Service & Maintenance bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$39.73
Family	\$62.50
Employer Maximum Annual Contribution	\$77,500.00

The Employer will pay the premium rates listed below to the SEBF benefit fund for the life of this Agreement for employees hired before August 1, 2011 in the following bargaining units:

- a.) ~~Women's and Children's Hospital of Buffalo~~ **John R. Oishei Children's Hospital RN bargaining unit;**
- b.) ~~Women's and Children's Hospital of Buffalo~~ **John R. Oishei Children's Hospital LPN bargaining unit; and**
- c.) ~~Women's and Children's Hospital of Buffalo~~ **John R. Oishei Children's Hospital Service & Maintenance bargaining unit.**

The monthly Employer contribution rates are as follows:

OCH RN bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$23.75
Family	\$27.75
Employer Maximum Annual Contribution	\$151,698.00

OCH LPN bargaining unit:

JA
05-12-27
JK

TA
8/12/22
Ks

TA
8/12/22

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$21.77
Family	\$40.00
Employer Maximum Annual Contribution	\$23,276.00

OCH Service & Maintenance bargaining unit:

Coverage	Monthly Contribution
Single	\$21.77
Single and one (1) dependent	\$39.73
Family	\$62.50
Employer Maximum Annual Contribution	\$77,500.00

Section 10. Contributions to premium payments by the Employer shall begin the first of the month, following ~~sixty (60)~~ thirty (30) days of employment. For changes in employment status, employee contributions will begin on the first day of the month following the status change.

Section 11. Coverage for dependents will be extended to the end of the month following the attainment of the age of 26 on the Kaleida Health Dental Plan.

TA
8-12-22
JK

TA
8/12/22
rs

TA
8/12/22