

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

**2022 CONTRACT NEGOTIATIONS**

**Union Proposal**

**Date Presented: March 16, 2022**

**Employer Counterproposal**

**Date Presented: March 31, 2022**

**Article 59  
Scrub Apparel**

Section 1. The Employer will provide scrub apparel for the employees working in the following units/departments:

- a.) Operating Room (including Sterile Processing);
- b.) Post Anesthesia Care Unit (including Surgical Care Unit)\*;
- c.) Cardiac Catheterization Lab;
- d.) GI Unit\*\*;
- e.) Urology Procedure Unit;
- f.) Interventional Radiology/Special Procedures Suites/4D CT;
- g.) Labor and Delivery;
- h.) Anatomic Grossing Room;
- i.) Sterile IV Preparation Area in Pharmacy;
- j.) Millard Fillmore Suburban Neonatal Intensive Care Unit;
- k.) ~~Spindrift Drive.~~

\* Post Anesthesia Care Units at BGMC, DMP, and currently OCH have scrubs provided on a voluntary basis and the practice will continue.

\*\* GI Units at BGMC, DMP and OCH currently have scrubs provided on a voluntary basis and the practice will continue.

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The **OCH** Neonatal Intensive Care Unit will have scrubs provided to an employee who is assigned to attend a delivery.

Section 2. If an employee no longer works in one of the above mentioned units/departments, they will receive a notice that within **thirty (30)** days they must provide their own uniforms going forward (i.e. Rad Techs no longer assigned to the OR).

Section 3. Employer provided scrub apparel will not be worn outside of the Hospital unless approved by a manager. Employees will change into scrub apparel at the beginning of the shift and out of the apparel at the end of the shift.

*JS*  
4/7/22

*JH*  
4-7-22  
*JC*

*TAR*  
3/7/22