

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

2022 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: March 16, 2022

Article 60

Uniforms

Section 1. The Employer or the Sub-Contractor will continue the current practices with respect to wash-up time as well as the provision of uniforms, smocks, and inclement weather gear. The provision of uniforms as agreed to as a current practice includes employees in the following job titles/sites:

- a.) DMP: Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Material Handlers.
- b.) BGMC/HighPointe: Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Materials Handlers, Drivers, Groundskeeper, PSA in Transport.
- c.) MFSH/Flint Road: PCAs, Environmental Service Aide, Cook, Cook Assistant, Grill Cooks, Hospitality Associates, Receiving Clerk Dietary, Nutritional Service Worker, Materials Handlers, Couriers, Skilled Maintenance, PSA in Transport.
- d.) OCH: Environmental Service Aide, Cook, Grill Cooks, Hospitality Associates, Nutritional Service Worker, Materials Handlers, Skilled Maintenance.

Section 2. In addition to the job titles/sites outlined in Section 1. above, the Employer will provide uniforms to the following employees:

- a.) BGMC: MAs, CMAs, PCAs, NA;
- b.) DMP: PCAs, MAs;
- c.) OCH: MAs, NAs, CMAs;
- d.) OCH: Neonatal Transport Team NP/PA, Neonatal Transport Respiratory Therapist (RT), STAT Team RN & STAT Team Respiratory Therapist – will be provided initially when joining the team 3 Scrub tops for Full Time and 2 Scrub tops for Part Time. Additionally they will be provided with a Flight Suit & Winter Jacket

J 3/23/22

JL
3/23/22

kw
3/23/22

as needed & determined. Annually there will be a review by the Employer of what is needed for the team.

Section 3. In accordance with the distribution of the uniforms referred to in Section 1. and 2. above will be completed each year on the employee's anniversary date.

Section 4. All full time employees will receive five (5) pants and five (5) shirts. All part time employees will receive three (3) pants and three (3) shirts.

~~Section 5. In accordance with current practice for employees receiving uniforms, for the IUOE bargaining unit, the Employer shall provide and pay for up to ten (10) uniforms for full-time employees and up to five (5) uniforms for part-time employees. Employees required to wear 70E flame retardant uniforms shall be provided such uniforms. The uniforms will be maintained by the vendor and should only be worn at work.~~

J 3/23/22

JK
3-23-22

ka
3/23/22