

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: May 3, 2022

**Article 69  
Employer Policies**

Section 1. Due to the complexity of the Employer's operations, it is understood by the parties that they have not covered every aspect of hours, wages and working conditions in this Agreement which may have an effect on employees in the bargaining unit. The parties hereby acknowledge that the Employer had policies in effect at the time of signing this Agreement. Those policies, to the extent they are not inconsistent with specific provisions of this Agreement, will continue to apply to bargaining unit employees unless and until changed, modified or revoked in writing by the Employer. **Should the Employer discontinue any policy, the Unions will be notified in writing of the discontinuation along with a copy of the discontinued policy. If requested, the matter will be placed on the Agenda of the next Oversight Committee for discussion.**

Section 2. The Employer may issue new policies provided they are not inconsistent with the specific provisions of this Agreement.

Section 3. Should it become necessary to change existing written Human Resources policies, ~~or~~ issue new Human Resources policies, ~~or inclusive of change/issue any new or existing Kaleida Health policy that includes a procedure for the issuance of discipline,~~ the Employer will inform the Unions in writing and provide a copy of both the current and the revised policy. If requested, the matter will be placed on the Agenda of the next Oversight Committee for discussion prior to the posting of the new or changed Human Resources policy.

Section 4. After the Unions have had an opportunity to discuss the policy covered by section 3 above ~~matter~~ at the Oversight Committee, the Employer will post and circulate the new or revised policy among the employees in the affected bargaining unit(s) for a period of fourteen (14) calendar days prior to implementation and will forward a copy to the Unions.

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