

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

**2022 CONTRACT NEGOTIATIONS**

**Union Proposal**

**Date Presented: March 16, 2022**

**Article 86**

**Political Action Committee Deductions**

**FOR 1199 SEIU**

Section 1. Political Action Fund. Upon receipt of a written authorization from an employee in the form designated by the Union and necessary to accommodate political action deductions, the Employer shall, pursuant to such authorization, deduct from the wages due said employee every pay period the sum specified in said authorization and remit the funds to the 1199 Political Action Fund, in the same manner and at the same time as the Employer shall remit dues and initiation as described above. This remittance shall be accompanied by a list of all employees on whose behalf deductions are being submitted. Such list shall include, for each employee, the following information: Institution, employee's name, social security number, and amount remitted.

Section 2. It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of compliance with the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by any Employee arising from deductions made by the Employer hereunder. The Union further indemnifies and holds the Employer harmless from any claims, actions or proceeding by any government agency or by any groups so long as such groups are not funded directly or indirectly by the Employer arising from deductions made by the Employer for the 1199 Political Action Fund

**FOR CWA**

Section 1. The Employer agrees that, upon receipt of an individual written request in a form approved by the Employer and signed by an employee covered by this Agreement, the Employer will deduct twenty-six (26) times per year from such employee's wages the amount indicated by the employee on the PAF deduction form and forward the full amount thus deducted to the appropriate union's committee on political education. The request may be revoked by the employee at any time upon his/her written request to the Employer, and such request should be directed to the appropriate Employer representative.

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Section 2. The Employer assumes no responsibility either to the employee or to the Union for any failure to make or for any errors made in making such deductions, but will correct any errors made in making such deductions in the payroll period following notice of such errors. The Union further agrees to hold the Employer harmless for any and all claims arising out of claims under this Article.

**FOR IUOE**

~~Section 1. The Employer shall deduct political action committee contributions for any employee who voluntarily elects to have such contributions deducted from his/her pay. The contribution shall be at the rate of three cents (\$.03) per hour on all straight time hours paid, four and one-half cents (\$.045) per hour on all time and one-half hours paid, and six cents (\$.06) on all double time hours paid.~~

~~Section 2. The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, or other forms of liability arising out of action taken or not taken pursuant to the provisions of this Article. The Union assumes full responsibility for the disposition of deductions once they have been turned over to the Union.~~

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