

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

**Employer Counter Proposal
Presented: June 21, 2022**

**Article 94
Extended Shifts**

Section 1. Extended shifts are those that exceed the traditional eight (8) hour shift thus decreasing the actual number of days the employee works per week. For the purpose of this article, employees who work extended shifts shall be scheduled as follows:

- a.) Thirteen (13) Hour Shifts:
Employees who work twelve and one-half (12½) hour shifts shall be scheduled for thirteen (13) hours inclusive of a one-half (½) hour unpaid meal period or thirty-seven and one-half (37½) hours per week for a full-time employee.
- b.) Twelve and One-Half (12½) Hour Shifts:
Employees who work twelve (12) hour shifts shall be scheduled for twelve and one-half (12½) hours inclusive of a one-half (½) hour unpaid meal period or thirty-six (36) hours per week for a full-time employee.
- c.) Twelve (12) Hour Shifts:
Employees who work eleven and one-half (11 ½) hour shifts shall be scheduled for twelve (12) hours inclusive of a one-half (1/2) hour unpaid meal period or thirty-four and one-half (34 1/2) hours per week for full-time employees.
- d.) Ten (10) Hour Shifts:
Employees who work ten (10) hour shifts shall be scheduled for ten (10) hours inclusive of a one-half (½) hour unpaid meal period. Full-time employees who work ten (10) hour shifts shall be scheduled one (1) shift of nine and one-half (9½) hours inclusive of a one-half (½) hour unpaid meal period or thirty-seven and one-half (37½) hours per week for a full-time employee.
- e.) Ten and one-half (10 1/2) hour shifts:
Employees who work ten and one-half (10 1/2) hour shifts shall be scheduled for ten and one-half (10 ½) hours inclusive of a one-half (1/2) hour unpaid meal period or up to forty (40) hours for a full time employee.
- f.) Alternate Extended Hour Shifts: Employees who work alternate extended shifts shall be scheduled to work forty (40) consecutive hours over the weekend.

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Section 2. During the period of scheduled overlap between the day and night shifts, employees may elect to use paid time off or take excused absence time off without pay to cover time not worked.

Section 3. Full-time employees who work extended shifts will be allowed to pre-schedule additional hours or use accrued PTO to allow the employee to meet one thousand nine hundred and fifty (1,950) ~~or two thousand eighty (2,080) hours~~ in a calendar year (or two thousand eighty (2,080) hours in job titles in departments that currently schedule two thousand eighty (2,080) hours). Every effort will be made to minimize overtime. No employee however, will be required to work less than four (4) hours per shift. This will not be considered extra time for the purpose of applying downsizing language. Employees electing the option to pre-schedule additional hours will be required to complete a Time Block Schedule Request Form and submit such form to their supervisor.

~~The following current, full-time employees listed below will continue to exercise the option to be prescheduled hours up to one thousand, nine hundred and fifty (1,950) annually in order to accrue a full year of pension credit under the BGH Pension Plan:~~

a.) ~~Karen Cwalina~~

Section 4. Units and departments that currently schedule employees in ten (10), ten and one-half (10 ½), twelve and one-half (12 ½) or thirteen (13) hour shifts, will continue to schedule employees in that shift for the life of this Agreement. ~~The Employer may add new positions in a different shift length, including but not limited to some other extended shift length, an eight (8) hour shift or a shortened shift, to support the extended shift staff.~~

Employees that work thirteen (13) hour shifts will be grandfathered as a thirteen (13) hour shift employee for the life of this Agreement. The Employer may change thirteen (13) hour shifts to twelve and one half (12 ½) hour shifts:

- a.) through attrition;
- b.) as vacancies occur;
- c.) as new positions are created; or
- d.) by mutual consent of the employee, the Union and the Employer within the department.

Thirteen (13) hour shift employees, who bid on a position in another thirteen (13) hour shift department, and who is accepted for that position, will have the right to continue to be scheduled thirteen (13) hours even if the job is posted as a twelve and one-half (12 ½) hour shift. Effective on the date of ratification, Kaleida Health will provide the Union with a list of all thirteen (13) hour shift employees inclusive of name, date of hire, department and shift.

Section 5. The parties further agree that there are units and/or departments that

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schedule employees in a combination of eight (8), ten (10), ten and one-half (10 ½), twelve and one-half (12 ½), and thirteen (13) hour shifts. It is the intent of the Employer to continue this practice of "combination scheduling".

Section 6. Employees working extended shifts will be allowed to split a shift with the prior approval of their immediate supervisor.

Section 7. It is agreed to and understood by the parties that for Nurse Practitioners and Physician Assistants who currently maintain a flexible extended shift schedule, the parties intend to continue that practice.

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