

**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: June 14, 2022**

**Article 96
Nursing Clinical Progression Model**

Section 1. Description

~~The employer will pilot a Clinical Progression program for calendar years 2020 and 2021. Additional details of the program will be made by the committee, who shall have the authority to set the terms and conditions of the program. The Committee shall consist of an equal number of representatives of labor and management members.~~

Section 1. Clinical Progression Tracks

~~The clinical Pathways include an educator and clinician track as follows:~~

~~CLINICIAN NURSING CLINICAL TRACK~~

Level I	<ul style="list-style-type: none">• Entry level Professional Registered Nurse or Graduate Nurse hired at Kaleida Health in a staff-nursing role.
Level II	<ul style="list-style-type: none">• Successful completion of 90 day probationary period• Registered Nurses who do not participate in this model will remain at Level II• Successfully fulfills all aspects of job description and competencies
Level III	<ul style="list-style-type: none">• Minimum 9,360 hours (equivalent of 5 years) of clinical nursing experience (OR) ANCC National Certification• Bachelor's Degree in Nursing• Fulfill preceptor role and acts as a preceptor at least 4 times/year• Participates on a special project, subject matter expert role or site/facility committee• Active membership on a unit based committee• Serves as a clinical resource for nursing staff as observed by nurse manager and charge nurses• Participates in unit level Quality Improvement• Assists Nurse Manager in clinical competency development• Active membership in a professional nursing association

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	<ul style="list-style-type: none"> • Completes all required educational offerings
Level IV	<ul style="list-style-type: none"> • Maintains all Level III criteria • Minimum 18,720 hours (equivalent of 10 years) of clinical nursing experience (OR) Master's Degree in Nursing and ANCC National Certification • Active participation on a system-wide committee driving improvement in clinical outcomes • Active participation in clinical policy development • Completes an additional 20 contact hours of educational activities obtained by conferences, professional related academic credits.
Level V	<ul style="list-style-type: none"> • Maintains all Level III and IV criteria • Minimum 28,080 hours (equivalent of 15 years) of clinical nursing experience • Master's or Doctorate degree in Nursing or related field • Active involvement in Nursing Research • Active membership in a national association as evidenced by participation on a national professional nursing committee • National ANCC Certification

CLINICAL NURSING EDUCATOR TRACK

Level I	<ul style="list-style-type: none"> • Entry level Clinical Educator or Clinical Educator MS hired at Kaleida Health
Level II	<ul style="list-style-type: none"> • Successful completion of 90 day probationary period • Educators who do not participate in this model will remain at Level II • Successfully fulfills all aspects of job description and competencies • AHA BLS Instructor
Level III	<ul style="list-style-type: none"> • Demonstrates leadership by being self-motivated and accountable for patient-centered care • Participates in unit-based quality improvement • Provides a minimum of six (6) unit based in-services a year as approved by Clinical Education Manager, including one (1) CE approved in-service • Participates in all hospital required in-services plus 20 contact hours of educational activities obtained from conferences, seminars, profession related academic credits, internet/web-based conferencing, or publications • Active membership in a professional national association • Active membership on a site specific committee to improve quality • Provides evidence-based clinical competency development for new and veteran employees • Mentors new educators to build a successful work team • Demonstrates successful vendor interactions to educate employees to new equipment • Active participation in clinical policy development • Maintains community involvement

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	<ul style="list-style-type: none"> Choice of three (3) of the following: <ol style="list-style-type: none"> Presents a research-based topic at an advertised event Maintains Instructor status for ACLS, PALS, PEARS, or STABLE DEU, student rotation, or graduate student preceptorship engagement Authors and publishes an article for Kaleida Health Manages a site or Kaleida-based project
Level IV	<ul style="list-style-type: none"> Maintains all Level III criteria Develops and implements a unit, or site-based educational program that improves nursing National ANCC Certification Choice of two (2) of the following: <ol style="list-style-type: none"> Implements a research project Active participation on a system-wide committee Authors an article for national publication Presents an evidence-based topic for a regional or national conference
Level V	<ul style="list-style-type: none"> Maintains all Level III and IV criteria Demonstrates leadership in development of student experiences Leads formal and informal organizational committees or teams that evaluate patient centered outcomes Develops and implements formal evidence-based best practice nursing educational programs for a Kaleida Health facility Instructor of advanced specialty training Choice of two (2) of the following: <ol style="list-style-type: none"> Actively participates on a national or international professional committee Performs education as an International Service Post Master's Certificate, Doctorate in nursing or related field Participates in national research dissemination

NURSE PRACTITIONER TRACK to be established in committee January 2023 as referenced in section 4.5 ^{5/11} 6-14-22 ^{6/14/22} ^{6/14/22} _{OM} _{ks}

PHYSICIAN ASSISTANT TRACK to be established in committee January 2023 as referenced in section 4.5 ^{5/11} 6-14-22 ^{6/14/22} ^{6/14/22} _{OM} _{ks}

RESPIRATORY THERAPIST TRACK to be established in committee January 2023 as referenced in section 4.5 ^{5/11} 6-14-22 ^{6/14/22} ^{6/14/22} _{OM} _{ks}

~~Section 2 - Process and Clinical Progression Committee~~

Employee will make application to the program based on the criteria for application as established by the Clinical Progression Committee. Eligible employees may not have an active disciplinary action at the time of the initial appointment to the applicable clinical ladder rung.

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The committee will complete review of the personnel file at the time of appointment/re-appointment. ~~The committee will be formed before September 1, 2019.~~

The committee will be composed of at least 12 members, but not more than 16 members to include all disciplines represented by the Clinical Progression Model who shall meet and review the application requirements and process annually, as well as quarterly to review all applications submitted. A quorum of each group of representatives, labor and management must be present at all meetings. The committee will be jointly chaired by a labor and management representative. Where this there is a need for a tiebreaker, the decision will be alternated between the Chief Nurse Executive or designee and the Union designee. The union designee will determine the first tiebreaker.

Section 3. Financial Incentive as of ratification until December 31, 2022

The financial incentive for those who are appointed or re-appointed in the clinical ladder are the following annual amounts, to be divided and paid in equal installments each pay period:

Level III	\$1,000
Level IV	\$1,500
Level V	\$2,000

Section 4. Financial Incentive as of January 1, 2023

The financial incentive for those who are appointed or re-appointed in the clinical ladder are the following annual amounts, to be divided and paid in equal installments each pay period:

Level III	\$2,000
Level IV	\$3,000
Level V	\$4,000

~~Section 4. Duration of Program~~

~~It is understood that this shall be a pilot program for calendar years 2020 and 2021. This program may continue beyond 2021 with the agreement of the Employer and the Unions participating in the program. Absence such agreement, the agreement shall automatically terminate December 31, 2021.~~

~~Section 5. Clinical/Career Progression for Other Areas~~

~~Following the launch of the Nursing Clinical Progression program pilot in January 2020, it is the intention of the parties **Effective January 1, 2023 the parties agree** to establish a joint labor management committee to study and discuss development for the purpose of developing a clinical/career progression for other job titles including Nurse Practitioners, Physician Assistants and Respiratory Therapists.~~

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