

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

Employer Economic Package
Presented: July 27, 2022

Article 102
Parking

Section 1. The parties recognize the importance of safe, secure parking for employees. Kaleida Health agreed to work with the Communications Workers of America (CWA 1168), the ~~International Union of Operating Engineers (IUOE)~~, and the Service Employees International Union (1199SEIU) regarding parking issues utilizing the current Master Bargaining Contract language and the existing site parking committees.

Section 2. Kaleida Health agrees to provide a parking subsidy to all eligible full time and part time employees who are permanently assigned to work at the Buffalo General Medical Center and HighPointe on Michigan, John R. Oishei Children's Hospital and the Conventus Building for the duration of this Master Agreement. Employees identified in this section will be eligible to receive the following monthly parking subsidies:

- a.) Tier I W2 Box 1 Earnings: up to \$30,000 ~~\$47,850~~ are eligible for a subsidy of \$30.00;
- b.) ~~Tier II W2 Box 1 Earnings: \$30,001 to \$47,850 \$47,851 to \$65,700 are eligible for a subsidy of \$15.00;~~
- b.) Tier III II W2 Box 1 Earnings: ~~\$47,851 \$65,701~~ \$47,851 and over are eligible for a subsidy of \$10.00.

*An annual adjustment will be made to apply the subsidy to the appropriate tier for each eligible employee.

Employees will pay, through payroll deductions on a pre-tax basis, the difference between the current monthly rate of \$89.00 and the employer subsidy referenced above.

Parking passes will be issued subject to available capacity at the respective parking facility.

Section 3. If parking rates should increase to greater than \$89 per month during the life of the agreement, the employer agrees to pay the difference between the new rate and the \$89 rate for those employees who elect coverage detailed in section 2. Exception: for those employees who elect to purchase a Reserved MIGO parking space, the employer will not reimburse any additional expense should the Reserved MIGO parking price increase.

Section 4. The Goodrich Street Parking Lot/Resident lot at Michigan and North at the Buffalo General Medical Center will be open for employees to park for free, on a first come first

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serve basis, beginning on Friday at 2:00pm until Sunday at 5:30 pm and including holidays, as outlined in Article 82, that fall during the week.

Section 5. All parking related issues will be addressed at the site parking committee.

Section 6. Kaleida Health agrees to provide a pre-tax transportation subsidy to all full time and part time employees who are permanently assigned to work at the Buffalo General Medical Center, HighPointe on Michigan, and John R. Oishei Children's Hospital and the Conventus Building) for the duration of this master agreement to encourage utilization of public transportation in lieu of facility parking. Employees identified in this section will be eligible to receive the following monthly transportation subsidies:

- a.) Tier I W2 Box 1 Earnings: up to ~~\$30,000~~ **\$47,850** are eligible for a subsidy of \$40.00;
- b.) Tier II W2 Box 1 Earnings: ~~\$30,001 to \$47,850~~ **\$47,851 to \$65,700** are eligible for a subsidy of \$20.00;
- c.) Tier III W2 Box 1 Earnings: ~~\$47,851~~ **\$65,701** and over are not eligible for a subsidy.

*An annual adjustment will be made to apply the subsidy to the appropriate tier for each eligible employee.

Employees will pay, through payroll deductions on a pre-tax basis, the difference between the current monthly rate for the NFTA Metro Advantage Pass and the Employer subsidy referenced above.

The Metro Advantage Pass offers the following advantages:

- Metro Advantage Pass is usable at any time (not just work hours)
- Emergency Ride Home Program
- Online trip scheduling

Section 7. Employees will be allowed to participate in only one subsidy provided under this article at any time.

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