

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

2022 CONTRACT NEGOTIATIONS

Union Proposal

Date Presented: March 16, 2022

**Letter of Intent
Rotating Wheel #2**

~~September 24, 2013~~

May 31, 2022

Cori Gambini
President
CWA Local 1168
1900 Sweet Home Road
Amherst, NY 14228

~~Dominic Teti
Business Representative
International Union of Operating Engineers, AFL-CIO
Local 17
5959 Versailles Road
Hamburg, NY 14085~~

James Scordato
Vice President
Service Employees International Union/1199
2421 Main Street
Buffalo, NY 142214

Dear Ms. Gambini ~~Mr. Teti~~, and Mr. Scordato:

This letter is to confirm our conversations regarding the administration of the new "rotating wheel" language in Article 18 section 4 5.d and 4 5.e. of the Collective Bargaining Agreement. It is our understanding that we should apply the language as detailed below:

1. Refusals – The Unions were unable to reach agreement on the treatment of refusals in the application of the rotating wheel language. The "rotating wheel" language shall be applied differently for each Union based on the Union's stated preference for application which is as follows:

a.) For CWA Bargaining Units: Refusals will not advance the wheel.

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- (i) Example:
 - 1. Day 1: A, B, and C working – A refuses, B accepts downsizing
 - 2. Day 2: A, B, and C working – We start with A.

b.) For SEIU Bargaining Units: Refusals will advance the wheel.

- (i) Example:
 - 1. Day 1: A, B, and C working – A refuses, B accepts downsizing
 - 2. Day 2: A, B, and C working – We start with C.

~~a. For IUOE Bargaining Units: This section is not applicable to IUOE members.~~

2. Off Duty – Being off duty shall not advance the wheel. (All Unions)

a.) Example:

- (i) Day 1: A, C, and D working – A refuses, C accepts downsizing
- (ii) Day 2: B, C, and D working – We start with B.

3. LOA/DBL/PTO – The Unions were unable to reach agreement on the treatment of return to work from LOA, DBL, and PTO in the application of the rotating wheel language. The “rotating wheel” language shall be applied differently for each Union based on the Union’s stated preference for application which is as follows:

a.) For SEIU Bargaining Units: Employees will be returned to the wheel in the normal order of rotation.

(i.) Example:

- 1. Day 1: A, B, X, Y and Z working – X was next on the rotating wheel, but A returned from a 6 month LOA, B returned from a 2 month DBL, and Y returned from a 2 weeks of PTO.
- 2. The downsizing wheel rotated 12 times since A went on leave, 4 times since B went on leave, and 0 times since Y went on leave.
- 3. We start with X, A, B, and Y will have their opportunity when the wheel returns to their position.

~~b. For IUOE Bargaining Units: This section is not applicable to IUOE members.~~

The process and procedures detailed above are agreed to by all parties to the Master Collective Bargaining Agreement effective on the last signed date indicated on this letter.

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Kaleida Health

Date

Communications Workers of America

Date

1199/SEIU

Date

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