

**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**

~~February 20, 2014~~ **May 31, 2022**

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

Dear Ms. Gambini:

This letter is to confirm our conversations with the Union regarding the administration of the new "rotating wheel" language in Article 18 (Temporary Downsizing) Section 4 5.d and 4 5.e. of the collective bargaining agreement and the temporary downsizing language in Article 82 (Holidays). It is our understanding that we should apply the language as detailed below for CWA Local 1168 represented bargaining units:

"If an employee is downsized on a holiday (as per Article 82 – Holidays) that occurrence will not be counted on the downsizing wheel for the department".

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

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Communications Workers of America

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Kaleida Health

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