

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

2022 CONTRACT NEGOTIATIONS

**Union Counterproposal
Date Presented: April 7, 2022**

**New Memorandum of Understanding # __
MFSH RN
Weekend Commitment**

Section 1. Employees scheduled to work shifts greater than ten (10) hours will be scheduled every third weekend. If additional weekends are necessary, the following procedure shall apply.

- a.) All per diems will be scheduled for their weekend commitment;**
- b.) Volunteers will be solicited;**
- c.) One (1) additional shift per time block, on a rotating basis, in inverse order of seniority, may be scheduled.**

Section 2. Employees scheduled to work shifts ten (10) hours or less will be scheduled to work every other weekend.

Section 3. If one of the major holidays falls on a weekend, the employee scheduled to work the holiday will work, and the employee who is not scheduled to work the holiday will be excused from working the shifts.

Section 4. It is understood that employees are responsible to provide their own weekend coverage if they wish to be off on their assigned weekend.

Section 5. If the number of staff available to be scheduled on a weekend day exceeds the requirement for the unit, additional weekend time off may be offered by descending seniority on a rotating basis (wheel). The employee will be scheduled on an alternate day during the week if there is a need or may use PTO if there is no need.

Handwritten signatures and dates:
 [Signature] 4/21/22 TA
 [Signature] 4-21-22 CG
 TA [Signature] 4/21/22