

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

2022 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: March 16, 2022**

**Memorandum of Understanding # 29
Vacant Position Tracking**

This Memorandum of Understanding is entered into by and between Kaleida Health ("Employer") and 1199/SEIU United Healthcare Workers East **and the** Communications Workers of America. ~~and International Union of Operating Engineers (collectively, "Unions").~~

It is agreed and understood that the parties will work jointly in creating a system that tracks all vacant positions within the Kaleida system covered by this collective bargaining agreement.

This tracking system will be used to follow all vacant positions that will either be filled, modified, or deleted from the system.

It is also agreed that until the system has been developed and is in use this will be a standing item on the union management leadership team meetings agenda.

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