

**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 # 9

Special Projects

1199 SEIU/AUOE Local 17

Section 1. For purposes of this memorandum, the term "special projects" shall refer to major construction, renovations, and any large scale repairs under time constraints that are not considered routine day-to-day maintenance work.

Section 2. On a quarterly basis the Employer will meet with the Union to review all special projects for that quarter prior to the start of a designated special project. During these meetings the Employer shall give an explanation of all aspects of said projects to the Unions. Should any questions or a dispute arise, the Union shall meet with the site supervisor and/or plant operations director to resolve any dispute/question. Upon mutual agreement, additional meetings may be scheduled throughout the year to discuss any changes within the scope of the special project or addition of special projects for that year.

Section 3. Building Trades employees shall be employed per diem and scheduled only when the work in question is designated a special project.

Section 4. It is understood that there will be no layoffs of anyone in the SEIU/AUOE bargaining unit because of the use of building trades employees on these special projects.

Section 5. Furthermore, there will be no reduction in hours (straight or overtime) caused by the utilization of building trades employees on special projects.

Section 6. When a special project is winding down, overtime opportunities, if any, will be split between the bargaining unit members.

Section 7. Building trades employees shall not do normal day-to-day maintenance work; nor shall they be utilized to prevent an expansion of the bargaining unit.

Section 8. Finally, it is understood that once bargaining unit employees are offered overtime opportunities created by these special projects, these opportunities shall, wherever practicable, be offered in blocks of a minimum of four (4) hours.

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