

**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 # 11
Drop and Add Relative to FTE**

MOU #11 will apply to the following bargaining units only:

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| a.) | John R. Oishei Children's Hospital | Clerical Unit; |
| b.) | John R. Oishei Children's Hospital | Licensed Practical Nurse Unit; |
| c.) | John R. Oishei Children's Hospital | Nurse Practitioner Unit; |
| d.) | John R. Oishei Children's Hospital | Professional Unit; |
| e.) | John R. Oishei Children's Hospital | Registered Nurse Unit ; |
| f.) | John R. Oishei Children's Hospital | Service and Maintenance Unit; |
| g.) | John R. Oishei Children's Hospital | Technical; |
| h.) | BGMC | Service Unit; |
| i.) | Millard Fillmore Suburban Hospital | Service and Maintenance Unit; |
| j.) | Kaleida Health | Business Office/Clerical Unit. |

When employee(s) within a unit request a change to their FTE status:

- a.) Two (2) employees from the same job title, same shift in a unit may propose a change in their FTE status without changing the total FTEs or FT/PT ratio of that unit/department.
- b.) Requests must be submitted in writing to the manager and then presented at Job Security.
- c.) Open position, new positions or those that become available of .5 FTE or greater will be posted as per the Master Agreement, Article 53, Job Bidding and Transfers.
- d.) Once reviewed and approved at Job Security, the hours will be posted on the unit for seven (7) calendar days and awarded by seniority.
- e.) If no other volunteers sign up during this time frame, the change in status will become effective beginning with the next time block after change is authorized

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with consideration to the needs of the unit and the competency of the affected employees.

- f.) Hours will be awarded in quantities of .1 to no more than .5 FTE in descending seniority order applicable to the employee current shift and length of shift.
- g.) If no employees are interested in increasing their FTE, this process will not continue.
- h.) Per diem employees are not allowed to participate in this process.

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