

**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 # 30
DeGraff Social Worker**

DeGraff Memorial Hospital has recently reduced some positions due to declining census and volume. Kaleida Health is interested in maintaining full time positions whenever possible. A full time position in the Patient Management department has been reduced to part time effective July 1, 2012. Kaleida Health is willing to maintain that position as full time provided the employee can be required to work at another site where services are needed. The specific details are as follows:

- 1.) ~~A full time Social Worker position was reduced to part time (0.5). The employee who was in that position transferred elsewhere.~~
- 2.) ~~A part time (0.5) Social Worker position has been approved at Buffalo General Medical Center.~~
- 3.) ~~We propose to post a full time Social Worker position that will work between the two sites.~~
- 4.) ~~Employees from BGMC or DeGraff professional bargaining units will be considered preferred applicants for the position. The successful candidate will determine the bargaining unit.~~
- 5.) ~~This MOU will not negatively impact the employment of members of either bargaining unit.~~
- 6.) ~~The parties agree that this is a trial and will be re-evaluated six months after implementation.~~
- 7.) ~~The parties agree that this understanding will not be used as a precedent for any further similar situations.~~

JF 3/23/22

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