

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

**2022 CONTRACT NEGOTIATIONS**

**Union Proposal**

**Date Presented: March 16, 2022**

~~**NEW Memorandum of Understanding # 48  
Ratification Bonus**~~

~~In order to effectuate the payment of the Ratification Bonus, the Employer agrees to take a "snap-shot" of all bargaining unit employees on the date the Contract is ratified. The employees will be designated as "Active" or "In-Active", which designation will determine the timing of the payment only. The eligibility and amounts are calculated based on what the employee's status was on the ratification date. Part-time employees working on a full-time basis under a signed MOU will receive the bonus as a full-time employee.~~

- ~~• Employees on DBL, WC, FMLA, NYPFL or LOA for any reason, are eligible for the lump sum upon returning to work. HRIS will be processing this group as they return based on their status, annual hours and rate of pay on the date of ratification. HRIS will be looking for any who were on a leave as outlined above and have returned and working with payroll and the retirement team to process their payment in the next following regular biweekly payroll run.~~
- ~~• Upgrades will be effective at the ratification of the Agreement, and then the ratification bonus will be applied. The bonus will be paid within two (2) pay periods of ratification.~~
- ~~• Temporary employees are not entitled to the lump sum payments.~~
- ~~• The funds will be a separate paycheck unless the employee completed an option form for 100% less applicable taxes of the lump sum to go into the 403 (b). If the employee desires to defer from 1% to 90% to their 403 (b) they must follow the instruction on the Lincoln deferral form.~~
- ~~• For full-time or part-time employees on ratification date, the calculation is fairly straightforward. Annual hours on ratification date times hourly rate of pay on ratification times 4%. If \$1250.00 for a full-time or \$750.00 for a part-time~~

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employee is higher than the 4% calculation, the employee will receive the higher amount:

Example:

<del>Annual</del>	<del>Hourly</del>	<del>Gross</del>	<del>Lump Sum</del>	<del>Gross</del>				
<del>Hours</del>	<del>Rate</del>	<del>Salaries</del>	<del>Amount</del>					
<del>1950</del>	<del>x</del>	<del>\$33.79</del>	<del>=</del>	<del>\$65,890.50</del>	<del>x</del>	<del>4%</del>	<del>=</del>	<del>\$2,635.62</del>

~~For per diem employees, the calculation is based upon their FTE of .20 x 4% x base rate or \$750.00 whichever is greater.~~

~~The percent in which the lump sum is taxed is dictated by tax laws, not Kaleida and/or the payroll dept.~~

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