

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

2022 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: June 15, 2022
Employer Counter Proposal
Date Presented: August 2, 2022**

**New Article
Agency/Travel Personnel**

Section 1. Agency personnel may be used when:

- a.) all reasonable attempts consistent with ~~Article 15~~ to fill the vacancy open position (s) ~~shift(s)~~ have failed, including ~~MOU — Long Term Vacancy Coverage Plan~~, overtime, any applicable bonus payment, use of per diem employees, and offering extra time to full-time, part-time and per diem employees;
- b.) there is an open position for which the Employer has posted a vacancy and is actively recruiting;
- c.) there is an extended leave of absence and all reasonable attempts to cover the leave as outlined in a.) ~~and b.)~~ above have been exhausted; or
- d.) the Employer must prepare for planned short term occurrences, including but not limited to a surge plan (eg: influenza).

Section 2. Once Agency personnel are under contract their shift (s) are considered filled and the steps in sections a-d no longer apply.

Section 3. Agency personnel will ~~only~~ not be assigned to precept new employees unless there is no qualified employee on the unit or sister unit per the applicable floating grid or there is not a qualified preceptor in the float pool. Agency employees will not be assigned to be in charge unless there is no qualified employee. ~~if no available qualified employees are willing to do so.~~

Section 4. On a monthly basis, the Employer and the Union shall review the use of Agency/Travel personnel at the monthly Staffing Committee meetings.

TA 10/3/22
TA 10-3-22
TA 10/3/22