

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

2022 CONTRACT NEGOTIATIONS

**Employer Counterproposal
Date Presented: August XX, 2022**

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New Memorandum of Understanding # ___
Enhanced Staffing Plan Positions

The Employer and the Union agree to the following.

- A.) All positions created from the Patient Staffing Plan Articles in the 2016 and 2019 Master Agreements that have been marked and tracked as Enhanced Staffing Plan Positions, will no longer be marked as enhanced. Any employee hired into an enhanced position between 2016 and the ratification of this Agreement will remain at the current site for a period of two (2) years of active work post-hire. After satisfying the two (2) year commitment, the position will no longer be designated as Enhanced and that employee will have all of their rights related to job bidding as outlined in Article 53, Job Bidding and Transfers restored.
- B.) Current Enhanced positions that are vacant and/or are on the KOL will also lose the Enhanced position designation.
- C.) To support rapid hiring, the parties agree that new Enhanced positions will be created under this MOU. The total number of new enhanced positions will not exceed fifty (50) FTEs. Individuals hired into these enhanced positions will remain at their site for a period of two (2) years of active work. After satisfying this two (2) year commitment, an employee will have all rights related to job bidding as outlined in Article 53, Job Bidding and Transfers restored and that position will no longer be designated as Enhanced.
- D.) New enhanced positions created under this MOU will start at the external phase of the recruitment process. These positions will be identified/marked and tracked. An enhanced position that becomes vacant prior to the completion of the ninety (90) day probationary period, ~~and prior to satisfaction of the two (2) year commitment~~ will continue to be marked as enhanced for one (1) additional posting. A comprehensive listing of Enhanced positions will be reviewed at the Oversight Committee meeting on a monthly basis.
- E.) Enhanced positions, filled or vacant, will remain bargaining unit positions.
- F.) Before a position is designated as Enhanced, the Employer and the Union must mutually agree to such designation, which shall not be unreasonably withheld or delayed. The determination of whether a position is marked as Enhanced will be based upon

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recruitment in hard to fill positions, recruitment of exceptional talent or the desire to capture an external candidate quickly.

When a vacancy in an Enhanced occurs, it will be filled per Article 53, Job Bidding and Transfers, subject to section D above. Any deletions will be presented at Job Security and/or Oversight as outlined in the Master Agreement.

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