

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

2022 CONTRACT NEGOTIATIONS

Union Proposal
Date Presented: July 21, 2022

New Memorandum of Understanding #__
Flexible Employees

For CWA bargaining units, in order to achieve the unit/department/shift limits described in Article 11, Flexible Employees, within 90 days following ratification of this Agreement, the Employer will offer existing flex employees in this category, in order of seniority, the option to convert to full time, non-flex status through the delete/create process. If there are not enough employees willing to convert to a non-flex status, the positions remaining will automatically convert to a non-flex status upon vacancy.

For 1199SEIU bargaining units, in order to achieve the unit/department/shift limits described in Article 11, Flexible Employees, departments with these positions will convert automatically to a full-time, non-flex status once the position becomes vacant.

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