

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

2022 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: July 14, 2022
Employer Counterproposal
Date Presented: July 21, 2022**

**New Memorandum of Understanding #__
Short Shift Positions for Staffing Support Trial Program**

During the negotiations that led to this Agreement the parties discussed ~~the need~~ **potential benefits of** ~~to~~ creating short duration shifts **including but not limited to:**

- a.) complement current unit/department/~~modality~~ staffing needs;
- b.) to meet negotiated staffing ratios/grids/matrices;
- c.) ~~to provide the contractually agreed to rest~~ **cover required break** and meal periods;
- d.) ~~and to~~ meet patient care needs; **and**
- e.) **improve staff retention and recruitment.**

Therefore, the parties agree to establish a trial program for the purpose of addressing the concerns outlined above. Furthermore, the parties agree that the following guidelines will be followed in the establishment of the short duration shift.

- a.) **The Employer may add new positions of short shift length in any unit/department/~~modality~~. These shifts may include eight (8) hour shifts (in extended shift departments only), six (6) hour shifts, five (5) hour shifts, or four (4) hour shifts.** It is understood there is no intention of decreasing or changing current shift durations permanently by adding short shift positions to areas that need them. Such positions will be in addition to the existing staff mix.
- b.) Should there be a need identified to add these positions in any unit/department/~~modality~~ the parties agree a snapshot of current FTEs (**filled and vacant**) and shift durations will be taken prior to adding these positions for the purpose of memorializing the existing staffing plan.
- c.) The intent of this Trial Program is to preserve **and supplement** the current makeup of shift durations including extended shifts as well as the respective scheduling practices (ie: exclusive extended shifts, combination shift scheduled areas or eight (8) eight hour shift areas).
- d.) ~~The Short duration shifts will not fall below eighteen and three quarter (18.75) hours per week or thirty seven and one half (37.5)~~ **twelve (12) hours per week or twenty-**

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four (24) hours per pay period **notwithstanding and as the language** outlined in Article 9 Categories of Employees.

- e.) The language in Article 15, Section 2 will be maintained ("Any new or future exceptions will need to be negotiated with the Unions") as it relates to the creation of short duration shifts. **New position creation will be a regular agenda item at the Job Security Committee meetings.**
- ~~f.) New position creation will be a regular agenda item at the Job Security Committee meetings and will be negotiated with the Union.~~
- f.) Such short duration shifts will be posted as **benefitted** and filled as outlined in Article 53 Job Bidding and Transfers.
- g.) The Program will be re-evaluated twelve (12) months from the date the first position is filled.
- h.) The decision as to whether the Program will be continued or discontinued will be mutually agreed to by the Employer and the Unions.

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