

**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 #__
NURSE ASSISTANT TRAINING PROGRAM, NURSE AIDE TRAINEE**

This Memorandum of Understanding (“MOU”) is entered into by and between Kaleida Health “Employer”), the Communications Workers of America 1168 (“CWA”) and 1199 SEIU United Healthcare Workers East (“SEIU”), hereinafter referred to as the “Unions,” and collectively referred to as the “Parties.”

WHEREAS, In an effort to address the challenges in recruiting Certified Nursing Assistants, Kaleida Health Long Term Care (KH LTC), which includes DeGraff SNF and HighPointe on Michigan, plans to implement a nursing assistant training program (NATP), and add the title of Nurse Assistant Trainee.

Now, THEREFORE, the Employer and the Unions do hereby agree:

1. The NATP may include a joint venture with an outside party, such as but not limited to Erie 1 BOCES, or be conducted through an in-house program.
2. With the development of this NATP, KH LTC has developed a new position identified as Nurse Aid Trainee (NAT).
 - a. The NAT will be hired prior to the training program starting at their “home facility”, either HighPointe or DeGraff. Upon successful completion of the NATP and passing both parts of the nursing assistant certification exam (“certification exam”), the Nurse Aide Trainee will bid on a permanent position within their home facility. In the event the NAT does not pass the certified nursing assistant examination they may be considered for an external permanent position at KH LTC they are qualified for, or resign from the program.
 - b. NATs will be continuously recruited with the goal to start a new NATP once a class has graduated and tested.
 - c. Job duties prior to the NATP start date will include assisting on the nursing units in a capacity in which they have demonstrated competence and which does not need to be accomplished by a certified or licensed staff member. These duties may include, but are not limited to, transporting residents, answering call lights, making beds, passing water pictures, interacting with residents, etc. Unit assignments prior to the training program start will be assigned by the staffing coordinator.

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- d. The NATP will be conducted at one central location at HighPointe. Once the training program has completed, the NAT will return to their home facility.
 - e. Once the NATP starts, the NATs will actively participate in all aspect of the program (i.e. lab, classroom and clinical skills training), and comply with the NATP attendance expectation. Per NYS Department of Health regulations, NATs must achieve the minimum hours of training as identified in the approved training curriculum. Training will be comprised of classroom hours, lab hours and supervised clinical skills training/demonstration.
 - f. NATs are expected to take the nursing assistant certification exams within ten days of completing the program. Exam dates will be scheduled by the NATP Program Coordinator and paid for by KH LTC.
 - g. NATs will be allowed to pick up additional work hours on the units outside of NATP hours in areas where they are qualified to do so.
 - h. Compensation for the NATs will be at the Certified Nursing Assistant rate of pay. If the NAT is unable to successfully pass one or both sections of the certification exams, they may be considered for an external permanent position at KH LTC they are qualified for, or resign from the program. The facility agrees to pay for the cost of the certification exam, for up to two times, per Nurse Aide Trainee in a three (3) month period of time, after completion of the class. Future attempts will be at the Nurse Aide Trainee's own expense. If a current, post probationary employee from another department wishes to participate in the NATP they may bid on an open NAT position per provisions of Article 53, Job Bidding and Transfers. They will remain at their current rate of pay while in the NATP. After passing the certification exams and bidding on a C.N.A. position, their rate of pay will be adjusted to the appropriate rate for a C.N.A.
 - i. The parties agree that the Long Term Care clinical educators will receive appropriate training as pursuant to the NYS NATP Regulations. The Nurse Aide Training Program Coordinator or Nurse Aide Training Program Instructor(s) must be a registered professional nurse. The Program Coordinator must have two years' experience in a nursing home. The Program Instructor must have at least one year experience in a nursing home. Both the Coordinator and Instructor must demonstrate competency to teach adult learners as evidenced by at least one of the following:
 - a. Completion of a professionally recognized course in teaching adult learners or New York State Education Department teacher certification;
 - b. Two years of experience teaching nursing or nursing related programs to adults in an academic setting approved by the State Education Department or other recognized accrediting body; or
 - c. Two years of experience teaching nurse aides in a nursing home.
3. The parties agree and understand that the Nurse Aide Training Program and Nurse Aide Trainee are intended to increase the staffing coverage of KH LTC. The parties agree that this will be a pilot program for six (6) months and the success of that program will be reassessed at that time.

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4. The employer will begin the posting process at the external phase of the process for these hard to fill position.
5. The parties agree that those hired into the NATP will be eligible for the existing Long Term Care (HighPointe and DeGraff) sign on bonus. They will become eligible for their first payment 6 months after they become certified with the remaining two (2) payments to follow in 6 month increments.

IN WITNESS WHEREOF, the parties hereto have executed this MOU on the seventeenth (17th) day of February 2022.

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