

KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

2022 CONTRACT NEGOTIATIONS

Union Proposal
Date Presented: March 16, 2022
Employer Counterproposal April 21, 2022
Union Counterproposal of May 12, 2022
Employer Counterproposal May 24, 2022
Union Counterproposal of May 24, 2022

New Memorandum of Understanding # ___

Lead Aprons and Associated Protective Equipment

To ensure the protection of employees, the following will pertain to providing lead aprons inclusive of thyroid shields and any/all associated protective equipment that limits/blocks the effects of ionizing radiation on the body. Shielding our staff from ionizing radiation is essential.

Section 1. Radiologic Technologists, Surgical Technologists, Registered Nurses, Neuro Diagnostic Technologists, and any other employees in a job title that may be exposed to ionizing radiation in the following departments/areas will be covered by this Memorandum of Understanding across all Kaleida Health facilities:

- a.) Procedure Labs & Interventional Radiology;
- b.) Operating Rooms – Radiology technologists and surgical technologists that perform cases that use ionizing radiation daily
- c.) Operating Rooms – inclusive of all other staff not outlined in letter (b) above that are in operating rooms that use ionizing radiation
- d.) General Diagnostic Radiology (X-Ray);
- e.) Special procedure areas where the use of ionizing radiation is used;
- f.) Urology;
- g.) G.I. Lab;
- h.) Any/all departments that use ionizing radiation producing equipment.

Section 2. Employees working in the areas outlined in section one (1) of this Memorandum of Understanding will be provided by Kaleida Health lead aprons and associated equipment that protects from ionizing radiation. Staff that wears lead on an occasional or short term basis will have access to departmental lead.

- a.) Kaleida Health will continue to provide a variety of sizes of lead for all employees that need to wear it for protection in the areas outlined in (c) through (h) above. If at any point proper fitting lead is not available in the department, the employee will provide notice to their manager in writing. Within thirty (30) days, a proper fitting piece of lead will be located and assigned to the employee. If a proper fitting piece of lead cannot be located, a new set of lead will be ordered for the employee within thirty (30) calendar days from date of receipt of the request.
- b.) Employees that work in section (a) and (b) above will be measured and fitted for the appropriate lead by the assigned site QA technologist or lead technologist and will be assigned that for their use. This lead will be turned into the department manager upon their separation from the department.

A new employee to these areas outlined in section (a) and (b) above will be fitted for lead after their first thirty (30) days in the-department. During the first thirty (30) days, new

TA
5/24/22
JK

TA
5-24-22
JK

TA
5/24/22

employees will be provided departmental lead. If no well-fitting lead is available for their use, new lead will be ordered in an expedited fashion.

Section 3. Bi-Annually, lead aprons and all other applicable protective equipment will be evaluated according to NYS regulations. Additionally, annual evaluation under fluoroscopy will be performed by a qualified Radiologic Technologist or QA Technologist. Equipment that does not meet the standards under the New York State Department of Health will be decommissioned immediately, and a replacement will be ordered within thirty (30) calendar days.

Section 4. The protective equipment referenced in this Memorandum of Understanding will be purchased for employees and will be measured and properly fitted for size, weight, and thickness of material.

Section 5. Radiation protective eyewear will be available as requested. Within thirty (30) days of ratification, a notice will be sent to all employees in the work areas as outlined in section (a) through (h) above of the location of the protective eyewear and how to obtain them. These will be stored in a secured yet accessible place for staff. Several sizes will be available including coverage of corrective eyewear.

Section 6. If there is a need to replace an apron or protective equipment due to the integrity of the lead or an improper fit, the employee will provide notice to their manager in writing. Within thirty (30) days, a proper fitting piece of lead will be located and assigned to the employee. If a proper fitting piece of lead cannot be located, a new set of lead will be ordered for the employee within thirty (30) calendar days from date of receipt of the request.

Section 7. Employees in section 2 (a) and (b) that are assigned their own lead will be permitted to store their lead aprons and associated protective equipment in their personal locker space to ensure security. Employees may store assigned lead in lockers as long as it hangs appropriately and that it is made available for inspection as required by NYS regulations. If an appropriate locking storage rack space is not available to employees (as in the GVI Operating Rooms), it will be provided by Kaleida Health

TA
5/24/22
[Signature]

TA 5/24/22
[Signature]

TA [Signature]
5/24/22