



COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1168, AFL-CIO



DATE: August 17, 2011
TO: All CWA Local 1168 Members at Kaleida Health
FROM: CWA Local 1168 Bargaining Committee
RE: **Effective Dates for New Contract**

The first few months after a contract is ratified can be a confusing time. Management, stewards and members have to learn about new articles and familiarize themselves with articles that have been changed. The most frequently asked questions and their corresponding effective dates are as follows:

Leave of Absence

You may no longer take a second six (6) month leave of absence, effective 7/31/11 unless you are presently in your second six (6) month leave.

Holiday article - effective date of 1/2/2012.

Personal days - effective 1/1/12.

You may use 2 personal days in 2011.

Float pool \$2.00 / hr increase - effective 9/5/11.

Perfect Attendance

Effective 1/1/12. DeGraff already had language in their site agreement so; they are eligible for it the year 2011.

Jury Duty - effective 7/31/11

Time and Attendance - effective 1/1/12

If you received a written warning in 2011 (as per the 2008 contract) you are in a rolling calendar year until the applicable date (when you received the warning in 2011) in 2012. If you have hit day 7 in 2011, you will start over in 2012 under the new language (including 5 min rule for being tardy.)

Health Insurance

BGH grandfathered employee will begin sharing the cost of their premium in January of 2012.

Health Insurance Co - Pay Changes - effective 1/1/12

Triage Pay - effective date is 7/31/11

Formulary changes - effective 7/31/11

Union Representation Time for Stewards - effective 7/31/11

Health and Safety position decreased from 4 days to 3 days per week, effective 7/31/11.

