

DATE: July 1, 2009
TO: All Kaleida Bargaining Units of CWA Local 1168
FROM: Executive Board of CWA Local 1168
RE: Updates



Kaleida Smoke Free Campus

As you all have been aware since ratifying the contract July 15, 2008, Kaleida is implementing smoke free campuses. The perimeters of each campus are smoke free zones. If employees are choosing to smoke they have to leave the Kaleida Campus. Smoke Free Zone maps can be located on Kaleida Scope. This leads into the topic of breaks and Kronos Policy (see below).

Kronos Policy Changes effective date June 2, 2009

Kaleida is distributing an updated policy titled - Timekeeping Standards (policy # 309). The Employer clarified the policy with regards to clocking In & Out under the section subtitled – 2. Hourly employees on an automated time and attendance system – Clock In/Clocking Out. The clarification is as follows:

- Employees will not be required to clock in and out for unpaid meal breaks.
- Employees who receive a paid meal break must clock in and out if he/she leave the premises.
- Employees will not be required to clock in or out for paid break time providing they do not leave the premises.
- If an Employee leaves the premises on break time he/she will be required to clock in and out and will not be paid for time off premises.
- Employees are not to clock in or out for any other employee under any circumstances. Employees who do so will be subject to disciplinary action, up to and including termination.

The Employer will not pay employees for time off the premises. This is not a contract violation nor is it a mandatory subject of bargaining at this time.

Employees may attempt to be made whole by picking up approved extra time through their manager.

Health Insurance

As of July 1, 2009 all Kaleida Employees utilizing employer provided health insurance benefit will be moved to the *Kaleida Health Premium Medical Plan* (self-funded plan). The plan will be administered by Independent Health and mirrors the Encompass B Plan. There will be NO reduction in coverage, NO increase in payments and NO increase in co pays for the duration of this collective bargaining agreement.

Added Bonuses of the plan –

- Enhanced **Dependent Coverage to age 26**
- No disruption of current services with providers and specialists
- No change in premium for current Independent Health carriers
- Reduction in health insurance premiums for employees enrolled in other plans
- The Union will have the right to review calculations and underlying data used to determine rates
- The plans rates will not exceed Independent Health's community rate for its comparable Encompass B Plan
- Rate adjustments for the plan are scheduled for January 1, 2011
- Laboratory Services – it is no longer necessary to utilize Quest Labs for services
- Kaleida Facilities maybe used under the self funded plan for lab services
- BlueCross BlueShield Traditional Plan Participants will be reimbursed for additional incurred costs after switching to the Kaleida plan.

No one will be negatively impacted with coverage or with out of pocket expenses!

New Process – Verification of Dependents

Employees and New Hires may be required to provide the Employer with reasonable verification of dependent status (Examples: birth certificates, marriage license, divorce papers, adoption papers...) upon launching of the new plan, as a new hire, or when newly enrolling in the plan. Employees will not be required to leave copies of any personal and/or legal documents.

CALL THE OFFICE FOR ANY QUESTIONS ABOUT DEPENDENT QUALIFICATION

Remains the Same in the Plan –

- Hospital Service Discounts remain unchanged
- Opt Out Provisions – cash payment to eligible employees remains available
- No Referrals for Specialist – no change
- Out-of-Network rules remain the same
- Dependent Coverage for Out-of-Town in School Children remains the same
- Domestic Partner Coverage for legally married spouses remains the same
- Open Enrollment will continue to occur at least once a year
- Rules for qualifying events will remain the same (loss of health coverage, change in work status, Marriage, Divorce, birth or adoption)

The Employer WILL NOT HAVE ACCESS to YOUR MEDICAL RECORDS. Independent Health will administer the plan.

