



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: March 17, 2010
TO: All CWA Local 1168 Members at Kaleida Health
FROM: CWA Local 1168 Executive Board
RE: **GRIEVANCE UPDATE – ARBITRARY SELECTION FOR SPECIAL PROJECTS**

Special Projects – Grievance Settlement

As Kaleida continues to expand and move forward with electronic medical records, Bridge, the Global Vascular Institute and so on, there have been an increased number of employees assigned to special projects such as; train the trainer, super users, presenters for communication programs, staff representatives for construction input, as well as Unit Practice Councils (UPC), Nurse Advisory Committee (NAC), Site Strategic Communication Teams (SCT) ... the list continues to grow. The questions, "How does Kaleida assign members to such work groups?" and "How can I be considered?" were raised. The question was put forth to the employer, an investigation ensued and no process could be identified.

A class action grievance was filed on June 3, 2009 citing –

Bargaining Unit Members have been arbitrarily selected to perform work on projects outside of their normal work area and job title without all members being given an equal opportunity to do so.

The grievance was settled at step 2 through the grievance procedure with the following settlement –

When employee participation is required on projects, a formal process will be used to identify participants.

- *A sign-up sheet will be posted*
- *The qualifications required for participation listed*
- *The estimated length of the project*
- *The general scope of the project*

Staffing hours will not be jeopardized due to participants being pulled to work on the projects.

Prior to the commencement of projects, the selection process for participants will be reviewed with the Union.

The Employer will continue to utilize staff in special projects as the campuses continue to grow. If you wish to be considered for a special project, keep a watchful eye and a tuned ear for announcements. If you are unclear as to the assignment of coworkers to a project, if you feel you have been passed over for selection, or staffing suffers due to their absence, CALL the office for further assistance (716) 816-168.

**AND FILE A STARS REPORT ON YOUR MANAGER FOR LEAVING an UNSAFE STAFFING ISSUE
and FOR NOT TREATING EMPLOYEES in a RESPECTFUL MANNER!**