



COMMUNICATIONS WORKERS OF AMERICA



LOCAL 1168, AFL-CIO



DATE: November 23, 2011
TO: **All CWA 1168 Members**
FROM: Kaleida Health Area Vice Presidents
RE: **UPDATE – Effective Dates for New Contract**

1. NEW - Holiday Article - language removed from old PTO article
 - Effective Date 1/2/12
 - **YOU WILL NOT be PAID** if you call in **ON** the Holiday starting Christmas 2011!

2. PTO Language
As per 2008 Contract language will be followed until **12/17/11** (this includes the usage of 2 personal days until 12/17/11).
 - PTO will not be paid if an employee does **NOT** report to work their last scheduled shift before a holiday or their first scheduled shift after a holiday providing that either of these days are within **5** days of the holiday.**New PTO calendar starts 12/18/2011**
 - Negative PTO can be used starting 12/18/11.
 - PTO will not be paid if an employee does **NOT** report to work their last scheduled shift before a holiday or their first scheduled shift after a holiday providing that either of these days are within **3** days of the holiday.
 - Personal Day - you are allowed one personal day for 2012 beginning 12/18/11.

3. Perfect Attendance
 - Effective 1/1/12, if you do not call in from 1/1/12 until the last day of the 13th pay period of the calendar year - you are eligible.

4. Time and Attendance
 - If you receive a Written Warning in 2011 (as per the 2008 contract) you are in a rolling calendar year for 12 months from the date of the call in that caused the discipline. If you utilize 8 PTU days or less in 2011, you will start 2012 with no discipline.
 - On 1/1/12 the new time and attendance policy will apply with your 7th PTU day. Tardy begins at greater than 5 minutes late.

5. Health Insurance
 - Change in premiums – 1/1/12

Any questions, please call your Union Stewards at 816-1168.

LS:az/sb