



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



March 13, 2017

INTERMITTENT FMLA / NEGATIVE PTO UTILIZATION

ALL CWA MEMBERS AT KALEIDA HEALTH SYSTEM

It was brought to our attention that management was forcing our members with FMLA to go into the negative when PTO bank has been exhausted. This was not the intent when we bargained this article, therefore we grieved it and below is the result of the Step II Settlement:

In full settlement of this grievance, management is willing to allow employees covered under the master collective bargaining agreement, who have had an intermittent FMLA absence, to request to not go into negative PTO. This request must be made in writing to their supervisor within the pay-period in which the absence occurred and will not be granted unless the individual making the request has an active authorization for use of intermittent FMLA at the time of the request. The requests will be forwarded by the supervisor to Kaleida Health Integrated Absence for evaluation.