

**KALEIDA HEALTH
1199/SEIU UNITED HEALTHCARE WORKERS EAST
COMMUNICATIONS WORKERS OF AMERICA**

2022 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: March 16, 2022**

**~~Memorandum of Understanding # 27
WCHOB Flexible Employees~~**

~~This memorandum of Understanding is entered into by and between Kaleida Health ("Employer") and 1199/SEIU United Healthcare Workers East ("Union").~~

~~Current Employees working in the school-based health clinics that are deemed flexible employees will no longer count towards the overall 7.5% of nurses designated as flex employees at Women's and Children's Hospital of Buffalo.~~

~~All current flexible employees working in the school-based health clinics that are deemed as flexible employees will remain. All employees will be removed as flexible employees (article 11) from the school-based health clinics during time of attrition.~~

~~Any new flexible employees that are added to the school-based health clinics after ratification will count towards the 7.5% of the overall number.~~

J 3/23/22

*JK
3-23-22*

*MS
3/23/22*