

**Kenmore Mercy Hospital Service & Clerical
Communications Workers of America, AFL-CIO
2025 Contract Negotiations**

**Side Letter 4
ESL/PSL**

Effective December 28, 2025 employees with a remaining balance in their PSL bank will have those hours carried over into their ESL bank. The ESL bank will then become unfrozen and may be used in accordance with Common Table Article 50, Extended Sick Leave, and the PSL bank will become frozen.

TA @
12/5/25
TA DNP
12/5/25