

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

Article _____
Recognition

Section 1. The Employer/Hospital hereby recognizes the Union as the exclusive bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all employees in the collective bargaining unit certified by the National Labor Relations Board in Case 03-RC-366277.

Inclusions: This agreement covers all full-time, ~~regular~~ part-time, weekend and per diem employees, employed by the Employer in the following job titles: Administrative Assistant II Environmental Services, Cardiac Stress Technician EKG, Certified Occupational Therapist Assistant MRU, Chart Analyst Health Information, Correspondence Secretary Health Information, Credentialing Specialist, Health Information Clerk Acute, Lead Patient Access Specialist, Lead Sterile Processing Technician, Lead Supply Services Clerk, Lead Switchboard Operator, OR Resource Assistant, Patient Access Specialist Patient Registration, Physical Therapist Assistant AthletiCare, Physical Therapist Assistant Inpatient Therapy, Physical Therapist Assistant Medical Rehabilitation Unit, Radiology Office Clerk Support & Admin, Services Representative EKG, Sterile Processing Technician, Supply Services Clerk Central Supply, Surgical Post Case & Charging Clerk OR, Switchboard Operator, Transport Assistant, Unit Clerk, Unit Clerk/Monitor Tech, and Rehabilitation Aide Medical Rehabilitation Unit, at the Employer's 2950 Elmwood Avenue, Kenmore, New York 14217 and AthletiCare, 1495 Military Rd, Kenmore, NY 14217 facilities.

Exclusions: All other employees, including professional employees, skilled maintenance employees, employees working at Specialty Clinic (4th Floor, Kenmore Mercy Hospital, 2950 Elmwood Ave, Kenmore, NY 14217), employees working at Ken-Ton Family Care Center, as well as confidential employees, managers, supervisors and guards as defined in the Act.

Section 2. The Employer/Hospital shall provide to the Union on a bi-weekly basis, a list of all newly hired employees and additions to the bargaining unit; a list of employees who have changed category, status, or shift; a list of terminations and deletions from the bargaining unit; and an alphabetical bargaining unit list with name, address, telephone number and the last four digits of social security numbers.

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