

VG
RH and
pass when

**Catholic Health
Kenmore Mercy Hospital
Mercy Hospital of Buffalo
Sisters of Charity Hospital – St. Joseph Campus
Communications Workers of America, AFL-CIO
2025 Contract Negotiations**

**Article __
Workload and Staffing Committee**

Section 1. There will be a Workload and Staffing Committee. The co-chairs of the committee shall determine the number of participants necessary. It is understood that if there are specific issues that require additional bargaining unit employees in a department not represented to attend, the Employer will allow them to attend.

Section 2. This committees shall meet every other month (more frequently if mutually agreed), and shall address issues such as, but not limited to: staffing concerns, methods of improving care, transition to extended shifts, and recruitment and retention.

Section 3. The Workload and Staffing Committee will strive to improve the current clerical and service grids through:

- a. analysis of current staffing templates for all inpatient/surgical areas;
- b. analysis of current staffing templates for all outpatient/ED areas; and
- c. analysis of the appropriate number of full-time equivalents required to cover call-ins, disabilities, workers' compensation absences and leaves of absence as well as alternate methods for covering such absences.

These committees will jointly review and recommend the technical grids that will set the standard for high quality patient care in Western New York and will ensure that Kenmore Mercy Hospital becomes the "employer of choice" among technical staff in Western New York. The committee co-chairs will present their recommendations on such grids to the Senior Administrative Team and CSC_for review and consideration.

Section 4. The Employer is committed to providing new employees with a formally structured orientation experience that supports their clinical growth and development. This will include assistance in necessary certification preparation.

Section 5. The Employer will create an organizational culture of retention that empowers and is respectful of its clerical and service staff.

Section 6. Proposed agenda items will be exchanged in writing at least seven (7) calendar days prior to a scheduled meeting.


Section 7. Union committee members shall be compensated as time worked for time spent in committee meetings, as long as it does not incur overtime.

Section 8. Committee meetings shall not be utilized to take up grievances or for negotiation purposes.

TA 60
10/24/25
TA DIMP
10/24/25

Union Proposal

Date: October 24, 2025

Section 9. An employee questioning the staffing level on a specific shift on their unit, shall notify the Manager/Supervisor. The Manager/Supervisor will attempt to resolve the issue. If the issue is unresolved, the employee will indicate so on the NYS Staffing form, ~~provided by the Union.~~ A copy of the form will be sent to the appropriate Manager to review. 

**The Staffing/Clinical Staffing Committee Article (CT Article 40) and Technical and Ancillary Employee Staffing (CT Article 41) shall supersede this Article where any language is duplicated or inconsistent.*

TA 
10/24/25
TA DMP
10/24/25