

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

2025 CONTRACT NEGOTIATIONS

**Union Proposal
Date Presented: July 8, 2025**

**Appendix B
Maintenance Employees Salaries**

Section 1.

- a.) This Schedule will be effective June 1, ~~2022~~ **2025** for all employees and will represent a ~~four~~ **three** percent (~~4%~~ **3%**) increase to the base rate.

Grade	Start Rate	1st Anniv	2nd Anniv	3rd Anniv	4th Anniv	8th Anniv	12th Anniv	16th Anniv	20th Anniv
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
M01	\$18.48	\$19.00	\$19.60	\$20.17	\$20.57	\$20.99	\$21.43	\$21.84	\$22.47
M02	\$18.83	\$19.38	\$19.98	\$20.57	\$20.99	\$21.43	\$21.84	\$22.29	\$22.96
M03	\$23.25	\$23.94	\$24.65	\$25.39	\$25.87	\$26.45	\$26.96	\$27.50	\$28.31
M04	\$24.27	\$24.98	\$25.75	\$26.52	\$27.06	\$27.58	\$28.16	\$28.71	\$29.56
M05	\$27.13	\$27.94	\$28.79	\$29.64	\$30.26	\$30.84	\$31.48	\$32.10	\$33.06
M06	\$30.32	\$31.23	\$32.16	\$33.12	\$33.81	\$34.47	\$35.16	\$35.89	\$36.92

- b.) This schedule will be effective June 1, ~~2023~~ **2026** for all employees and will represent a ~~four~~ **three** percent (~~4%~~ **3%**) increase to the base rate.

- c.) This schedule will be effective June 1, ~~2024~~ **2027** for all employees and will represent a four percent (4%) increase to the base rate.

- d.) This schedule will be effective January 1, 2028 and includes the addition of the 25th Anniversary Step.

Section 2. Lead pay will be paid to an employee when the normal manager or supervisor is absent or the employee has been assigned lead responsibilities and lead responsibilities are not part of the employee's existing job description. Lead Pay differential shall be one dollar and fifty cents (\$1.50) per hour for all hours worked in that assignment.

Section 3. Shift Differential shall be:

- a.) \$1.40 per hour for the evening shift; and
- b.) For the night shift:
 - 1.) **Effective the first pay period following ratification, \$2.20 ~~1.70~~ per hour;**
 - 2.) **Effective the first pay period that includes June 1, 2026, \$2.45 per hour;**
 - 3.) **Effective the first pay period that includes June 1, 2027, \$2.70 per hour.**

Section 4. In addition to the base pay, trainer payment of **two dollars and fifty cents (\$2.50)** ~~two dollars (\$2.00)~~ per hour shall be paid for all time that an employee is assigned training duties.

Section 5. The right to begin new employees in the above Step 1 through Step 6, based on the Employer's assessment of that employee's prior related experience, is reserved to the Employer. Employees who are rehired to work at Kaleida Health within three (3) years of their date of separation, will be placed in the wage step, provided they were in at the time of separation provided they return to the same job title.

Section 6. Increases to Step 2 through Step 5 shall occur on the first day of the payroll period following the appropriate anniversary date of the employee's assignment to that Step.

Section 7. Increases to Step 6 through Step **9 10** shall occur on the first day of the payroll period following the employee's eighth (8th), twelfth (12th), sixteenth (16th), twentieth (20th) **and twenty-fifth (25th)** anniversary date, respective of continuous service for the Employer.

Section 8. When an employee is demoted he/she shall change wage levels, but remain in the Step to which he/she was assigned at the time of such transfer. Such employees will continue to move up in Steps as provided for above.

Section 9. When an employee is promoted, he/she shall be placed in the appropriate step which will not be less than five percent (5%) or more than a ten percent (10%) increase and will be not less than Step 1 for the new job. If there is more than one (1) step in the five percent (5%) to ten percent (10%) range, the employee will be placed at the highest step. Such employees will continue to move up in Steps as provided in Sections 6. and 7. above. Except that employees who are in Step 6 through **9 10** shall only move back one Step upon receiving a promotion, provided that move results in a ten percent (10%) or greater increase. After such promotion, these employees will be advanced as follows:

- a.) **The employee with twenty-five (25) years of service will advance to Step 10 one (1) year from the date of promotion.**

- b.) The employee with twenty (20) years of service will advance to Step 9 one (1) year from the date of promotion.
- c.) The employee with sixteen (16) years of service will advance to Step 8 one (1) year from the date of promotion.
- d.) The employee with twelve (12) years of service will advance to Step 7 one (1) year from the date of promotion.
- e.) The employee with at least eight (8) years of service but less than twelve (12) years will advance to Step 6 one (1) year from the date of promotion, to Step 7 upon reaching twelve (12) years of continuous service and to Step 8 upon reaching sixteen (16) years of continuous service.

If an employee attains the years of service to advance to the next longevity Step during the "one (1) year" referred to above, the employee will remain at his/her current Step for the remainder of the year. Once the year has been completed, the employee will move to the Step on the wage scale that corresponds with his/her years of service.

Section 10. If an employee is floated to an area, and works in a job title, which is at a higher grade than the position they are floating from, he/she will be paid at the higher grade, at his/her current step on the wage scale for all hours worked in that capacity.

Section 11. Paycheck errors of three (3) hours of pay or more will be corrected with a supplemental check upon request within two (2) business days.

Section 12. The job titles listed below are intended to classify and identify employees who work a majority of time on the titled job. The Employer may during the term of this Agreement create new jobs or combine or eliminate existing jobs. When new or combined jobs are created, the Employer will, after discussion with the Union, assign that job to one of the wage levels listed in Section 1. If the Union disagrees with the wage level set by the Employer, it may file a grievance at Step 2 of the grievance procedure provided it does so within twenty (20) calendar days from the date on which the new rate is set and announced. If the grievance proceeds to arbitration, the arbitration shall be limited to the placement of such new or combined jobs in one of the wage levels listed in Section 1. Employees assigned to the new job will be paid at the rate set by the Employer and if the rate is changed as a result of the grievance such changed rate shall be retroactive to date the employee began to receive the rate set by the Employer. All new or combined jobs shall be posted in accord with the Job Bidding and Transfers Article of this Agreement.

Job Titles:

Grade M1

Groundskeeper

Grade M2

Maintenance Helper

TA 7/9/25 *ees*
 TA 7/9/25 *WQO*
 7/9/25 *[Signature]*

Storage Room Clerk

Grade M3

Painter B

Grade M4

Maintenance Worker

Grade M5

Carpenter B

Maintenance Mechanic B

Painter A

Plumber B

Grade M6

Carpenter A

Electrician A

Electrician A (80 Hour)

Facilities Inventory Specialist

Maintenance Engineer

Maintenance Mechanic A

Plumber A

Refrigeration Mechanic A

Shift Engineer

Stationary Engineer

TA 7/9/25 ees

TA 3/9/25 MAB
7/9/25
[Signature]