

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

2025 CONTRACT NEGOTIATIONS

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

**Appendix D
Registered Nurse 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. ~~In addition, this scale includes one-time adjustments effective upon ratification for the nursing scales as follows:~~

1. ~~RN2:~~
 - i. ~~Step 1 Increase of \$1.90~~
 - ii. ~~Step 2 Increase of \$3.24~~
 - iii. ~~Step 3 Increase of \$3.25~~
 - iv. ~~Step 4 Increase of \$3.26~~
 - v. ~~Steps 5-9 Increase of \$1.70~~
2. ~~Grades RN3, RN4, RN4A, RN5, RN5A, RN6 increase of \$1.70 for each step.~~

| 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 |
| RN2 | \$40.09 | \$41.86 | \$42.54 | \$43.31 | \$47.08 | \$52.60 | \$53.45 | \$54.44 | \$56.01 |
| RN3 | \$43.77 | \$44.57 | \$45.39 | \$46.25 | \$51.58 | \$52.60 | \$53.45 | \$54.44 | \$56.01 |
| RN4 | \$48.09 | \$49.00 | \$49.89 | \$50.80 | \$54.20 | \$55.20 | \$56.19 | \$57.17 | \$58.82 |
| R4A | \$51.07 | \$52.00 | \$52.87 | \$53.78 | \$57.18 | \$58.18 | \$59.18 | \$60.16 | \$61.81 |
| R4B | \$58.08 | \$59.09 | \$60.13 | \$61.15 | \$62.38 | \$63.54 | \$67.26 | \$69.88 | \$71.94 |
| RN5 | \$61.31 | \$62.39 | \$63.49 | \$64.58 | \$65.89 | \$67.11 | \$71.06 | \$73.84 | \$76.01 |
| R5A | \$61.31 | \$63.01 | \$64.86 | \$66.75 | \$68.70 | \$70.73 | \$72.82 | \$74.88 | \$77.09 |
| RN6 | \$64.29 | \$65.40 | \$66.56 | \$67.73 | \$69.08 | \$71.05 | \$74.52 | \$77.43 | \$79.72 |
| RN - Float | \$46.59 | \$47.38 | \$48.21 | \$49.06 | \$53.58 | \$59.21 | \$60.20 | \$61.19 | \$62.76 |

*TA 7/9/25 EWS
JA 7/9/25 RWS
7/9/25*

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

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

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

Section 2. Charge pay will be paid to an employee in any case where the employee has been assigned by the normal manager or supervisor the responsibility for decision making and/or managerial responsibilities. Charge pay shall be ~~three two~~ **three** dollars (\$~~32.00~~ **32.00**) per hour for all hours worked in that assignment. The OCH ECMO Coordinator and **Apheresis Coordinator** will also be eligible for charge pay.

Section 3. Shift differential shall be:

- a.) \$ 2.05 per hour for the evening shift; and
- b.) \$ 4.50 per hour for the night shift.

Section 4. Operating Room Service Line Coordinator Nurses will be paid three dollars (\$3.00) per hour for all time the employee is paid in that job title.

Section 5. Adult Site Rapid Response Nurses will be paid six dollars (\$6.00) per hour for all time that an employee is assigned to be the Rapid Response Nurse.

Section 6. In addition to the base pay, preceptor payment of **three dollars and twenty-five cents (\$3.25)** ~~two dollars and fifty cents (\$2.50)~~ per hour shall be paid for all time that an employee is assigned to preceptor duties.

Section 7. An employee designated as a member of the ECMO Team shall receive a differential of twelve dollars (\$12.00) per hour for all hours worked running the ECMO Pump.

Section 8. An employee designated as the STAT Team Coordinator will receive R4B plus a three dollar (\$3.00) per hour differential.

Section 9. An employee designated as the Neonatal Inpatient Practitioner Team Coordinator or Neonatal Transport Team Coordinator will receive RN6 plus a three dollar (\$3.00) per hour differential.

Handwritten notes and signatures in blue ink:
TR 7/9/25
JA 7/9/25
RUB
7/9/25
[Signature]

Section 10. In addition to their base pay, Triage Nurses will receive **three dollars (\$3.00)** ~~two dollars (\$2.00)~~ an hour for all time spent in the triage role.

Section 11. **Employees floated from their current position, to another unit/cost center/department under the provisions of Article 19 shall be entitled to a two dollar per hour (\$2.00/hour) differential for all hours worked regardless of the number of hours floated. The two dollar (\$2.00) per hour differential will not apply to Float Pool Employees.**

Section 12. The right to begin 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 they were in at the time of separation, provided they return to the same job title.

Section 13. Increases to Steps 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 14. Increases in 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), ~~and~~ twentieth (20th) **and twenty-fifth (25th)** anniversary date, respective of continuous service as a registered nurse for the Employer but no other employer.

Section 15. If an employee is floated to an area and works in a job title, which is at a higher RN level than the position they are floating from, they will be paid at the higher RN level at his/her current step on the wage scale for all hours worked in that capacity.

Section 16. 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 17. When an employee is demoted or promoted within RN Level 2 through RN Level 5 in Section 1 above, they shall change wage levels but remain in the Step to which they were assigned at the time of such transfer. Such employees will continue to move up in Steps as provided in Section 13 ~~to~~ and 14 ~~to~~ above. When an employee is promoted into RN Level 5A or **RN6** ~~they he or she~~ shall be assigned to a Step in accordance with the following schedule inclusive of any nurse practitioner or midwife who has accepted a job **prior to the ratification of this Agreement.**

- a.) an RN with four (4) or less years of RN experience with Kaleida will be placed in Step 1;
- b.) an RN with five (5) through eight (8) years of RN experience with Kaleida will be placed at Step 3; finally
- c.) an RN with more than eight (8) years of RN experience with Kaleida will be placed at Step 5.

TA 7/9/25
JA 3/19/25
7/9/25
SUS
GMB

Increases to Steps 6 through 9 **Step 10** shall occur on the first day of the payroll period following the employee's anniversary date, respective of continuous service as a registered nurse, nurse practitioner or nurse midwife for the Employer (but no other employer) annually until the employee reaches the Kaleida Health years of service in either the registered nurse, nurse practitioner or nurse midwife job title. Employees who are now paid in Steps 6, 7, ~~and 8, 9, and 10~~ **who** do not have the years of service required in this Section shall continue to be paid in the Step to which they are presently assigned.

Section 18. When an LPN is promoted into an RN position, he/she shall be assigned to a Step in accordance with the following schedule inclusive of any LPN who has accepted an RN job prior to the ratification of this Agreement:

- a.) an LPN with four (4) or less years of LPN experience with Kaleida will be placed in Step 1;
- b.) an LPN with five (5) through eight (8) years of LPN experience with Kaleida will be placed at Step 3; finally
- c.) an LPN with more than eight (8) years of LPN experience with Kaleida will be placed at Step 5.

Increases in Steps 6 through 9 **10** shall occur on the first day of the payroll period following the employee's anniversary date, respective of continuous service as an LPN for the Employer (but no other employer) annually until the employee reaches the Kaleida Health years of service as an LPN. Employees who are now paid in Steps 6, 7, ~~and 8, 9, and 10~~ **who** do not have the years of service required in this Section shall continue to be paid in the Step to which they are presently assigned.

Section 19. When a current Kaleida employee bids into the RN bargaining unit, and his/her current rate of pay is higher than the RN scale, he/she will remain red-circled until his/her rate of pay falls on the RN scale.

Section 20. 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 RN 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 the result of the grievance, such changed rate shall be retroactive to the date the employee began to receive the rate set by the Employer. All new or combined jobs shall be posted in accordance with the Job Bidding and Transfers Article of this Agreement.

Job Titles:

Grade RN2

TA 7/9/25
TA 7/17/25
7/9/25
MJB
7/9/25

Ambulatory Care Nurse
Behavioral Health Nurse
Bereavement Nurse
Cardiac Service Nurse
Critical Care Nurse
Critical Care Nurse/Multi-Site Float
Extended Role Nurse
~~Lactation Consultant~~
Medical Surgical Nurse
Nurse Counselor
Obstetric Nurse
Operating Room Service Line Coordinator
Research Nurse
Special Procedure Nurse
Surgical Services Nurse
Transition Placement Nurse
Staff Nurse SNF
Telemetry Nurse

Grade RN3

Clinical Nurse Facilitator
Clinical Patient Transfer Coordinator
~~Clinical Stroke Coordinator~~
Critical Care Family Liaison
Diabetes Extended Role Nurse
Diabetes Nurse Clinician
Diabetes Teaching Nurse
Enterostomal Therapist
Lactation Consultant
Neonatal Outreach Coordinator
Obstetrics Outreach Coordinator
Patient Care Coordinator
Renal/Pancreas Transplant Coordinator

Grade RN4

Apheresis Coordinator
Clinical Nurse Educator (BS)
Clinical Nurse Mentor
Clinical Research Coordinator
Clinical Stroke Coordinator
ECMO Coordinator
Infection Prevention Nurse
Neurosurgery Liaison Nurse
Peds STAT Transport Team Coordinator
Perioperative Clinical Nurse Educator (BS)

Grade RN4A

ECMO Coordinator

TA 7/9/25
TA 7/9/25
7/9/25

RN First Assistant

Grade RN4B

STAT Team

STAT Team Coordinator

Grade RN5

Certified Nurse Midwife Clinical Nurse Educator (MS)

Clinical Nurse Educator (MS)

Clinical Nurse Specialist

Perioperative Clinical Nurse Educator (MS)

Grade RN5A

Nurse Practitioner (wage would be equal to **P13B with all steps equal to RN5A**)

~~P13A with Step 1 equal to RN5A~~)

Grade RN6

Behavioral Health Nurse Practitioner

Certified Transport Nurse

Neonatal Inpatient Practitioner Team Coordinator

Neonatal Transport Team Coordinator

Nurse Practitioner NICU

Transport Nurse/Neonatal

Grade RN – Float (RNF)

Registered Nurses hired into a Float Pool

TA 7/9/25 EUS
TA 7/9/25 EUS
7/9/25