

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

2025 CONTRACT NEGOTIATIONS

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

**Appendix E
Service Employee 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. ~~Employees hired on or after July 31, 2011 will be placed in the appropriate wage step based on their date of hire and anniversary date as of June 1, 2022.~~

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
S3	\$17.04	\$17.54	\$17.85	\$18.39	\$20.40	\$20.81	\$21.21	\$21.65	\$22.31
S4	\$17.09	\$17.63	\$18.12	\$18.71	\$20.58	\$21.01	\$21.45	\$21.88	\$22.52
S5	\$18.12	\$18.60	\$19.22	\$20.17	\$22.21	\$22.65	\$23.08	\$23.54	\$24.27
S5A	\$19.74	\$20.23	\$21.03	\$21.96	\$23.99	\$24.44	\$24.87	\$25.33	\$26.06
S6	\$20.75	\$21.76	\$22.85	\$24.00	\$26.37	\$26.93	\$27.48	\$27.99	\$28.85

- 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%~~ **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

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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 (\$2.50)** ~~two dollars (\$2.00)~~ per hour shall be paid for all time in excess of one (1) hour 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, **except that an employee who previously held a "lead" or "senior" job title and returned to a non "lead" or non "senior" title for the same position will be rehired at their prior wage step.**

Section 6. Effective the first pay period following ratification of this Agreement, float pool employees will be paid a differential of three dollars (\$3.00) per hour for all hours paid as a float pool employee.

Section 7. 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 8. 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 9. 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 10. 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.

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Section 11. 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 not be less than Step 1 for the new job. If there is more than one 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 8. And 9. 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 and to Step 7 upon reaching twelve (12) 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 12. If an employee is floated to an area, and works in a job title that is at a higher grade than the position they are floating from, they will be paid at the higher grade, at his/her current step on the wage scale for all hours worked in that capacity.

Section 13. 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 14. 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. ~~and Section 2.~~ 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. ~~and Section 2.~~ 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

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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 S3

Companion
~~Environmental Service Aide~~
~~Environmental Service Aide SNF~~
~~Grill Cook~~
~~Hospitality Associate~~
~~Indirect Care Aide~~
~~Laundry Attendant~~
~~Laundry Attendant SNF~~
~~Laundry Helper~~
~~Long Term Care Sitter SNF~~
~~Mail Clerk~~
~~Nurse Assistant~~
~~Nutritional Service Worker~~
~~Nutritional Service Worker SNF~~
~~Patient Support Associate~~
~~Receiving Clerk/Dietary~~
~~Recreational Helper~~
~~SPD Aide~~

Grade S4

~~Certified Nursing Assistant SNF~~
~~Certified Nursing Assistant/Nurses' Aide Trainee SNF~~
Companion
Cook Assistant
Cook Assistant SNF
~~Rehabilitation Aide SNF~~
Environmental Service Aide
Environmental Service Aide SNF
Grill Cook
Hospitality Associate
Indirect Care Aide
Laundry Attendant
Laundry Attendant SNF
Laundry Helper
Long Term Care Sitter SNF

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7/9/25
8/1/25

Mail Clerk
Nurse Assistant
Nutritional Service Worker
Nutritional Service Worker SNF
Patient Support Associate
Receiving Clerk/Dietary
Recreational Helper
SPD Aide

Grade S5

Certified Nursing Assistant SNF
Certified Nursing Assistant/Nurses' Aide Trainee SNF
Central Supply Tech
Driver (Courier)
Lead Mail Clerk
Materials Handler
~~Patient Care Assistant~~
~~Patient Care Assistant – Student Nurse~~
Regulatory Equipment Handler
Regulatory Waste Handler
Rehabilitation Aide SNF

Grade S5A

Patient Care Assistant
Patient Care Assistant – Student Nurse
Sterile Processing Technician

Grade S6

Cook
Cook SNF
Liquid Oxygen Driver
Materials Equipment Coordinator
Site Patient Experience Associate

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