

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

2025 CONTRACT NEGOTIATIONS

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

**Appendix F
Technical 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 |
| T1 | \$19.26 | \$19.82 | \$20.41 | \$21.02 | \$21.66 | \$22.32 | \$22.98 | \$23.69 | \$24.38 |
| T2 | \$20.11 | \$20.72 | \$21.35 | \$21.97 | \$22.63 | \$23.32 | \$24.00 | \$24.75 | \$25.47 |
| T3 | \$20.53 | \$21.16 | \$21.80 | \$22.44 | \$23.08 | \$23.80 | \$24.50 | \$25.25 | \$26.01 |
| T4 | \$21.43 | \$22.05 | \$22.69 | \$23.39 | \$24.07 | \$24.78 | \$25.56 | \$26.31 | \$27.11 |
| T5 | \$21.93 | \$22.55 | \$23.25 | \$23.94 | \$24.65 | \$25.39 | \$26.16 | \$26.96 | \$27.75 |
| T6 | \$23.76 | \$24.45 | \$25.22 | \$25.96 | \$26.73 | \$27.55 | \$28.36 | \$29.19 | \$30.08 |
| T7 | \$24.48 | \$25.23 | \$25.97 | \$26.74 | \$27.56 | \$28.37 | \$29.22 | \$30.10 | \$31.01 |
| T8 | \$25.03 | \$25.77 | \$26.55 | \$27.36 | \$28.18 | \$29.03 | \$29.90 | \$30.79 | \$31.70 |
| T9 | \$25.59 | \$26.33 | \$27.12 | \$27.93 | \$28.77 | \$29.64 | \$30.51 | \$31.43 | \$32.38 |
| T10 | \$26.93 | \$27.72 | \$28.55 | \$29.43 | \$30.29 | \$31.19 | \$32.13 | \$33.08 | \$34.09 |
| T11 | \$28.01 | \$28.85 | \$29.70 | \$30.62 | \$31.52 | \$32.46 | \$33.44 | \$34.45 | \$35.50 |
| T12 | \$30.01 | \$30.91 | \$31.84 | \$32.81 | \$33.79 | \$34.80 | \$35.87 | \$36.91 | \$38.03 |
| T13 | \$31.51 | \$32.45 | \$33.42 | \$34.44 | \$35.47 | \$36.54 | \$37.62 | \$38.74 | \$39.90 |
| T14 | \$31.70 | \$32.64 | \$33.63 | \$34.65 | \$35.69 | \$36.77 | \$37.85 | \$38.99 | \$40.18 |
| T15 | \$34.17 | \$35.22 | \$36.28 | \$37.37 | \$38.48 | \$39.64 | \$40.82 | \$42.06 | \$43.31 |
| T16 | \$34.44 | \$35.47 | \$36.54 | \$37.62 | \$38.74 | \$39.91 | \$41.10 | \$42.33 | \$43.60 |
| T17 | \$36.77 | \$37.85 | \$38.99 | \$40.14 | \$41.36 | \$42.62 | \$43.90 | \$45.19 | \$46.54 |
| T18 | \$38.90 | \$40.08 | \$41.28 | \$42.53 | \$43.78 | \$45.11 | \$46.45 | \$47.83 | \$49.26 |
| T19 | \$39.82 | \$41.02 | \$42.25 | \$43.51 | \$44.79 | \$46.19 | \$47.57 | \$48.97 | \$50.43 |
| T20 | \$41.56 | \$42.79 | \$44.09 | \$45.44 | \$46.81 | \$48.21 | \$49.64 | \$51.13 | \$52.68 |
| T21 | \$43.01 | \$44.30 | \$45.59 | \$46.96 | \$48.39 | \$49.85 | \$51.36 | \$52.87 | \$54.45 |
| T22 | \$45.98 | \$47.38 | \$48.81 | \$50.26 | \$51.78 | \$53.33 | \$54.92 | \$56.58 | \$58.26 |
| T23 | \$72.03 | \$73.99 | \$75.96 | \$78.04 | \$80.12 | \$82.33 | \$84.56 | \$86.87 | \$89.25 |

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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 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.**

Shift Differential for Respiratory Therapist, Respiratory Therapist - Stabilization Team, Respiratory Therapist Transport, Respiratory Therapist Coordinator, Pulmonary Function Respiratory Therapist, Respiratory Therapist SNF, Respiratory Therapist Transport Coordinator shall be:

- a.) \$ 1.40 per hour for the evening shift; and
- b.) \$ **4.50** ~~1.70~~ per hour for the night shift.

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Shift Differential for Medical Technician, **Histology Technician** and the **Histology Assistant**, shall be:

- \$2.50 per hour for the evening shift; and
- \$4.50 ~~4.00~~ per hour for the night shift.

Section 4. Charge pay will be paid to an LPN working in LTC, 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 dollars (\$3.00) per hour for all hours worked in that assignment.

Section 5. Respiratory Therapy Coordinators and Respiratory Therapy Transport Coordinators, shall be three dollars (\$3.00) per hour for all time the employee is paid by the Employer.

Section 6. 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 in excess of one (1) hour that an employee is assigned preceptor/training 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. 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 9. 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 10. 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 11. 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 12. Increases to Step 6 through Step-910 shall occur on the first day of the payroll period following the employee's eighth (8th), twelfth (12th), sixteenth (16th), twentieth (20th) and **twent-fifth (25th)** anniversary date, respective of continuous service for the Employer.

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Section 13. 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 14. 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 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 11. and 12. above. Except that employees who are in Step 6 through 10 shall only move back one Step upon receiving a promotion, provided that the 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 13. 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 14. 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 15. 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

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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 T3

Activities Assistant
Activities Assistant SNF
Communications Operator
Critical Care Technician
Emergency Room Technician
Monitor Technician
~~Laboratory Assistant Student CLS~~
~~Laboratory Assistant Student Med Tech~~
~~Technical Assistant~~

Grade T4

Dental Assistant
Histological Assistant

Grade T5

Anesthesia Assistant
Angiology Technician
Dialysis Technician
Family Planning Counselor
Hemodialysis PCT
Histology Prep Technician
Laboratory Processor
Lithotripsy Technician
Medical Assistant
Medical Assistant - Student CMA
Medical Assistant - Student RN
Mental Health Worker
Pharmacy Technician I
Phlebotomy Technician
Student Respiratory Therapist
Technical Assistant

Grade T6

Certified Medical Assistant

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EKG Technician
Lead Dental Assistant
Material Facilities Clerk
Medical History Specialist
Oral Surgery Assistant
Pharmacy Technician II
Warehouse Technician Specialist

Grade T7

Counseling Assistants
Family Outreach Educator
Ophthalmic Technician
Phlebotomy Technician II

Grade T8

Lead Warehouse Tech

Grade T9

Anesthesia Technician
~~Autopsy Assistant~~
Cardiac Technician
Clinician Research Assistant
Dietary Technician
Dietary Technician SNF
~~Physical Therapy Assistant~~

Grade T10

Autopsy Assistant
~~Licensed Practical Nurse~~
~~Licensed Practical Nurse SNF~~
Pulmonary Function Technician
Respiratory Technician
~~Translator LPN~~

Grade T11

Certified Occupational Therapy Assistant
Dialysis Support Specialist
Facilitated Enroller
Physical Therapy Assistant

T11A

Licensed Practical Nurse
Licensed Practical Nurse SNF
Licensed Practical Nurse Translator

Grade T12

Addiction Counselor
Alcohol Counselors
Anatomic Pathology Assistant

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In Person Assistor / Navigator
Laboratory Assistant Student CLS
Laboratory Assistant Student Med Tech

Grade T13

Case Manager
Dental Hygienist
Histology Technician
Medical Technician
OB Technologist
Ophthalmic Photographer
Surgical Technologist

Grade T14

Electro-Neurodiagnostic Technologist I

Grade T15

~~Electro-Neurodiagnostic Technologist II~~
Lead Histology Technician
Radiologic Technologist
~~Respiratory Therapist~~
~~Respiratory Therapist SNF~~
~~Quality Assurance Technologist~~

Grade T16

Electro-Neurodiagnostic Technologist II
Mammography Technologist

Grade T17

Cardiovascular Radiologic Technologist
CATT Scan Technologist
~~Certified Quality Assurance Technologist~~
~~Electro-Neurodiagnostic Technologist III~~
Interventional Radiology Technologist
Lead Radiologic Technologist
MRI Technologist
Neuro Peripheral Radiology Technologist
Pulmonary Function - Respiratory Therapist
Respiratory Therapist
Respiratory Therapist SNF
Respiratory Therapy Coordinator
~~*Respiratory Therapy Transport Coordinator*~~

Grade T18

Certified CATT Technologist
Certified CVRT- Cardiac
Certified CVRT- Vascular

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Certified MRI Technologist
Certified Quality Assurance Technologist
Electro-Neurodiagnostic Technologist III
Lead Mammography Technologist

Grade T19

Echo Technologist
Lead CRVT
~~Lead Electro-Neuro-Diagnostic Technologist~~
Lead Interventional Radiology Technologist
Lead Neuro/Peripheral Radiology Technologist
Nuclear Medicine Technologist
Ultrasonography Technologist

Grade T20

Lead Certified CATT Scan Technologist
Lead Certified CVRT- Cardiac
Lead Certified CVRT- Vascular
Lead Certified MRI Technologist
Lead Electro-Neuro-diagnostic Technologist
Lead MRI Technologist
~~Respiratory Therapist – Stabilization Team~~
~~Respiratory Therapist Transport~~
Ultrasonography Technologist *Obstetrics

Grade T21

Lead Echo Technologist
Lead Nuclear Medicine Technologist
Lead Ultrasonography Technologist
Neurovascular Technician
Vascular Lab Technologist

Grade T22

Lead Vascular Lab Technologist
Respiratory Therapist – Stabilization Team
Respiratory Therapist Transport
Respiratory Therapy Transport Coordinator

Grade T23

Perfusionist

Grade T24

Lead Perfusionist

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TA 7/9/25 GAB
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