

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

**2025 CONTRACT NEGOTIATIONS**

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

**Appendix C  
Professional 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. ~~In addition, upon ratification, there will be an increase of \$1.70 to each step in grade P13B.~~

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
P01	\$23.76	\$24.45	\$25.22	\$25.97	\$26.73	\$27.53	\$28.36	\$29.18	\$30.06
P02	\$27.99	\$28.85	\$29.76	\$30.62	\$31.52	\$32.46	\$33.43	\$34.45	\$35.50
P03	\$30.01	\$30.91	\$31.84	\$32.81	\$33.79	\$34.80	\$35.87	\$36.91	\$38.03
P04	\$30.26	\$31.15	\$32.11	\$33.11	\$33.38	\$34.48	\$35.59	\$36.93	\$38.16
P05	\$34.18	\$35.22	\$36.25	\$37.36	\$38.48	\$39.64	\$40.82	\$42.06	\$43.31
P06	\$35.57	\$36.66	\$37.74	\$38.89	\$40.07	\$41.25	\$42.50	\$43.75	\$45.06
P07	\$36.70	\$37.81	\$38.93	\$40.10	\$41.33	\$42.55	\$43.82	\$45.12	\$46.47
P7A	\$38.00	\$39.13	\$40.30	\$41.51	\$42.76	\$44.03	\$45.35	\$46.70	\$48.10
P08	\$39.28	\$40.45	\$41.68	\$42.91	\$44.18	\$45.50	\$46.88	\$48.28	\$49.73
P09	\$40.70	\$41.93	\$43.16	\$44.48	\$45.78	\$47.19	\$48.58	\$50.03	\$51.54
P10	\$42.15	\$43.41	\$44.67	\$46.01	\$47.39	\$48.81	\$50.28	\$51.79	\$53.34
P11	\$43.55	\$44.86	\$46.24	\$47.63	\$49.04	\$50.51	\$52.01	\$53.58	\$55.20
P12	\$46.61	\$48.03	\$49.47	\$50.93	\$52.47	\$54.06	\$55.66	\$57.35	\$59.65
P13	\$50.90	\$52.38	\$53.97	\$55.62	\$57.27	\$58.98	\$60.75	\$62.56	\$64.45
P13A	\$59.47	\$61.17	\$63.03	\$64.92	\$66.86	\$68.89	\$70.98	\$73.04	\$75.25
P13B	\$61.31	\$63.01	\$64.86	\$66.75	\$68.70	\$70.73	\$72.82	\$74.88	\$77.09
P14	\$64.29	\$65.40	\$66.56	\$67.73	\$69.08	\$71.05	\$74.52	\$77.43	\$79.72
P15	\$81.13	\$82.37	\$83.66	\$84.95	\$86.30	\$87.65	\$89.02	\$90.39	\$93.10
P16	\$83.55	\$84.84	\$86.15	\$87.53	\$88.90	\$90.27	\$91.69	\$93.10	\$95.88

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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 be effective January 1, 2028 and includes the addition of the 25th Anniversary Step.**

Section 2. In addition to his/her base pay, a charge or lead payment shall be paid for all time that an employee is in charge or takes on the responsibility of lead duties. Charge/lead pay differential shall be two dollars (\$2.00) 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.**

Shift Differential for Pharmacists shall be:

- a.) \$5.00 per hour for the evening shift; and
- b.) \$7.00 per hour for the night shift.

Shift Differential for Physician Assistant shall be:

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

Shift Differential for Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist and Lead Clinical Laboratory Scientist shall be:

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

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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. An employee designated as the Neonatal Inpatient Practitioner Team Coordinator or Neonatal Transport Team Coordinator will receive P14 plus a three dollar (\$3.00) per hour differential.***

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

Section 9. 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 10. 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 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 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.

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- 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 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, 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 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 accordance with the Job Bidding and Transfers Article of this Agreement.

**Job Titles:**

**Grade P1**

**Grade P2**

~~Child Life Specialist~~  
Community Educator  
Education Counselor  
Teacher (BS)

**Grade P3**

***Child Life Specialist***  
Exercise Physiologist  
Exercise Specialist  
Financial Counselor/Social Work (BSW)  
Long Term Care Financial Counselor  
Recreational Therapist  
Social Worker (BSW)

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Staff Counselor I  
Staff Counselor Out Patient Behavioral Health  
Transition Placement Coach

**Grade P4**

Coordinator Early Intervention  
Education Coordinator  
Teacher (MS)  
WIC Nutritionist

**Grade P5**

Clinical Dietician  
Librarian

**Grade P6**

Lead Counselor (BS)  
Lead Social Worker (BSW)  
Lead WIC Nutritionist  
Long Term Care Financial Specialist  
Social Worker (MSW)\* (School Based Social Worker MSW will be upgraded to P7 with a title change to  
Licensed Clinical Social Worker)  
Staff Counselor II (MS)  
Staff Counselor II, Case Management MICAID

**Grade P7**

Clinical Dietician - Diabetes Educator  
Lead Clinical Dietitian  
Licensed Clinical Social Worker  
Nutritional Support Service Dietitian  
**Licensed Clinical Social Worker (School)**  
Speech CFY  
Staff Counselor III

**Grade P7A**

Clinical Laboratory Scientist  
Clinical Service Representative  
Point of Care Liaison

**Grade P8**

Lead Staff Counselor II  
Lead Staff Counselor III  
Staff Counselor IV (CSW w/R required)

**Grade P9**

Audiologist  
Lead Counselor IV (CSW w/R required)  
Lead Counselor IV Adult OP Service  
Lead Counselor IV Case Management  
Lead Counselor IV Continuing Day Treatment  
Occupational Therapist

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Poison Control Specialist  
Psychologist (Unlicensed)  
Senior Clinical Laboratory Scientist  
Speech Language Pathologist

**Grade P10**

Cytotechnologist  
Hand Therapy Team Leader  
Lead Clinical Laboratory Scientist  
Physical Therapist

**Grade P11**

Lead Counselor V  
Lead Occupational Therapist  
Lead Speech Pathologist

**Grade P12**

Graduate Pharmacist  
Lead Cytotechnologist  
Lead Physical Therapist

**Grade P13**

Marriage and Family Counselor  
Marriage Family Therapy Licensed  
Pathologists' Assistant  
Psychologist (Licensed)

**Grade P13A**

Lead Psychologist CS

**Grade P13B**

Physician's Assistant

**Grade P14**

Physician's Assistant NICU (wage would be equal to RN6 with all steps equal to P14 Step 6 equal to P13A)

Physician Assistant – Neonatal Transport Team  
*Neonatal Inpatient Practitioner Team Coordinator*  
*Neonatal Transport Team Coordinator*

**Grade P15**

Staff Pharmacist

**Grade P16**

Clinical Pharmacy Coordinator  
Clinical Staff Pharmacist

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