

Communications Workers of America, AFL-CIO
Kenmore Mercy Hospital/Mercy Hospital of Buffalo/St. Joseph Campus
2025 Contract Negotiations

Article 55
Service Salaries

Section 1. a. This new base scale for service employees will be effective the first full pay period in June, ~~2021~~2025.

GRADE	HIRE	1 st Year Anniv	2 nd Year Anniv	3 rd Year Anniv	4 th Year Anniv	5 th Year Anniv	8 th Year Anniv	12 th Year Anniv	16 th Year Anniv	20 th Year Anniv
	1	2	3	4	5	6	7	8	9	10
S4.5	\$16.59	\$16.79	\$16.97	\$17.26	\$17.73	\$18.19	\$18.65	\$19.09	\$19.73	\$20.24
S5	\$16.87	\$17.15	\$17.50	\$17.93	\$18.56	\$19.02	\$19.41	\$20.03	\$20.67	\$21.17
S5.5	\$17.40	\$17.87	\$18.23	\$18.65	\$19.12	\$19.61	\$19.99	\$20.69	\$21.35	\$21.82
S6	\$18.00	\$18.59	\$18.95	\$19.36	\$19.69	\$20.18	\$20.58	\$21.33	\$22.05	\$22.46
S6.5	\$18.18	\$19.14	\$19.68	\$20.27	\$20.81	\$21.44	\$22.08	\$22.74	\$23.43	\$23.89
S7	\$18.45	\$19.26	\$19.72	\$20.38	\$21.41	\$21.95	\$22.52	\$23.16	\$23.85	\$24.39
S7.5	\$19.32	\$20.16	\$20.74	\$20.97	\$22.00	\$22.56	\$23.19	\$23.89	\$24.63	\$25.59
S8	\$20.20	\$21.04	\$21.75	\$22.51	\$23.44	\$24.18	\$24.82	\$25.59	\$26.36	\$27.00
S8.5	\$22.01	\$23.00	\$23.82	\$24.37	\$25.10	\$25.59	\$26.21	\$27.27	\$28.16	\$28.74
S9	\$22.19	\$23.10	\$23.90	\$24.50	\$25.20	\$26.34	\$26.92	\$28.25	\$29.23	\$29.74
S10	\$24.92	\$25.44	\$26.52	\$27.24	\$27.94	\$28.50	\$28.80	\$29.82	\$31.00	\$31.75

Any existing employee whose current rate is above their applicable step rate shall be red circled and receive a lump sum payment in the amount of three percent (3%) of their base wage rate. Such employees will continue to receive a lump sum payment in the amount of the applicable general increase until they catch up with the steps/scale.

Employees above the scale at Step 10 will receive a three percent (3%) general wage increase. Such employees will continue to receive the applicable general increase each year.

~~If placement onto the following scale would result in an employee receiving less than a three percent (3%) wage increase, such employee will receive the difference between their increase and three percent (3%) in a lump sum except for those employees specifically listed in the Salaries — STC Side Letter.~~

- b. This schedule will be effective the first full pay period in June, ~~2026~~2022 and reflects a ~~two three percent (2.0%3%)~~ general increase:

GRADE	HIRE	1 st Year Anniv	2 nd Year Anniv	3 rd Year Anniv	4 th Year Anniv	5 th Year Anniv	8 th Year Anniv	12 th Year Anniv	16 th Year Anniv	20 th Year Anniv
	1	2	3	4	5	6	7	8	9	10
S4.5	\$17.09	\$17.29	\$17.48	\$17.78	\$18.26	\$18.74	\$19.21	\$19.66	\$20.32	\$20.85
S5	\$17.38	\$17.66	\$18.03	\$18.47	\$19.12	\$19.59	\$19.99	\$20.63	\$21.29	\$21.81
S5.5	\$17.92	\$18.41	\$18.78	\$19.21	\$19.69	\$20.20	\$20.59	\$21.31	\$21.99	\$22.47
S6	\$18.54	\$19.15	\$19.52	\$19.94	\$20.28	\$20.79	\$21.20	\$21.97	\$22.71	\$23.13

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S6.5	\$18.73	\$19.71	\$20.27	\$20.88	\$21.43	\$22.08	\$22.74	\$23.42	\$24.13	\$24.61
S7	\$19.00	\$19.84	\$20.31	\$20.99	\$22.05	\$22.61	\$23.20	\$23.85	\$24.57	\$25.12
S7.5	\$19.90	\$20.76	\$21.36	\$21.60	\$22.66	\$23.24	\$23.89	\$24.61	\$25.37	\$26.36
S8	\$20.81	\$21.67	\$22.40	\$23.19	\$24.14	\$24.91	\$25.56	\$26.36	\$27.15	\$27.81
S8.5	\$22.67	\$23.69	\$24.53	\$25.10	\$25.85	\$26.36	\$27.00	\$28.09	\$29.00	\$29.60
S9	\$22.86	\$23.79	\$24.62	\$25.24	\$25.96	\$27.13	\$27.73	\$29.10	\$30.11	\$30.63
S10	\$25.67	\$26.20	\$27.32	\$28.06	\$28.78	\$29.36	\$29.66	\$30.71	\$31.93	\$32.70

- c. This schedule will be effective the first full pay period in June, ~~2027~~2023 and reflects a ~~two and one-half~~three percent (~~2.5%~~3%) general increase:

GRADE	HIRE	1 st Year Anniv	2 nd Year Anniv	3 rd Year Anniv	4 th Year Anniv	5 th Year Anniv	8 th Year Anniv	12 th Year Anniv	16 th Year Anniv	20 th Year Anniv
	1	2	3	4	5	6	7	8	9	10
S4.5	\$17.60	\$17.81	\$18.00	\$18.31	\$18.81	\$19.30	\$19.79	\$20.25	\$20.93	\$21.48
S5	\$17.90	\$18.19	\$18.57	\$19.02	\$19.69	\$20.18	\$20.59	\$21.25	\$21.93	\$22.46
S5.5	\$18.46	\$18.96	\$19.34	\$19.79	\$20.28	\$20.81	\$21.21	\$21.95	\$22.65	\$23.14
S6	\$19.10	\$19.72	\$20.11	\$20.54	\$20.89	\$21.41	\$21.84	\$22.63	\$23.39	\$23.82
S6.5	\$19.29	\$20.30	\$20.88	\$21.51	\$22.07	\$22.74	\$23.42	\$24.12	\$24.85	\$25.35
S7	\$19.57	\$20.44	\$20.92	\$21.62	\$22.71	\$23.29	\$23.90	\$24.57	\$25.31	\$25.87
S7.5	\$20.50	\$21.38	\$22.00	\$22.25	\$23.34	\$23.94	\$24.61	\$25.35	\$26.13	\$27.15
S8	\$21.43	\$22.32	\$23.07	\$23.89	\$24.86	\$25.66	\$26.33	\$27.15	\$27.96	\$28.64
S8.5	\$23.35	\$24.40	\$25.27	\$25.85	\$26.63	\$27.15	\$27.81	\$28.93	\$29.87	\$30.49
S9	\$23.55	\$24.50	\$25.36	\$26.00	\$26.74	\$27.94	\$28.56	\$29.97	\$31.01	\$31.55
S10	\$26.44	\$26.99	\$28.14	\$28.90	\$29.64	\$30.24	\$30.55	\$31.63	\$32.89	\$33.68

- d. This schedule will be effective the first full pay period in June, ~~2028~~2024 and reflects a ~~two and three-quarters~~three percent (~~2.75%~~3%) general increase:

GRADE	HIRE	1 st Year Anniv	2 nd Year Anniv	3 rd Year Anniv	4 th Year Anniv	5 th Year Anniv	8 th Year Anniv	12 th Year Anniv	16 th Year Anniv	20 th Year Anniv	24 th Year Anniv
	1	2	3	4	5	6	7	8	9	10	11
S4.5	\$18.13	\$18.34	\$18.54	\$18.86	\$19.37	\$19.88	\$20.38	\$20.86	\$21.56	\$22.12	\$22.68
S5	\$18.44	\$18.74	\$19.13	\$19.59	\$20.28	\$20.79	\$21.21	\$21.89	\$22.59	\$23.13	\$23.71
S5.5	\$19.01	\$19.53	\$19.92	\$20.38	\$20.89	\$21.43	\$21.85	\$22.61	\$23.33	\$23.83	\$24.43
S6	\$19.67	\$20.31	\$20.71	\$21.16	\$21.52	\$22.05	\$22.50	\$23.31	\$24.09	\$24.53	\$25.15
S6.5	\$19.87	\$20.91	\$21.51	\$22.16	\$22.73	\$23.42	\$24.12	\$24.84	\$25.60	\$26.11	\$26.76
S7	\$20.16	\$21.05	\$21.55	\$22.27	\$23.39	\$23.99	\$24.62	\$25.31	\$26.07	\$26.65	\$27.32
S7.5	\$21.12	\$22.02	\$22.66	\$22.92	\$24.04	\$24.66	\$25.35	\$26.11	\$26.91	\$27.96	\$28.66
S8	\$22.07	\$22.99	\$23.76	\$24.61	\$25.61	\$26.43	\$27.12	\$27.96	\$28.80	\$29.50	\$30.24
S8.5	\$24.05	\$25.13	\$26.03	\$26.63	\$27.43	\$27.96	\$28.64	\$29.80	\$30.77	\$31.40	\$32.19
S9	\$24.26	\$25.24	\$26.12	\$26.78	\$27.54	\$28.78	\$29.42	\$30.87	\$31.94	\$32.50	\$33.31
S10	\$27.23	\$27.80	\$28.98	\$29.77	\$30.53	\$31.15	\$31.47	\$32.58	\$33.88	\$34.69	\$35.56

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Section 2. Progression through the steps of the salary scale shall be automatic and shall become effective on the first day of the next payroll period following the achievement of the time requirement. Any employee covered by these Agreements who transfers from one Employer/Hospital to another Employer/Hospital in the Catholic Health system and remains in the same job title (also covered by these Agreements), shall maintain the same rate of pay and the same salary review date from the prior Employer/Hospital. Any employee not covered by these Agreements who transfers from one Employer/Hospital to another Employer/Hospital in the Catholic Health system will be placed on the applicable wage scale above based on their job title and prior related experience.

Section 3. Should an employee's position be upgraded, they shall be placed in the same step in the higher grade. Such employee shall maintain their previous anniversary date and shall move to the next step based on that date.

Section 4. Should ~~any an~~ employee's ~~suffer a position~~ be downgraded, they shall be placed on the same step in the lower grade. Such employee shall maintain their previous anniversary date and shall move to the next step on that date.

Section 5. The right to begin new employees in Steps 1 through 7 is based upon the Employers'/Hospitals' assessment of that employee's prior related experience and is reserved to the Employer(s)/Hospital(s). ~~Employees who are rehired to work at a Catholic Health facility within three (3) years of their date of separation, will be placed in the wage step they were in at the time of the separation, provided they return to the same job title.~~

Section 6. All employees shall progress through the Steps of the salary scale according to the following time requirements as noted below:

Step 1	Hire rate;
Step 2	One (1) year;
Step 3	Two (2) years;
Step 4	Three (3) years;
Step 5	Four (4) years;
Step 6	Five (5) years;
Step 7	Eight (8) years;
Step 8	Twelve (12) years;
Step 9	Sixteen (16) years;
Step 10	Twenty (20) years;
Step 11	Twenty-four (24) years (commencing the first full pay period in June, 2028).

Section 7. When an employee is promoted, they shall be placed in the appropriate Step which will not be less than three percent (3%) or more than a five percent (5%) increase and will not be less than Step 1 for the new job. Such employees will continue to move up in Steps as provided in Section 6 above. Except that employees who are in Step 7, Step 8, Step 9 and Step 10 shall only move back one Step upon receiving a promotion. After such promotion, these employees will be advanced as follows:

- a. The employee with twenty (20) years of service will advance to Step 10 one (1) year from the date of promotion;
- b. the employee with sixteen (16) years of service will advance to Step 9 one (1) year from the date of promotion;
- c. the employee with twelve (12) years of service will advance to Step 8 one (1) year from the date of promotion;

- d. the employee with at least eight (8) years of service but less than twelve (12) years will advance to Step 7 one (1) year from the date of promotion and to Step 8 upon reaching twelve (12) years of continuous service.

Section 8. Employees who bid on and are accepted into a position that commands a higher grade and who ~~either bid out of the position, retreat from the position or does not survive the trial period associated with the new position, shall be placed in return to the pay grade and step they were in prior to the transfer (or the next step if the employee achieved a step advancement while in the higher grade) at the lower grade, reflective of their years of service with the Employers/Hospitals.~~

Section 9. 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 rate of pay.

Section 10. ~~Mercy Hospital of Buffalo Service~~ Charge/Lead/Preceptor Pay and Shift Differential:

- a. Employees in other than lead titles, shall be paid an additional one dollar and fifty cents (~~\$1.00~~\$1.50) per hour when assigned charge/lead responsibilities.
- b. All employees promoted to lead positions shall receive a minimum of a one dollar (\$1.50) per hour increase.
- c. Employees shall be paid an additional ~~one two~~ dollars (~~\$1.00~~\$2.00) per hour, when assigned preceptor responsibilities.
- d. Shift differential shall be:
 - 1. ~~\$1.20~~\$2.00 per hour for the evening shift (3:00 pm - 11:00 pm); and
 - 2. ~~\$2.00~~\$2.75 per hour for the night shift (11:00 pm - 7:00 am).

Section 11. ~~Sisters of Charity - St. Joseph Campus Service:~~

- a. ~~Effective the first full pay period following ratification, shift differential shall be:~~
 - 1. ~~\$1.26~~ per hour for the evening shift (3:00 pm - 11:00 pm); and
 - 2. ~~\$1.75~~ per hour for the night shift (11:00 pm - 7:00 am).
- b. ~~All employees promoted to lead positions shall receive a minimum of a one dollar (\$1.00) per hour increase.~~
- c. ~~Employees shall be paid an additional one dollar (\$1.00) per hour, when assigned preceptor responsibilities.~~

Section 11. Should the Employers/Hospitals decide there is a need for weekend only positions, the rate of pay will be one and one-half (1.5) times the base rate at Step 5 of the appropriate grade.

Section 12. Paycheck errors shall be corrected as per the following procedure:

- a. if the dollar value of the error is less than twenty percent (20%) of the employee's gross pay and the employee was responsible for the error, it will be corrected in the next pay cycle;
- b. if the dollar value of the error is equal to or greater than twenty percent (20%) of the employee's gross pay, or if their Employer/Hospital is responsible for the error, a manual check will be issued on Friday of a pay week and Tuesday of a non-pay week, as long as the value is equal or greater than \$50.00.
- c. amounts less than \$50.00 will be paid in the next pay period.

Section 13. Job titles in the bargaining unit are as follows:

Labor Grade S4.5

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Certified Nurse Assistant Trainee	
Linen Room Technician	49019
Parking Attendant	47060
Rehabilitation Aide	49560
Sterile Prep Assistant	49810
Stocking Aide	49563
Women's Service Greeter	45420

Labor Grade S5

Clinical Support Aide	43573
Cook's Assistant	49085
Food Service Attendant	49200 [per 06-23-2023 MOU]
Homemaker	49562 [per 07-11-2025 MOU]
Hospitality Associate	49188 [per 07-11-2025 MOU]
Perioperative Attendant	49587
Porter	49475 [per 07-11-2025 MOU]
Receptionist Clerk/Office Operator Transport	45145
Transport	43574

Labor Grade S5.5

Environmental Service Worker	49042 [per 06-23-2023 MOU]
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Labor Grade S6

Anesthesia Assistant	
Anesthesia Technician	49814
Cook's Assistant	49085
Food Service Attendant	49200
Homemaker	49562
Hospitality Associate	49188
Lead Parking Attendant	47059
Nurse Assistant	49300
Porter	49475

Labor Grade S6.5

Anesthesia Assistant	
Anesthesia Technician	49814
Certified Nurse Assistant	49650
Equipment Technician	49546
Intern – Pharmacy Assistant	42240
Lead Environmental Service Worker	49040
Receiving/Storage Porter	49090
Rehabilitation Assistant	49060 [per 07-11-2025 MOU]
Shift Leader	41400
Supply Clerk	
Treatment Aide	

Labor Grade S7

Cook	49080 [per 06-23-2023 MOU]
Endoscopy Technician	45414

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Labor Grade S7.5

Cardiac Technician	43241	
EKG Technician		
Sterile Processing Technician		[per 06-23-2023 MOU]
Pharmacy Technician	49540	[per 09-21-2023 Email]
<u>Endoscopy Technician</u>		

Labor Grade S8

Dialysis Technician	49545	
Groundskeeper	48020	
Immediate Treatment Assistant	49302	
<u>Sterile Processing Technician</u>		
Student Immediate Treatment Assistant	49303	[per 06-23-2023 MOU]

Labor Grade S8.5

<u>Cook</u>	49080	
<u>Cook Hybrid</u>		
<u>Immediate Treatment Monitor Assistant</u>		
Medical Assistant	43040	[per 11-21-2023 MOU]

Labor Grade S9

Lead Sterile Processing Technician		
Respiratory Therapy Apprentice		[per 11-02-2022 MOU]
Senior Sterile Processing Technician	49010	
Pharmacy Technician	49540	
Pharmacy Technician Certified/Registered	49541	[per 09-21-2023 Email]

Labor Grade S10

<u>Cardiac Technician</u>	43241	
<u>EKG Technician</u>		
<u>Pharmacy Technician Certified/Registered</u>	49541	

The following upgrades are effective January 1, 2023:

Labor Grade 5	Clinical Support Aide	
Labor Grade 5	Environmental Service Worker	
Labor Grade 5	Transport	
Labor Grade 6	Nursing Assistant	
Labor Grade 6.5	Certified Nursing Assistant	
Labor Grade 6.5	Lead Environmental Service Worker	
Labor Grade 8	Dialysis Technician	
Labor Grade 8	Immediate Treatment Assistant	

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