

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

**Article 57  
Technical Salaries**

Section 1. a. This new base scale for all technical employees will be effective the first full pay period in ~~June, 2024~~ 2025:

GRADE	HIRE	1 <sup>st</sup> Year Anniv	2 <sup>nd</sup> Year Anniv	3 <sup>rd</sup> Year Anniv	4 <sup>th</sup> Year Anniv	5 <sup>th</sup> Year Anniv	8 <sup>th</sup> Year Anniv	12 <sup>th</sup> Year Anniv	16 <sup>th</sup> Year Anniv	20 <sup>th</sup> Year Anniv
	1	2	3	4	5	6	7	8	9	10
T9	\$22.19	\$23.10	\$23.79	\$24.50	\$25.21	\$26.34	\$26.92	\$28.24	\$29.23	\$29.74
T9.5	\$24.33	\$24.96	\$25.62	\$26.32	\$27.04	\$27.74	\$28.47	\$29.18	\$29.89	\$30.63
T10	\$26.41	\$27.21	\$27.91	\$28.74	\$29.54	\$30.36	\$31.18	\$31.99	\$32.83	\$33.69
T10L	\$28.41	\$29.21	\$29.91	\$30.74	\$31.54	\$32.36	\$33.18	\$33.99	\$34.83	\$35.69
T11	\$27.57	\$28.29	\$28.98	\$29.68	\$30.35	\$31.09	\$31.78	\$32.46	\$33.20	\$33.93
<b>T11B</b>	<b>\$30.46</b>	<b>\$31.18</b>	<b>\$31.90</b>	<b>\$32.62</b>	<b>\$33.36</b>	<b>\$34.15</b>	<b>\$35.45</b>	<b>\$36.27</b>	<b>\$37.09</b>	<b>\$37.96</b>
<b>T11BL</b>	<b>\$32.46</b>	<b>\$33.18</b>	<b>\$33.90</b>	<b>\$34.62</b>	<b>\$35.36</b>	<b>\$36.15</b>	<b>\$37.45</b>	<b>\$38.27</b>	<b>\$39.09</b>	<b>\$39.96</b>
T11.5	\$31.73	\$32.47	\$33.23	\$33.98	\$34.75	\$35.57	\$36.93	\$37.78	\$38.64	\$39.54
T11.5L	\$33.73	\$34.47	\$35.23	\$35.98	\$36.75	\$37.57	\$38.93	\$39.78	\$40.64	\$41.54
T12	\$32.74	\$33.70	\$34.54	\$35.40	\$36.29	\$37.18	\$38.32	\$39.27	\$40.22	\$41.18
<b>T12L</b>	<b>\$34.74</b>	<b>\$35.70</b>	<b>\$36.54</b>	<b>\$37.40</b>	<b>\$38.29</b>	<b>\$39.18</b>	<b>\$40.32</b>	<b>\$41.27</b>	<b>\$42.22</b>	<b>\$43.18</b>
T12.5	\$33.74	\$34.89	\$35.82	\$36.80	\$37.80	\$38.77	\$39.71	\$40.76	\$41.78	\$42.83
T12.5L	\$35.74	\$36.89	\$37.82	\$38.80	\$39.80	\$40.77	\$41.71	\$42.76	\$43.78	\$44.83
T13	\$34.07	\$35.15	\$36.05	\$36.98	\$37.98	\$38.93	\$39.86	\$40.99	\$42.11	\$43.16
T13L	\$36.07	\$37.15	\$38.05	\$38.98	\$39.98	\$40.93	\$41.86	\$42.99	\$44.11	\$45.16
T13.5	\$34.96	\$35.93	\$36.92	\$37.88	\$38.91	\$39.93	\$40.93	\$41.92	\$43.03	\$44.88
T13.5L	\$36.96	\$37.93	\$38.92	\$39.88	\$40.91	\$41.93	\$42.93	\$43.92	\$45.03	\$46.88
T14	\$36.16	\$37.22	\$38.17	\$39.19	\$40.12	\$41.15	\$42.20	\$43.16	\$44.32	\$46.23
T14L	\$38.16	\$39.22	\$40.17	\$41.19	\$42.12	\$43.15	\$44.20	\$45.16	\$46.32	\$48.23
T14B	\$36.82	\$37.83	\$38.88	\$39.88	\$40.87	\$41.92	\$43.12	\$44.15	\$45.32	\$47.27
T14BL	\$38.82	\$39.83	\$40.88	\$41.88	\$42.87	\$43.92	\$45.12	\$46.15	\$47.32	\$49.27
T14C	\$37.05	\$38.08	\$39.17	\$40.46	\$41.65	\$42.17	\$43.12	\$44.15	\$45.32	\$47.27
T14CL	\$39.05	\$40.08	\$41.17	\$42.46	\$43.65	\$44.17	\$45.12	\$46.15	\$47.32	\$49.27
T14.5	\$38.20	\$39.22	\$40.32	\$41.33	\$42.41	\$43.48	\$44.63	\$45.68	\$46.93	\$48.19
T14.5L	\$40.20	\$41.22	\$42.32	\$43.33	\$44.41	\$45.48	\$46.63	\$47.68	\$48.93	\$50.19
T15	\$39.58	\$40.62	\$41.69	\$42.82	\$43.91	\$45.04	\$46.13	\$47.24	\$48.51	\$49.81
T15L	\$41.58	\$42.62	\$43.69	\$44.82	\$45.91	\$47.04	\$48.13	\$49.24	\$50.51	\$51.81
<b>T15B</b>	<b>\$40.41</b>	<b>\$41.50</b>	<b>\$42.62</b>	<b>\$43.79</b>	<b>\$44.95</b>	<b>\$46.01</b>	<b>\$47.05</b>	<b>\$48.25</b>	<b>\$49.55</b>	<b>\$50.91</b>
<b>T15BL</b>	<b>\$42.41</b>	<b>\$43.50</b>	<b>\$44.62</b>	<b>\$45.79</b>	<b>\$46.95</b>	<b>\$48.01</b>	<b>\$49.05</b>	<b>\$50.25</b>	<b>\$51.55</b>	<b>\$52.91</b>
<b>T15C</b>	<b>\$41.24</b>	<b>\$42.38</b>	<b>\$43.54</b>	<b>\$44.76</b>	<b>\$45.98</b>	<b>\$46.99</b>	<b>\$47.97</b>	<b>\$49.23</b>	<b>\$50.60</b>	<b>\$52.02</b>
<b>T15CL</b>	<b>\$43.24</b>	<b>\$44.38</b>	<b>\$45.54</b>	<b>\$46.76</b>	<b>\$47.98</b>	<b>\$48.99</b>	<b>\$49.97</b>	<b>\$51.23</b>	<b>\$52.60</b>	<b>\$54.02</b>

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T15.5	\$42.08	\$43.26	\$44.47	\$45.74	\$47.02	\$47.96	\$48.89	\$50.23	\$51.64	\$53.11
T15.5L	\$44.08	\$45.26	\$46.47	\$47.74	\$49.02	\$49.96	\$50.89	\$52.23	\$53.64	\$55.11
T15.5B	\$43.62	\$44.81	\$46.27	\$47.54	\$48.82	\$49.76	\$50.70	\$52.04	\$53.45	\$54.91
T15.5BL	\$45.62	\$46.81	\$48.27	\$49.54	\$50.82	\$51.76	\$52.70	\$54.04	\$55.45	\$56.91
T16	\$44.57	\$45.89	\$47.24	\$48.65	\$50.13	\$50.88	\$51.64	\$53.21	\$54.77	\$56.41
T16L	\$46.57	\$47.89	\$49.24	\$50.65	\$52.13	\$52.88	\$53.64	\$55.21	\$56.77	\$58.41

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%3%)~~ general increase:

GRADE	HIRE	1 <sup>st</sup> Year Anniv	2 <sup>nd</sup> Year Anniv	3 <sup>rd</sup> Year Anniv	4 <sup>th</sup> Year Anniv	5 <sup>th</sup> Year Anniv	8 <sup>th</sup> Year Anniv	12 <sup>th</sup> Year Anniv	16 <sup>th</sup> Year Anniv	20 <sup>th</sup> Year Anniv
	1	2	3	4	5	6	7	8	9	10
T9	\$22.86	\$23.79	\$24.50	\$25.24	\$25.97	\$27.13	\$27.73	\$29.09	\$30.11	\$30.63
T9.5	\$25.06	\$25.71	\$26.39	\$27.11	\$27.85	\$28.57	\$29.32	\$30.06	\$30.79	\$31.55
T10	\$27.20	\$28.03	\$28.75	\$29.60	\$30.43	\$31.27	\$32.12	\$32.95	\$33.81	\$34.70
T10L	\$29.26	\$30.09	\$30.81	\$31.66	\$32.49	\$33.33	\$34.18	\$35.01	\$35.87	\$36.76
T11	\$28.40	\$29.14	\$29.85	\$30.57	\$31.26	\$32.02	\$32.73	\$33.43	\$34.20	\$34.95
<b>T11B</b>	<b>\$31.37</b>	<b>\$32.12</b>	<b>\$32.86</b>	<b>\$33.60</b>	<b>\$34.36</b>	<b>\$35.17</b>	<b>\$36.51</b>	<b>\$37.36</b>	<b>\$38.20</b>	<b>\$39.10</b>
<b>T11BL</b>	<b>\$33.43</b>	<b>\$34.18</b>	<b>\$34.92</b>	<b>\$35.66</b>	<b>\$36.42</b>	<b>\$37.23</b>	<b>\$38.57</b>	<b>\$39.42</b>	<b>\$40.26</b>	<b>\$41.16</b>
T11.5	\$32.68	\$33.44	\$34.23	\$35.00	\$35.79	\$36.64	\$38.04	\$38.91	\$39.80	\$40.73
T11.5L	\$34.74	\$35.50	\$36.29	\$37.06	\$37.85	\$38.70	\$40.10	\$40.97	\$41.86	\$42.79
T12	\$33.72	\$34.71	\$35.58	\$36.46	\$37.38	\$38.30	\$39.47	\$40.45	\$41.43	\$42.42
<b>T12L</b>	<b>\$35.78</b>	<b>\$36.77</b>	<b>\$37.64</b>	<b>\$38.52</b>	<b>\$39.44</b>	<b>\$40.36</b>	<b>\$41.53</b>	<b>\$42.51</b>	<b>\$43.49</b>	<b>\$44.48</b>
T12.5	\$34.75	\$35.94	\$36.89	\$37.90	\$38.93	\$39.93	\$40.90	\$41.98	\$43.03	\$44.11
T12.5L	\$36.81	\$38.00	\$38.95	\$39.96	\$40.99	\$41.99	\$42.96	\$44.04	\$45.09	\$46.17
T13	\$35.09	\$36.20	\$37.13	\$38.09	\$39.12	\$40.10	\$41.06	\$42.22	\$43.37	\$44.45
T13L	\$37.15	\$38.26	\$39.19	\$40.15	\$41.18	\$42.16	\$43.12	\$44.28	\$45.43	\$46.51
T13.5	\$36.01	\$37.01	\$38.03	\$39.02	\$40.08	\$41.13	\$42.16	\$43.18	\$44.32	\$46.23
T13.5L	\$38.07	\$39.07	\$40.09	\$41.08	\$42.14	\$43.19	\$44.22	\$45.24	\$46.38	\$48.29
T14	\$37.24	\$38.34	\$39.32	\$40.37	\$41.32	\$42.38	\$43.47	\$44.45	\$45.65	\$47.62
T14L	\$39.30	\$40.40	\$41.38	\$42.43	\$43.38	\$44.44	\$45.53	\$46.51	\$47.71	\$49.68
T14B	\$37.92	\$38.96	\$40.05	\$41.08	\$42.10	\$43.18	\$44.41	\$45.47	\$46.68	\$48.69
T14BL	\$39.98	\$41.02	\$42.11	\$43.14	\$44.16	\$45.24	\$46.47	\$47.53	\$48.74	\$50.75
T14C	\$38.16	\$39.22	\$40.35	\$41.67	\$42.90	\$43.44	\$44.41	\$45.47	\$46.68	\$48.69

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CT Economics Package - Employers Proposal #2

October 1, 2025

T14CL	\$40.22	\$41.28	\$42.41	\$43.73	\$44.96	\$45.50	\$46.47	\$47.53	\$48.74	\$50.75
T14.5	\$39.35	\$40.40	\$41.53	\$42.57	\$43.68	\$44.78	\$45.97	\$47.05	\$48.34	\$49.64
T14.5L	\$41.41	\$42.46	\$43.59	\$44.63	\$45.74	\$46.84	\$48.03	\$49.11	\$50.40	\$51.70
T15	\$40.77	\$41.84	\$42.94	\$44.10	\$45.23	\$46.39	\$47.51	\$48.66	\$49.97	\$51.30
T15L	\$42.83	\$43.90	\$45.00	\$46.16	\$47.29	\$48.45	\$49.57	\$50.72	\$52.03	\$53.36
<b>T15B</b>	<b>\$41.62</b>	<b>\$42.75</b>	<b>\$43.90</b>	<b>\$45.10</b>	<b>\$46.30</b>	<b>\$47.39</b>	<b>\$48.46</b>	<b>\$49.70</b>	<b>\$51.04</b>	<b>\$52.44</b>
<b>T15BL</b>	<b>\$43.68</b>	<b>\$44.81</b>	<b>\$45.96</b>	<b>\$47.16</b>	<b>\$48.36</b>	<b>\$49.45</b>	<b>\$50.52</b>	<b>\$51.76</b>	<b>\$53.10</b>	<b>\$54.50</b>
<b>T15C</b>	<b>\$42.48</b>	<b>\$43.65</b>	<b>\$44.85</b>	<b>\$46.10</b>	<b>\$47.36</b>	<b>\$48.40</b>	<b>\$49.41</b>	<b>\$50.71</b>	<b>\$52.12</b>	<b>\$53.58</b>
<b>T15CL</b>	<b>\$44.54</b>	<b>\$45.71</b>	<b>\$46.91</b>	<b>\$48.16</b>	<b>\$49.42</b>	<b>\$50.46</b>	<b>\$51.47</b>	<b>\$52.77</b>	<b>\$54.18</b>	<b>\$55.64</b>
<b>T15.5</b>	<b>\$43.34</b>	<b>\$44.56</b>	<b>\$45.80</b>	<b>\$47.11</b>	<b>\$48.43</b>	<b>\$49.40</b>	<b>\$50.36</b>	<b>\$51.74</b>	<b>\$53.19</b>	<b>\$54.70</b>
<b>T15.5L</b>	<b>\$45.40</b>	<b>\$46.62</b>	<b>\$47.86</b>	<b>\$49.17</b>	<b>\$50.49</b>	<b>\$51.46</b>	<b>\$52.42</b>	<b>\$53.80</b>	<b>\$55.25</b>	<b>\$56.76</b>
<b>T15.5B</b>	<b>\$44.93</b>	<b>\$46.15</b>	<b>\$47.66</b>	<b>\$48.97</b>	<b>\$50.28</b>	<b>\$51.25</b>	<b>\$52.22</b>	<b>\$53.60</b>	<b>\$55.05</b>	<b>\$56.56</b>
<b>T15.5BL</b>	<b>\$46.93</b>	<b>\$48.15</b>	<b>\$49.66</b>	<b>\$50.97</b>	<b>\$52.28</b>	<b>\$53.25</b>	<b>\$54.22</b>	<b>\$55.60</b>	<b>\$57.05</b>	<b>\$58.56</b>
T16	\$45.91	\$47.27	\$48.66	\$50.11	\$51.63	\$52.41	\$53.19	\$54.81	\$56.41	\$58.10
T16L	\$47.97	\$49.33	\$50.72	\$52.17	\$53.69	\$54.47	\$55.25	\$56.87	\$58.47	\$60.16

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

GRADE	HIRE	1 <sup>st</sup> Year Anniv	2 <sup>nd</sup> Year Anniv	3 <sup>rd</sup> Year Anniv	4 <sup>th</sup> Year Anniv	5 <sup>th</sup> Year Anniv	8 <sup>th</sup> Year Anniv	12 <sup>th</sup> Year Anniv	16 <sup>th</sup> Year Anniv	20 <sup>th</sup> Year Anniv
	1	2	3	4	5	6	7	8	9	10
T9	\$23.55	\$24.50	\$25.24	\$26.00	\$26.75	\$27.94	\$28.56	\$29.96	\$31.01	\$31.55
T9.5	\$25.81	\$26.48	\$27.18	\$27.92	\$28.69	\$29.43	\$30.20	\$30.96	\$31.71	\$32.50
T10	\$28.02	\$28.87	\$29.61	\$30.49	\$31.34	\$32.21	\$33.08	\$33.94	\$34.82	\$35.74
T10L	\$30.14	\$30.99	\$31.73	\$32.61	\$33.46	\$34.33	\$35.21	\$36.06	\$36.95	\$37.86
T11	\$29.25	\$30.01	\$30.75	\$31.49	\$32.20	\$32.98	\$33.71	\$34.43	\$35.23	\$36.00
<b>T11B</b>	<b>\$32.31</b>	<b>\$33.08</b>	<b>\$33.85</b>	<b>\$34.61</b>	<b>\$35.39</b>	<b>\$36.23</b>	<b>\$37.61</b>	<b>\$38.48</b>	<b>\$39.35</b>	<b>\$40.27</b>
<b>T11BL</b>	<b>\$34.43</b>	<b>\$35.21</b>	<b>\$35.97</b>	<b>\$36.73</b>	<b>\$37.51</b>	<b>\$38.35</b>	<b>\$39.73</b>	<b>\$40.60</b>	<b>\$41.47</b>	<b>\$42.39</b>
T11.5	\$33.66	\$34.44	\$35.26	\$36.05	\$36.86	\$37.74	\$39.18	\$40.08	\$40.99	\$41.95
T11.5L	\$35.78	\$36.57	\$37.38	\$38.17	\$38.99	\$39.86	\$41.30	\$42.20	\$43.12	\$44.07
T12	\$34.73	\$35.75	\$36.65	\$37.55	\$38.50	\$39.45	\$40.65	\$41.66	\$42.67	\$43.69
<b>T12L</b>	<b>\$36.85</b>	<b>\$37.87</b>	<b>\$38.77</b>	<b>\$39.68</b>	<b>\$40.62</b>	<b>\$41.57</b>	<b>\$42.78</b>	<b>\$43.79</b>	<b>\$44.79</b>	<b>\$45.81</b>
T12.5	\$35.79	\$37.02	\$38.00	\$39.04	\$40.10	\$41.13	\$42.13	\$43.24	\$44.32	\$45.43
T12.5L	\$37.91	\$39.14	\$40.12	\$41.16	\$42.22	\$43.25	\$44.25	\$45.36	\$46.44	\$47.56
T13	\$36.14	\$37.29	\$38.24	\$39.23	\$40.29	\$41.30	\$42.29	\$43.49	\$44.67	\$45.78
T13L	\$38.26	\$39.41	\$40.37	\$41.35	\$42.42	\$43.42	\$44.41	\$45.61	\$46.79	\$47.91
T13.5	\$37.09	\$38.12	\$39.17	\$40.19	\$41.28	\$42.36	\$43.42	\$44.48	\$45.65	\$47.62
T13.5L	\$39.21	\$40.24	\$41.29	\$42.31	\$43.40	\$44.49	\$45.55	\$46.60	\$47.77	\$49.74
T14	\$38.36	\$39.49	\$40.50	\$41.58	\$42.56	\$43.65	\$44.77	\$45.78	\$47.02	\$49.05
T14L	\$40.48	\$41.61	\$42.62	\$43.70	\$44.68	\$45.77	\$46.90	\$47.91	\$49.14	\$51.17
T14B	\$39.06	\$40.13	\$41.25	\$42.31	\$43.36	\$44.48	\$45.74	\$46.83	\$48.08	\$50.15
T14BL	\$41.18	\$42.25	\$43.37	\$44.43	\$45.48	\$46.60	\$47.86	\$48.96	\$50.20	\$52.27

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T14C	\$39.30	\$40.40	\$41.56	\$42.92	\$44.19	\$44.74	\$45.74	\$46.83	\$48.08	\$50.15
T14CL	\$41.43	\$42.52	\$43.68	\$45.04	\$46.31	\$46.87	\$47.86	\$48.96	\$50.20	\$52.27
T14.5	\$40.53	\$41.61	\$42.78	\$43.85	\$44.99	\$46.12	\$47.35	\$48.46	\$49.79	\$51.13
T14.5L	\$42.65	\$43.73	\$44.90	\$45.97	\$47.11	\$48.25	\$49.47	\$50.58	\$51.91	\$53.25
T15	\$41.99	\$43.10	\$44.23	\$45.42	\$46.59	\$47.78	\$48.94	\$50.12	\$51.47	\$52.84
T15L	\$44.11	\$45.22	\$46.35	\$47.54	\$48.71	\$49.90	\$51.06	\$52.24	\$53.59	\$54.96
<b>T15B</b>	<b>\$42.87</b>	<b>\$44.03</b>	<b>\$45.22</b>	<b>\$46.45</b>	<b>\$47.69</b>	<b>\$48.81</b>	<b>\$49.91</b>	<b>\$51.19</b>	<b>\$52.57</b>	<b>\$54.01</b>
<b>T15BL</b>	<b>\$44.99</b>	<b>\$46.15</b>	<b>\$47.34</b>	<b>\$48.57</b>	<b>\$49.81</b>	<b>\$50.93</b>	<b>\$52.04</b>	<b>\$53.31</b>	<b>\$54.69</b>	<b>\$56.14</b>
<b>T15C</b>	<b>\$43.75</b>	<b>\$44.96</b>	<b>\$46.20</b>	<b>\$47.48</b>	<b>\$48.78</b>	<b>\$49.85</b>	<b>\$50.89</b>	<b>\$52.23</b>	<b>\$53.68</b>	<b>\$55.19</b>
<b>T15CL</b>	<b>\$45.88</b>	<b>\$47.08</b>	<b>\$48.32</b>	<b>\$49.60</b>	<b>\$50.90</b>	<b>\$51.97</b>	<b>\$53.01</b>	<b>\$54.35</b>	<b>\$55.81</b>	<b>\$57.31</b>
<b>T15.5</b>	<b>\$44.64</b>	<b>\$45.90</b>	<b>\$47.17</b>	<b>\$48.52</b>	<b>\$49.88</b>	<b>\$50.88</b>	<b>\$51.87</b>	<b>\$53.29</b>	<b>\$54.79</b>	<b>\$56.34</b>
<b>T15.5L</b>	<b>\$46.76</b>	<b>\$48.02</b>	<b>\$49.30</b>	<b>\$50.65</b>	<b>\$52.00</b>	<b>\$53.00</b>	<b>\$53.99</b>	<b>\$55.41</b>	<b>\$56.91</b>	<b>\$58.46</b>
<b>T15.5B</b>	<b>\$46.28</b>	<b>\$47.53</b>	<b>\$49.09</b>	<b>\$50.44</b>	<b>\$51.79</b>	<b>\$52.79</b>	<b>\$53.79</b>	<b>\$55.21</b>	<b>\$56.70</b>	<b>\$58.26</b>
<b>T15.5BL</b>	<b>\$48.28</b>	<b>\$49.53</b>	<b>\$51.09</b>	<b>\$52.44</b>	<b>\$53.79</b>	<b>\$54.79</b>	<b>\$55.79</b>	<b>\$57.21</b>	<b>\$58.70</b>	<b>\$60.26</b>
T16	\$47.29	\$48.69	\$50.12	\$51.61	\$53.18	\$53.98	\$54.79	\$56.45	\$58.10	\$59.84
T16L	\$49.41	\$50.81	\$52.24	\$53.74	\$55.30	\$56.10	\$56.91	\$58.58	\$60.22	\$61.96

- d. This schedule will be effective the first full pay period in June, ~~2024-2028~~ and reflects a ~~two and three quarters~~ three percent (2.753%) general increase:

GRADE	HIRE	1 <sup>st</sup> Year Anniv	2 <sup>nd</sup> Year Anniv	3 <sup>rd</sup> Year Anniv	4 <sup>th</sup> Year Anniv	5 <sup>th</sup> Year Anniv	8 <sup>th</sup> Year Anniv	12 <sup>th</sup> Year Anniv	16 <sup>th</sup> Year Anniv	20 <sup>th</sup> Year Anniv	24 <sup>th</sup> Year Anniv
	1	2	3	4	5	6	7	8	9	10	11
T9	\$24.26	\$25.24	\$26.00	\$26.78	\$27.55	\$28.78	\$29.42	\$30.86	\$31.94	\$32.50	<b>\$33.31</b>
T9.5	\$26.58	\$27.27	\$28.00	\$28.76	\$29.55	\$30.31	\$31.11	\$31.89	\$32.66	\$33.48	<b>\$34.32</b>
T10	\$28.86	\$29.74	\$30.50	\$31.40	\$32.28	\$33.18	\$34.07	\$34.96	\$35.86	\$36.81	<b>\$37.73</b>
T10L	\$31.04	\$31.92	\$32.68	\$33.59	\$34.46	\$35.36	\$36.27	\$37.14	\$38.06	\$39.00	<b>\$39.98</b>
T11	\$30.13	\$30.91	\$31.67	\$32.43	\$33.17	\$33.97	\$34.72	\$35.46	\$36.29	\$37.08	<b>\$38.01</b>
<b>T11B</b>	<b>\$33.28</b>	<b>\$34.07</b>	<b>\$34.87</b>	<b>\$35.65</b>	<b>\$36.45</b>	<b>\$37.32</b>	<b>\$38.74</b>	<b>\$39.63</b>	<b>\$40.53</b>	<b>\$41.48</b>	<b>\$42.52</b>
<b>T11BL</b>	<b>\$35.46</b>	<b>\$36.27</b>	<b>\$37.05</b>	<b>\$37.83</b>	<b>\$38.64</b>	<b>\$39.50</b>	<b>\$40.92</b>	<b>\$41.82</b>	<b>\$42.71</b>	<b>\$43.66</b>	<b>\$44.75</b>
T11.5	\$34.67	\$35.47	\$36.32	\$37.13	\$37.97	\$38.87	\$40.36	\$41.28	\$42.22	\$43.21	<b>\$44.29</b>
T11.5L	\$36.85	\$37.67	\$38.50	\$39.32	\$40.16	\$41.06	\$42.54	\$43.47	\$44.41	\$45.39	<b>\$46.52</b>
T12	\$35.77	\$36.82	\$37.75	\$38.68	\$39.66	\$40.63	\$41.87	\$42.91	\$43.95	\$45.00	<b>\$46.13</b>
<b>T12L</b>	<b>\$37.96</b>	<b>\$39.01</b>	<b>\$39.93</b>	<b>\$40.87</b>	<b>\$41.84</b>	<b>\$42.82</b>	<b>\$44.06</b>	<b>\$45.10</b>	<b>\$46.13</b>	<b>\$47.18</b>	<b>\$48.36</b>
T12.5	\$36.86	\$38.13	\$39.14	\$40.21	\$41.30	\$42.36	\$43.39	\$44.54	\$45.65	\$46.79	<b>\$47.96</b>
T12.5L	\$39.05	\$40.31	\$41.32	\$42.39	\$43.49	\$44.55	\$45.58	\$46.72	\$47.83	\$48.99	<b>\$50.21</b>
T13	\$37.22	\$38.41	\$39.39	\$40.41	\$41.50	\$42.54	\$43.56	\$44.79	\$46.01	\$47.15	<b>\$48.33</b>
T13L	\$39.41	\$40.59	\$41.58	\$42.59	\$43.69	\$44.72	\$45.74	\$46.98	\$48.19	\$49.35	<b>\$50.58</b>
T13.5	\$38.20	\$39.26	\$40.35	\$41.40	\$42.52	\$43.63	\$44.72	\$45.81	\$47.02	\$49.05	<b>\$50.28</b>
T13.5L	\$40.39	\$41.45	\$42.53	\$43.58	\$44.70	\$45.82	\$46.92	\$48.00	\$49.20	\$51.23	<b>\$52.51</b>
T14	\$39.51	\$40.67	\$41.72	\$42.83	\$43.84	\$44.96	\$46.11	\$47.15	\$48.43	\$50.52	<b>\$51.78</b>
T14L	\$41.69	\$42.86	\$43.90	\$45.01	\$46.02	\$47.14	\$48.31	\$49.35	\$50.61	\$52.71	<b>\$54.03</b>

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T14B	\$40.23	\$41.33	\$42.49	\$43.58	\$44.66	\$45.81	\$47.11	\$48.23	\$49.52	\$51.65	<b>\$52.94</b>
T14BL	\$42.42	\$43.52	\$44.67	\$45.76	\$46.84	\$48.00	\$49.30	\$50.43	\$51.71	\$53.84	<b>\$55.19</b>
T14C	\$40.48	\$41.61	\$42.81	\$44.21	\$45.52	\$46.08	\$47.11	\$48.23	\$49.52	\$51.65	<b>\$52.94</b>
T14CL	\$42.67	\$43.80	\$44.99	\$46.39	\$47.70	\$48.28	\$49.30	\$50.43	\$51.71	\$53.84	<b>\$55.19</b>
T14.5	\$41.75	\$42.86	\$44.06	\$45.17	\$46.34	\$47.50	\$48.77	\$49.91	\$51.28	\$52.66	<b>\$53.98</b>
T14.5L	\$43.93	\$45.04	\$46.25	\$47.35	\$48.52	\$49.70	\$50.95	\$52.10	\$53.47	\$54.85	<b>\$56.22</b>
T15	\$43.25	\$44.39	\$45.56	\$46.78	\$47.99	\$49.21	\$50.41	\$51.62	\$53.01	\$54.43	<b>\$55.79</b>
T15L	\$45.43	\$46.58	\$47.74	\$48.97	\$50.17	\$51.40	\$52.59	\$53.81	\$55.20	\$56.61	<b>\$58.03</b>
<b>T15B</b>	<b>\$44.16</b>	<b>\$45.35</b>	<b>\$46.58</b>	<b>\$47.84</b>	<b>\$49.12</b>	<b>\$50.27</b>	<b>\$51.41</b>	<b>\$52.73</b>	<b>\$54.15</b>	<b>\$55.63</b>	<b>\$57.02</b>
<b>T15BL</b>	<b>\$46.34</b>	<b>\$47.53</b>	<b>\$48.76</b>	<b>\$50.03</b>	<b>\$51.30</b>	<b>\$52.46</b>	<b>\$53.60</b>	<b>\$54.91</b>	<b>\$56.33</b>	<b>\$57.82</b>	<b>\$59.27</b>
<b>T15C</b>	<b>\$45.06</b>	<b>\$46.31</b>	<b>\$47.59</b>	<b>\$48.90</b>	<b>\$50.24</b>	<b>\$51.35</b>	<b>\$52.42</b>	<b>\$53.80</b>	<b>\$55.29</b>	<b>\$56.85</b>	<b>\$58.27</b>
<b>T15CL</b>	<b>\$47.26</b>	<b>\$48.49</b>	<b>\$49.77</b>	<b>\$51.09</b>	<b>\$52.43</b>	<b>\$53.53</b>	<b>\$54.60</b>	<b>\$55.98</b>	<b>\$57.48</b>	<b>\$59.03</b>	<b>\$60.51</b>
<b>T15.5</b>	<b>\$45.98</b>	<b>\$47.28</b>	<b>\$48.59</b>	<b>\$49.98</b>	<b>\$51.38</b>	<b>\$52.41</b>	<b>\$53.43</b>	<b>\$54.89</b>	<b>\$56.43</b>	<b>\$58.03</b>	<b>\$59.48</b>
<b>T15.5L</b>	<b>\$48.16</b>	<b>\$49.46</b>	<b>\$50.78</b>	<b>\$52.17</b>	<b>\$53.56</b>	<b>\$54.59</b>	<b>\$55.61</b>	<b>\$57.07</b>	<b>\$58.62</b>	<b>\$60.21</b>	<b>\$61.72</b>
<b>T15.5B</b>	<b>\$47.67</b>	<b>\$48.96</b>	<b>\$50.56</b>	<b>\$51.95</b>	<b>\$53.34</b>	<b>\$54.37</b>	<b>\$55.40</b>	<b>\$56.87</b>	<b>\$58.40</b>	<b>\$60.01</b>	<b>\$61.51</b>
<b>T15.5BL</b>	<b>\$49.67</b>	<b>\$50.96</b>	<b>\$52.56</b>	<b>\$53.95</b>	<b>\$55.34</b>	<b>\$56.37</b>	<b>\$57.40</b>	<b>\$58.87</b>	<b>\$60.40</b>	<b>\$62.01</b>	<b>\$63.56</b>
T16	\$48.71	\$50.15	\$51.62	\$53.16	\$54.78	\$55.60	\$56.43	\$58.14	\$59.84	\$61.64	<b>\$63.18</b>
T16L	\$50.89	\$52.33	\$53.81	\$55.35	\$56.96	\$57.78	\$58.62	\$60.34	\$62.03	\$63.82	<b>\$65.42</b>

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. Employees will be started in the above Step 1 through 7 based on their prior related experience. ~~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;

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Step 7	Eight (8) years;
Step 8	Twelve (12) years;
Step 9	Sixteen (16) years;
Step 10	Twenty (20) years;
Step 11	<u>Twenty-four (24) years (commencing the first full pay period in June, 2028).</u>

Section 7. [per 04-07-2023 MOU] 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.

The following promotion language will apply to employees in the Imaging Department:

- a. Employees who are promoted from a Radiology Technologist to a Mammography Technologist shall be placed in the same step in the higher grade. Such employee shall progress through the steps based on the date they began their first technical Imaging position.
- b. Employees who are promoted from a Radiology Technologist or a Mammography Technologist to a CT Technologist, ~~or a~~ Certified CT Technologist, MRI Technologist, Certified MRI Technologist, Special Procedure Technologist - Interventional Radiology, or an Invasive Interventional Radiology Technologist shall be placed in the same step in the higher grade. Such employee shall progress through the steps based on the date they began their first technical Imaging position.
- c. ~~Employees who are promoted from a CT Technologist to an MRI Technologist or a Special Procedure Technologist - Interventional Radiology shall be placed in the same step in the higher grade. Such employee shall progress through the steps based on the date they began their first Technical Imaging position.~~
- d. ~~Employees who are promoted from a Certified CT Technologist to a MRI Technologist shall remain at their same grade and step. Such employee shall progress through the steps based on the date they began their first technical Imaging position.~~

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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 Technical~~ 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. Employees shall be paid an additional ~~one~~ two dollars and seventy-five cents (~~\$1.00~~\$2.75) per hour, when assigned preceptor responsibilities.
- c. 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~~\$3.25 per hour for the night shift (11:00 pm – 7:00 am).

~~Section 11. Kenmore Mercy Hospital Technical:~~

- a. ~~Employees in other than lead titles, shall be paid an additional one dollar and five cents (\$1.05) per hour when assigned charge/lead responsibilities.~~
- b. ~~Employees shall be paid an additional one dollar (\$1.00) per hour, when assigned preceptor responsibilities.~~
- c. ~~Shift differential shall be:~~
  1. ~~\$1.26~~ per hour for the evening shift (3:00 pm – 11:00 pm); and
  2. ~~\$1.50~~ per hour for the night shift (11:00 pm – 7:00 am).

~~Section 12. Sisters of Charity Hospital – St. Joseph Campus Technical:~~

- a. ~~Employees in other than lead titles, shall be paid an additional one dollar (\$1.00) per hour when assigned charge/lead responsibilities.~~
- b. ~~Employees shall be paid an additional one dollar and five cents (\$1.05) per hour, when assigned preceptor responsibilities.~~
- c. ~~Shift differential shall be:~~
  1. ~~\$1.26~~ per hour for the evening shift (3:00 pm – 11:00 pm); and
  2. ~~\$2.00~~ per hour for the night shift (11:00 pm – 7:00 am).

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~~3. 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 the Employers/Hospitals 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.

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- c. amounts less than \$50.00 will be paid in the next pay period.

Section 1344. Job titles in the bargaining unit are as follows: [per 04-07-2023 MOU]

Labor Grade T9

Dietetic Technician – Registered

Labor Grade T9.5

Certified Occupational Therapy Assistant  
Physical Therapy Assistant

Labor Grade T10

~~Licensed Practical Nurse~~

*\*Graduate Licensed Practice Nurses will be paid at a rate of \$1.00 less than the Step 1 rate for Licensed Practice Nurses until they pass their boards, at which time they will move into the Step 1 rate. This change shall be effective the first full pay period following the exam.*

Labor Grade T10L

~~Licensed Practical Nurse – Team Leader~~

Labor Grade T11

Respiratory Therapy Technician/Sleep  
Respiratory Therapy Technicians  
Sleep Technician

Labor Grade T11B

Licensed Practical Nurse

Labor Grade T11BL

Licensed Practical Nurse - Team Leader

Labor Grade T11.5

~~Materials Clerk (OR)~~

~~Surgical Technologist~~

Labor Grade T11.5L

~~Center Core Lead Surgical Technologist~~  
~~Lead Surgical Technologist Service Line~~

Labor Grade T12

Materials Clerk (OR)

Surgical Technologist

Labor Grade T12L

Center Core Lead Surgical Technologist  
Lead Surgical Technologist Service Line

Labor Grade T12.5

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**CT Economics Package - Employers Proposal #2**

**October 1, 2025**

~~Radiology Technologist~~  
~~Surgical Technologist – Cardiac OR~~

Labor Grade T12.5L

~~Lead Radiology Technologist~~

Labor Grade T13

~~Surgical Technologist – Cardiac OR~~  
~~Mammography Technologist~~

Labor Grade T13L

~~Lead Mammography Technologist~~

Labor Grade T13.5

~~CT Technologist~~  
Radiology Technologist

Labor Grade 13.5L

Lead Radiology Technologist

Labor Grade T14

Mammography Technologist  
~~MRI Technologist~~

Labor Grade T14L

Lead Mammography Technologist  
~~Lead MRI Technologist~~

Labor Grade 14B

~~Certified CT Technologist~~  
~~Certified MRI Technologist~~  
~~Special Procedure Technologist~~  
~~Special Procedure Technologist: Interventional Radiology~~

Labor Grade 14BL

~~Lead Certified CT Technologist~~  
~~Lead Certified MRI Technologist~~

Labor Grade 14C

Respiratory Therapist  
~~Sleep Respiratory Therapist~~  
~~Sleep Technologist~~

Labor Grade 14CL

~~Lead Sleep Technologist~~

Labor Grade T14.5

~~Certified Ultrasound Technologist~~  
CT Technologist

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Invasive Interventional Radiology Technologist  
MRI Technologist  
Respiratory Therapist  
Sleep Respiratory Therapist  
Sleep Technologist  
Special Procedure Technologist  
Special Procedure Technologist: Interventional Radiology

Labor Grade T14.5L

~~Lead Certified Ultrasound Technologist~~  
~~Lead Invasive Interventional Radiology Technologist~~  
Lead Sleep Technologist

Labor Grade T15

Certified CT Technologist  
Certified MRI Technologist  
~~Echo Technologist – Certified Cardiac Sonographer~~  
~~Registered Vascular Technologist~~

Labor Grade T15L

Lead Certified CT Technologist  
Lead Certified MRI Technologist

Labor Grade T15B

Certified Ultrasound Technologist  
Invasive Interventional Radiology Technologist

Labor Grade T15BL

Lead Certified Ultrasound Technologist  
Lead Invasive Interventional Radiology Technologist

Labor Grade T15C

Registered Vascular Technologist

Labor Grade T15CL

Lead RVT

Labor Grade T15.5

Echo Technologist – Certified Cardiac Sonographer  
Perinatal Ultrasound Technologist

Labor Grade 15.5B

Registered Vascular Technologist

Labor Grade 15.5BL

Lead Registered Vascular Technologist

Labor Grade T15.5L

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Labor Grade T16

Transcranial Ultrasound

Labor Grade T16L

Lead RVT/Transcranial Ultrasound Technologist

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