



TO: All Members of CWA Employed by Catholic Health

FROM: The Bargaining Committee

RE: Bargaining Update #25

DATE: October 2, 2025

The Bargaining Committee would like to thank you for your patience during the communication blackout. Due to the communication blackout we have been unable to update you on the progress we were making. As you know, the Bargaining Committee set a deadline of September 26, 2025 to reach a tentative agreement with Catholic Health for a successor Contract. No agreement was reached by the deadline, and the mediator suggested a “cooling off period.” The “cooling off period” suggested was to last for 1 week, until October 6, 2025.

On Monday, September 29, 2025, the Bargaining Committee reported for caucus to continue working and planning next steps. Catholic Health did not agree to the “cooling off period” and asked that we continue to work to reach an agreement. The Bargaining Committee did just that, continued to work hard to reach a tentative agreement. We worked long hours this week with the intention of coming to an agreement which we did last night around midnight. We are working to get everyone a final bargaining report which will show the changes to all the articles in the contract. Dates and times for informational meetings will be coming within the next week. Please see below for a few highlights from the economic package:

Article 40 Staffing/Clinical Staffing Committee	<ul style="list-style-type: none">• CHS agreed to staff the float pools at least 10% above the number of FTEs to staff the average daily census.• RN float pool premium \$4.50/hour. \$6.00/hr for Critical Care and night shift.• NA/ITA float pool premium \$2.00/hr.• Added technical employees to the Article.• Added language that employees will be fully relieved for breaks and lunches.• Added language to enforce the ratios through the grievance process.
Article 41 Technical Staffing	<ul style="list-style-type: none">• Added language that employees will be fully relieved for breaks and lunches• Added language to enforce the grids through the grievance process.• Added minimum staffing grids for the following departments:<ul style="list-style-type: none">○ Kenmore Mercy Hospital<ul style="list-style-type: none">▪ Ultrasound▪ MRI▪ Respiratory▪ X-Ray

	<ul style="list-style-type: none"> ▪ CT ▪ EKG ▪ Mammography ▪ Echo ○ Mercy Hospital of Buffalo <ul style="list-style-type: none"> ▪ Respiratory ▪ CT ▪ MRI ▪ CSA(imaging only) ▪ X-Ray ▪ EKG ▪ Ultrasound ▪ Echo ○ MACC <ul style="list-style-type: none"> ▪ Respiratory ▪ CT ▪ X-Ray ▪ Ultrasound ○ St. Joseph Campus <ul style="list-style-type: none"> ▪ CT/X-Ray ▪ Ultrasound ▪ Sleep Lab ○ East Aurora <ul style="list-style-type: none"> ▪ Ultrasound ▪ Mammography/X-Ray ○ MCCC <ul style="list-style-type: none"> ▪ Ultrasound ▪ Mammography/X-Ray ○ Med Park <ul style="list-style-type: none"> ▪ Ultrasound ▪ Mammography ▪ Mammography/X-Ray ○ Marian Building <ul style="list-style-type: none"> ▪ Peri-Natal Ultrasound
Article 42 Staffing Incentive Program	<ul style="list-style-type: none"> • Increased the RN bonus to \$21.00/hr • Increased the Technical bonus to \$16.00/hr • Increase the Service and Clerical bonus to \$11.00/hr • Added language for those who are assigned on-call above their on-call requirements will be entitled to the bonus. • Added exception that you will not forfeit the bonus during a weather emergency if you cannot report to work.
Article 53 Health Coverage	<ul style="list-style-type: none"> • Language clean up. • Effective January 2026, increased copay for urgent care visits from \$50 to \$60.

Article 54 Prescription Coverage	<ul style="list-style-type: none"> • Effective January 2026, increased specialty drugs copay to \$60 tier 2 and \$125 tier 3.
Article 55 Service Salaries	<ul style="list-style-type: none"> • 3% retro to June 2025 • 3% June 2026 • 3% June 2027 • 3% June 2028 • Added longevity step at the 24th year beginning June 2028. • Employees transferring from within the Catholic Health system will be placed on the scale. • \$1.50/hr when assigned lead duties. • \$1.50/hr when promoted to lead title. • \$2.00/hr for precepting • \$2.00/hr evening shift differential • \$2.75/hr night shift differential. • Multiple job title upgrades.
Article 56 Clerical Salaries	<ul style="list-style-type: none"> • 3% retro to June 2025 • 3% June 2026 • 3% June 2027 • 3% June 2028 • Added longevity step at the 24th year beginning June 2028. • Employees transferring from within the Catholic Health system will be placed on the scale. • \$1.50/hr when assigned lead duties. • \$1.50/hr when promoted to lead title. • \$2.00/hr for precepting • \$2.00/hr evening shift differential • \$2.75/hr night shift differential. • Multiple job title upgrades.
Article 57 Technical Salaries	<ul style="list-style-type: none"> • New base scale retro to June 2025 • 3% June 2026 • 3% June 2027 • 3% June 2028 • Added longevity step at the 24th year beginning June 2028. • Employees transferring from within the Catholic Health system will be placed on the scale. • Added promotion language for those in imaging modalities. • \$1.50/hr when assigned lead duties. • \$1.50/hr when promoted to lead title. • \$2.75/hr for precepting • \$2.00/hr evening shift differential

	<ul style="list-style-type: none"> • \$3.25/hr night shift differential. • Multiple job title upgrades.
Article 58 RN Salaries	<ul style="list-style-type: none"> • New base scale retro to June 2025 • 3% June 2026 • 3% June 2027 • 3% June 2028 • Added longevity step at the 24th year beginning June 2028. • Employees transferring from within the Catholic Health system will be placed on the scale. • \$3.00/hr when assigned charge duties. • \$3.00/hr for precepting • \$2.00/hr evening shift differential • \$4.50/hr night shift differential.