

Grade P14

Physician's Assistant NICU (wage would be equal to RN6 with Step 6 equal to P13A)
Physician Assistant – Neonatal Transport Team (effective 07/25/2019)

Grade P15

Staff Pharmacist

Grade P16

Clinical Pharmacy Coordinator
Clinical Staff Pharmacist

**Appendix D
Registered Nurse Salaries**

Section 1.

a.) This schedule will be effective June 1, 2022 for all employees and will represent a four percent (4%) increase to the base rate. In addition, this scale includes one-time adjustments effective upon ratification for the nursing scales as follows:

1. RN2:

- i. Step 1 – Increase of \$1.90
- ii. Step 2 – Increase of \$3.24
- iii. Step 3 – Increase of \$3.25
- iv. Step 4 – Increase of \$3.26
- v. Steps 5-9 – Increase of \$1.70

2. Grades RN3, RN4, R4A, RN5, RN5A, RN6 – increase of \$1.70 for each step

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
RN2	\$ 37.06	\$ 38.70	\$ 39.33	\$ 40.04	\$ 43.53	\$ 48.64	\$ 49.42	\$ 50.33	\$ 51.79
RN3	\$ 40.47	\$ 41.21	\$ 41.97	\$ 42.76	\$ 47.69	\$ 48.64	\$ 49.42	\$ 50.33	\$ 51.79
RN4	\$ 44.46	\$ 45.31	\$ 46.13	\$ 46.97	\$ 50.11	\$ 51.04	\$ 51.95	\$ 52.86	\$ 54.39
R4A	\$ 47.22	\$ 48.07	\$ 48.88	\$ 49.73	\$ 52.87	\$ 53.79	\$ 54.72	\$ 55.62	\$ 57.14
R4B	\$ 53.70	\$ 54.64	\$ 55.59	\$ 56.54	\$ 57.67	\$ 58.74	\$ 62.19	\$ 64.61	\$ 66.51
RN5	\$ 56.68	\$ 57.68	\$ 58.70	\$ 59.71	\$ 60.92	\$ 62.05	\$ 65.70	\$ 68.27	\$ 70.28
R5A	\$ 56.68	\$ 58.26	\$ 59.97	\$ 61.72	\$ 63.52	\$ 65.39	\$ 67.32	\$ 69.23	\$ 71.28
RN6	\$ 59.44	\$ 60.47	\$ 61.54	\$ 62.62	\$ 63.87	\$ 65.69	\$ 68.89	\$ 71.59	\$ 73.71
RN - Float	\$ 43.07	\$ 43.81	\$ 44.57	\$ 45.36	\$ 49.54	\$ 54.74	\$ 55.66	\$ 56.57	\$ 58.03

TA
10-3-22
1-6
CG

TA
1-6
JK
10/3/22

TA
10/3/22
1-6

b.) This schedule will be effective June 1, 2023 for all employees and will represent a four percent (4%) 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
RN2	\$ 38.54	\$40.25	\$ 40.90	\$ 41.65	\$ 45.27	\$ 50.58	\$ 51.39	\$ 52.34	\$ 53.86
RN3	\$ 42.09	\$42.86	\$ 43.65	\$ 44.47	\$ 49.60	\$ 50.58	\$ 51.39	\$ 52.34	\$ 53.86
RN4	\$ 46.24	\$47.12	\$ 47.97	\$ 48.85	\$ 52.12	\$ 53.08	\$ 54.03	\$ 54.97	\$ 56.56
R4A	\$ 49.11	\$50.00	\$ 50.84	\$ 51.72	\$ 54.98	\$ 55.95	\$ 56.91	\$ 57.85	\$ 59.43
R4B	\$ 55.85	\$56.82	\$ 57.82	\$ 58.80	\$ 59.98	\$ 61.09	\$ 64.67	\$ 67.19	\$ 69.17
RN5	\$ 58.95	\$59.99	\$ 61.05	\$ 62.10	\$ 63.35	\$ 64.53	\$ 68.33	\$ 71.00	\$ 73.09
R5A	\$ 58.95	\$60.59	\$ 62.37	\$ 64.19	\$ 66.06	\$ 68.01	\$ 70.02	\$ 72.00	\$ 74.13
RN6	\$ 61.82	\$62.89	\$ 64.00	\$ 65.13	\$ 66.43	\$ 68.32	\$ 71.65	\$ 74.45	\$ 76.66
RN - Float	\$ 44.79	\$45.56	\$ 46.35	\$ 47.17	\$ 51.52	\$ 56.93	\$ 57.88	\$ 58.83	\$ 60.35

c.) This schedule will be effective June 1, 2024 for all employees and will represent a four percent (4%) 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
RN2	\$ 40.09	\$41.86	\$ 42.54	\$ 43.31	\$ 47.08	\$ 52.60	\$ 53.45	\$ 54.44	\$ 56.01
RN3	\$ 43.77	\$44.57	\$ 45.39	\$ 46.25	\$ 51.58	\$ 52.60	\$ 53.45	\$ 54.44	\$ 56.01
RN4	\$ 48.09	\$49.00	\$ 49.89	\$ 50.80	\$ 54.20	\$ 55.20	\$ 56.19	\$ 57.17	\$ 58.82
R4A	\$ 51.07	\$52.00	\$ 52.87	\$ 53.78	\$ 57.18	\$ 58.18	\$ 59.18	\$ 60.16	\$ 61.81
R4B	\$ 58.08	\$59.09	\$ 60.13	\$ 61.15	\$ 62.38	\$ 63.54	\$ 67.26	\$ 69.88	\$ 71.94
RN5	\$ 61.31	\$62.39	\$ 63.49	\$ 64.58	\$ 65.89	\$ 67.11	\$ 71.06	\$ 73.84	\$ 76.01
R5A	\$ 61.31	\$63.01	\$ 64.86	\$ 66.75	\$ 68.70	\$ 70.73	\$ 72.82	\$ 74.88	\$ 77.09
RN6	\$ 64.29	\$65.40	\$ 66.56	\$ 67.73	\$ 69.08	\$ 71.05	\$ 74.52	\$ 77.43	\$ 79.72
RN - Float	\$ 46.59	\$47.38	\$ 48.21	\$ 49.06	\$ 53.58	\$ 59.21	\$ 60.20	\$ 61.19	\$ 62.76

Section 2. Charge pay will be paid to an employee 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 two dollars (\$2.00) per hour for all hours worked in that assignment. The OCH ECMO Coordinator will also be eligible for charge pay.

Section 3. Shift differential shall be:

- a.) \$2.05 per hour for the evening shift; and
- b.) ~~\$3.55~~ \$4.50 per hour for the night shift.

Section 4. In addition to the base pay, preceptor payment of two dollars and fifty cents (\$2.50) per hour shall be paid for all time that an employee is assigned to preceptor duties.

Section 5. An employee designated as a member of the ECMO Team shall receive a differential of ~~three dollars (\$3.00)~~ **twelve dollars (\$12.00)** per hour for all hours worked running the ECMO Pump.

Section 6. ~~An employee designated as a member of the STAT Team shall receive twenty dollars (\$20.00) per hour for all hours assigned in that capacity and sixty dollars (\$60.00) per case. An employee designated as the STAT Team Coordinator will receive R4B plus a three dollar (\$3.00) per hour differential.~~

Section 7. ~~Effective upon ratification of this Agreement, Float Pool employees will be paid a differential of two dollars (\$2.00) per hour for all hours paid as a float pool employee.~~

Section 8. In addition to their base pay, Triage Nurses, will receive two dollars (\$2.00) an hour for all time spent in the triage role.

Section 9. The right to begin employees in the above Step 1 through Step 5, 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 they were in at the time of separation, provided they return to the same job title.**

Section 10. Increases to Steps 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 11. Increases in Step 6, through Step 9 shall occur on the first day of the payroll period following the employee's eighth (8th), twelfth (12th), sixteenth (16th), and twentieth (20th) anniversary date, respective of continuous service as a registered nurse for the Employer but no other employer.

Section 12. If an employee is floated to an area and works in a job title, which is at a higher RN level than the position they are floating from, they will be paid at the higher RN level at his/her current step on the wage scale for all hours worked in that capacity.

Section 13. 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 14. When an employee is demoted or promoted within RN Level 2 through RN Level 5 in Section 1. above, they shall change wage levels but remain in the Step to which they were assigned at the time of such transfer. Such employees will continue to move up in Steps as provided in Sections 10. and 11. above. When an employee is promoted into RN Level 5A he or she shall be assigned to a Step in accordance with the following schedule inclusive of any nurse practitioner or midwife who has accepted a job prior to the ratification of this Agreement:

- a.) an RN with four (4) or less years of RN experience with Kaleida will be placed in Step 1;

- b.) an RN with five (5) through eight (8) years of RN experience with Kaleida will be placed at Step 3; finally
- c.) an RN with more than eight (8) years of RN experience with Kaleida will be placed at Step 5.

Increases to Steps 6 through 9 shall occur on the first day of the payroll period following the employee's anniversary date, respective of continuous service as a registered nurse, nurse practitioner or nurse midwife for the Employer (but no other employer) annually until the employee reaches the Kaleida Health years of service in either the registered nurse, nurse practitioner or nurse midwife job title. Employees who are now paid in Steps 6, 7, and 8 who do not have the years of service required in this Section shall continue to be paid in the Step to which they are presently assigned.

~~Section 15~~ **14.** When an LPN is promoted into an RN position, he/she shall be assigned to a Step in accordance with the following schedule inclusive of any LPN who has accepted an RN job prior to the ratification of this Agreement:

- a.) an LPN with four (4) or less years of LPN experience with Kaleida will be placed in Step 1;
- b.) an LPN with five (5) through eight (8) years of LPN experience with Kaleida will be placed at Step 3; finally
- c.) an LPN with more than eight (8) years of LPN experience with Kaleida will be placed at Step 5.

Increases in Steps 6 through 9 shall occur on the first day of the payroll period following the employee's anniversary date, respective of continuous service as an LPN for the Employer (but no other employer) annually until the employee reaches the Kaleida Health years of service as an LPN. Employees who are now paid in Steps 6, 7, and 8 who do not have the years of service required in this Section shall continue to be paid in the Step to which they are presently assigned.

~~Section 16~~ **15.** When a current Kaleida employee bids into the RN bargaining unit, and his/her current rate of pay is higher than the RN scale, he/she will remain red-circled until his/her rate of pay falls on the RN scale.

~~Section 17~~ **16.** 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 RN 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 the result of the grievance, such changed rate shall be retroactive to the 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 RN2

Ambulatory Care Nurse
Behavioral Health Nurse
Bereavement Nurse
Cardiac Service Nurse
Critical Care Nurse
Critical Care Nurse/Multi-Site Float
Extended Role Nurse
~~Interventional Nurse~~ Telemetry Nurse
Lactation Consultant
Medical Surgical Nurse
Nurse Counselor
Obstetric Nurse
Operating Room Service Line Coordinator
Research Nurse
Staff Nurse SNF
Special Procedure Nurse Surgical Services Nurse Transition Placement Nurse

Grade RN3

Clinical Nurse Facilitator
Clinical Patient Transfer Coordinator
Clinical Stroke Coordinator
Critical Care Family Liaison
Diabetes Extended Role Nurse
Diabetes Nurse Clinician
Diabetes Teaching Nurse
Enterostomal Therapist
~~Infection Prevention Nurse~~
Patient Care Coordinator
Renal/Pancreas Transplant Coordinator

Grade RN4

Clinical Nurse Educator (BS)
Clinical Research Coordinator
Infection Prevention Nurse
Neonatal Outreach Coordinator
Neurosurgery Liaison Nurse
Peds STAT Transport Team Coordinator
Perioperative Clinical Nurse Educator (BS)

Grade RN4A R4A
ECMO Coordinator
RN First Assistant (~~effective 07/25/2019~~)

Grade R4B
STAT Team
STAT Team Coordinator

Grade RN5
Certified Nurse Midwife Clinical Nurse Educator (MS)
Clinical Nurse Educator (MS)
Clinical Nurse Specialist (~~effective 07/25/2019~~)
Perioperative Clinical Nurse Educator (MS)

Grade ~~RN 5A~~ R5A
Nurse Practitioner (wage would be equal to P13A with Step 1 equal to RN5)

Grade RN6
Behavioral Health Nurse Practitioner
Certified Transport Nurse
Nurse Practitioner NICU
Transport Nurse/Neonatal

Grade RN – Float (RNF)
Registered Nurses hired into a Float Pool