

Appendix F
Technical Employees 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.

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
T1	\$ 17.80	\$18.32	\$ 18.87	\$ 19.44	\$ 20.03	\$ 20.63	\$ 21.25	\$ 21.90	\$ 22.54
T1A	\$ 13.51	\$14.04	\$ 14.32	\$ 14.60	\$ 14.88	\$ 15.77	\$ 16.87	\$ 18.08	\$ 18.62
T1B	\$ 14.83	\$15.45	\$ 15.74	\$ 16.06	\$ 16.39	\$ 17.36	\$ 18.58	\$ 19.86	\$ 20.45
T1C	\$ 15.56	\$16.19	\$ 16.54	\$ 16.85	\$ 17.20	\$ 18.24	\$ 19.52	\$ 20.85	\$ 21.50
T2	\$ 18.60	\$19.16	\$ 19.74	\$ 20.31	\$ 20.92	\$ 21.56	\$ 22.19	\$ 22.88	\$ 23.55
T3	\$ 18.98	\$19.56	\$ 20.16	\$ 20.75	\$ 21.34	\$ 22.01	\$ 22.65	\$ 23.35	\$ 24.04
T4	\$ 19.81	\$20.38	\$ 20.98	\$ 21.62	\$ 22.26	\$ 22.91	\$ 23.63	\$ 24.33	\$ 25.06
T5	\$ 20.28	\$20.85	\$ 21.50	\$ 22.13	\$ 22.79	\$ 23.47	\$ 24.19	\$ 24.93	\$ 25.66
T6	\$ 21.96	\$22.61	\$ 23.32	\$ 24.00	\$ 24.71	\$ 25.47	\$ 26.22	\$ 26.99	\$ 27.81
T7	\$ 22.63	\$23.33	\$ 24.01	\$ 24.72	\$ 25.48	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.67
T8	\$ 23.14	\$23.83	\$ 24.54	\$ 25.29	\$ 26.05	\$ 26.84	\$ 27.64	\$ 28.46	\$ 29.31
T9	\$ 23.66	\$24.35	\$ 25.07	\$ 25.82	\$ 26.60	\$ 27.40	\$ 28.20	\$ 29.06	\$ 29.94
T10	\$ 24.90	\$25.63	\$ 26.40	\$ 27.21	\$ 28.01	\$ 28.84	\$ 29.70	\$ 30.59	\$ 31.52
T11	\$ 25.90	\$26.68	\$ 27.46	\$ 28.31	\$ 29.14	\$ 30.01	\$ 30.92	\$ 31.86	\$ 32.82
T12	\$ 27.75	\$28.58	\$ 29.44	\$ 30.34	\$ 31.24	\$ 32.18	\$ 33.17	\$ 34.12	\$ 35.16
T13	\$ 29.13	\$30.00	\$ 30.90	\$ 31.84	\$ 32.79	\$ 33.78	\$ 34.78	\$ 35.82	\$ 36.89
T14	\$ 29.31	\$30.18	\$ 31.10	\$ 32.03	\$ 33.00	\$ 34.00	\$ 35.00	\$ 36.05	\$ 37.15
T15	\$ 31.60	\$32.56	\$ 33.54	\$ 34.55	\$ 35.58	\$ 36.65	\$ 37.74	\$ 38.89	\$ 40.04
T16	\$ 31.84	\$32.79	\$ 33.78	\$ 34.78	\$ 35.82	\$ 36.90	\$ 38.00	\$ 39.14	\$ 40.31
T17	\$ 34.00	\$35.00	\$ 36.05	\$ 37.11	\$ 38.24	\$ 39.41	\$ 40.59	\$ 41.78	\$ 43.02
T18	\$ 35.96	\$37.06	\$ 38.17	\$ 39.32	\$ 40.48	\$ 41.70	\$ 42.94	\$ 44.22	\$ 45.54
T19	\$ 36.82	\$37.93	\$ 39.06	\$ 40.23	\$ 41.41	\$ 42.70	\$ 43.98	\$ 45.27	\$ 46.62
T20	\$ 38.43	\$39.56	\$ 40.77	\$ 42.02	\$ 43.27	\$ 44.57	\$ 45.90	\$ 47.27	\$ 48.70
T21	\$ 39.77	\$40.96	\$ 42.15	\$ 43.42	\$ 44.74	\$ 46.09	\$ 47.49	\$ 48.88	\$ 50.35
T22	\$ 42.52	\$43.80	\$ 45.13	\$ 46.47	\$ 47.87	\$ 49.31	\$ 50.77	\$ 52.31	\$ 53.86
T23	\$ 64.03	\$65.77	\$ 67.53	\$ 69.38	\$ 71.23	\$ 73.18	\$ 75.17	\$ 77.23	\$ 79.34

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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
T1	\$ 18.52	\$19.06	\$ 19.62	\$ 20.22	\$ 20.83	\$ 21.46	\$ 22.10	\$ 22.78	\$ 23.44
T1A	\$ 14.05	\$14.60	\$ 14.89	\$ 15.19	\$ 15.48	\$ 16.40	\$ 17.54	\$ 18.80	\$ 19.36
T1B	\$ 15.42	\$16.07	\$ 16.36	\$ 16.70	\$ 17.05	\$ 18.05	\$ 19.33	\$ 20.66	\$ 21.26
T1C	\$ 16.18	\$16.84	\$ 17.20	\$ 17.52	\$ 17.89	\$ 18.97	\$ 20.30	\$ 21.69	\$ 22.36
T2	\$ 19.34	\$19.92	\$ 20.53	\$ 21.12	\$ 21.76	\$ 22.42	\$ 23.08	\$ 23.80	\$ 24.49
T3	\$ 19.74	\$20.34	\$ 20.96	\$ 21.58	\$ 22.19	\$ 22.89	\$ 23.56	\$ 24.28	\$ 25.01
T4	\$ 20.60	\$21.20	\$ 21.82	\$ 22.49	\$ 23.15	\$ 23.83	\$ 24.57	\$ 25.30	\$ 26.07
T5	\$ 21.09	\$21.69	\$ 22.36	\$ 23.02	\$ 23.70	\$ 24.41	\$ 25.16	\$ 25.93	\$ 26.68
T6	\$ 22.84	\$23.51	\$ 24.25	\$ 24.96	\$ 25.70	\$ 26.49	\$ 27.27	\$ 28.07	\$ 28.92
T7	\$ 23.54	\$24.26	\$ 24.97	\$ 25.71	\$ 26.50	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.82
T8	\$ 24.07	\$24.78	\$ 25.53	\$ 26.30	\$ 27.09	\$ 27.92	\$ 28.75	\$ 29.60	\$ 30.48
T9	\$ 24.61	\$25.32	\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50	\$ 29.33	\$ 30.22	\$ 31.14
T10	\$ 25.89	\$26.65	\$ 27.45	\$ 28.29	\$ 29.13	\$ 29.99	\$ 30.89	\$ 31.81	\$ 32.78
T11	\$ 26.93	\$27.74	\$ 28.55	\$ 29.44	\$ 30.31	\$ 31.21	\$ 32.16	\$ 33.13	\$ 34.14
T12	\$ 28.86	\$29.72	\$ 30.62	\$ 31.55	\$ 32.49	\$ 33.46	\$ 34.49	\$ 35.49	\$ 36.57
T13	\$ 30.30	\$31.20	\$ 32.13	\$ 33.12	\$ 34.10	\$ 35.13	\$ 36.17	\$ 37.25	\$ 38.36
T14	\$ 30.48	\$31.39	\$ 32.34	\$ 33.31	\$ 34.32	\$ 35.36	\$ 36.40	\$ 37.49	\$ 38.63
T15	\$ 32.86	\$33.86	\$ 34.88	\$ 35.93	\$ 37.00	\$ 38.12	\$ 39.25	\$ 40.44	\$ 41.64
T16	\$ 33.12	\$34.10	\$ 35.13	\$ 36.17	\$ 37.25	\$ 38.38	\$ 39.52	\$ 40.70	\$ 41.92
T17	\$ 35.36	\$36.40	\$ 37.49	\$ 38.59	\$ 39.77	\$ 40.98	\$ 42.21	\$ 43.45	\$ 44.75
T18	\$ 37.40	\$38.54	\$ 39.69	\$ 40.90	\$ 42.10	\$ 43.37	\$ 44.66	\$ 45.99	\$ 47.36
T19	\$ 38.29	\$39.45	\$ 40.62	\$ 41.84	\$ 43.07	\$ 44.41	\$ 45.74	\$ 47.08	\$ 48.49
T20	\$ 39.97	\$41.14	\$ 42.40	\$ 43.70	\$ 45.01	\$ 46.36	\$ 47.73	\$ 49.16	\$ 50.65
T21	\$ 41.36	\$42.59	\$ 43.84	\$ 45.16	\$ 46.53	\$ 47.94	\$ 49.39	\$ 50.84	\$ 52.36
T22	\$ 44.22	\$45.56	\$ 46.93	\$ 48.33	\$ 49.79	\$ 51.28	\$ 52.80	\$ 54.40	\$ 56.02
T23	\$ 66.59	\$68.40	\$ 70.23	\$ 72.15	\$ 74.08	\$ 76.11	\$ 78.18	\$ 80.32	\$ 82.52

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
T1	\$ 19.26	\$19.82	\$ 20.41	\$ 21.02	\$ 21.66	\$ 22.32	\$ 22.98	\$ 23.69	\$ 24.38
T1A	\$ 14.61	\$15.19	\$ 15.49	\$ 15.79	\$ 16.10	\$ 17.05	\$ 18.25	\$ 19.55	\$ 20.14
T1B	\$ 16.04	\$16.72	\$ 17.02	\$ 17.37	\$ 17.73	\$ 18.77	\$ 20.10	\$ 21.48	\$ 22.11
T1C	\$ 16.83	\$17.51	\$ 17.89	\$ 18.22	\$ 18.61	\$ 19.73	\$ 21.11	\$ 22.55	\$ 23.25
T2	\$ 20.11	\$20.72	\$ 21.35	\$ 21.97	\$ 22.63	\$ 23.32	\$ 24.00	\$ 24.75	\$ 25.47
T3	\$ 20.53	\$21.16	\$ 21.80	\$ 22.44	\$ 23.08	\$ 23.80	\$ 24.50	\$ 25.25	\$ 26.01
T4	\$ 21.43	\$22.05	\$ 22.69	\$ 23.39	\$ 24.07	\$ 24.78	\$ 25.56	\$ 26.31	\$ 27.11
T5	\$ 21.93	\$22.55	\$ 23.25	\$ 23.94	\$ 24.65	\$ 25.39	\$ 26.16	\$ 26.96	\$ 27.75
T6	\$ 23.76	\$24.45	\$ 25.22	\$ 25.96	\$ 26.73	\$ 27.55	\$ 28.36	\$ 29.19	\$ 30.08
T7	\$ 24.48	\$25.23	\$ 25.97	\$ 26.74	\$ 27.56	\$ 28.37	\$ 29.22	\$ 30.10	\$ 31.01
T8	\$ 25.03	\$25.77	\$ 26.55	\$ 27.36	\$ 28.18	\$ 29.03	\$ 29.90	\$ 30.79	\$ 31.70
T9	\$ 25.59	\$26.33	\$ 27.12	\$ 27.93	\$ 28.77	\$ 29.64	\$ 30.51	\$ 31.43	\$ 32.38
T10	\$ 26.93	\$27.72	\$ 28.55	\$ 29.43	\$ 30.29	\$ 31.19	\$ 32.13	\$ 33.08	\$ 34.09
T11	\$ 28.01	\$28.85	\$ 29.70	\$ 30.62	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.45	\$ 35.50
T12	\$ 30.01	\$30.91	\$ 31.84	\$ 32.81	\$ 33.79	\$ 34.80	\$ 35.87	\$ 36.91	\$ 38.03
T13	\$ 31.51	\$32.45	\$ 33.42	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.62	\$ 38.74	\$ 39.90
T14	\$ 31.70	\$32.64	\$ 33.63	\$ 34.65	\$ 35.69	\$ 36.77	\$ 37.85	\$ 38.99	\$ 40.18
T15	\$ 34.17	\$35.22	\$ 36.28	\$ 37.37	\$ 38.48	\$ 39.64	\$ 40.82	\$ 42.06	\$ 43.31
T16	\$ 34.44	\$35.47	\$ 36.54	\$ 37.62	\$ 38.74	\$ 39.91	\$ 41.10	\$ 42.33	\$ 43.60
T17	\$ 36.77	\$37.85	\$ 38.99	\$ 40.14	\$ 41.36	\$ 42.62	\$ 43.90	\$ 45.19	\$ 46.54
T18	\$ 38.90	\$40.08	\$ 41.28	\$ 42.53	\$ 43.78	\$ 45.11	\$ 46.45	\$ 47.83	\$ 49.26
T19	\$ 39.82	\$41.02	\$ 42.25	\$ 43.51	\$ 44.79	\$ 46.19	\$ 47.57	\$ 48.97	\$ 50.43
T20	\$ 41.56	\$42.79	\$ 44.09	\$ 45.44	\$ 46.81	\$ 48.21	\$ 49.64	\$ 51.13	\$ 52.68
T21	\$ 43.01	\$44.30	\$ 45.59	\$ 46.96	\$ 48.39	\$ 49.85	\$ 51.36	\$ 52.87	\$ 54.45
T22	\$ 45.98	\$47.38	\$ 48.81	\$ 50.26	\$ 51.78	\$ 53.33	\$ 54.92	\$ 56.58	\$ 58.26
T23	\$ 69.26	\$71.14	\$ 73.04	\$ 75.04	\$ 77.04	\$ 79.16	\$ 81.31	\$ 83.53	\$ 85.82

Section 2. Lead pay will be paid to an employee when the normal manager or supervisor is absent or the employee has been assigned lead responsibilities and lead responsibilities are not part of the employee's existing job description. Lead pay differential shall be one dollar and fifty cents (\$1.50) 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.) \$ 1.70 per hour for the night shift.

Shift Differential for Medical Technician, shall be:

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

Section 4. In addition to the base pay, trainer payment of two dollars (\$2.00) per hour shall be paid for all time in excess of one (1) hour that an employee is assigned preceptor/training 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. Effective the first pay period following ratification of this Agreement, float Pool employees will be paid a differential of ~~two dollars (\$2.00)~~ **three dollars (\$3.00)** per hour for all hours paid as a float pool employee.

Section 7. The right to begin new employees in the above Step 1 through Step ~~5~~ **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 they were in at the time of separation, provided they return to the same job title.**

Section 8. 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 9. Increases to 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 for the Employer.

Section 10. 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 11. 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 8. and 9. above. Except that employees who are in Step 6 through 9 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: ~~This section will not apply to same job title transfers from Appendix G.~~

- a.) The employee with twenty (20) years of service will advance to Step 9 one (1) year from the date of promotion.

- b.) The employee with sixteen (16) years of service will advance to Step 8 and one (1) year from the date of promotion.
- c.) The employee with twelve (12) years of service will advance to Step 7 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 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 12. If an employee is floated to an area, and works in a job title that 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 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. 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 accord with the Job Bidding and Transfers Article of this Agreement.

Job Titles:

Grade T3

Activities Assistant

Activities Assistant SNF

Communications Operator

Critical Care Technician

Emergency Room Technician

~~Laboratory Processor~~

Monitor Technician
~~Pharmacy Technician I~~
~~Phlebotomy Technician~~
Technical Assistant

Grade T4

Dental Assistant
Histological Assistant

Grade T5

Anesthesia Assistant
Angiology Technician
Dialysis Technician
Family Planning Counselor
Hemodialysis PCT
Histology Prep Technician
Laboratory Processor
Lithotripsy Technician
Medical Assistant
Mental Health Worker
Pharmacy Technician I
~~Pharmacy Technician II~~
Phlebotomy Technician

Grade T6

Certified Medical Assistant
EKG Technician
Lead Dental Assistant
Material Facilities Clerk
Medical History Specialist
Oral Surgery Assistant
Pharmacy Technician II
~~Phlebotomy Technician II~~
Warehouse Technician Specialist

Grade T7

Counseling Assistants
Family Outreach Educator
Ophthalmic Technician
Phlebotomy Technician II

Grade T8

Lead Warehouse Tech

Grade T9

Anesthesia Technician
Autopsy Assistant

Cardiac Technician
Clinician Research Assistant
Dietary Technician
Dietary Technician SNF
Physical Therapy Assistant

Grade T10

Licensed Practical Nurse
Licensed Practical Nurse SNF
Pulmonary Function Technician
Respiratory Technician
Translator LPN

Grade T11

~~Anatomic Pathology Assistant~~
Certified Occupational Therapy Assistant (~~effective 07/25/2019~~)
Dialysis Support Specialist
Facilitated Enroller

Grade T12

Addiction Counselor
Alcohol Counselors
Anatomic Pathology Assistant
~~Histology Technician~~
In Person Assistor /Navigator
~~Medical Technician~~

Grade T13

Case Manager
Dental Hygienist
Histology Technician
Medical Technician
OB Technologist
Ophthalmic Photographer
Surgical Technologist

Grade T14

Electro-Neurodiagnostic Technologist I
~~Lead Histology Technician~~

Grade T15

Electro-Neurodiagnostic Technologist II
Lead Histology Technician
Radiologic Technologist
Respiratory Therapist
Respiratory Therapist SNF

Quality Assurance Technologist

Grade T16

~~CATT Scan Technologist~~
Mammography Technologist

Grade T17

Cardiovascular Radiologic Technologist
CATT Scan Technologist
~~Certified CATT Technologist~~
Certified Quality Assurance Technologist
Electro-Neurodiagnostic Technologist III
Interventional Radiology Technologist
Lead Radiologic Technologist
MRI Technologist
Neuro Peripheral Radiology Technologist

Grade T18

Certified CATT Technologist
Certified CVRT- Cardiac
Certified CVRT- Vascular
Certified MRI Technologist
Lead Mammography Technologist

Grade T19

Echo Technologist
~~Lead Certified CATT Scan Technologist~~
Lead CVRT
Lead Electro-Neuro-diagnostic Technologist
Lead Interventional Radiology Technologist
Lead Neuro/Peripheral Radiology Technologist
Nuclear Medicine Technologist
Ultrasonography Technologist

Grade T20

Lead Certified CATT Scan Technologist
Lead Certified CVRT- Cardiac
Lead Certified CVRT- Vascular
Lead Certified MRI Technologist
Lead MRI Technologist
Respiratory Therapist – Stabilization Team
Respiratory Therapist Transport
Ultrasonography Technologist *Obstetrics

Grade T21

Lead Echo Technologist

Lead Nuclear Medicine Technologist
Lead Ultrasonography Technologist
Neurovascular Technician
Vascular Lab Technologist

Grade T22

Lead Vascular Lab Technologist

Grade T23 – ~~Adding \$6 to each step of the scale (effective 07/25/2019)~~

Perfusionist

Appendix G
Skilled Nursing Facility Employee Salaries

Section 1.

Section 2. — ~~Lead pay will be paid to an employee when the normal manager or supervisor is absent or the employee has been assigned lead responsibilities and lead responsibilities are not part of the employee's existing job description. Lead pay differential shall be one dollar and fifty cents (\$1.50) per hour for all hours worked in that assignment.~~

Section 3. — ~~Charge pay will be paid to an RN or an LPN working in the Skilled Nursing Facility who has been assigned by the normal manager/supervisor the responsibility of charge nurse. Charge pay shall be two dollars (\$2.00) per hour for all hours worked in that assignment.~~

Section 4. — Shift Differential shall be: _____

_____ Pay Grades L00 through L09

a.) — \$ 1.40 per hour for the evening shift; and

b.) — \$ 1.70 per hour for the night shift.

_____ Pay Grades L10

a.) — \$ 2.05 per hour for the evening shift; and

d.) — \$ 3.55 per hour for the night shift.

Section 5. — ~~In addition to the base pay, trainer payment of two dollars (\$2.00) per hour shall be paid for all time in excess of one (1) hour that an employee is assigned preceptor/training duties.~~

Section 6. — ~~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.~~

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