

**Memorandum of Understanding
Service Market Adjustments**

This Memorandum of Understanding is entered into by Mercy Hospital, Kenmore Mercy Hospital, Sisters of Charity Hospital, St. Joseph Campus (hereinafter, "the Employers") and the Communications Workers of America, AFL-CIO (hereinafter, "the Union"), (collectively, "the Parties") on this 23rd day of June 2023.

Due to market changes, the Parties have been in discussions to make the following amendments to the existing collective bargaining agreements which expire on June 30, 2025:

1. Effective July 2, 2023, Article 55, Service Salaries, Section 13., will be amended to read as follows:

Labor Grade S4.5

Certified Nurse Assistant Trainee	
Food Service Attendant	49200
Homemaker	49562
Hospitality Associate	49188
Linen Room Technician	49019
Parking Attendant	47060
Porter	49475
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
Environmental Service Worker	49042
Food Service Attendant	49200
Perioperative Attendant	49587
Receptionist Clerk/Office Operator Transport	45145
Transport	43574

Labor Grade S5.5

Environmental Service Worker	49042
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Labor Grade S6

Anesthesia Assistant	
Anesthesia Technician	49814
Lead Parking Attendant	47059
Nurse Assistant	49300
Rehabilitation Assistant	49060

Labor Grade S6.5

Certified Nurse Assistant	49650
Cook	49080
Equipment Technician	49546
Intern – Pharmacy Assistant	42240
Lead Environmental Service Worker	49040
Pharmacy Technician	49540
Receiving/Storage Porter	49090
Shift Leader	41400
Supply Clerk	

Labor Grade S7

Cook	49080
Endoscopy Technician	45414
Sterile Processing Technician	
Student Immediate Treatment Assistant	49303

Labor Grade S7.5

Cardiac Technician	43241
EKG Technician	
Medical Assistant	43040
Sterile Processing Technician	

Labor Grade S8

Dialysis Technician	49545
Groundskeeper	48020
Immediate Treatment Assistant	49302
Student Immediate Treatment Assistant	49303
Pharmacy Technician Certified/Registered	49541

Labor Grade S9

Lead Sterile Processing Technician	
Senior Sterile Processing Technician	49010

2. Employees who are promoted from Sterile Processing Technician to Senior Sterile Processing Technician and Lead Sterile Processing Technician shall be placed in the same step in the higher grade, consistent with the practice of promotions to all other lead titles.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Parties have executed this Agreement and Memorandum of Understanding as of the date and year first above written.

WITNESS:

1 Kenn Bray

EMPLOYERS:

Mercy Hospital, Kenmore Mercy Hospital, Sisters of Charity Hospital, St. Joseph Campus

By: Diane M. Pietraszewski

Name: Diane M. Pietraszewski

Title: System Director, Labor Relations & HR Legal

WITNESS:

Cindy A. Smith

UNION:

Communications Workers of America, AFL-CIO

By: Erin M. Scawkins

Name: Erin M. Scawkins

Title: Staff Representative