

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

Article 58
Registered Nurse Salaries

Section 1. a. This new base scale for registered nurses will be effective the first full pay period in June, 2024/2025:

GRADE	HIRE	1st Year Anniv	2nd Year Anniv	3rd Year Anniv	4th Year Anniv	5th Year Anniv	8th Year Anniv	12th Year Anniv	16th Year Anniv	20th Year Anniv
	1	2	3	4	5	6	7	8	9	10
RN1	\$41.79	\$43.62	\$44.32	\$45.10	\$48.99	\$50.00	\$54.43	\$55.20	\$56.22	\$57.84
RN2	\$43.83	\$45.93	\$47.28	\$48.76	\$50.50	\$51.50	\$56.05	\$56.85	\$57.90	\$59.50

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 above 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 payment except for those employees specifically listed in the Salaries—RN Side Letter.~~

- b. This schedule will be effective the first full pay period in June, ~~2022-2026~~ and reflects a ~~two-three percent (2.0%3%)~~ general increase:

GRADE	HIRE	1st Year Anniv	2nd Year Anniv	3rd Year Anniv	4th Year Anniv	5th Year Anniv	8th Year Anniv	12th Year Anniv	16th Year Anniv	20th Year Anniv
	1	2	3	4	5	6	7	8	9	10
RN1	\$43.04	\$44.93	\$45.65	\$46.45	\$50.46	\$51.50	\$56.06	\$56.86	\$57.91	\$59.58
RN2	\$45.14	\$47.31	\$48.70	\$50.22	\$52.02	\$53.05	\$57.73	\$58.56	\$59.64	\$61.29

- 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	1st Year Anniv	2nd Year Anniv	3rd Year Anniv	4th Year Anniv	5th Year Anniv	8th Year Anniv	12th Year Anniv	16th Year Anniv	20th Year Anniv
	1	2	3	4	5	6	7	8	9	10
RN1	\$44.33	\$46.28	\$47.02	\$47.84	\$51.97	\$53.05	\$57.74	\$58.57	\$59.65	\$61.37
RN2	\$46.49	\$48.73	\$50.16	\$51.73	\$53.58	\$54.64	\$59.46	\$60.32	\$61.43	\$63.13

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- 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 st Year Anniv	2 nd Year Anniv	3 rd Year Anniv	4 th Year Anniv	5 th Year Anniv	8 th Year Anniv	12 th Year Anniv	16 th Year Anniv	20 th Year Anniv	24 th Year Anniv
	1	2	3	4	5	6	7	8	9	10	11
RN1	\$45.66	\$47.67	\$48.43	\$49.28	\$53.53	\$54.64	\$59.47	\$60.33	\$61.44	\$63.21	\$64.79
RN2	\$47.88	\$50.19	\$51.66	\$53.28	\$55.19	\$56.28	\$61.24	\$62.13	\$63.27	\$65.02	\$66.65

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 Step 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;
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>

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Section 7. Employees promoted to a higher grade shall be placed in the new grade at a step representing at least three percent (3%) increase in pay and shall advance to the next step in that grade after one (1) year.

Section 8. ~~Mercy Hospital of Buffalo Registered Nurses~~ Charge/Preceptor Pay and Shift Differential:

- a. Employees assigned to charge duties shall be paid an additional ~~one dollar and twenty-five cents (\$1.25)~~ three dollars (\$3.00) per hour for all hours worked in that assignment.
- b. Employees shall be paid an additional ~~one dollar and twenty-five cents (\$1.25)~~ three dollars (\$3.00) per hour for all hours worked as a preceptor.
- c. Shift differential shall be:
 1. ~~One dollar and seventy-five cents (\$1.75)~~ Two dollars (\$2.00) per hour for the evening shift (3:00 pm - 11:00 pm); and
 2. Four dollars and fifty cents (\$4.50) per hour for the night shift (11:00 pm - 7:00 am).
 3. Four dollars and seventy-five cents (\$4.75) per hour for the night shift (11:00 pm - 7:00 am) for hard to fill night shift units/departments. Such units/departments will include the Emergency Department, Intensive Care Unit, Cardio-Vascular Intensive Care Unit and/or the Critical Care Float Pool.

Section 9. ~~Kenmore Mercy Hospital Registered Nurses:~~ [per 04-07-2023 MOU]

- a. ~~Employees assigned to charge duties shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for all hours worked in that assignment.~~
- b. ~~Employees shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for all hours worked as a preceptor.~~
- c. ~~Shift differential shall be:~~
 1. ~~Two dollars (\$2.00) per hour for hours worked between 3:00 pm and 11:00 pm for the evening shift;~~
 2. ~~Four dollars and fifty cents (\$4.50) per hour for hours worked between 11:00 pm and 7:00 am for the night shift.~~
 3. ~~Four dollars and seventy-five cents (\$4.75) per hour for the night shift (11:00 pm - 7:00 am) for hard to fill night shift units/departments. Such units/departments will include the Emergency Department, Intensive Care Unit, and the Critical Care Float Pool.~~

Section 10. ~~Sisters of Charity, St. Joseph Campus Registered Nurses:~~ [per 04-07-2023 MOU]

- a. ~~Employees assigned to charge duties shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for all hours worked in that assignment.~~

- b. ~~Employees shall be paid an additional one dollar and twenty five cents (\$1.25) per hour for all hours worked as a preceptor.~~
- c. ~~The shift differential shall be:~~
 - 1. ~~One dollar and seventy five cents (\$1.75) per hour for all hours worked on the evening shift by an evening shift employee.~~
 - 2. ~~Four dollars and fifty cents (\$4.50) per hour for all hours worked on the night shift by a night shift employee.~~
 - 3. ~~Four dollars and seventy five cents (\$4.75) per hour for the night shift (11:00 pm - 7:00 am) for hard to fill night shift units/departments. Such units/departments will include the Emergency Department.~~

Section ~~9~~44. The Employers/Hospitals recognize the clinical expertise of their professional RN staff and will provide additional compensation in recognition of professional certifications from the American Nurse Credentialing Center (ANCC) in accordance with the following:

- a. the RN must be employed as a full-time, part-time or weekend employee for a period of not less than one (1) year;
- b. the RN must be employed in a position that is directly related to the certification received and the certification must not be required by Federal law or New York State law in order to perform their current job;
- c. full-time and part-time employees will receive a lump sum payment of five hundred dollars (\$500.00) within thirty (30) days following the submission of documentation that the certification has been successfully achieved or renewed with a maximum payment of five hundred dollars (\$500.00) per calendar year;
- d. weekend employees will receive a lump sum payment of three hundred dollars (\$300.00) within thirty (30) days following the submission of documentation that the certification has been successfully achieved or renewed with a maximum payment of three hundred dollars (\$300.00) per calendar year;
- e. upon successful completion of the professional certification requirement, the Professional Certification Achievement Award Application must be completed and submitted along with a copy of the certification achievement or renewal to the appropriate nurse manager for review and endorsement and submission to the Vice-President Patient Care Services for approval.

Section ~~10~~42. For all hours worked on the weekend, weekend employees shall be paid the weekend rate of:

- a. ~~\$63.14~~ \$71.03 per hour effective the first full pay period of June ~~2021~~2025;
- b. ~~\$65.00~~ \$73.16 per hour effective the first full pay period of June ~~2026~~2022;
- c. ~~\$66.95~~ \$75.35 per hour effective the first full pay period of June ~~2027~~2023;
- d. ~~\$68.96~~ \$77.61 per hour effective the first full pay period of June ~~2028~~2024.

Section ~~11~~43. Paycheck errors shall be corrected as per the following procedure:

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- 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 their Employer/Hospital 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;
- c. amounts less than \$50.00 will be paid in the next pay period.

Section 1244. Job titles in the bargaining unit are as follows:

RN1

Ambulatory Registered Nurse
Emergency Department Registered Nurse
GI Registered Nurse
PACU Registered Nurse
Perioperative Registered Nurse
Resident Care Coordinator
Registered Nurse
Radiology Registered Nurse

Registered Nurses presently employed in the Mercy Hospital Care Management Department as Case Managers, Discharge Coordinators, RN Care Coordinators, and RN Rehab Specialists in the RN2 pay grade shall remain in the RN2 pay grade.

Registered Nurses presently employed in the Mercy Hospital Care Management Department as Case Managers, Discharge Coordinators, RN Care Coordinators, and RN Rehab Specialists in the RN1 pay grade shall remain in the RN1 pay grade.

Registered Nurses, both internal bidders and external applicants, hired into the Mercy Hospital Care Management Department as Case Managers, Discharge Coordinators, RN Care Coordinators, and RN Rehab Specialists after ratification shall be hired into the RN1 Pay grade.

RN2

Registered Nurse First Assistant

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