

**Communications Workers of America, AFL-CIO  
Kenmore Mercy Hospital  
Service and Clerical  
2025 Contract Negotiations**

**MOU  
Common Language**

During the course of 2025 Kenmore Mercy Service & Clerical bargaining, the parties have agreed that the existing Common Language previously negotiated between the parties shall apply. Therefore, the parties agree to the following modifications to the Common Language of the 2025-2029 Collective Bargaining Agreements with Mercy Hospital, Kenmore Mercy Hospital and SOCH-St. Joseph Campus:

Section 1. All Common Table language shall apply unless explicitly specified otherwise.

Section 2. Article 1, Agreement, Section 2 shall be modified as follows:

Section 2. The provisions of the Agreements, which include contract language common to all eight (8) contracts as well as the language for each of the eight (8) bargaining unit agreements, shall supersede and replace the corresponding provisions of any existing bargaining unit agreement that deals with the identical issues.

Section ~~23~~. Implementation of Article 50 Extended Sick Leave and 59 Paid Sick Leave shall occur effective December 28, 2025.

Section 4 Article 51, Retirement, Section 1 shall be modified as follows:

a. New section I.

I. Employees employed in the Service/Clerical bargaining unit, by Kenmore Mercy Hospital, will accrue benefits under the Personal Retirement Account (PRA) benefit formula at no cost to the employee. Any employee in a grandfathered retirement plan shall not be required to move out of the plan.

Section ~~35~~. Article 53, Health Coverage, Section 3 shall be modified as follows:

a. New section c.:

For Kenmore Mercy Hospital Service & Clerical Employees:

1. ninety percent (90%) of the cost of single coverage for full-time employees hired before ratification of this Agreement; or
2. eighty percent (80%) of the cost of family coverage for full-time employees, hired before ratification of the Agreement; and
3. eighty percent (80%) of the cost of single or family coverage (at the employee's choice) for full-time employees hired after ratification of the Agreement;
4. fifty-five percent (55%) of the cost of single or family coverage (at the employee's choice) for part-time employees.

Section ~~46~~. Article 55, Service Salaries shall be modified as follows:

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Section 13 shall be modified to add:

- a. Lead Supply Clerk into a new Labor Grade S6.5L with the following base scale:

Grade	Hire	1 <sup>st</sup> Year Anniv.	2 <sup>nd</sup> Year Anniv.	3 <sup>rd</sup> Year Anniv.	4 <sup>th</sup> Year Anniv.	5 <sup>th</sup> Year Anniv.	8 <sup>th</sup> Year Aniv.	12 <sup>th</sup> Year Anniv.	16 <sup>th</sup> Year Anniv.	20 <sup>th</sup> Year Anniv.
<b>S6.5L</b>	<b>\$19.68</b>	<b>\$20.64</b>	<b>\$21.18</b>	<b>\$21.77</b>	<b>\$22.31</b>	<b>\$22.94</b>	<b>\$23.58</b>	<b>\$24.24</b>	<b>\$24.93</b>	<b>\$25.39</b>

- a.b. Unit Clerk/Monitor Tech into Labor Grade S7.5.

Section 47. Article 56, Clerical Salaries shall be modified as follows:

Section 13 shall be modified to add:

- a. Lead Switchboard Operator into a new Labor Grade ~~S6C~~C6.5L with the following base scale:

Grade	Hire	1 <sup>st</sup> Year Anniv.	2 <sup>nd</sup> Year Anniv.	3 <sup>rd</sup> Year Anniv.	4 <sup>th</sup> Year Anniv.	5 <sup>th</sup> Year Anniv.	8 <sup>th</sup> Year Aniv.	12 <sup>th</sup> Year Anniv.	16 <sup>th</sup> Year Anniv.	20 <sup>th</sup> Year Anniv.
<b>C6.5L</b>	<b>\$19.68</b>	<b>\$20.64</b>	<b>\$21.18</b>	<b>\$21.77</b>	<b>\$22.31</b>	<b>\$22.94</b>	<b>\$23.58</b>	<b>\$24.24</b>	<b>\$24.93</b>	<b>\$25.80</b>

- b. Credentialing Specialists into Labor Grade C10.
- c. Surgical Post Case & Charging Clerk into Labor Grade C8.
- d. Service Representative EKG into Labor Grade C8.

Section 68. MOU 1 Agreement shall be modified to incorporate Kenmore Mercy Hospital (Service & Clerical Employees) as an eighth bargaining unit.

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