

# **Kaleida Final Bargaining Report** **CWA-SEIU-IUOE**

*This is just a summary of the tentative agreement - complete report to follow*

**Duration of the contract:** 3 years

**SALARIES:** Appendix A-G

**2019: Ratification Bonus :**

4% Lump Sum Bonus or  
\$750 for Part Timers / \$1250 for Full timers whichever is higher  
Per diem 4% X base rate x .20 FTE or \$750 whichever is higher.

**Effective July 1, 2020:** 2% General Wage Increase

Upgrade scales to increase starting rate to \$14/hour and \$15/hour by first anniversary

**Effective January 1, 2021:** 1% General Wage Increase

(on January 1, 2021 your base rate will be 3% higher than your base rate today)

**Effective August 1, 2021:** 3% General Wage Increase

(on August 1, 2021 your base rate will be 6% higher than your base rate today)

**Bonus Payment:**

The 4% Bonus Payment OR / If higher/ \$750 for Part Timers / \$1250 for Full timers will be made in a separate check and based upon the employee's FTE (Full time / Part Time /Per diem status) on the date the contract is officially ratified (Votes counted). The payment will be within Two (2) Pay periods after date of Ratification. For Per Diem employees, the calculation is based on the FTE of .20 x Base Rate or \$750 whichever is greater.

Bonus calculated: Base pay X 4% = Lump (minus applicable taxes) see below for options.

Salaried Employees: Same lump sum and general wage increase as all other employees

**Tax Deferred Savings For Lump Sum:**

**Employees will have the option of depositing all or part of their lump sum payment into their Kaleida Health Savings Investment 403b/401k tax sheltered annuity plan:** (as follows)

By Filling Out a form to OPT to direct 100% of Lump Sum into the 403(b) on a pretax basis.

by Web - visit the Lincoln Alliance website [www.lincolnfinancial.com](http://www.lincolnfinancial.com) .

By Phone – Speak to a Lincoln Financial Representative by calling 1-800-234-3500

By Meeting – contact Kevin Weber; Lincoln Retirement Consultant at [Kevin.Weber@lfg.com](mailto:Kevin.Weber@lfg.com) or 716-428-1504

**Retirement:**

**Cash Balance:** Improvements will affect 2600 employees

**Effective 1-1-20** - Increase employer **Match to 50% of the First 6%** of employee contributions.

**Effective 1-1-21** - **Increase Pay Credits by 0.5 % of pay** in each tier of service.

3.5% - 1 to 4 yrs. of service

4.5% - 5 to 9 yrs. of service

5.5% - 10 or more years of service

**Plans (Buffalo General, Millard, and DeGraff)** These plans are all positively impacted by salary increases and the lump sum (the lump counts as eligible compensation in the formulas)

**SEIU Plan :** Increase Contribution for all employees listed in Art 33, Section 1. D) and new hires after January 1, 2020 to 3% of compensation.

**IUOE:** Increase each Jan. 1<sup>st</sup> (of contract yrs.) of \$0.25 per hour based on all hours Paid P  
Previously was based on all hours worked

### **Health Insurance:**

**No changes to cost sharing for all members.**

**Prior contract percentages remain the same/ co-pays remain same for medical and Prescriptions (CHS will be the exception as stated below)**

**Both medical plans will maintain Roswell and Brylin “In Network”**

- Management proposed to exclude Catholic Health System for “In Network” utilization. The Catholic Health System will be “Out of Network”
- Catholic Health System will involve co-insurance of 30%, increased deductibles to \$750/\$1250, out of pocket maximum to \$2500/\$5000

***\*if you use any services at a CHS facility (Including clinics, PT, Imaging, ER, Labs, hospitalization ambulatory surgery, etc.) you will incur higher costs.***

- Only exceptions to above are for emergencies, OB/maternity, ongoing care for employees who have already been treated or relapse of a preexisting condition for which CHS provided treatment.
- Premium cost sharing remains the same as prior contract.
- Co-pays will not change for in net-work use.
- Roswell and ECMC remain in network.

**Dental Insurance:** No Change

### **Staffing Plan : Article 107**

- 90 new FTEs were negotiated system wide with a large number attributed to BGMC where float pools need to be improved to meet day to day staffing shortages and cover DBLs, Workman’s Compensation, etc.
- New nursing, non-nursing, and other title FTE commitments to improve staffing
- Plans and to Improve Float Pools and will meet critical needs as they arise over the length of contract
- Language improvements with new committee language that’s speaks to staffing in all patients care and non-patient care areas.
- A staffing resolution panel will be instituted with management and union members to resolve staffing disputes.

### **Shift Differentials:**

- Remain same with exception of:
  - Change for CLS, Senior CLS, Lead CLS - Evenings \$2.50, Nights \$ 4.00
  - Change for Physicians Assistant = Evenings \$ 2.05, Nights \$3.55

### **Other Differentials:**

- ALL float pool employees : \$2.00 will be paid for all hours ***paid***. Previously this was only for all hours worked.
- STAT Team (Pediatric Stabilization Team) Increase per hour rate from \$15.00 to \$20.00

**Upgrades:** (by title) Effective the first full pay period after ratification.

*Upgrades not listed below were rejected by management!*

- Guest Relations Specialist : C2 (from C1)
- Sterile Processing Technician: Increased \$1.50/hour on all steps (Creation of a new grade 5A)
- RNFA: Increase of \$2.50/hour on all steps (Creation of a new grade RN 4A)

- File Clerks (in Imaging Service at BGH/MFS and Cardiac Administration MFS) Change to Medical Secretary C5
- Lead Occupational Therapist: P11 ( From P10)
- Lead Speech Pathologist: P11 ( From P10 )
- Lead Physical Therapist: P12 (From P11)
- Physician Assistant – Neonatal Transport Team: P14 ( From P13A)
- Clinical Stroke Coordinator: Replaced Clinical Nurse Specialist as new title in RN3
- Neonatal Outreach Coordinator: RN4
- Clinical Nurse Specialist: RN5. This reflects prior to mid-contract increase
- Certified Occupational Therapy Assistants: up to T11 (From T9 and from L07 SNF)
- Perfusionist: Add \$6/hour to Grade T 23
- Physical Therapy Assistants: T9 (From L07 SNF)

**Time and Attendance:**

- Change in Time and Attendance year from Calendar year to 12 months beginning June 1, 2019 to May 31, 2020 . Then each yr. from June 1 to May 31.
- The number of days and disciplines has not changed.
- There was an improvement that defines Infectious disease absences that are verified by your M.D. lab testing (ie; Flu swab positive) which will be excused.
- Transition- Employees with 6 or fewer days of absence from Jan. 1, 2019 though date of ratification will have a clean slate. Those with greater than 6 days at ratification will have their discipline rolled back one step to the prior discipline and date of occurrence.  
Those with a suspension will be rolled back to a written warning, but will not be paid for that day of suspension.

**Personal Days:**

**Still 2 personal days to use .**

**New rule for: October 25 to November 1 and December 1 through December 31.**

**One personal day per unit/department, per job title, per shift will be granted.**

- The number increases in larger departments to 2 if greater than 30 employees and 3 if greater than 60 employees per shift.

**APP Job Security:**

- Added job security for Nurse Practitioners and Physicians' Assistants