



HIGHLIGHTS OF 3-YEAR TENTATIVE AGREEMENT

In the early hours of July 8th, 2025, your bargaining committee reached a 3-year tentative agreement with Kaleida Health. Your bargaining committee fought to win on priorities that members identified in surveys. Below is a synopsis of the major improvements in this tentative agreement but is no way a complete representation of the entire tentative agreement. A full and extensive bargaining report will be completed in the coming days that will allow for adequate time for review prior to ratification votes.

1. Duration of 3 years from June 1, 2025 through May 31, 2028
2. Medical
 - No change in cost sharing, copays, or major plan coverages
 - Durable medical equipment (DME) - a 10% cost improvement from 50% to 60% coverage
 - Those hired after January 1, 2026 who participate in the Kaleida Health Medical plan must give birth and receive neonate care at a Kaleida Health facility
 - Olean General Hospital and Bradford Regional Medical Center will no longer be charged the \$500 out of network copay for inpatient hospital stays.
3. Retirement -
 - Effective 1/1/2027, increase of 0.25% contribution to the Cash Balance Plan
 - i. 4.25% of pay for employees with 1 to 4 years
 - ii. 5.25% of pay for employees with 5 to 9 years
 - iii. 6.25% of pay for employees with 10 or more years.
 - Effective 1/1/2027, increase of 0.25% contribution to 1199SEIU Regional Pension Plan
 - i. 3.75% employees hired after 12/31/2008
 - ii. 5.25% employees hired prior to 1-1-09 (Less than 25 years of Service)
 - iii. 5.75% employees greater than 25 years
4. Wages
 - Raises
 - June 1, 2025 - 3%
 - June 1, 2026 - 3%
 - June 1, 2027 - 4%
 - Creation of a 25th year step starting January 1, 2028 of a 3% raise
 - Appendix A - Clerical Employee Salaries
 - Upgrade of the Lead Abstractor Specialists to a C10
 - Appendix C - Professional Employee Salaries
 - Upgrade of the Licensed Clinical Social Workers (MSW - Schools) to P7

- Appendix D - Registered Nurse Salaries
 - Operating Room Service Line Coordinator differential - increase to \$3.00 per hour
 - Creation of Adult Site Rapid Response Nurse differential - \$6.00 per hour
 - Preceptor pay - increase to \$3.25 per hour
 - Triage pay - increase to \$3.00 per hour
 - Charge pay - increase to \$3.00 per hour
 - Appendix E - Service Employee Salaries
 - Upgrade of the following titles to S4:
 - Companion, Environmental Service Aide, Environmental Service Aide SNF, Grill Cook, Hospitality Associate, Indirect Care Aide, Laundry Attendant, Laundry Attendant SNF, Laundry Helper, Long Term Care Sitter SNF, Mail Clerk, Nurse Assistant, Nutritional Service Worker, Nutritional Service Worker SNF, Patient Support Associate, Receiving Clerk / Dietary, Recreational Helper, SPD Aide
 - Upgrade of the following titles to S5:
 - Certified Nursing Assistant SNF, Certified Nursing Assistant / Nurse's Aide Trainee SNF, Rehabilitation Aide SNF
 - Upgrade of the following titles to S5A:
 - Patient Care Assistant, Patient Care Assistant - Student Nurse
 - Appendix F - Technical Employee Salaries
 - Shift Differentials:
 - Increase of 3rd shift differential for Histology Technicians and Histology Assistant to \$4.50 for night shift
 - Increase of 3rd shift differential for Respiratory Therapists to \$4.50 per hour
 - Upgrade of the Licensed Practical Nurses - LPNs to a new grade of T11A which is 50% between current T11 and T12 pay grades.
 - Upgrade of Autopsy Assistants to T10
5. Shift Differential
 - 3rd shift differential
 - At the time of ratification - \$2.20 per hour
 - June 1, 2026 - \$2.45 per hour
 - June 1, 2027 - \$2.70 per hour
 6. Differentials
 - Preceptor pay - increase to \$3.25
 - Trainer pay - increase to \$2.50
 7. Staffing
 - One year after ratification, enforcement language will be enacted to hold Kaleida Health accountable to agreed upon staffing ratios. This enforcement will include expedited arbitration that may include financial penalties from an arbitrator.
 - Added positions - these will be detailed out in full in the final bargaining report.
 8. Incentive Bonus Shift Program
 - Agreed to near current contract with minor changes as cleanup
 9. On Call
 - Staff will not be required to be held over for one hour moving forward. This was a practice that was not consistently followed across the system.
 10. PTO
 - Employer moved off their proposal to limit the use of personal leave days (PL Days)
 - Deletion of the PTO accrual scale specific to long term care that had them accruing one day less of PTO compared accrual scales.