

1199 SEIU United Healthcare Workers East and
Mount St. Mary's Hospital/Lockport Memorial Hospital
2026 Contract Negotiations

P&T (NURSE)
ARTICLE 9
OVERTIME

1. Overtime as it Relates to Floating:

A. An employee who floats into a Department/Unit where the primary shifts are twelve and one-half (12½) hours and works a seven and one-half (7½) hour shift on the designated day shall receive time-and-one-half (1½) pay for all hours worked in excess of such seven and one-half (7½) hour shift.

B. An employee who is used to float into a Department/Unit where the primary shifts are twelve and one-half (12½) hours may work “weekly blocks” of three twelve and one-half hour shifts to cover for vacation weeks. The overtime for a twelve and one-half (12½) hour employee would apply. The applicable shift differential would apply and be calculated manually by the Department Head or designee.

C. An employee who is used to cover vacation or other PTO in the Department/Unit may work “weekly blocks” of nine and one-half (9½) hour shifts to cover for vacation weeks. The overtime for a nine and one-half (9½) hour employee would apply. The applicable shift differential would apply and be calculated manually by Department Head or designee.

D. An employee who floats into a Department/Unit where the primary shifts are eight (8) hours and works a seven and one-half (7½) hour shift on a designated day shall receive time and one-half (1½) for all hours worked in excess of such seven and one-half (7½) hour shift.

~~2. If the Hospital does not make every reasonable effort to avoid mandatory overtime, then the employee shall be paid double time for the mandatory overtime worked.~~

2. A mandated employee in the Medical/TeleSurgical Units shall not be required to take a primary patient care assignment unless they are competent to do so. However, there shall not be more than one (1) nurse assigned to a task-based assignment per unit per shift. If more than one (1) employee is mandated on the same unit and shift, the senior employee shall have the choice of assignment.

3. Subject to the New York State law regarding restrictions on mandatory overtime, mandatory overtime may only be used in the event of call-ins for that shift, except if census increases sufficiently to necessitate the opening of another unit.

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4. Mandatory overtime will be administered in compliance with all applicable laws, including New York State law regarding restrictions on Mandatory Overtime.

A. **All Employees Excluding Twelve and One-Half (12½) Hour Employees:** Mandatory overtime on a rotating basis will be limited to a maximum of four (4) hours of overtime subject to the applicable overtime laws.

B. **All Twelve and One-Half (12½) Hour Employees:** Mandatory overtime on a rotating basis will be limited to a maximum of three (3) hours of overtime subject to the applicable overtime laws.

5. With respect to Number 45 above, an employee who volunteers and works a minimum of a four (4) hour block of overtime shall be placed at the bottom of the mandatory overtime list. Exception: Twelve and one-half (12½) hour employees would need to work a minimum of three (3) hours to be placed at the bottom of the mandatory overtime list.

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