

2.01/11/26

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

P&T (NURSE)
ARTICLE 6
PAID TIME OFF (PTO)

~~1. PTO Accrual Schedule: This is an exception to Number 2.A of the Coordinated Agreement of the PTO Article: One (1) part-time Emergency Department employee authorized to work twelve and one-half (12½) hours per week is grandfathered to accrue PTO at the rate per paid hour in accordance with her years of continuous service. This exception applies only to PTO accrual and is not precedent setting.~~

1.2. Less Than A Full Week Request: Exception: Employees with 15 or more years of service will be permitted to use one (1) PTO day on a weekend shift per payroll year.

23. Christmas/New Year Period:

A. Excluding those departments in "B" below, the Hospital recognizes the need for two (2) separate periods for the Christmas and New Years' Holiday schedules. The two (2) day Christmas period is defined as beginning from 7:00 a.m. on December 24th to 8:00 a.m. on December 26th. The two (2) day New Year's period is defined as beginning from 7:00 a.m. December 31st to 8:00 a.m. on January 2nd. Employees will be required to work no more than one (1) day in each of the two-day periods. Clinical unit seniority prevails in the event of low census downsizing being offered by the Hospital. The Hospital recognizes that employees will rotate working the Christmas and New Year's Holidays. Example: Employee could be scheduled Christmas Eve and New Year's Day or Christmas Day and New Year's Eve.

B. For the Cardio Pulmonary; ~~Imaging Administration~~ and ~~Patient Resource Care Management Departments~~, RN's will be required to work no more than one (1) of the following holidays: Christmas Day and New Year's Day.

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**P&T (NURSE)
PAID TIME OFF (PTO)
EXHIBIT #1**

The Hospital agrees that the minimum number of R.N.'s or L.P.N.'s to be allowed off on PTO at one time will be based on specific units and shifts as noted below

5 th and 6 th -Floor Medical/Surgical Units	2 1 R.N. F.T.E.s 1 R.N. F.T.E.	Days Nights
ICU	1 R.N. F.T.E. 1 R.N. F.T.E.	Days Nights
Emergency Department	1 R.N. F.T.E. <u>1 R.N. F.T.E.</u>	<u>Days</u> <u>Nights Per Work Week</u>
GI/Endoscopy Unit	1 R.N.	Per 24 hours
Maternity Department	1 F.T.E.	Per Work Week
Intraoperative Services	1 R.N.F.A	Per 24 hours
	1 Surgical Technician	Per 24 hours/day (Prime Time)
	2 Surgical Technicians	Per 24 hours/day (Non-Prime Time)
	1 R.N.	Per 24 hours/day (Prime Time)
	2 R.N.s	Per 24 hours/day (Non-Prime Time)
PACU/Ambulatory	1 R.N.	Per 24 hours/Day
Clearview Nursing	<u>2 R.N. F.T.E.</u> 1 R.N./L.P.N F.T.E	<u>Days</u> <u>Nights Per 24 hours/Day</u>
PAT	1 R.N.	Per Work Week
Mount St. Mary's Neighborhood Health Center	1 L.P.N. <u>F.T.E.</u>	Per 24 hours/Day
Cardio/Pulmonary	1 R.N. F.T.E.	Per Work Week
Interventional Radiology	1 R.N. F.T.E.	Per Work Week
<u>Patient Resource- Care</u> Management	1 R.N. F.T.E.	Per Work Week
Mount St. Mary's Center for Women	1 L.P.N. F.T.E.	Per Work Week
Dialysis	1 R.N.	Per Work Week
Infusion Services	1 R.N. <u>F.T.E</u>	Per Work Week
<u>LMH Emergency Department/Inpatient</u>	<u>2</u> 1 RN F.T.E 1 RN F.T.E	<u>Days</u> <u>Nights</u>
<u>LMH Cardiology</u>	<u>1 RN</u>	<u>Per Work Week</u>

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