

1:18pm

Employers Counter Proposal

March 27, 2026

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

**SIDE LETTER
JOB DESCRIPTIONS**

Section 1. The parties acknowledge that there are job descriptions in place for each job title in the bargaining units, which includes the qualifications for the position. There is also an acknowledgment that some of the qualifications included in the job descriptions may be unnecessary and/or obsolete.

Section 2. The parties agree to form a job description work group for the purpose of reviewing all the job descriptions in the bargaining units to ensure that the job qualifications in the descriptions are accurate.

Section 3. The work group will also review minimum qualifications required for bumping under Article 13, Layoff and Recall and any corresponding bargaining unit agreement articles.

Section 4. The work group shall meet within 30 days of ratification of the Agreement and shall continue meeting until the review process has been completed.

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