

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

P&T (NURSE)
ARTICLE 13
ON CALL

1. Notwithstanding any other provisions of this Agreement to the contrary, employees who are assigned to be "On Call" (standby) shall be compensated one (1) hour of pay at the employee's base rate for every four (4) hours spent "On Call." The rate paid will be prorated for hours less than four (4) spent "On Call."

2. When employees "On-Call" are called in they shall be paid, in addition, their regular rate plus the shift differential, if applicable. ~~For the first call in to the Hospital during any eight (8) hour "On-Call" period, employees will be paid a minimum of four (4) hours regular rate of pay. However, if the first call in to the Hospital is less than four (4) hours prior to the next regularly scheduled shift, the employee will be paid for actual time worked only. For each additional call in to the Hospital during the eight (8) hour "On-Call" period, employees will be paid a minimum of two (2) hours at the regular rate of pay. However, if the additional call in to the Hospital is less than two (2) hours prior to the next regularly scheduled shift, the employee will be paid for actual time worked only.~~ All hours paid for work when called in shall be counted as hours worked for purposes of computing overtime pay. There shall be no pyramiding of hours paid and/or worked.

3. During periods of diminished activity, an employee may ~~request to~~ be placed "On Call" rather than report for duty as scheduled. If such approval is granted by the Department Director or designee, such employee will be eligible for "On Call" pay.

4. All employees receiving on call pay who are called into work for a particular clinical unit will not be assigned to another clinical unit unless mutually agreed upon by the employee and management.

5. ~~The Perioperative Services will follow the language outlined below. This includes RNFAs, RNs and Surgical Technicians in the OR, PACU/AMB and Endoscopy/GI.~~

~~An employee who is on call has thirty (30) minutes to report to work once called. Ex. If an employee is scheduled on call at 7:00 p.m., the employee must report to work no later than 7:30 p.m. Any circumstances delaying arrival time must be relayed to the Hospital Supervisor immediately. Ex. Weather/bridge closed.~~

A. ~~An employee required to be on call will be entitled to one (1) hour of pay at straight time at the employee's base rate for every four (4) hours spent on call. The rate will be prorated for hours less than four (4) spent on call. The minimum hours to be scheduled is four (4), unless mutually agreed upon.~~

B. ~~An employee shall be entitled to a minimum of four (4) hours of pay or pay for time actually worked, whichever is greater.~~

TA DIMP
5/12/26
TA (en)
5/12/26

- ~~C. — If an additional employee is called in without being on call, they will be paid a minimum of four (4) hours at their base hourly rate plus a one hundred dollar (\$100.00) lump sum payment for each occasion they are called in while not on an on-call shift.~~
- ~~D. —~~
- ~~E. — Employees who are called into work and are on the posted schedule for the next morning with less than eight (8) hours between the end of call and the start of their scheduled shift will have the following options:~~
- ~~F. —~~
- ~~G. — Report to work at their scheduled time;~~
- ~~H. — Work a reduced schedule; or~~
- ~~I. — Take their choice of PTO or VTO with mutual agreement by the Manager.~~
- ~~J. —~~
- ~~K. — In each case, the RN must inform the Nurse Manager or Nursing Supervisor of their decision.~~
- ~~L. —~~
- ~~M. — G. — The above options will not apply if an employee is called in two (2) hours prior to the beginning of their shift.~~
- ~~H. — Temporary downsizing will first be offered to any employee who was called into work the night before their scheduled shift.~~
- ~~I. — There must be two (2) RNs in perioperative department while procedures/cases/ recovery are in progress. If the need for two (2) RNs in PACU arises after all OR RNs have left the day, PACU will attempt to call in another PACU RN following the rotational list before calling the OR RN on call.~~
- ~~J. — Any modifications for on call must be mutually agreed upon by the Employer and the Union.~~
- ~~K. — Employees are not scheduled on call when on scheduled PTO, unless mutually agreed upon.~~
- ~~L. — The perioperative department will continue to trial self-scheduling.~~
- ~~M. — In the event that staffing levels result in on call assignments above thirty two (32) hours per pay period for surgery and above forty (40) hours per pay period for PACU/AMB (exclusive of additional hours voluntarily selected during self-scheduling), and open on call shifts remain (either on or after the posted schedule), volunteers will be solicited per the overtime rotational list for the specific job classification. Any employee volunteering for such open shift shall receive one (1) hour of their base hourly rate of every two (2) hours spent on call, plus any applicable bonus pay for picking up extra shifts.~~
- ~~N. — In the event the above practice does not result in all required on call shifts being covered, the Union and Management will meet to discuss the implementation of the process to assign unfilled on call.~~

TA DMP
5/12/26
TA (C)
5/12/26