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

**S&M  
ARTICLE 4  
PAID TIME OFF (PTO)**

- 1. Christmas/New Year Period:
  - A. When the Christmas Holiday and New Year's Holiday falls on a weekend, the holiday schedule prevails regardless of their normally scheduled weekend.
  - B. The Hospital recognizes the need for two (2) separate periods for the Christmas and New Years' Holiday schedules for Patient Care Services ~~including the Perioperative Services Division, but excluding Central Service~~ as follows:

The two (2) day Christmas period is defined as beginning from 7:00 a.m. on December 24<sup>th</sup> to 8:00 a.m. on December 26<sup>th</sup>. The two (2) day New Year's period is defined as beginning from 7:00 a.m. December 31<sup>st</sup> to 8:00 a.m. on January 2<sup>nd</sup>. 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 VTO 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.

- 2. Employees with fifteen (15) or more years of service will be permitted to use one (1) PTO day on a weekend shift per payroll year.

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**PAID TIME OFF (PTO)  
EXHIBIT #1**

The minimum number of employees to be allowed off on PTO at one time will be based on specific units/departments and shifts as noted below:

Division/ Department/Unit	Job Classification/ Family	Minimum Number
<del>Central Service</del>	<del>1 Central Service Aide or Central Service Technician</del>	<del>Per Work Week</del>
Diagnostic Imaging	1 <del>Diagnostic</del> -Imaging <u>Central Transport</u> Attendant	Per Work Week
Environmental Services	1 Environmental Services Aide	1 Per Work Week during Prime Time <u>and</u> 2 Per Week remainder year
Environmental Services	1 Environmental Services Operator	Per Work Week
<del>Laboratory</del>	<del>1 Laboratory Aide</del>	<del>Per Work Week</del>
Maintenance & Engineering	1 Maintenance Engineer <u>or</u> Sr. Maintenance Engineer	Per Work Week
Maintenance & Engineering	Sr. Maintenance Technician/ <del>Electrician</del>	Per Work Week
Maintenance & Engineering	1 Maintenance employee <u>excluding</u> the Sr. positions and the Engineer positions above	Per Work Week
Nutrition Services	1 Cafeteria Aide	Per Work Week
Nutrition Services	1 Nutrition Services Aide**	Per Work Week
Nutrition Services	1 Porter/Dishwasher or Storeroom Clerk	Per Work Week
Nutrition Services	1 Cook's Assistant <u>or</u> Second Cook <u>or</u> First Cook	Per Work Week

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Division/ Department/Unit	Job Classification/ Family	Minimum Number
<del>Patient Care Services</del> Division --Emergency Department	1 Nurse Attendant or Immediate Treatment Assistant <del>Emergency Department</del>	<u>1 Days</u> <u>1 Nights</u> Per Work Week
<del>Patient Care Services</del> Division --CCU/ICU Department	1 Nurse Attendant --CCU/ICU	Per Work Week
<del>Patient Care Services</del> Division --Maternity Unit	<del>1 Nurse Attendant --Maternity</del>	<del>Per Work Week</del>
<del>Patient Care Services</del> <u>5th</u> <u>Floor</u> Division --(Med/Surg & Floats)*	1 Nurse Attendant or Immediate Treatment Assistant per <del>Unit on Day</del> Shift	<del>Days</del> Per Work Week <del>Evening</del> <del>Nights</del>
	<del>1 Nurse Attendant or Immediate Treatment Assistant per Evening Shift regardless of Unit</del>	<del>Per Work Week</del>
<del>Patient Care Services</del> Division --(Med/Surg & Floats)*	<del>1 Nurse Attendant or Immediate Treatment Assistant per Night Shift regardless of Unit</del>	<del>Per Work Week</del>
<del>Perioperative Services</del> Division --PACU/Ambulatory, and the Intraoperative Departments	<del>1 Nurse Attendant --PACU/Ambulatory or Nurse Attendant --Anesthesia Tech-- Ambulatory or Operating Room Attendant</del>	<del>Per Work Week</del>
<u>LMH Maintenance</u>	<u>1 Maintenance Mechanic</u>	<u>Per Work Week</u>
<u>LMH Nutrition Services</u>	<u>1 First Cook</u>	<u>Per Work Week</u>
<u>LMH Nutrition Services</u>	<u>1 Nutrition Services Aide</u>	<u>Per Work Week</u>
<u>LMH Environmental Services</u>	<u>1 Environmental Services Aide</u>	<u>Per Work Week</u>
<u>LMH Emergency Department/Inpatient</u>	<u>1 Immediate Treatment Aide</u> <u>1 Immediate Treatment Aide</u>	<u>Days</u> <u>Nights</u>

The numbers above are the minimum number of employees allowed on vacation. If staffing permits, additional vacations will not be unreasonably withheld.

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