

1:41pm

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

**Union Counter Proposal
Date: February 5, 2026**

**S&M ARTICLE 6
OVERTIME**

1. Mandatory overtime will be administered in compliance with all applicable laws, including New York State law regarding restrictions on Mandatory Overtime. The least senior employee in the job classification requiring mandatory overtime may be mandated to work a maximum of four (4) hours of overtime. The mandated employee will be credited with a turn on the mandatory overtime rotation list in their job classification and will not be mandated to work overtime again until the mandatory overtime list has been cycled through the available employees' onsite.

2. When a Maintenance Engineer calls in ill for the next shift, the Maintenance Engineer on duty will be responsible for working that shift. They can, however, call in a replacement Maintenance Engineer by using an overtime list and calling the employee with the least amount of overtime on the list. They will be expected to handle their overtime list. **Any employee who refuses overtime shall be credited with overtime as though it had been worked.**
 - a. **Snow Plowing. A separate overtime list will be kept for those employees (both Maintenance and Engineers) who are interested in snow plowing.**

3. Overtime for ~~Nurse Attendants~~ will be rotated within each clinical **department**/unit. ~~with the 5th and 6th floors being counted as separate Units.~~

TA DMP
2/5/26
TA CM
2/5/26