

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

S&M
ARTICLE 5
WAGES

1. The following new step scale for employees in this bargaining unit will be effective the first full pay period following ~~Effective the first full pay period following~~ April 1, 2026:2, increase rates of pay for all job classifications by three percent (3%).
2. Effective the first full pay period after April 1, 2027~~3~~, increase rates of pay for all job classifications by three percent (3%).
3. Effective the first full pay period after April 1, 2028~~4~~, increase rates of pay for all job classifications by three percent (3%).~~ss~~
4. Effective the first full pay period after April 1, 2029~~5~~, increase rates of pay for all job classifications by two one and three one quarters of one percent (2.75+25%) and will include the addition of the twenty-fifth (25th) Anniversary Step.
5. Every employee shall receive the hourly rate specified in the Wage Schedules in accordance with their present length of service in their job classification.
6. Employees will be paid every other Thursday. The Employers reserves the right to modify, amend, or withdraw this proposal at any time.
7. Employees working on a shift where the majority of their hours are scheduled between 3:00 p.m. and 7:00 a.m. shall receive a shift premium as follows:

Maintenance & Engineering Employees:

Evenings	\$ 1.35 1.25 per hour
Nights	\$ 1.60 1.49 per hour

All Other Classifications:

Evenings	\$.980 per hour
Nights	\$.985 per hour

PTO pay will include the shift differential premium provided the employee is regularly scheduled to work a shift that qualifies for shift differential.

The Early Shift Premium will be deleted in accordance with the Letter of Agreement signed on December 17, 2012, when all Employees currently receiving the shift premium are transferred to a different shift.

8. A. If an employee, except for training, is assigned to work in a higher-rated

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classification one full work day or more, they shall be paid the one-year rate for that classification for all hours worked in that special assignment. No assignment to another employee of the same work will be made to avoid payment of a wage increase provided by this paragraph. Exception: Nurse Attendants who float to the Emergency Room will not receive the higher paygrade.

B. **Secondary Positions:** Employees currently working in a secondary job classification on a regular basis will be paid at the same step currently held in their regularly assigned position provided they have completed the ninety (90) day probationary period in that job classification.

9. A. **Preceptor Pay for Nurse Attendants in Patient Care Services ~~Division and Perioperative Services Division~~:** Differential of ~~\$1.10~~ \$.95 per hour will be paid while precepting new orientees. Preceptors will be selected by the Nursing Manager or designee and will be rotated among qualified staff. ~~Supervisor or their representative.~~ The Preceptor will be obligated to attend the Preceptor program, if applicable, and complete the required evaluations and checklists.

B. **Environmental Services and Nutrition Services and Central Services Training:** ~~In the Environmental Services and Central Services Departments, m~~ Management will use its best efforts to train new employees using managers and senior employees. In the event that management assigns a non-senior employee to train a new employee, that non-senior employee will be paid an additional forty cents (\$.40) ~~thirty (\$.30) cents~~ per hour for each hour doing such training.

C. **Duration:** Nurse Attendants will be limited to a ~~minimum maximum~~ of two (2) weeks to precept new orientees. ~~The Sterile Processing and Distribution Technicians are limited to a maximum of four (4) weeks to precept new orientees.~~

10. If an employee voluntarily leaves the Service and Maintenance Union for a non-union position and then subsequently returns to the Service and Maintenance Union, they will return to the step they were at when they originally left the Service and Maintenance Union.

11. **Charge Pay for Environmental Services:** When there is no managerial person in the building (Director and/or Supervisor) and the Sr. Environmental Services Aide is, in fact, overseeing routine operations of the Department, as designated by the Hospital marking the schedule as "Charge," the Hospital will pay a premium pay of ~~\$1.10~~ \$.00 per hour for each hour assigned to "Charge." This may be a partial shift (i.e. 5:00 a.m. to 7:00 a.m.) or a full shift. This may also occur even though a management person may be in the building but desires to designate the Sr. Environmental Services Aide as "Charge." It is the responsibility of the Hospital to mark the schedule accordingly.

12. It is agreed by both parties that the Hospital will hire employees up to the maximum step provided they have equivalent years of experience in a similar position.

[Service and Maintenance Wage Scale to Follow]

SCHEDULE OF JOB GRADES

Job Grade 2

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Laboratory Aide

Laundry Worker
Physical Therapy Aide

Job Grade 3

Cafeteria Aide

Nutrition Services Aide

Porter/Dishwasher

Job Grade 3A

Cook's Assistant

~~Diagnostic Imaging~~ Central Transport Attendant

Environmental Services Aide

Job Grade 4

Nurse Attendant

Job Grade 4A

Nurse Attendant – Emergency Department

Nutrition Services Storeroom Clerk

Senior Environmental Services Aide

Job Grade 6A

Immediate Treatment Assistant

Environmental Services Operator

Second Cook

Job Grade 8A

First Cook

Job Grade 12A

Maintenance Carpenter

Maintenance Engineer

Maintenance Mechanic "A"

Painter/Maintenance Mechanic "A"

Job Grade 15

Senior Maintenance Engineer

Job Grade 16

Senior Maintenance Technician/Electrician

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Base Wage S/M Scale

Years	Hire Rate	Year 1	Year 2	Year 3	Year 4	Year 5	Year 7	Year 9	Year 11	Year 16	Year 20
Steps	0	1	2	3	4	5	6	7	8	9	10
MSS-2	\$17.88	\$18.12	\$18.18	\$18.34	\$18.42	\$18.98	\$19.12	\$19.36	\$20.21	\$21.25	\$21.78
MSS-3	\$18.32	\$18.62	\$18.78	\$19.08	\$19.29	\$19.81	\$20.32	\$20.83	\$21.33	\$21.83	\$22.36
MSS-3A	\$18.65	\$19.46	\$19.57	\$19.72	\$19.80	\$20.38	\$20.54	\$20.77	\$21.69	\$22.66	\$23.23
MSS-4	\$19.06	\$19.60	\$19.71	\$19.87	\$19.96	\$20.51	\$20.70	\$20.93	\$21.86	\$22.82	\$23.40
MSS-4A	\$19.38	\$19.81	\$19.95	\$20.11	\$20.21	\$20.73	\$20.95	\$21.19	\$22.13	\$23.09	\$23.66
MSS-5	\$20.47	\$20.72	\$20.85	\$21.07	\$21.17	\$21.72	\$21.87	\$22.20	\$23.19	\$24.20	\$24.80
MSS-5A	\$20.78	\$21.08	\$21.19	\$21.39	\$21.54	\$22.09	\$22.21	\$22.55	\$23.54	\$24.53	\$25.14
MSS-6A	\$21.72	\$22.31	\$22.41	\$22.64	\$22.75	\$23.33	\$23.55	\$23.86	\$24.89	\$26.00	\$26.65
MSS-8A	\$25.04	\$25.65	\$25.81	\$26.05	\$26.17	\$26.91	\$27.07	\$27.38	\$28.63	\$29.98	\$30.73
MSS-12A	\$33.11	\$33.51	\$33.71	\$34.02	\$34.22	\$35.15	\$35.37	\$35.76	\$37.30	\$39.10	\$40.08
MSS-15	\$35.94	\$36.72	\$36.91	\$37.27	\$37.44	\$38.46	\$38.76	\$39.15	\$40.85	\$42.81	\$43.87
MSS-16	\$38.18	\$38.86	\$39.10	\$39.48	\$39.68	\$40.73	\$41.01	\$41.42	\$43.26	\$45.32	\$46.45

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