

3:49pm

Employer Counter Proposal

April 27, 2026

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

S&M  
ARTICLE 12  
DURATION

This Agreement shall be effective immediately upon ratification and shall remain in full force and effect until 11:59 pm on March 31, 20~~30~~26 and shall be automatically renewed for one (1) year cycles thereafter unless either party notifies the other in writing not less than ninety (90) days prior to the end of any termination date that it desires to modify this Agreement. In the event such notice is given, negotiations will begin at a mutually agreeable time prior to the termination date.

Name: \_\_\_\_\_  
Diane M. Pietraszewski  
VP, HR Services & Legal Counsel

Name: \_\_\_\_\_  
Catherine Mahar  
Administrative Organizer

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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