

3:50pm

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

S&M
LETTER OF AGREEMENT 2
MAINTENANCE ENGINEER

The Hospital and Union agreed that the position of Maintenance Engineer will reflect two (2) pay grades as follows:

1. All job postings will reflect a minimum requirement of a Second Class Engineer license with a preferred requirement of a First Class license.
2. The minimum experience is two (2) to five (5) years of Stationary Engineer responsibilities in an industrial or Hospital setting. This position warrants a pay grade 12A.
3. The Maintenance Engineer positions may also reflect the opportunity for on-the-job training.
- a. In this case the appropriate pay grade will be pay grade 8A. The incumbent will be increased to the Probation-Hire Rate of Grade 8A upon placement. ~~Effective the first full pay period after 90 days, the incumbent will be increased to Step 0 of pay grade 8.~~

~~After successful completion of one (1) year as a Maintenance Engineer, the incumbent will be increased to pay grade 9, Probation Rate, effective first full pay period after completing one (1) year of pay grade 8. Effective the first full pay period after 90 days in pay grade 9, the incumbent will be increased to Step 0 of pay grade 9.~~

~~After successful completion of the second year as a Maintenance Engineer, the incumbent will be increased to pay grade 10, Probation Rate, effective first full pay period after completing the second year of the three year on-the-job training program. Effective the first full pay period after 90 days in pay grade 10, the incumbent will be increased to Step 0 of pay grade 10.~~

b. The incumbent has the responsibility of notifying the department head and Human Resources that they have met the pre-requisite of two (2) years' experience of the three-year on-the-job training. The incumbent will then be increased to the Probationary Hire Rate of pay grade 12A the first full pay period after written receipt of the required experience is received in Human Resources. ~~Effective the first full pay period after 90 days in pay grade 12A, the incumbent will be increased to Step 0 of pay grade 12A.~~

c. The incumbent will then progress to Step 1 of pay grade 12A after being in that pay grade for one year. In-step increases will then proceed as though they were a new hire in pay grade 12A.

d. Since this is an on-the-job training program, this is an exception to the Wage Article that utilizes hospital seniority as the standard for in-step increases.


TA DMLP
5/7/26
T/A CW
5/7/26

MOUNT ST. MARY'S HOSPITAL

**1199 SEIU UNITED HEALTHCARE
WORKERS EAST**

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