

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

S&M
ARTICLE 7
PENSION

1. The Hospital shall make the following monthly contributions to the Union Pension Fund for active post probationary full-time employees up to a maximum of 1950 hours and after one (1) year of continuous service for part-time employees in positions authorized to work fifteen (15) hours or more per week or a minimum of .4 Full-Time Equivalent (FTE) per pay period up to a maximum of 1950 hours. "On Call" hours not worked are excluded from pension contributions.

2. All Hospital contributions to the SEIU 1199 Regional Pension Fund as set forth in the Agreement shall be made monthly and shall be due and payable no later than the fifteenth (15th) of the following month using remittance reports furnished by the Pension Fund.

~~2. Effective January 1, 2023, the hourly contributions subject to the maximum of paragraph 1 above, will be as follows:~~

| | |
|------------------------|--------|
| <u>Pay Grades 1-6A</u> | |
| New hires | \$0.80 |
| Current - 5 years | \$1.15 |
| 6 - 15 years | \$1.25 |
| 16+ years | \$1.35 |

| | |
|------------------------|--------|
| <u>Pay Grades 7-16</u> | |
| New hires | \$1.00 |
| Current - 5 years | \$1.35 |
| 6 - 15 years | \$1.45 |
| 16+ years | \$1.55 |

~~Effective January 1, 2025,~~ The hourly contributions subject to the maximum of paragraph 1 above, will be as follows:

| | |
|------------------------------------|--------|
| <u>Pay Grades 12-6A</u> | |
| New hires | \$0.80 |
| Current - 5 years | \$1.20 |
| 6 - 15 years | \$1.30 |
| 16+ years | \$1.40 |

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Pay Grades 7-16

| | |
|-------------------|--------|
| New hires | \$1.00 |
| Current – 5 years | \$1.40 |
| 6 – 15 years | \$1.50 |
| 16+ years | \$1.60 |

Effective January 1, 2027, the hourly contributions subject to the maximum of paragraph 1 above, will be as follows:

Pay Grades 2-6A

| | |
|-------------------|--------|
| New hires | \$0.80 |
| Current – 5 years | \$1.20 |
| 6 – 15 years | \$1.40 |
| 16+ years | \$1.50 |

Pay Grades 7-16

| | |
|-------------------|--------|
| New hires | \$1.00 |
| Current – 5 years | \$1.40 |
| 6 – 15 years | \$1.60 |
| 16+ years | \$1.70 |

Effective January 1, 2028, the hourly contributions subject to the maximum of paragraph 1 above, will be as follows:

Pay Grades 2-6A

| | |
|-------------------|--------|
| New hires | \$0.80 |
| Current – 5 years | \$1.20 |
| 6 – 15 years | \$1.45 |
| 16+ years | \$1.55 |

Pay Grades 7-16

| | |
|-------------------|--------|
| New hires | \$1.00 |
| Current – 5 years | \$1.40 |
| 6 – 15 years | \$1.65 |
| 16+ years | \$1.75 |

Effective January 1, 2029, the hourly contributions subject to the maximum of paragraph 1 above, will be as follows:

Pay Grades 2-6A

| | |
|-------------------|--------|
| New hires | \$0.85 |
| Current – 5 years | \$1.25 |
| 6 – 15 years | \$1.50 |
| 16+ years | \$1.60 |

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Pay Grades 7-16

| | |
|-------------------|--------|
| New hires | \$1.05 |
| Current – 5 years | \$1.45 |
| 6 – 15 years | \$1.70 |
| 16+ years | \$1.80 |

- 3-2. The Pension Fund shall be administered pursuant to provisions of an Agreement and Declaration of Trust, any restatements of or amendments to such Agreement and Declaration of Trust, policies, rules and regulations established by its Trustees. Such Agreement and Declaration of Trust, rules, regulations and policies, including Collections Policy, of such Pension Fund together with any restatement or amendment thereto, are incorporated herein by reference as if fully set forth herein. The Agreement and Declaration of Trust, the Pension Fund’s Collection Policy and all other rules, regulations and policies of the Pension Fund govern and supersede any inconsistent provisions of this Agreement.
5. All monies paid into and/or due and owing the Pension Fund specified in this Article will be vested and remain exclusively in the Trust of the Pension Fund; outstanding and withheld contributions constitute plan assets.
 6. The Hospital agrees to enroll each covered employee using the Fund’s enrollment card and forward it to the Fund Office as soon as possible after date of hire.
 7. The Hospital agrees to provide the Fund Office each covered employee’s full name, address, social security number, date of hire, employment status and date of birth with their first month’s contribution payment.
 8. Even though the Employer may not be required to tender Employer contributions to the Pension Fund for certain bargaining unit employees (hereafter “non-contributing employees”) it is obligated to provide the same information for these non-contributing employees as provided for those bargaining unit employees on whose behalf employee contributions are required.

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