

4:25 pm

~~Employer Proposal~~

~~April 16, 2026~~

Formatted: Strikethrough

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

Union Counter Proposal

Formatted: Font: Bold

Date: April 17, 2026

Formatted: Justified

**TECHNICIAN
ARTICLE 6
PAID TIME OFF (PTO)**

1. Christmas/New Year Period
 - A. Employees will be required to work no more than one (1) of the following holidays: Christmas Day (commencing with the third (3rd) shift on December 24th and ending with the second (2nd) shift on December 25th) or New Year's Day (commencing with the third (3rd) shift on December 31st and ending with the second (2nd) shift on January 1st).
 - B. Christmas Eve Day (December 24th) and New Year's Eve Day (December 31st) are regular workdays for those employees scheduled for the day shift.
 - C. In addition, employees scheduled to work the second (2nd) shift on Christmas Eve (December 24th) and New Year's Eve (December 31st) will be required to work no more than one (1) of these two (2) Eves.
 - D. In addition, employees working twelve and one-half (12½) hour shifts shall be required to work no more than one (1) of the two (2) Eves (Christmas Eve and New Year's Eve) unless by mutual consent.
 - E. The above Holiday assignments and Holiday Eve assignments will be rotated on the basis of seniority from year to year regardless of normally scheduled workdays.
2. Individual PTO days will not be used during a scheduled weekend of work. Exception: Weekend only employees, however, may schedule up to two (2) weekends of PTO per calendar year excluding Easter Sunday, the day before or the day after any time and one-half (1½) holiday or during the period December 15th to December 31st. Employees with fifteen (15) or more years of service will be permitted to use one (1) PTO day on a weekend shift per payroll year.

TA Group
5/8/26
TA @
5/8 RL

**TECHNICIAN
PAID TIME OFF (PTO)
EXHIBIT #1**

The numbers below are the minimum number of employees to be allowed off on vacation.
However, if staffing permits, additional employees shall be allowed off on vacation.

Department(s)	Job Classification/Job Family	Minimum Number	
Cardiac/Diagnostic/EKG	1 Echocardiography Technician or Echo cardiography Technician Trainee or Echo cardiography Technician Trainee or Senior Echocardiography Technician regardless of shift	Per Work Week	Formatted: Strikethrough
EEG Department Cardiac/Diagnostic/EKG EEG Department	EEG Technician; and/or EEG Technician; and/or EEG/EKG Technician or Special Cardiology Technician	One (1) Off Per Week Regardless of job title	Formatted: Strikethrough
Respiratory Care	1 Respiratory Care Practitioner or Sr. Respiratory Care Practitioner or Sr. Respiratory Care Practitioner regardless of shift	Per Work Week	Formatted: Strikethrough Formatted: Strikethrough
Lab-Department	1 Medical Medical Clinical Lab Technician regardless of shift 1 Lab. Ass't./Lab. Ass't./Phlebotomist regardless of shift	Per Work Week, Per Title	Formatted: Strikethrough Formatted: Strikethrough
Pharmacy	1 Pharmacy Technician Certified Registered or Pharmacy Technician Assistant or I.V. Admixture Technician or I.V. Admixture Technician regardless of shift	Per Work Week	Formatted: Font: Bold Formatted: Strikethrough
Occupational Therapy	1 Occupational Therapist Assistant regardless of shift	Per Work Week	
Physical Therapy	1 Physical Therapist Assistant or Physical Therapy Technician regardless of shift	Per Work Week	
Ultra Sound	1 Medical Sonographer or Medical Sonographer/Diagnostic Imaging Technologist or Senior Medical Sonographer regardless of shift	Per Work Week	
Diagnostic Imaging Diagnostic Imaging X-Ray	Radiologic Technologist 1	Per Work Week	
MRI	1 MRI Technologist regardless of shift	Per Work Week	
Mammography	1 Mammography Technologist or Senior Mammography Technologist regardless of shift	Per Work Week	
Interventional Diagnostic Imaging CT Scan	1 Interventional Diagnostic Imaging Technologist or Sr. Interventional Diagnostic Imaging Technologist or CT Scan Technologist or Sr. CT Scan Technologist	Per Work Week	
LMH Ultrasound	1 Medical Sonographer	Per Work Week	Formatted: Font: Bold, Highlight
LMH All Other Imaging Associates	2 Not from the same modality	Per Work Week	Formatted: Font: Bold, Highlight

TA DUMP
5/8/26
TA (C) 5/8/26