

Employers' Proposal 2

January 20, 2026

emailed 4:35 pm

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

Article #	Article Name	Proposal
45	New York State Paid Family Leave (NYS PFL)	Current Contract
S&M 9	Working Conditions	Delete
Tech 3	Bargaining Unit Work	Current Contract
Tech 7	Hours of Work	Current Contract
P&T 3	Bargaining Unit Work	Current Contract

*TA DMP
1/20/26*

*TA CMS
1/20/26*

The Employers reserve the right to modify, amend or withdraw these proposals.