

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

TECHNICIAN  
ARTICLE 8  
WAGES

1. ~~The following new step scale for employees in this bargaining unit will be effective the first full pay period following April 1, 2026. Effective the first full pay period following April 1, 2022, increase rates of pay for all job classifications by three percent (3%).~~

2. Effective the first full pay period after April 1, 202~~3~~, increase rates of pay for all job classifications by **three percent (3%)**.

3. Effective the first full pay period after April 1, 202~~4~~, increase rates of pay for all job classifications by **three percent (3%)**.

4. Effective the first full pay period after April 1, 202~~5~~, increase rates of pay for all job classifications by **two one and three one quarters of one percent (2.75+25%) and will include the addition of the twenty-fifth Anniversary Step.**

5. Employees will be paid every other Thursday.

6. Shift Differential:

A. Employees working on a shift where the majority of their hours are scheduled between 3:00 p.m. and 7:00 a.m. shall receive a shift premium as follows:

~~Paygrades 56-8 and Paygrades 5P and 79P~~

Evenings/~~Nights-~~ \$~~.90~~ **.80** per hour  
~~Nights~~ ~~————~~ \$~~.80~~ per hour

~~Paygrades 9 and 10-16~~ **higher:**

Evenings \$~~1.65~~ **.55** per hour  
Nights \$~~2.20~~ **1.96** per hour

7. Preceptor Pay:

An hourly differential of \$0.95 per hour will be paid for employees while precepting new orientees. Preceptors will be selected by the Department Director or their representative. The employee will be obligated to attend the preceptor program, if applicable, and complete the required evaluations and checklists.

8. It is agreed by both parties that the Hospital will hire employees up to the maximum step provided they have equivalent years of experience in a similar position.

[Technical Wage Scale to Follow]

JA DUMP  
5/15/26  
JA (m)  
5/15/26

## SCHEDULE OF JOB GRADES

Job Grade 8:  
Phlebotomist

Job Grade 9:  
Pharmacy Technician Certified Registered  
Physical Therapist Assistant  
Occupational Therapist Assistant

Job Grade 9P:  
EEG EKG Technician  
EEG Technician  
Special Cardiology Technician

Job Grade 10:  
Clinical Lab Technician

Job Grade 10E:  
Computed Tomography Scan Technologist Trainee  
Radiologic Technologist

Job Grade 13Z:  
Mammography Technologist  
Computed Tomography Scan Technologist Non Certified  
MRI Technologist Trainee  
Respiratory Care Practitioner

Job Grade 14:  
Computed Tomography Scan Technologist Certified  
MRI Technologist  
Senior Mammography Technologist

Job Grade 15:  
Interventional Diagnostic Imaging Technologist  
Medical Sonographer Registry Eligible

Job Grade 15A:  
Medical Sonographer Registered  
Registered Echocardiography Technician  
Medical Sonographer/Diagnostic Imaging Technologist (RDMS Registered)  
Senior Computed Tomography Scan Technologist  
Senior CT/Xray Technologist

Job Grade 16:  
Senior Echocardiography Technician  
Senior Interventional Diagnostic Imaging Technologist  
Senior Medical Sonographer

TA DUMP  
5/15/26  
TA (CW)  
5/15/26

Base Technical Wage Scale:

Years	Hire Rate	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 9	Year 11	Year 16	Year 20
Steps	0	1	2	3	4	5	6	7	8	9	10
MST8	\$23.30	\$23.92	\$24.68	\$25.42	\$26.15	\$26.41	\$26.67	\$26.94	\$27.65	\$28.65	\$29.36
MST9	\$25.98	\$26.52	\$27.15	\$27.67	\$28.23	\$28.87	\$29.78	\$30.10	\$30.76	\$31.91	\$32.70
MST9P	\$25.98	\$26.52	\$27.15	\$27.67	\$28.23	\$28.87	\$29.78	\$30.10	\$30.76	\$31.91	\$32.70
MST10	\$33.29	\$34.29	\$35.30	\$36.38	\$37.32	\$37.52	\$37.90	\$38.61	\$39.71	\$40.85	\$41.87
MST10E	\$36.01	\$37.01	\$38.03	\$39.02	\$40.08	\$41.13	\$41.65	\$42.16	\$43.18	\$44.32	\$46.23
MST13Z	\$39.35	\$40.40	\$41.53	\$42.57	\$43.68	\$44.75	\$45.20	\$45.97	\$47.05	\$48.34	\$49.54
MST14	\$40.77	\$41.84	\$42.94	\$44.10	\$45.23	\$46.39	\$46.95	\$47.45	\$48.66	\$49.97	\$51.21
MST15	\$42.27	\$43.34	\$44.44	\$45.60	\$46.73	\$47.88	\$48.45	\$48.95	\$50.16	\$51.47	\$52.76
MST15A	\$43.34	\$44.56	\$45.80	\$47.11	\$48.43	\$49.40	\$49.88	\$50.36	\$51.60	\$53.19	\$54.52
MST16	\$44.62	\$45.84	\$47.07	\$48.37	\$49.69	\$50.66	\$51.13	\$51.61	\$52.84	\$54.43	\$55.79

TA @  
 5/15/26  
 TA BUMP  
 5/15/26