

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

**TECHNICIAN  
ARTICLE 9  
ON CALL**

1. Employees, if qualified as deemed by Hospital management, rotate the call schedule. The call schedule is determined by management based on the needs of the department. Both full-time and part-time employees rotate the call shifts and are paid the same on call rate. Per diems may be included in call coverage, if needed.
2. Notwithstanding any other provisions of this Agreement to the contrary, employees who are assigned to be "On Call" (standby - remain available to report to work) shall be compensated one (1) hour of pay at the employee's base rate for every four (4) hours spent "On call." The rate paid will be prorated for hours less than four (4) spent "On call." On Call hours not worked are excluded from pension contributions and are not included as fulfilling their Holiday obligation as stated in PTO Article.
3. "On call" CT and Diagnostic Imaging will rotate as per current practice.
4. When employees "On-Call" are called in they shall be paid their regular rate plus the shift differential, if applicable.
5. For the first call in to the Hospital during any eight (8) hour "On-Call" period, employees will be paid a minimum of four (4) hours regular rate of pay. However, if the first call in to the Hospital is less than four (4) hours prior to the next regularly scheduled shift, the employee will be paid for actual time worked only.
6. For each additional call in to the Hospital during the eight (8) hour "On-Call" period, employees will be paid a minimum of two (2) hours at the regular rate of pay. However, if the additional call in to the Hospital is less than two (2) hours prior to the next regularly scheduled shift, the employee will be paid for actual time worked only.
7. All hours paid for work when called in shall be counted as hours worked for purposes of computing overtime pay. There shall be no pyramiding of hours paid and/or worked.
8. The Hospital will endeavor to maintain the current "on call" practice. If the Hospital determines; however, that a change in existing "on call" practice is

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necessary, the Union shall be notified and given the opportunity to discuss the change.

9. In the event that the scheduled on-call person is unable to meet their obligation, the Manager will first seek volunteers. If there are no volunteers, the Manager may assign the on-call on a rotational inverse seniority basis, using employees already working that day. No employee shall be expected to cover on-call if they are on a day off or scheduled PTO.

10. Temporary downsizing will first be offered to any employee who had less than eight (8) hours between the end of their worked time on call and the start of their scheduled shift.

11. Refer to Overtime Article.

12. It is the responsibility of management to call in the on-call personnel.

13. LMH On-Call: Ultrasound: Ultrasound staff at Lockport Memorial Hospital (LMH) will be scheduled for On-Call as follows:

1. Monday, Wednesday, Thursday: 4pm -11pm or 7pm-11pm (~~depending on the end of the last scheduled shift~~)~~day~~

2. 6 Holidays: 8am-4pm:

a. During the weeks of Labor Day, Memorial Day, and Thanksgiving, ~~fall on Mondays and Thursdays,~~ on-call ~~will~~ ~~not~~ remain Monday, Wednesday and Thursday, ~~during those weeks.~~

b. When July 4<sup>th</sup>, ~~when the on-call day is~~ on Monday, Wednesday or Thursday, the normal on-call schedule will remain~~no on-call days would be removed.~~

i. when it falls on a Tuesday, Friday or Saturday, ~~the prior~~ (preceding) on-call day ~~will~~ ~~not~~ be removed.

ii. when it falls only on a Sunday, ~~with the new work week,~~ the following Monday (~~after~~) on-call ~~day will~~ ~~would~~ be removed.

c. Christmas Day and New Years Day: If the Holiday on-call is on Monday or Wednesday, the normal on-call schedule will remain~~no on-call days would be removed on-call would remain Monday, Wednesday and Thursday during those weeks.~~

i. When they fall on Thursday, ~~the~~ ~~Eve on~~ Wednesday on-call day will be removed and replaced by another day in that week by mutual agreement.

ii. When they fall on Tuesday, ~~the Monday~~ on-call ~~day~~ ~~Monday~~ will be removed; when they fall on ~~Friday,~~ ~~the Thursday~~ on-call ~~day~~ ~~Thursday~~ will be removed; and when they fall on ~~or~~ Saturday: the Thursday on-call ~~day~~ ~~Thursday~~ will be removed.

iii. When they fall on Sunday: ~~the following new work week,~~ ~~the holiday would be~~ ~~the~~ Monday ~~after~~ on-call ~~day~~ ~~that~~ will be removed.

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3. The Employer will provide an on-call schedule per calendar year for recognition of the designated holidays. Selection of holiday on-call will be by seniority.

~~4. On-call pay is one (1) hourly rate of pay for every four (4) hours of on-call coverage (prorated as applicable).~~

~~5.4.~~ If someone has approved vacation during that week or is approved for requests a PTO day ~~(approved)~~, others may be scheduled accordingly to cover.

~~6. MSMH employees are eligible to pick up if applicable after LMH staff and vice versa.~~

~~7.5.~~ If there is a period of more than two (2) weeks without three (3) staff members covering the on-call schedule (DBL, COMP, LOA, vacancies), the Employer will meet with the Union to work on a resolution.

The following applies to both MSM and LMH Ultrasound:

~~8.6.~~ If someone calls off which affects their on-call coverage, volunteers may be requested to cover but not mandated.

~~9.7.~~ Staff can request on-call shifts per pay period. PTO takes precedence over requests.

~~10.8.~~ Any order that is input fifteen (15) minutes prior to end of shift, that falls within CH Guidelines for Emergent Ultrasound Procedures Outside Regular Working Hours (CHUS-02) will be assigned to the on-shift Technologist.

~~11.9.~~ Staff will not be expected to wait for any pending orders when on-call.

~~12.10.~~ On-call pay will be pro-rated according to time extension regarding late on-call orders.

~~11.~~ Concerns not addressed above will be discussed with the Employer and Union.

~~13.12.~~ If staffing needs require modifying the days and/or hours of on-call listed in paragraphs 1 and 2 above, the Employer will notify the Union and meet to discuss the new schedule.

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