

5:10pm

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

P&T (NURSE)
ARTICLE 4
ORIENTATION

Newly hired Graduate Nurses (GNs), Registered Nurses (RNs) and, Licensed Practical Nurses (LPNs), ~~and Surgical Technicians~~ who transfer to a new position shall receive orientation.

GNs and RNs ~~or Surgical Technicians~~ with no experience shall have a minimum ten (10) week period of orientation. Licensed Practical Nurses with no experience shall have a minimum two (2) week orientation. This orientation period may be shortened by mutual agreement of the employee and management. Experienced employees will have individualized orientation based on needs assessment.

General Requirements:

- A. If mutually agreed upon, employees will work full-time for the length of orientation. Otherwise, employees will be oriented on their budgeted hours. ~~and shift.~~
- B. ~~Orientees shall commit to flexibility in meeting scheduling requirements as part of orientation in order to obtain optimal learning. This involves working all shifts, if mutually agreed upon. It is understood that in some departments, orientees will be expected to rotate shifts, work weekends and assume call responsibilities with mentor support. It is further understood and agreed that work schedules, once posted, are relied upon by the employee and will not be changed except when mutually agreed to by management and the employee.~~
- C. ~~Management agrees not to float employees currently completing orientation for all areas.~~
- D. ~~It is understood that employees must maintain the required credentials to work in the applicable Department/Unit. Failure of the employee to obtain and maintain the required credentials will be addressed as any other performance expectation.~~
- E. ~~Candidates interested in transferring to a new position may schedule a time to shadow staff in the areas prior to application for a position. This time must be scheduled with the prospective unit manager and be on the employee's own time.~~
- FB. All orientees will have a formal competency checklist/documentation of expectations given within the first week.

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CG. Employee, preceptor and management will meet at least bi-weekly to evaluate progress and concerns with written documentation.

DH. If at any point throughout orientation, an orientee is not meeting weekly expectations, management will notify the Union.

~~I. At any point during the first thirty (30) days of orientation, the orientee/employee may exercise their right to return to their previous position, shift and FTE.~~

~~J. If after thirty (30) days, the orientee/employee has not performed the job satisfactorily and the orientee/employee is not returned to their former job classification under Article 12, Job Posting, the orientee/employee will be allowed to bid on vacant positions for which they are qualified.~~

TA Bmf
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TA (CM)
2/20/26

Employer reserves the right to modify or revoke presented proposals