

**Employers' Proposal**

**January 22, 2026**

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

Article #	Article Name	Proposal
19	Bereavement	Current Contract
41	Jury Duty	Current Contract
S&M 8	Probationary Period	Delete
Tech 2	Probationary Period	Delete
P&T 2	Probationary Period	Delete

TA DMP  
1/22/26

TA CMD  
1/22/26

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