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

Union Counter
February 19, 2026

P&T (NURSE)
ARTICLE 5
LAYOFF AND RECALL

1. In the event the Hospital determines that there shall be a layoff, it will determine which **site/facility**, job classification, Department/Unit, employment status, shift and employee(s) will be affected. Departments/Units are listed in Number 3 below.

2. Layoffs or the reduction of authorized hours shall be by job classification within each shift, Department/Unit and employment status. Employees within the affected job classification and Department/Unit shall then be laid off in the reverse order of their Combined Union Hospital Seniority. In all cases, the remaining employees must be qualified to perform the available work. Per diem employees will be laid off prior to any full-time or part-time employees in a Department/Unit.
 - A. If there is a closure of a nursing unit, employees within the affected job classification and Department/Unit shall then be laid off in the order of their ascending Combined Union Hospital Seniority or adjusted seniority whichever is later.

3. For purposes of layoffs and recalls, the following Department/Units **are established exist at the Hospital** ^(SJR)
 - A. Clearview Treatment Services
 - B. Intensive Care Unit
 - C. Emergency Department
 - D. ~~Endoscopy~~
 - E. ~~Maternity~~
 - F. ~~Operating Room~~
 - G. **D.** Infusion Services
 - H. ~~Preadmission Testing~~
 - I. E. Neighborhood Health Center
 - J. ~~PACU/Ambulatory Unit~~
 - K. ~~Telemetry/~~ Medical/Surgical Units 5th Floor and 6th Floor **F. Medical/Telemetry**

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- L. Dialysis
- M. **G. Cardio/Pulmonary Service Department**
H. Cardiology
- N. **I. Interventional Radiology**
- O. **Patient Resource Management J. Care Management**
- P. **K. LPN-OB/GYN**

4. **Layoff:**

- A. A displaced employee, **regardless of site/facility**, if qualified in accordance with the criteria set forth below, may:
 1. Choose an unfilled position from the unfilled vacancy list subject to the criteria established below; or
 2. Displace any probationary employee; or
 3. Displace the least senior employee of the same job classification and employment status, regardless of shift, in their specialty clinical unit, provided the laid-off employee has more Combined Union Hospital Seniority than the employee they are to displace; or
 4. Displace the least senior employee of the same job classification regardless of employment status or shift in their specialty clinical unit, provided the laid-off employee has more Combined Union Hospital Seniority than the employee they are to displace; or
 5. Displace the least senior employee of the same job classification **within the bargaining unit, regardless of** and employment status, **or** regardless of shift, in the general clinical unit, provided the laid off employee has more Combined Union Hospital Seniority than the employee they are to displace; or
 6. Displace the least senior employee of the same job classification, regardless of employment status or shift, in the general clinical unit, provided the laid off employee has more Combined Union Hospital Seniority than the employee they are to displace; or
 7. **6.** Volunteer to be laid off or
 8. Displace the least senior employee in any job classification within their bargaining unit, regardless of shift, in the following specialty clinical units subject to meeting minimum criteria for the specialty units, provided the laid off employee has more Combined Union Hospital Seniority than the employee they are to displace:

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The above options will include each site/facility.

- B. Employees who have been given notice of layoff and are in the process of being placed shall be given up to 24 hours to make a decision regarding their placement.
- C. It is understood that the number of employees able to bump into the below departments/units is subject to having at least 75% of the nurses on any **scheduled** shift in this unit already fully trained to perform the work at the time of layoff:

- 1. ~~5th Floor~~ **Medical/Telemetry**
- 2. ~~6th Floor~~
- 3. **2.** Intensive Care Unit (ICU)
- 4. **3.** Emergency Department (ED)
- 5. ~~Endoscopy Department~~
- 6. ~~Maternity~~
- 7. ~~PACU/Ambulatory Unit~~
- 8. **4.** Cardio/Pulmonary Service Department
- 9. **5.** Interventional Radiology
- 10. **6.** ~~Cardiology~~ Preadmission Testing
- 11. **7.** Clearview Treatment Center

- D. It is understood that the number of employees able to bump into the below departments/units will be limited to one (1) employee per twelve (12) month period:

- 1. ~~Operating Room Registered~~
- 2. **1.** Neighborhood Health Center L.P.N.
- 3. **2.** LPN-OB/GYN
- 4. **3.** Infusion Services
- 5. ~~Dialysis~~ **4. Care Management**

- E. ~~It is understood that the number of employees able to bump into the Patient Resource Management Department is subject to having at least fifty percent (50%) of the nurses in this department fully trained to perform the work at the time of layoff. Must comply with Job Posting Article relative to credentials.~~

Note: In all cases, the previous experience must be satisfactory to the Hospital. Recent is defined as within the past two (2) years. For purposes of this Article, a shift is defined as where the majority of hours occur. Hospital decisions regarding such previous experience are subject to the grievance procedure.

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5. ~~A displaced employee classified as an R.N.F.A. may displace:~~

A. ~~the least senior employee of the same job classification; or~~

~~the least senior employee classified as an RN in the same~~

Union reserves the right to modify or revoke presented proposals

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