

RESOLUTION NO. 198

APPROVING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES COLLECTIVE BARGAINING AGREEMENT WITH 1199 SEIU – REGISTERED NURSES UNIT AND AMENDING THE 2019 DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES BUDGET

Introduced: 5/13/19

By Personnel and Audit and Finance Committees, Messrs. A. Joyce, Feeney, Beston, Bullock, Cahill, Ms. Chapman, Mr. Commisso, Ms. Cunningham, Messrs. Ethier, Frainier, Ms. Lekakis, Mr. Mayo, Mss. McKnight, McLean Lane, Messrs. Miller, Reinhardt, Simpson, Touchette and Ms. Willingham:

WHEREAS, The County of Albany and the Albany County Nursing Home RN Unit of 1199 SEIU United Healthcare Workers East have negotiated a contract for those employees of the Residential Health Care Facility represented by said unit and the terms and conditions of employment have been agreed upon for the period January 1, 2019 through December 31, 2023, and

WHEREAS, Under the terms of the agreement, employees of the bargaining unit will receive a 2% salary increase for 2019 retroactive to January 1, 2019, a 2% salary increase for 2020, a 2% salary increase for 2021, a 2% salary increase for 2022, and a 2% salary increase for 2023, and

WHEREAS, Under the terms of the agreement, employees hired on or after January 1, 1989 and before January 1, 2019 shall contribute ten (10) percent of the plan premium for individual or family health insurance coverage, and employees hired after January 1, 2019 shall contribute fifteen (15) percent of the plan premium for individual or family health insurance coverage, and

WHEREAS, Other terms and conditions of employment were modified in accordance with the annexed Memorandum of Understanding and ratified by the membership of the Bargaining Unit on March 21, 2019, and

WHEREAS, A budget amendment is necessary in order to fund the terms and conditions of the agreement, now, therefore be it

RESOLVED, By the Albany County Legislature that the terms and conditions of employment set forth in the existing collective bargaining agreement between the County of Albany and the Bargaining Unit shall continue except as modified by the Memorandum of Understanding annexed hereto, and, be it further

RESOLVED, That the 2019 Albany County Budget is amended to accommodate the agreement as indicated in the spreadsheet annexed hereto, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Adopted by unanimous vote – 5/13/19

MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and 1199 SEIU United Health Care Workers Best Albany County Nursing Home Registered Nurses Unit (Employee Collective Bargaining Unit) (collectively the "Parties") this ___ day of _____, 2019, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the Parties entered into a collective bargaining agreement that expires on December 31, 2018; and

WHEREAS, the Parties negotiated in good faith and continue to negotiate in good faith; and

WHEREAS, the Parties have reached an agreement relating to the terms of a collective bargaining agreement between the parties;

NOW THEREFORE, in consideration for the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. The term of the collective bargaining agreement shall be from January 1, 2019 through December 31, 2023,
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2014 through December 31, 2018 Collective Bargaining Agreement, and as amended or modified by Memorandum of Understanding between the parties dated March 24, 2017, and shall have full force and effect for the term of the agreement between the Parties from January 1, 2019 through December 31, 2023.
3. Article 3 Section 6 -- delete this provision. No agency fees.
4. Article 28 Section 1(A)(4) -- Prescription Drug Co-pay -- increase generic from \$0 to \$5 for retail and domestic mail effective 1/1/2020. Create 2 tables in the CBA, one for the period of 1/1/2019 and one for the period of 1/1/2020 -- 12/31/2023.
5. Article 28 Section 1 (A)(6) -- amend the language to read "For full-time Employees hired on or after January 1, 1989 and before January 1, 2019, the Employer will pay ninety percent (90%) of the plan premium or premium for individual or family coverage. For full time employees hired on or after January 1, 2019, the Employer shall pay eighty five percent (85%) of the plan premium."
6. Article 28 Section 1 B and S -- health insurance buyout -- amend language that the employee must forego all benefits. If employee is not accepting benefit, but is covered by spouse, parent or dependent that is an employee by the County of Albany, and the County of Albany is providing the health care coverage for the employee and spouse/dependent, then no buyout is permissible. For new employees and those

employees not receiving the benefit. For those persons already receiving a buyout that are also covered under a County plan where the spouse, parent, or dependent has the employee included, the exiting employee shall be grandfathered into the buyout until December 31, 2021, and on January 1, 2022 such buyout provision shall not be available.

7. Appendix A - remove all of the existing language in Appendix A and replace with the following: The following wage increases shall apply to all titles within collective bargaining unit

- Effective January 1, 2019 - 2% increase, retroactive to January 1, 2019 for those employees on the payroll on or before January 1, 2019.
- Effective January 1, 2020 - 2% increase
- Effective January 1, 2021 - 2% increase
- Effective January 1, 2022 - 2% increase
- Effective January 1, 2023 - 2% increase

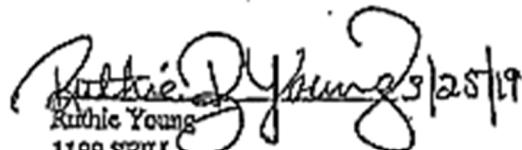
8. The parties shall create a salary table with a position and annual salary for each title and remove the existing salary tables.

Dated this 29 day of March, 2019

For the Employer:


Larry Slattery
Executive Director

For the Union:


Ruthie Young
1199 SEIU
Wanda Ann Tomlinson
Vice President 3/25/19

RN-RLA

| APPROPRIATIONS | | | | | | |
|--------------------------|----------------------------|-----------|-----------|-----------|-----------------|--|
| ACCOUNT NO. | RESOLUTION DESCRIPTION | INCREASE | DECREASE | UNIT COST | DEPARTMENT NAME | |
| NH 12122 001 640023 | Head Nurse | | 19,423.46 | | | |
| NH6 12122 005 640027 | Head Nurse | 1,199.72 | | 61,185.72 | Nursing Home | |
| NH6 12122 009 640031 | Head Nurse | 1,199.72 | | 61,185.72 | Nursing Home | |
| NH6 12122 010 640032 | Head Nurse | 1,199.72 | | 61,185.72 | Nursing Home | |
| NH6 12122 014 640036 | Head Nurse | 1,349.60 | | 68,829.60 | Nursing Home | |
| NH6 12122 015 640037 | Head Nurse | 1,199.72 | | 61,185.72 | Nursing Home | |
| NH6 12128 002 640057 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 003 640058 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 015 640070 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 016 640071 | Registered Nurse | 1,134.54 | | 57,861.54 | Nursing Home | |
| NH6 12128 017 640072 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 021 640076 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 027 640082 | Registered Nurse | 1,029.00 | | 52,479.00 | Nursing Home | |
| NH6 12128 302 640084 | Registered Nurse | 1,042.14 | | 53,149.14 | Nursing Home | |
| NH6 12128 303 640085 | Registered Nurse | 1,084.60 | | 55,314.60 | Nursing Home | |
| NH6 12128 304 640086 | Registered Nurse | 1,112.40 | | 56,732.40 | Nursing Home | |
| NH6 12128 309 640091 | Registered Nurse | 1,080.90 | | 55,125.90 | Nursing Home | |
| NH6 12129 003 640096 | Registered Nurse Part Time | 411.60 | | 20,991.60 | Nursing Home | |
| NH6 12129 004 640097 | Registered Nurse Part Time | 411.60 | | 20,991.60 | Nursing Home | |
| NH6 12129 005 640098 | Registered Nurse Part Time | 411.60 | | 20,991.60 | Nursing Home | |
| NH6 12129 006 640099 | Registered Nurse Part Time | 411.60 | | 20,991.60 | Nursing Home | |
| TOTAL APPROPRIATIONS | | 19,423.46 | 19,423.46 | | | |
| ESTIMATED REVENUES | | | | | | |
| ACCOUNT NO. | RESOLUTION DESCRIPTION | DECREASE | INCREASE | UNIT COST | DEPARTMENT NAME | |
| TOTAL ESTIMATED REVENUES | | 0.00 | 0.00 | | | |
| GRAND TOTALS | | 19,423.46 | 19,423.46 | | | |