## **RESOLUTION NO. 45**

APPROVING THE ALBANY COUNTY CLERK'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – ALBANY COUNTY CLERK'S OFFICE BARGAINING UNIT AND AMENDING THE 2018 ALBANY COUNTY BUDGET

Introduced: 2/12/18

By Personnel and Audit and Finance Committees and Messrs. Miller, Beston, Bullock Ms. Chapman Messrs. Clay, Clenahan, Commisso, Ms. Cunningham, Messrs. Dawson, Domalewicz, Ethier, Feeney, Fein, Higgins, A. Joyce, R. Joyce, Ms. Lekakis, Mr. Mayo, Mss. McKnight, McLean Lane, Mr. O'Brien, Ms. Plotsky, Messrs. Reinhardt, Signoracci, Simpson, Touchette, Ward and Ms. Willingham:

WHEREAS, The Albany County Clerk has requested approval of an agreement with Civil Service Employees Association, Inc., Albany County Local 1000 – Albany County Clerk's Office Unit (the "Bargaining Unit") on the terms and conditions of employment for the period of January 1, 2017 through December 31, 2021, and

WHEREAS, Under the terms of the agreement, employees of the Bargaining Unit will receive a 2% raise for the year 2017, retroactive to January 1, 2017, a 2% salary increase for 2018, a 2% salary increase for 2019, a 2% salary increase for 2020 and a 2% salary increase for 2021, and

WHEREAS, Other terms and conditions of employment were modified in accordance with the annexed Memorandum of Understanding, as ratified by the membership of the Bargaining Unit, now, therefore, be it

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

RESOLVED, That the 2018 Albany County Budget is amended to accommodate said 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. 2/12/18

## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and CSEA Albany County Clerk's Office (Employee Collective Bargaining Unit) (collectively the "Parties") this \_\_\_ day of November, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the Parties entered into an agreement in March of 2016 creating a new bargaining unit for the positions of Archivist, Assistant Archivist, Clerk I, Clerk II, Laborer, Microfilm Aide and Records Manager II within the Albany County Clerk's Office: and

WHERBAS, the Parties agreed to meet collectively at a "Coalition Meeting" with other CSBA collective bargaining units to discuss issues of (1) the term of the collective bargaining agreements; (2) the percentage of salary increase (if any) for each year of the collective bargaining agreements; and (3) the terms of health care coverage for each member of the collective bargaining units; and

WHEREAS, the Parties reached an agreement for all of the CSEA collective bargaining units relating to the term, health care coverage and the percentage of salary increase.

WHEREAS, the Parties continued to hold negotiation meetings; 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:

- The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
- 2. The shall be general salary increases for current bargaining members as follows:

1/1/2017 1/1/2018 1/1/2019 1/1/2020 1/1/2021	2% salary increase retroactive to 1/1/17 2% salary increase
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- The attached Collective Bargaining Agreement reflects all terms, agreements and understandings by and between the parties.
- 4. The terms of the attached Agreement are clear terms and are not to be expanded beyond the clear terms.

Dated this 22 day day of November, 2017:

For the Employer:

FEFFERY V. JAMESON, Esq. Director of Employee Relations

For the Collegative Bargaining Unit:

Eric Muldoon Labor Relations Specialist

Marian Hitchcock

Colt CSEA   2% 2018 CSEA   2018 CSEA   2018 CSEA   2018 CSEA   2018	14,632			1,500									
ty Clerk         Title         2017         2017         Salary         Actual         2017         Actual           Wilcoriffm Aride         Budget         Salary         A0213         2017 Salary Moods         278, 2017 SSEA         282 2018 CSA         2018         Actual           Lielk I.         Budget         Salary         A02531         905         46,155         923         47,002         Salary           Lielk I.         40,088.00         77,083.00         38,419         905         46,155         923         47,002         36,419         36,419         36,219         40,088         28,222         40,088         28,222         40,088         28,222         40,088         28,232         40,088         28,232         40,088         28,232         40,088         28,232         40,088         38,439         710         36,208         36,249         710         36,208         36,249         710         36,209         24,680         36,249         710         36,200         36,419         31,402         36,200         36,249         710         36,200         36,249         710         36,200         37,486         682         37,486         710         36,201         36,201         37,486         712		700/03		7 388		7.244							
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ty Clerk  Title  2017  2017 Salary Mods  Microfilm Aide  45,254,00  Actual  Actual  Actual  Actual  Increase  Budget  Actual			47,082	225	10,100		•	-+	40,098.00	Clerk I	001	Т	230009
ty Clerk  Title  2017  2017 Salary Mods  2017 CSEA  Budget  Budget  Salary  Increase  Budget	gdun	Jaidiy	- Gunger		AC 150	2005	45.754		45,254.00	Microfilm Aide	005	1	230019
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