

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

WHEREAS, the Parties agreed to meet collectively at a "Coalition Meeting" with other CSEA 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:


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

1/1/2017	2% salary increase retroactive to 1/1/17
1/1/2018	2% salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase


3. 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.

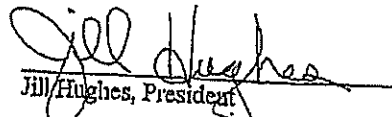
Dated this 27th day of November, 2017:

For the Employer:



JEFFERY V. JAMISON, Esq.
Director of Employee Relations

For the Collective Bargaining Unit:


Eric Muldoon
Labor Relations Specialist


Jill Hughes, President

Marian Hitchcock


Sheri Pine

2018 Budget Amendment for Union Employees

Pos #	LINE	NAME	Title	2017 Budget	Actual 2017 Salary	2017 Salary Mods	2% 2017 CSFA Increase	2% 2018 CSFA Budget	Actual 2018 Salary	Total Budget Impact
1410		Country Clerk								
230019	005	[REDACTED]	Microfilm Aide	45,254.00	27,030	45,254	905	46,159	923	47,082
230009	001	[REDACTED]	Clerk I	40,098.00		40,098				40,098
230015	001	[REDACTED]	Microfilm Aide	37,405.00		37,406	748	38,154	763	38,917
230017	003	vacant	Clerk I	36,418.00		36,419				36,419
230012	004	[REDACTED]	Clerk I	36,409.00		36,409	728	37,137	743	37,880
230016	002	[REDACTED]	Microfilm Aide	34,799.00		34,800	696	35,496	710	36,206
230044	013	[REDACTED]	Microfilm Aide	34,434.00		34,435	689	35,124	702	35,826
230018	004	[REDACTED]	Clerk I	34,083.00		34,084	682	34,766	695	35,461
230010	002	[REDACTED]	Clerk I	33,336.00		33,336	667	34,003	680	34,683
230049	018	[REDACTED]	Clerk I	31,732.00		31,732	635	32,367	647	33,014
230038	007	[REDACTED]	Clerk I	31,502.00	27,030	31,502				30,502
230011	003	[REDACTED]	Clerk I	30,945.00		30,945	619	31,564	631	32,195
230043	012	[REDACTED]	Clerk I	30,011.00		30,012	600	30,612	612	31,224
230040	009	[REDACTED]	Clerk I	29,290.00	27,030	29,290				29,290
230054	003	[REDACTED]	Laborer	27,751.00	26,000	27,752				27,752
230042	011	[REDACTED]	Clerk I	27,030.00	26,000	27,030	541	27,571	551	28,122
230041	010	[REDACTED]	Clerk I	27,030.00		27,030	541	27,571	551	28,122
230046	015	[REDACTED]	Clerk I	27,030.00	26,000	27,030	541	27,571	551	28,122
230052	001	[REDACTED]	Laborer	26,520.00	26,000	26,520	530	27,050	541	27,591
230033	006	[REDACTED]	Clerk I	27,030.00		27,030	541	27,571	551	28,122
230051	020	[REDACTED]	Clerk I	27,030.00		27,030	541	27,571	551	28,122
230048	017	[REDACTED]	Clerk I	27,030.00		27,030	541	27,571	551	28,122
1411		Hall of Records				10,742		10,957		21,699
240014	005	[REDACTED]	Microfilm Aide	28,724.00		28,724	574	29,298	586	29,884
240010	001	[REDACTED]	Microfilm Aide	30,384.00		30,384	608	30,992	620	31,612
240004	001	[REDACTED]	Archivist	50,320.00		50,320	1,006	51,326	1,027	52,353
240023	001	[REDACTED]	Clerk II	37,229.00		37,229	745	37,974	759	38,733
240011	002	[REDACTED]	Microfilm Aide	25,980.00		25,980	520	26,500	530	27,030
240031	004	[REDACTED]	Laborer	28,501.00	27,000	28,501				28,501
240032	002	[REDACTED]	Asst. Archivist	41,182.00	35,000	41,182				41,182
240028	004	[REDACTED]	Clerk I	26,667.00		26,667	533	27,200	544	27,744
240015	006	[REDACTED]	Microfilm Aide	27,254.00		27,254	545	27,799	556	28,355
240024	003	[REDACTED]	Laborer	29,118.00		29,118	582	29,700	594	30,294
240022	001	[REDACTED]	Laborer	27,063.00	27,000	27,063	541	27,604	552	28,156
240019	001	[REDACTED]	Asst. Archivist	33,542.00	30,000	33,542				33,542
240008	001	[REDACTED]	Records Manager II	50,320.00		50,320	1,006	51,326	1,027	52,353
240037	002	[REDACTED]	Laborer	29,118.00	28,501	29,118	582	29,700	594	30,294
						7,244		7,388		14,632