

RESOLUTION NO. 48

**APPROVING THE DEPARTMENT OF PROBATION COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENT OF GENERAL SERVICES 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 Commissioner of the Department of Probation has requested approval of an agreement with the Civil Service Employees Association, Inc., Albany County Local 1000 – Department of General Services 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 1% 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 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 existing collective bargaining agreement between the County of Albany and the Bargaining Unit shall continue except as modified by the annexed Memorandum of Understanding, and, be it further

RESOLVED, That the 2018 Department of Probation 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 Department of General Services Unit (Employee Collective Bargaining Unit) (collectively the "Parties") this \_\_\_ day of September, 2017, 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 expired on December 31, 2016; 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; and

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:

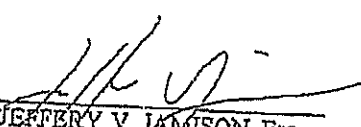
1. The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2010 through December 31, 2016 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the Parties from January 1, 2017 through December 31, 2021.
3. Article VII Section 1 – amend the existing language – remove the previous years and percentages and include the following:

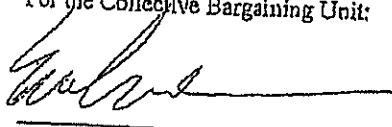
1/1/2017	2% salary increase, retroactive to 1/1/2017
1/1/2018	2% salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase

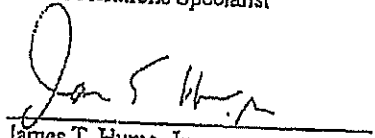
4. Article VIII Section 2/3 - shall be amended to indicate that the first tier in "Sick Hours Used" shall change from "0 hours" to "0 hour to 15 minutes."
5. Article VIII Section 3 subsection (c) - add the language "personal leave requests of one-half day or less that are requested on the same day shall be granted, if the request is in writing and minimum staffing levels are in existence as determined by the Commissioner or his designee".
6. Article VIII Section 6 subsection (b) - provide that vacation credits may be accumulated up to a maximum of seventy-five (75) days. However, for the purposes of "buyout" subsection (c) shall control.
7. Article VIII Section 6 subsection (c) - provide that employees hired on or before 12/31/13 shall be entitled to liquidate a maximum of sixty-five (65) days upon separation, retirement, or death.
8. Article X Sections 1 and 2 - update language to maintain consistency with Article VIII Section 6 subsection (c) to indicate that employees hired after 1/1/14 shall be entitled to a maximum of 30 days unused vacation leave that may be liquidated upon separation, retirement, or death.
9. Article XIII Section (B) - change the copays for Retail Generic and Domestic Mail generic to be increased from \$0 to \$5 beginning 1/1/2020.
10. Article XIII Section 1(D) - additional language shall be added to state that any current collective bargaining member that is not receiving the "Coordination of Benefits" shall not be entitled to this benefit from January 1, 2017 and beyond. Any person joining the collective bargaining unit after January 1, 2017 shall not be entitled to this benefit. For those collective bargaining members that are currently receiving this benefit, said members shall be "grandfathered" for the years of 2017, 2018, 2019 and 2020 and shall continue to be eligible for the benefit in said years providing that all other criteria is met. The benefit for "grandfathered" members shall cease January 1, 2021. In the event the County of Albany elects to no longer be self-insured, the coordination of benefits shall be available for all collective bargaining members that meet all other criteria.
11. Article XXV Section 16 add language that Parties shall meet in labor management meetings to discuss the quality of uniforms.
12. Article XXV Section 16 add language that employer shall provide gloves and flashlights to security personnel and that the Parties shall meet to discuss the equipment provided.
13. Article XXV Section 16 -- amend the existing language to provide for a total of five (5) shirts, in any combination of t-shirts and long sleeve shirts, for full time custodians.

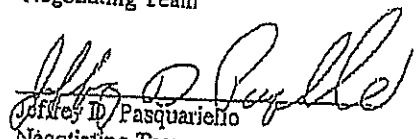
- 14. Article XXV Section 16 - Amend the existing language by removing the voucher program for work boots in 2018 and replace the program with a work boot payment to Building Maintenance Personnel. In 2018, the payment shall be \$130.00; in 2019, \$150.00; in 2020, \$150.00; in 2021, \$170.00. Payment shall be made on or before May 15 in each calendar year. All personnel are required to wear appropriate footwear at all times.
- 15. Amend Article XXV to add a new Section 19 with language that in the Department of Probation, the Parties shall hold labor management meetings to discuss a dress code.
- 16. Article XVIII amend the language to add the word "or Director" after the word "Commissioner"
- 17. Article XXVI Section 1 final paragraph - amend the language to add "or early mornings" after the words "to work late night". Amend the language to provide that those persons in probation that work early mornings or late nights will have their choice of earning comp time at a rate of 1 1/2 for those hours between 35 and 40 or straight pay at normal rate between 35 and 40.

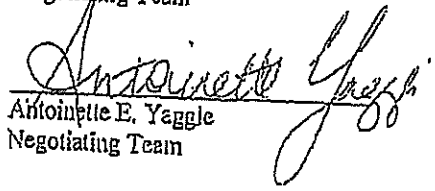
Dated this 27 day of September, 2017:

For the Employer:  
  
 JEFFERY V. JAMISON, Esq.  
 Director of Employee Relations

For the Collective Bargaining Unit:  
  
 Eric Muldoon  
 Labor Relations Specialist

  
 James T. Hume, Jr.  
 Negotiating Team

  
 Jeffrey D. Pasquariello  
 Negotiating Team

  
 Antoinette E. Yaggle  
 Negotiating Team

2017 Budget Amendment  
 CSEA Union Employees  
 Appropriations

ORG	OBJ	#	POSITION #	DESCRIPTION	JOB CLASS	INCREASE	DECREASE	DEPARTMENT
A3140	16016	001	380141	KEYPUNCH OPERATOR	1314	792.00		PROBATION
A3140	16022	001	380096	DATA ENTRY MACHINE OPERATOR	9212	600.00		PROBATION
A3140	16043	001	380142	KEYBOARD SPECIALIST	9313	617.00		PROBATION
A3140	16043	002	380143	KEYBOARD SPECIALIST	9313	602.00		PROBATION
A3140	16043	003	380144	KEYBOARD SPECIALIST	9313	602.00		PROBATION
A3140	16043	004	380145	KEYBOARD SPECIALIST	9313	612.00		PROBATION
A3140	16043	005	380146	KEYBOARD SPECIALIST	9313	612.00		PROBATION
A3140	16102	001	380100	ACCOUNT CLERK I	9001	685.00		PROBATION
A3140	16102	002	380101	ACCOUNT CLERK I	9001	685.00		PROBATION
A3140	16102	003	380147	ACCOUNT CLERK I	9001	806.00		PROBATION
A3140	16200	001	380148	CERICAL SUPERVISOR	1746	723.00		PROBATION
A3140	89030			SOCIAL SECURITY				PROBATION
A3140	44046			FEES FOR SERVICES		577.00		PROBATION
							7,973.00	

A3140 TOTAL APPROPRIATIONS \$ 7,973.00 \$ 7,973.00 PROBATION

ORG	OBJ	#	POSITION #	DESCRIPTION	JOB CLASS	DECREASE	INCREASE	DEPARTMENT
A3140				TOTAL REVENUE		\$ -	\$ -	PROBATION
				GRAND TOTAL		7,973.00	7,973.00	

2018 Budget Amendment  
 CSEA Union Employees  
 Appropriations

ORG	OBJ	#	POSITION #	DESCRIPTION	JOB CLASS	INCREASE	DECREASE	DEPARTMENT
A3140	16016	001	380141	KEYPUNCH OPERATOR	1314	\$ 1,600.00		PROBATION
A3140	16022	001	380095	DATA ENTRY MACHINE OPERATOR	9212	\$ 1,212.00		PROBATION
A3140	16043	001	380142	KEYBOARD SPECIALIST	9313	\$ 1,246.00		PROBATION
A3140	16043	002	380143	KEYBOARD SPECIALIST	9313	\$ 1,216.00		PROBATION
A3140	16043	003	380144	KEYBOARD SPECIALIST	9313	\$ 1,216.00		PROBATION
A3140	16043	004	380145	KEYBOARD SPECIALIST	9313	\$ 1,357.00		PROBATION
A3140	16043	005	380146	KEYBOARD SPECIALIST	9313	\$ 1,295.00		PROBATION
A3140	16102	001	380100	ACCOUNT CLERK I	9001	\$ 1,384.00		PROBATION
A3140	16102	002	380101	ACCOUNT CLERK I	9001	\$ 1,384.00		PROBATION
A3140	16102	003	380147	ACCOUNT CLERK I	9001	\$ 1,629.00		PROBATION
A3140	16200	001	380148	CERICAL SUPERVISOR	1746	\$ 1,461.00		PROBATION
A3140	89030			SOCIAL SECURITY ADJUSTMENT		\$ 1,154.00		PROBATION
A3140	89010			STATE RETIREMENT		\$ 1,154.00		PROBATION
A3140	89060			HOSPITAL & MEDICAL		\$ 3,058.00	\$ 19,153.00	PROBATION

A3140 TOTAL APPROPRIATIONS \$ 19,153.00 \$ 19,153.00 PROBATION

ORG	OBJ	#	POSITION #	DESCRIPTION	JOB CLASS	DECREASE	INCREASE	DEPARTMENT
A3140				TOTAL REVENUE		\$ -	\$ -	PROBATION
				GRAND TOTAL		19,153.00	19,153.00	