

**RESOLUTION NO. 480**

**APPROVING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES COLLECTIVE BARGAINING AGREEMENT WITH NEW YORK STATE UNITED TEACHERS – PROFESSIONAL STAFF ASSOCIATION COLLECTIVE BARGAINING UNIT AND AMENDING THE 2018 DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES BUDGET**

Introduced: 10/9/18

By Personnel and Audit and Finance Committees

WHEREAS, The Executive Director of the Department of Residential Health Care Facilities has requested approval of an agreement with the New York State United Teachers – Professional Staff Association (the “Bargaining Unit”) on the terms and conditions of employment for the period of January 1, 2018 through December 31, 2022, and

WHEREAS, Under the terms of the agreement, employees of the Bargaining Unit will receive a raise for 2018, retroactive to January 1, 2018 of 1% plus an amount equal to 1% of the cumulative total of current active bargaining unit employee salaries divided by the total number of current and active members as of January 1, 2018, a 1% salary increase plus an amount equal to 1% of the cumulative total of current active bargaining unit employee salaries divided by the total number of current and active members as of January 1, 2019 for 2019, a 2% salary increase for 2020, a 2% salary increase for 2021 and a 2% salary increase for 2022, 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 Residential Health Care Facilities 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.

*On long roll call vote the following members voted in favor: Messrs. Beston, Bullock, Burgdorf, Ms. Chapman, Messrs. Clay, Clenahan, Commisso, Crouse, Ms. Cunningham, Messrs. Dawson, Domalewicz, Drake, Ethier, Feeney, Fein, Grimm, Higgins, Hogan, A. Joyce, R. Joyce, Mss. Lekakis, Lockart, Messrs. Mauriello, Mayo, Mss. McKnight, McLean Lane, Messrs. Miller, O'Brien, Ms. Plotsky, Messrs. Signoracci, Smith, Stevens, Touchette, Tunny, Ward and Ms. Willingham – 36*

*Those opposed – 0*

*Resolution was adopted – 10/9/18*

## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and NYSUT Albany County Residential Health Care Facilities Professional Staff Association (Employee Collective Bargaining Unit) (collectively the "Parties") this 17 day of July, 2018, 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, 2017; 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, 2018 through December 31, 2022.
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, 2009 through December 31, 2017 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the Parties from January 1, 2018 through December 31, 2022.
3. Article 2 – Remove the Title Superintendent of Buildings, Grounds and Equipment from the bargaining unit.
4. Article 11 – Salary – Amend the language to include the following:
  - a. Effective January 1, 2018 all employees with the bargaining unit shall have their base salary increased by 1% plus an amount equal to 1.0% of the cumulative total of current and active bargaining unit employee salaries divided by the total number of current and active members, as of January 1, 2018. This dollar amount will be distributed equally over 52 weeks in member paychecks. Retroactive pay for 2018 shall only apply to those members on the payroll and within the collective bargaining unit at the time the Collective Bargaining Agreement is fully executed, or those people that retired from service within the collective bargaining unit in 2018.
  - b. Effective January 1, 2019 all employees with the bargaining unit shall have their base salary increased by 1% plus an amount equal to 1.0% of the cumulative total of current and active bargaining unit employee salaries divided by the total number

of current and active members, as of January 1, 2019. This dollar amount will be distributed equally over 52 weeks in members paychecks.

- c. Effective January 1, 2020 all employees with the bargaining unit shall have their base salary increased by 2.0%.
  - d. Effective January 1, 2021 all employees with the bargaining unit shall have their base salary increased by 2.0%.
  - e. Effective January 1, 2022 all employees with the bargaining unit shall have their base salary increased by 2.0%.
5. Article 20 – Section 1 – delete provision “employees hired after the date of ratification of the Agreement shall accrue fifteen (15) days after three years of continuous service.” For those members effected by this deletion, said members shall earn a pro-rated share of accrual time effective at the time of the ratification by the Albany County legislature.
  6. Article 26 – Section 1(b) – amend the language to provide that employees hired on or after January 1, 2019 shall contribute 15% toward health care premiums.
  7. Article 26 Section 1(c) – Add a prescription drug chart for all employees effective 1/1/2020

RETAIL	CO-PAY
Generic	\$5
Preferred Formulary Brand	\$15
Non-Formulary Brand	\$30
DOMESTIC MAIL	90 DAY SUPPLY
Generic	\$5
Preferred Formulary Brand	2x Retail (\$30)
Non-Formulary	2x Retail (\$60)
NON-DOMESTIC MAIL	90 DAY SUPPLY
Preferred Formulary Brand	\$0
Non-Formulary	\$0

8. Article 26 – Section 2 – Health Insurance Buy-Out – Coordination of benefits — If an employee is receiving health care benefit coverage from a spouse, dependent or parent that is an employee of Albany County and the coverage is through Albany County, the employee shall not be entitled to a health insurance buy out. For those collective bargaining members that are currently receiving the buy-out benefit and are covered by a spouse, dependent or parent, said members shall be "grandfathered" for the years of 2018, 2019 and 2020 and shall continue to be eligible for the benefit in said years providing that all other criteria is met. The buy-out benefit for "grandfathered" members shall cease January 1, 2021. In the event the County of Albany elects to no

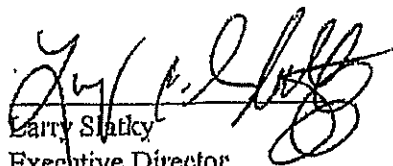
longer be self-insured, the coordination of benefits shall be available for all collective bargaining members that meet all other criteria.

9. Increase the salary of the Title "Quality Improvement Coordinator" from \$57,168.00 to \$65,000.00 effective January 1, 2018.

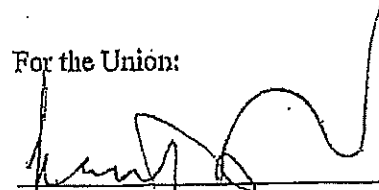
10. There shall be an increase to the salary of the Title Respiratory Therapist to the amount of \$61,000.00 effective January 1, 2018.

Dated this 17<sup>th</sup> day of July, 2018

For the Employer:

  
Larry Slafky  
Executive Director

For the Union:

  
Jennifer Travis  
NYSUT - Unit President

**Albany County Nursing Home Budget Amendment Spreadsheet-2018 NYSUT Salaries**

9/14/2018

ACCOUNT NO.	ACCOUNT DESCRIPTION	INCREASE	DECREASE	ANNUAL SALARY/AMOUNT	LC DEPARTMENT NAME
NH6020 15112 333 640401	Nursing Assistant		\$ 6,783	\$24,215.00	Nursing Home
NH6020 18404 001 640771	Laborer Central Supply		\$ 22,104	\$1.00	Nursing Home
NH6020 18120 022 640941	Environ Service Aide		\$ 20,843	\$1.00	Nursing Home
NH6020 13134 001 640780	LPN Part Time		\$ 10,193	\$1.00	Nursing Home
NH6020 15114 025 640448	Nursing Assistant PT		\$ 5,229	\$1.00	Nursing Home
NH6020 18120 019 640938	Environ Service Aide		\$ 21,989	\$1.00	Nursing Home
<b>TOTAL APPROPRIATIONS</b>				<b>\$0.00</b>	<b>\$ 87,141</b>

ACCOUNT NO.	ACCOUNT DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
NH6020 15121 1 641009	Clinical Nurse	\$873.90		\$36,350.90	Nursing Home
NH6020 12125 4 640043	Supervising Nurse	\$1,229.63		\$72,279.63	Nursing Home
NH6020 18013 3 640604	Supervising Food Service	\$827.30		\$31,644.30	Nursing Home
NH6020 11323 1 640038	Director of Social Work	\$1,240.29		\$73,356.29	Nursing Home
NH6020 16104 1 640529	Account Clerk II	\$1,023.67		\$51,477.67	Nursing Home
NH6020 11318 1 640011	Director Dietary Service	\$1,126.58		\$61,871.58	Nursing Home
NH6020 16236 10 640556	Clerk Typist I	\$800.22		\$28,909.22	Nursing Home
NH6020 15120 1 640471	Clinical Assistant	\$812.75		\$30,174.75	Nursing Home
NH6020 12165 1 640191	Resident Care Coordinator	\$1,091.93		\$58,371.93	Nursing Home
NH6020 14415 301 640203	Security Guard	\$806.85		\$29,578.85	Nursing Home
NH6020 11327 1 640910	Director of Speech Thera	\$1,225.16		\$71,828.16	Nursing Home
NH6020 16198 1 640482	Fiscal Assistant III	\$1,085.76		\$57,748.76	Nursing Home
NH6020 18005 1 640863	Chef	\$994.47		\$48,528.47	Nursing Home
NH6020 18000 1 640862	Chief Dietician	\$1,106.36		\$59,829.36	Nursing Home
NH6020 11326 1 640093	Director of Leisure Time	\$993.04		\$48,384.04	Nursing Home
NH6020 11310 2 640002	Medical Director	\$2,041.63		\$154,291.63	Nursing Home
NH6020 12744 1 640106	Network and System Techn	\$1,092.53		\$58,432.53	Nursing Home
NH6020 18140 1 640882	Director of Environmenta	\$929.06		\$41,922.06	Nursing Home
NH6020 15201 3 640495	Social Worker Assistant	\$921.19		\$41,127.19	Nursing Home
NH6020 16194 3 640846	Fiscal Assistant II	\$900.36		\$39,023.36	Nursing Home
NH6020 12150 1 640107	Occupational Therapist	\$1,143.51		\$63,581.51	Nursing Home
NH6020 14413 1 640199	Senior Security Guard	\$901.84		\$39,172.84	Nursing Home
NH6020 12125 301 640049	Supervising Nurse	\$1,229.63		\$72,279.63	Nursing Home
NH6020 12717 1 640533	Applications Analyst	\$1,041.36		\$53,264.36	Nursing Home
NH6020 12180 1 640114	Dietitian RD	\$1,087.53		\$57,927.53	Nursing Home
NH6020 18133 1 640880	Head Grounds Person	\$866.84		\$35,637.84	Nursing Home

NH6020	15501	2	640523	Administrative Aide	\$781.09	\$26,977.09	Nursing Home
NH6020	12125	304	640187	Supervising Nurse	\$1,229.63	\$72,279.63	Nursing Home
NH6020	12125	8	640046	Supervising Nurse	\$1,229.63	\$72,279.63	Nursing Home
NH6020	12126	1	640051	Supervising Nurse PT	\$774.29	\$26,290.29	Nursing Home
NH6020	12126	4	640054	Supervising Nurse PT	\$774.29	\$26,290.29	Nursing Home
NH6020	12126	5	640055	Supervising Nurse PT	\$774.28	\$26,289.28	Nursing Home
NH6020	14416	2	640209	Security Guard PT	\$662.99	\$15,048.99	Nursing Home
NH6020	14416	4	640210	Security Guard PT	\$662.99	\$15,048.99	Nursing Home
NH6020	16303	8	640853	Medical Clerk	\$764.72	\$25,323.72	Nursing Home
NH6020	12202	302	640216	Social Worker	\$979.55	\$47,021.55	Nursing Home

Total Expenses \$87,141 \$

**GRAND TOTALS** \$87,141