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 Aday of 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.
- 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,	\$O `
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.

- 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 1 day of July 2018

For the Employer:

Executive Director

For the Union:

Jonnifer Travis

NYSUT - Unit President

	9/14/2018	ICDEPARTMENT NAME Nursing Home	
	AMMITAT CAT AMERICAN	\$24,215.00 Nursing Home \$1.00 Nursing Home	
T Salaries	DECDEASE	\$ 6,783 \$ 22,104 \$ 20,843 \$ 10,193 \$ 5,229 \$ 21,989	\$ 87,141
t Spreadsheet-2018 NYSUT Salaries	INCREASE	100 to	50.00
me Budget Amendment Spreadsl	ACCOUNT DESCRIPTION	Nursing Assistant Laborer Central Supply Environ Service Aide LPN Part Time Nursing Assistant PT Environ Service Aide TOTAL Appropriations	
Albany County Nursing Home Budget Amendment	ACCOUNT NO.	NH6020 15112 333 640401 NH6020 18404 001 640771 NH6020 18120 022 640941 NH6020 13134 001 640780 NH6020 15114 025 640448 NH6020 18120 019 640938	

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18133 1 640880 Head Grounds Person \$866.84 \$35,637.84	020	12180	႕	640114	Dletitian RD	\$1,087.53	•	\$57,927.53	Nirreipo Home	
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Nursing Home	
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\$781.09 \$1,229.63 \$1,229.63 \$774.29 \$774.29 \$774.28 \$662.99 \$662.99 \$764.72	\$87,141
Administrative Aide Supervising Nurse Supervising Nurse Supervising Nurse PT Supervising Nurse PT Supervising Nurse PT Security Guard PT Security Guard PT Medical Clerk Social Worker	Total Expenses
2 640523 304 640187 8 640046 1 640051 4 640055 2 640209 4 640210 8 640853 302 640216	
15501 2 12125 304 12126 1 12126 4 12126 5 14416 2 14416 4 16303 8 12202 302	
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GRAND TOTALS