

RESOLUTION NO. 247

APPROVING THE DEPARTMENT OF PUBLIC WORKS COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 801 DEPARTMENT OF PUBLIC WORKS UNIT AND AMENDING THE 2017 ALBANY COUNTY BUDGET

Introduced: 6/12/17

By Personnel and Audit and Finance Committee and Messrs Miller, Bullock and Clenahan:

WHEREAS, The Commissioner of the Department of Public Works has requested approval of an agreement with the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Albany County Local 801 (the “Bargaining Unit”) on the terms and conditions of employment for the period January 1, 2017 through December 31, 2021, and

WHEREAS, Under terms of the agreement, employees of the Bargaining Unit will receive a 2% raise annually commencing retroactive to January 1, 2017 through December 31, 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 on April 12, 2017, 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 2017 Department of Public Works 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. 6/12/17

2017 DPW CSEA Agreement - Budget Amendment

ACCOUNT NO.	ACCOUNT DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
D 5110 16206 001	590001 Clerk I	\$730		\$37,218	Maintenance Roads Buildings
D 5110 16206 002	590002 Clerk I	\$730		\$37,218	Maintenance Roads Buildings
D 5110 17212 001	590129 Equip. Operator Instructor	\$816		\$41,570	Maintenance Roads Buildings
D 5110 17212 002	590130 Equip. Operator Instructor	\$816		\$41,570	Maintenance Roads Buildings
D 5110 17212 002	590014 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 003	590015 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 004	590016 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 006	590018 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 007	590019 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 008	590020 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 010	590022 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 011	590023 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 012	590024 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 013	590025 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 015	590027 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 016	590028 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 017	590029 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 018	590030 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 019	590031 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 020	590032 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 021	590033 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 023	590035 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 025	590037 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 026	590038 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 027	590039 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 029	590041 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 030	590042 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings
D 5110 17212 031	590043 Equip. Operator I	\$767		\$39,100	Maintenance Roads Buildings

D	5110	17212	033	590045	Equip. Operator I	\$767	\$39,100	Maintenance	Roads	Buildings
D	5110	17212	036	590121	Equip. Operator I	\$767	\$39,100	Maintenance	Roads	Buildings
D	5110	17212	037	590122	Equip. Operator I	\$767	\$39,100	Maintenance	Roads	Buildings
D	5110	17215	002	590047	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	004	590048	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	005	590049	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	006	590050	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	007	590051	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	008	590052	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	009	590053	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	011	590055	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	012	590056	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	013	590057	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	017	590061	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	018	590062	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	019	590063	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	020	590064	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	021	590065	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	022	590066	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	023	590067	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17215	024	590068	Equip. Operator II	\$792	\$40,345	Maintenance	Roads	Buildings
D	5110	17217	001	590070	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	002	590071	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	003	590072	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	005	590074	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	007	590076	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	008	590077	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	011	590080	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	012	590081	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17217	013	590082	Equip. Operator III	\$816	\$41,570	Maintenance	Roads	Buildings
D	5110	17234	001	590084	Aerial Tower Operator	\$816	\$41,570	Maintenance	Roads	Buildings

DM	5130	16514	001	600001	Stores Clerk		\$816		\$41,570	Road Machinery
DM	5130	16514	002	600002	Stores Clerk		\$816		\$41,570	Road Machinery
DM	5130	17125	001	600006	Painter		\$816		\$41,570	Road Machinery
DM	5130	17503	001	600007	Automotive Body Mechanic		\$816		\$42,834	Road Machinery
DM	5130	17513	002	600009	Automotive Mechanic		\$816		\$42,834	Road Machinery
DM	5130	17513	005	600012	Automotive Mechanic		\$816		\$42,834	Road Machinery
DM	5130	17513	006	600013	Automotive Mechanic		\$816		\$42,834	Road Machinery
DM	5130	17513	007	600022	Automotive Mechanic		\$816		\$42,834	Road Machinery
DM	5130	17903	002	600019	Blacksmith/Welder		\$816		\$42,834	Road Machinery
DM	5130	18413	001	600020	Shop Laborer		\$718		\$36,612	Road Machinery
DM	5130	18414	001	600021	Utility Man		\$810		\$41,304	Road Machinery
DM	5130	19980			Clothing Allowance		\$2,100		\$2,100	Road Machinery
D	5110	19980			Clothing Allowance		\$12,000		\$12,000	Maintenance Roads Buildings
D	5110	44201	10000		Uniforms and Clothing		\$8,800		\$15,500	Maintenance Road Buildings
D	5110	89060			Hospital and Medical Insurance		\$54,800		\$1,034,186	
DM	5130	89060			Hospital and Medical Insurance		\$2,089		\$247,670	
TOTAL APPROPRIATIONS							\$69,189		\$65,689	

ACCOUNT NO.	ACCOUNT DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
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D 5010	02683	Motor Vehicle Tax		\$3,500	Maintenance Roads Buildings
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TOTAL REVENUES \$0 \$3,500

TOTAL ESTIMATED REVEN \$0 \$3,500

GRAND TOTALS \$69,189 \$69,189

MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and CSEA Albany County Department of Public Works Unit (Collective Bargaining Unit) (collectively the "Parties") this __ day of March, 2017, subject to approval of the County Legislature and ratification by the 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 VI Section 2(c) shall be amended to require the employee to call his/her supervisor within 45 minutes of beginning of the workday if the employee is to absent on sick leave and to allow for sick leave to be used in ½ hour increments.
4. Article VI Section 5(4) shall be amended to allow for personal leave to be used in ½ hour increments.

5. Article VI Section 9(b) shall be amended to provide that vacation may be liquidated in cash upon separation or death for up to sixty (60) days for the those collective bargaining members hired on or before June 30, 2015, and up to thirty (30) day for those collective bargaining members hired on or after July 1, 2015.
6. Article VI Section 9(e) shall be amended to provided that vacation leave credits may be used in one (1) hour increments.
7. Article IX. Section 1 shall be amended to provide that compensation time may be accumulated to a maximum of one hundred twenty (120) hours.
8. Article X Section 2 shall be amended to provide that the co-pay for generic retail and generic domestic mail shall be increased from \$0 to \$5.00 on January 1, 2020.
9. Article X Section 4 shall be amended - 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.
10. Article X Section 3F shall be amended to include the following:

"1. Albany County shall provide at one hundred percent (100%) of the plan premium for those employees on the payroll as of December 31, 1988, Health Insurance Coverage to retirees and their spouses for the lifetime of the retiree and in accordance with Article IX Section B.3 of the County Rules and Regulations in effect at the execution date of this agreement. The maintenance of one hundred percent (100%) paid health insurance is a contract benefit which vests at the time of each retirees retirement.

2. Albany County shall provide at ninety percent (90%) of the plan premium for those employees hired on or after January 1, 1989 Health Insurance Coverage to retirees and their spouses for the lifetime of the retiree and in accordance with Article IX Section B.3 of the County Rules and Regulations in effect at the execution date of this agreement. The maintenance of ninety percent (90%) paid health insurance is a contract benefit which vests at the time of each retirees retirement.

3. Albany County shall provide at eighty-five percent (85%) of the plan premium for those employees hired on or after 9/21/15 Health Insurance Coverage to retirees and their spouses for the lifetime of the retiree and in accordance with Article IX Section B.3 of the County Rules and Regulations in effect at the execution date of this agreement. The

maintenance of eighty-five percent (85%) paid health insurance is a contract benefit which vests at the time of each retirees retirement.

4. Albany County shall provide the same health insurance coverage and prescription drug coverage for retirees and their spouses as is provided for active employees. This includes the \$15.00 office visit co-pay and prescription co-pays as per the CBA.

5. Albany County shall provide fully paid Medicare supplemental coverage to all Medicare eligible retirees and spouses.”

11. Article XVI Section 4 shall be amended. Counseling letters/memos shall remain in an employee’s file for one year. After one year, the counseling letter shall be destroyed, unless the employee has received another counseling letter/memo within the one year time frame. In such instance, the counseling letter/memo shall remain for an additional year. This is only for counseling letters/memorandums. Letters/memorandums/charges relating to a reprimand or discipline shall permanently remain in the employee’s file.

12. Article XIX Section 5 – add the language that using leave credits that have not been earned and/or without approval is an act of misconduct and subject to discipline.

13. Article XIX Section 6 – add language to allow for “flex time” for clerks to change the hours during the winter road maintenance to accommodate the work load. Any request for the change in hours shall require the employee to provide for notice and approval 24 hours in advance.

14. Article XIX Section 12 shall be amended to provide that One Person Flow (OPF) certified employees shall receive a winter coat upon execution of the contract. These qualified employees shall be eligible to receive a new coat every three years.

15. Article XIX Section 14 - move the current language in subdivision c to subdivision d and move the language in subdivision d to subdivision c. Additionally, winter road maintenance will change from three to two shifts. Early shift hours will be 6 am to 2:30 pm. The late shift hours will be from 2:00 pm to 10:30 pm. There shall be a \$1.50 an hour shift differential pay beginning in the 2017-18 winter road maintenance season, which shall apply to all time including all holidays and comp time used during winter road maintenance season.

16. Article XXII Section 1.3 shall be amended to provide that the Employer shall provide 60 day notice of a layoff to individual employees actually being laid off.

17. Article XXIII Section 8 shall be amended to provide a change in the tool allowance; to wit:

2017 - \$400.00
2018 - \$600.00
2019 - \$750.00
2020 - \$850.00

2021 - \$1,000.00

18. Article XXIII Section 10 shall be amended to provide a change to the boot allowance. The County will not provide a voucher, but rather an allowance which shall be paid in the first pay period in May of each year. To wit:

2017 - \$160.00
2018 - \$190.00
2019 - \$200.00
2020 - \$210.00
2021 - \$210.00

19. Article XXIII Section 11 shall be amended to allow for an employee to see his/her personnel file with notice of one business day.

20. Article XXIII shall be amended to provide a new Section 20 in which licensing, training and instruction as required for the position of mechanic, and as approved by the Commissioner, shall be paid for by the employer.

21. Appendix A shall include the following language and chart:

1/1/2017	2% salary increase retroactive to January 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

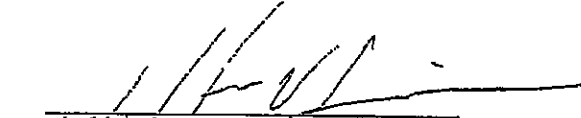
Effective 2018 the longevity is as follows:

5-9 years	\$350
10-15 years	\$750
16-19 years	\$1,250
20-24 years	\$1,500
25+ years	\$2,000

22. The salary schedule shall be amended to reflect the above, as well as a .30 increase to all titles at Step 2 and a 1.20 increase to all titles at Step 5 effective January 1, 2018, for a total of \$1.50 for all employees at Step 5. In addition, a 1.00 increase shall be added to the following titles at all steps: Auto Mechanic; Auto Body Mechanic; Welder; Painter; and Auto Serviceman.


Dated this 30th day of March, 2017

For the Employer:

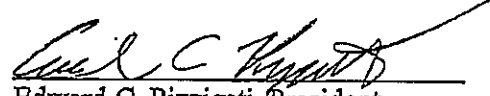


JEFFERY V. JAMISON, Esq.
Director of Employee Relations

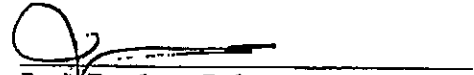
For the Collective Bargaining Unit:



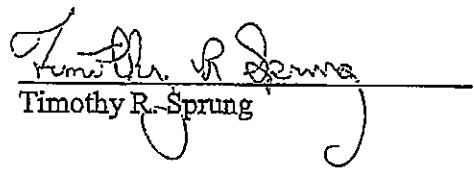
Eric Muldoon
Labor Relations Specialist



Edward C. Pizzigati, President



Janis Dunham-Relyea



Timothy R. Sprung