

MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and UPSEU Albany County Sheriff's Office Emergency Medical Services Unit this 7th 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 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:

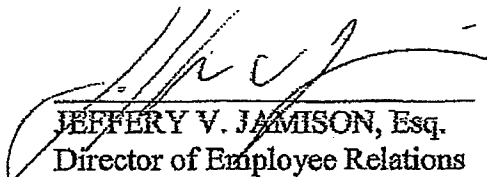
1. The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2014 through December 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 9 Compensation – change the existing salary amounts for all titles to indicate the following adjustment for each of the following years Section 1 – include the following:

12/31/2017	2% salary increase
1/1/2018	1% salary increase
7/1/2018	0.5 % salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase
4. Article 9 Section 6 change the language to minimum hours of 950.
5. Article 9 – add a provision to include a shift differential pay of \$20.00 per shift for part-time employees working a full 12 hour shift during the hours of Friday at 6:00 pm to Monday at 6:00 am beginning January 1, 2018, changing to \$25.00 per weekend shift beginning on January 1, 2019, changing to \$30.00 per weekend shift beginning on January 1, 2020. This is only for part time employees.
6. Article 10 Section 5 add the language “unless not sufficient members available to meet minimum staffing levels as determined by the Sheriff or his designee.
7. Article 10 Section 7 – strike the language in this section.

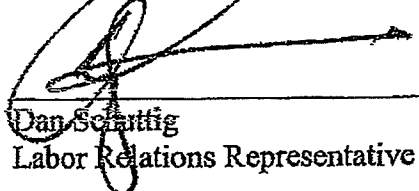
8. Article 10 Section 8, include the seniority title list.
9. Article 10 Section 9 change the word "You" to "A bargaining unit member".
10. Article 10 Section 10 change the beginning of the sentence to read "The Employer shall publish schedule ..."
11. Article 13 Section 9 – add the language "for work related appearances only".
12. Article 13 add the language "if sick leave is taken immediately following or immediately prior to a weekend, holiday or vacation, the employer may request a physician note, if the employer has reasonable belief to question the validity of the request for sick leave."
13. Article 16 Section 2 C – Amend the Copay for 2018 and 2019 to reflect a change in Retail Generic and Mail Generic from 0 to \$3. Add another chart for 2020 and 2021 to reflect a change in the copay of Retail Generic and Mail Generic from \$3 to \$5.
14. Article 16 Section 3 – Add the language that any employee hired after 12/31/2017 shall contribute 15% of the plan premium and the employer shall contribute 85%.
15. Article 16 Section 4 Coordination of Benefits – add the language "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 December 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.
16. Article 20 Section 1 – Amend the language to reflect an annual boot allowance beginning in January 1, 2018 of \$150.00 for employees working 950 hours or more in the previous year, \$125.00 annually for employees working 480 and 950 hours in the previous year, \$100.00 for employees working between 260 and 480 yours in the previous year.

Dated this 25th day of March, 2017:

For the Employer:


JEFFERY V. JAMISON, Esq.
Director of Employee Relations

For the Collective Bargaining Unit:


Dan Schattig
Labor Relations Representative