

MEMORANDUM OF AGREEMENT
BY and BETWEEN
THE COUNTY OF ULSTER
And
CIVIL SERVICE EMPLOYEES ASSOCIATION, Inc.
LOCAL 1000, AFSCME, AFL-CIO
For
THE ULSTER COUNTY UNIT #8950

The following Memorandum of Agreement reached on January 29, 2018 by the respective parties to the Agreement shall constitute any and all changes and modifications to the collective bargaining agreement which expired December 31, 2016. All other provisions of the collective bargaining agreement shall remain unchanged except for the modification of dates where applicable. This Memorandum of Agreement is subject to ratification by the CSEA membership and the Ulster County Legislature.

1. 3 year agreement January 1, 2017 – December 31, 2019
2. Effective 1/1/17 Step 1 through Step 6 shall be increased by 2.0%
Effective 1/1/18 Step 1 through Step 6 shall be increased by 2.0%
Effective 1/1/19 Step 1 through Step 6 shall be increased by 2.0%
Any County employee who retired between January 1, 2017 and January 29, 2018 shall be entitled to retroactive pay. All other employees must be on payroll as of January 29, 2018 in order to be eligible for retroactive pay.
3. Update Schedule A & B
4. Article 8 Overtime Policy Add: New section 5 Probation comp time. Employees who work in excess of 80 hours in a pay period shall be compensated with compensatory time at the overtime rate. Such earned compensatory time must be used within the next 2 subsequent pay periods after which it will be paid out at the overtime rate. This provision shall be for a trial period through December 31, 2019 unless mutually agreed upon to extend.
5. Article 8 Overtime Policy Section 1 modify to provide after: "eight hours per day"
"unless the employee is LWOP during the week, in which case overtime will only be paid for hours in excess of 40 hours".

6. Article 9 Add to Section 1 & Section 3: Mileage reimbursement & meal allowance request shall be submitted within 90 days of the date the mileage or meal allowance was incurred. Any request for mileage reimbursement or meal allowance made in excess of 90 days shall not be paid.



7. Article 10 Section 5 Breaks Add: Breaks shall not be taken in conjunction with the beginning or end of the work day. Breaks shall not be taken in conjunction with an employee's unpaid meal break unless authorized by a supervisor. The current practice for Night Cleaners in Buildings & Grounds to attach their breaks to their half hour unpaid meal breaks shall continue.

~~8. Article 11 Section 3 Holiday Pay Add: E-911 employees who are required to work on a holiday shall be paid 8 hours of holiday pay plus one and one half times the regular rate of pay for hours actually worked. Should the holiday fall on a scheduled day off, the employee shall receive 8 hours of holiday pay at their straight time rate.~~

EFFECTIVE 1/1/19

HAVE THE OPTION TO

OR RECEIVE 8 HRS OF HOLIDAY TIME

2/16/18
AGREE TO DEFER
TO L/M FOR
FURTHER
DISCUSSION



9. Article 12 Section 2 Vacation Usage Add: All vacation shall be taken in the anniversary year (anniversary date to anniversary date) during which the employee becomes entitled thereto, and no part of such vacation shall be carried over from one year to another, unless the pressure of work in the particular department makes it impossible for the Department Head to approve vacation during such year. In such case, the unused vacation for that year, up to a maximum of five days, shall be added to the vacation to which the employee is entitled during the following year. Any additional unused vacation time **not utilized based upon departmental need** shall be paid for at the end of the anniversary year in which it was supposed to have been taken.

10. Article 12 Section 12 Bereavement Leave Add: A bereavement leave day shall be defined as a full day based upon the number of hours the employee is scheduled to work. The use of contractual bereavement leave shall not result in a loss of pay.

11. Article 22 Section 1 Job Postings modify first sentence to provide "When a job vacancy occurs within the County, the County will send postings electronically to the parties designated by the Union President at least 15 working days prior to the date the vacancy is to be filled.


12. Article 7 Wages Add: New section Emergency Services Dispatcher Trainees. Emergency Services Dispatcher Trainee upon completion of their training as certified by the Department Head (which may be less than the one year training period) shall be promoted to Emergency Services Dispatcher with the commensurate increase in Grade.

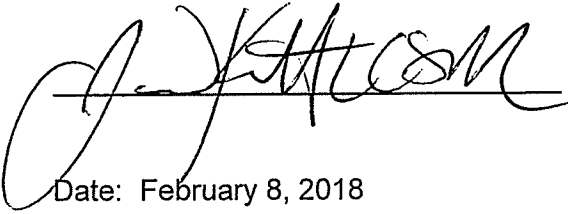
13. Delete Article 7 Section 4 Stipends and roll the \$500 into the salary schedule, creating new sub – grades for SWE and all Caseworker titles effective January 1, 2018.

14. Article 7 Wages Add: New section CPS On Call Supervisors The weekly flat rate shall be \$700 or \$350 per tour of duty. Tours of duty shall be defined as Monday 5:00pm to Friday 9:00am and Friday 5:00pm to Monday 9:00am. On call supervisors required to be on call on a holiday, shall receive an additional \$40 holiday pay.

15. County Office Building Parking – establish a labor/management committee to study issue and make recommendation.
16. Article 8 Section 4 Call In (B&G) Delete & modify to provide call in pay at time & one-half for all call in's
17. Article 9 Section 2 (c) Security Uniform Allowance change \$450 to \$600 effective January 1, 2018. For 2018 only the January allotment shall be \$225 and the July allotment shall be \$375. Thereafter, the \$600 annual allowance shall be divided into two equal installments payable in January & July.
18. Article 9 Section 2 (d) Shoe Allowance change \$125 to \$150 effective January 1, 2018
19. Article 9 Section 4 Meal Allowance (DPW) Increase overtime meal allowance from \$8.00 to \$10.00. Delete: Last sentence of section 4 referencing a voucher system.
20. Delete: Appendix A Family Medical Leave Act, reference County to follow FMLA per statute, include language that employees shall be required to utilize their leave accruals while on FMLA and add the County would provide FMLA for employees caring for their children over the age of dependency provided they meet FMLA criteria.
21. Article 13 Section 2 Health Insurance Delete: Empire Blue View Vision. Add: Davis Vision
22. Article 13 Section 2 Health Insurance Add: New (E) Provide 3 months of coverage upon an employee's death at the employee's rate of contribution for the surviving spouse and dependents.
23. Article 22 Add: New Section 3 Promotional Exams. Provided a County employee is qualified to sit for a promotional exam, the County shall waive the exam fee for the promotional exam.
24. Article 23 Section 2 Tuition Reimbursement Add: Unused funds from the previous year shall be rolled over to a maximum allotment of \$85,000 per year.
25. Appendix D Less Than Half-Time Agreement (1) Add: LTHT employees shall be paid at the starting rate for the grade applicable to their position and shall move to Step 1 after 24 months. Effective January 1, 2018 current LTHT employees who have been employed in their position for more than 24 months shall move to Step 1.
26. Uniforms DPW and Buildings & Grounds: establish a labor/management committee to study issue and make recommendation with the intent of providing more flexibility in the annual selection of items on an individual basis.

CSEA:





Date: February 8, 2018

County:

