
**BROOME COUNTY LEGISLATURE
SPECIAL SESSION
WEDNESDAY, MAY 4, 2006**

The Legislature convened at 5:01 p.m. with a call to order by the Chair, Daniel A. Schofield. The Clerk, Louis P. Augustini, read the fire exit announcement and called the Attendance Roll, Present-16, Absent-3 (Hull, Hutchings, Lindsey).

The Chair, Mr. Schofield, led the members of the Legislature in the Pledge of Allegiance to the Flag, followed by a prayer offered by Legislator Nannery.

RESOLUTION INTRODUCED AT THIS SESSION

RESOLUTION NO. 207

By Personnel and Finance Committees

Seconded by Mr. Howard

RESOLUTION AUTHORIZING LABOR AGREEMENT WITH CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA) FOR 2006-2009

WHEREAS, the County of Broome, under the provisions of the Civil Service Law (Taylor Law), has heretofore recognized CSEA as an employee organization for those certain Broome County employees represented by said Union, and

WHEREAS, this County Legislature, by Resolution No. 453 of 2002, authorized a written agreement with the CSEA setting forth the terms and conditions of employment for those employees represented by said Union for the period January 1, 2003 through December 31, 2005, and

WHEREAS, a tentative agreement has been reached with CSEA for the period January 1, 2006 through December 31, 2009, and

WHEREAS, it is desired at this time to renew said labor agreement on the terms and conditions set forth in the "Tentative Agreement Between CSEA Broome County Unit 6150 and County of Broome" attached hereto as Exhibit "A", now, therefore, be it

RESOLVED, that this County Legislature hereby authorizes an agreement with CSEA, setting forth the terms and conditions of employment for those employees represented by said Union, for the period January 1, 2006, through December 31, 2009, and be it

FURTHER RESOLVED, that said agreement shall be upon substantially similar terms and conditions as the 2003-2005 written labor agreement with the exception of those changes listed in the "Tentative Agreement Between CSEA Broome County Unit 6150 and County of Broome" attached hereto as Exhibit "A", and be it

FURTHER RESOLVED, that the County Executive or her duly authorized representative is hereby authorized to execute any such agreements, documents, or papers, approved as to form by the Department of Law, as may be necessary to implement the intent and purpose of this Resolution.

EXHIBIT A

1. Article 4 Recognition

The Public Employer recognizes CSEA as the sole and exclusive representative of all County employees with the following exceptions:

Current:

3. Employees who do not occupy a permanent salary budget line item in the County Budget.

7. Employees in the Division of Solid Waste Management

Amend:

3. **Employees who occupy a temporary budget line item (1600 line) in the County Budget and those employees occupying a permanent salary budget line (1500 line) working on a less than half-time basis.**
7. **Delete (Employees in Solid Waste Management are presently covered by CSEA).**
7. **Add (New) Seasonal employees are excluded from coverage under this agreement and therefore are not entitled to any benefits as provided herein.**

Class of Employees

Add:

After full-time, regular **(1000 line)**
Part-time, regular **(1500 line)**

2. Article 8 Disciplinary Actions

3(a) Amend 1st sentence

Current:

The hearing upon charges shall be held by a person designated from a panel established in Exhibit B.

Amend:

The hearing upon charges shall be held by a person designated from a panel of arbitrators provided by PERB in accordance with PERB rules of procedure.

3. Article 9 Compensation

Amend:

1. **Effective January 1, 2006 full and part-time employees shall receive a 3% or \$1,100 added to base salary, whichever is greater.**
2. **Effective January 1, 2007 full and part-time employees shall receive a 3% general wage increase added to base salary.**
3. **Effective January 1, 2008 full and part-time employees shall receive a 3% general wage increase added to base salary.**
1. **Effective January 1, 2009 full and part-time employees shall receive a 3% general wage increase added to base salary.**

Minimum salaries shall increase by the same percentage as the general wage increase in 2006 and 2008.

4. Article 14 Leave for CSEA Meetings

Current: 1st sentence

Certain employees designated as Union Stewards shall be allowed reasonable time....

2nd sentence

A list of Union Stewards will be maintained by the CSEA.....

Amend: 1st sentence

Replace "Union Stewards" with "CSEA Certified Grievance Representatives."

2nd sentence

Insert "and CSEA Certified Grievance Representatives" after Union Stewards

5. Article 18 Overtime, Extra Help and Night Rates of Pay

Current:

- (1 h) If the majority of an employee's regularly scheduled hours per day fall between 3:00PM and 11:00PM, they shall be paid (twenty-five (25) cents per hour shift differential.

Amend:

Replace-...**twenty-five (25) cents per hour with forty (40) cents per hour shift differential.**

Current:

- (1 i) If the majority of an employee's regularly scheduled hours per day fall between 11:00PM and 7:00AM, they shall be paid thirty (30) cents per hour shift differential.

Amend:

Replace-....**thirty (30) cents per hours with forty-five (45) cents per hours shift differential.**

Current:

- (1 j) At Willow Point Nursing Home only the following differentials apply:
- | | | |
|-------------------|----------|-----------------------|
| Nursing Assistant | \$.30/hr | 2 nd shift |
| | .40/hr | 3 rd shift |
| Nurses | \$.75/hr | 2 nd shift |
| | .50/hr | 3 rd shift |

Amend: **At Willow Point Nursing Home only the following differentials apply:**

Nursing Assistant	\$.40/hr	2nd shift
	.50/hr	3rd shift
Nurses	\$.85/hr	2nd shift
	.60/hr	3rd shift

Current:

- 6a) On-call pay shall be established in order to provide 24 hour coverage where necessary. Employees required to be on-call shall be paid at a rate equivalent to \$15/day for on-call status. The existing on-call procedures for child protective workers at the Department of Social Services established by Resolution No. 190 in 1984 will remain in effect. (Appendix D)

Amend:

On-call pay shall be established in order to provide 24 hour coverage where necessary. Employees required to be on-call shall be paid at a rate equivalent to \$20/day for on-call status. The existing on-call procedures for child protective workers at the Department of Social Services established by Resolution No. 190 in 1984 will remain in effect. (Appendix D) with like monetary changes.

Current:

- 6d) Nurses at the Health Department required to be on call shall be paid at a rate equivalent to \$125 for seven calendar days of on-call status. (Each on-call tour being about 12 hours in duration). Each week day on-call (Monday through Friday) shall be worth \$15 and each weekend on-call tour shall be worth \$25. Each holiday on-call tour (24 hours) shall be worth \$60.

Amend:

Nurses at the Health Department required to be on call shall be paid at a rate equivalent to \$150 for seven calendar days of on-call status. (Each on-call tour being about 12 hours in duration). Each week day on-call (Monday through Friday) shall be worth \$20 and each weekend on-call tour shall be worth \$30. Each holiday on-call tour (24 hours) shall be worth \$65. (SAME FOR DSS RESO#190C Secondary,

Primary will be \$90, \$15, 25).

Article 20 Vacation

- 3) An employee who has completed one year of continuous service shall be entitled each year to a carry over of one (1) week only of accrued vacation. After five years of continuous service, an employee shall be entitled to carry over two (2) weeks accrued vacation.

Amend: 2nd Sentence to read:

After five years of continuous service, an employee shall be entitled to carry over twelve (12) days of accrued vacation time. Carry over of up to a maximum of fifteen (15) days of accrued vacation time will be allowed with the approval of the employee's department head. Any authorized carry over days in excess of twelve (12) days must be used or taken prior to any separation from employment and will not be paid at time of separation from employment with Broome County.

Article 22 Leave of Absence Without Pay

- 1) 4th sentence – Current: All leaves in excess of 90 days, (except medical and mandatory civil service leaves).....

Amend: Delete “mandatory”

Add:

- 2) **Broome County recognizes the Family Medical Leave Act (FMLA) of 1993, which provides up to 12 weeks of unpaid leave in a 12 month period for qualifying employees.**

Article 24 Health Insurance

Current:

1. 1st sentence- The public employer agrees to continue and maintain a health insurance program which provides benefits to employees equal to or greater than the Statewide Blue Cross. Major Medical Plan as the latter existed on January 1, 1981.

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4. An Advisory Committee shall be established to monitor and recommend changes in the plan. CSEA will be represented on such committee. Attendance at meetings will not result in loss of pay or charges against accruals.
 6. Beginning January 1, 2003 the prescription card co-pay levels shall change as follows:

Mail Order Maintenance Prescriptions	\$0 per prescription
Generic Prescriptions	\$5 per prescription
Non-Generic Prescriptions	\$10 per prescription

Amend:

- 1) **Change 1st Sentence to read: The Public Employer agrees to continue and maintain a health insurance program which provides benefits equivalent to those provided on December 31, 2005.**

Change 2nd sentence to read:

[Upon ratification and approval by the County Legislature] The Public Employer shall pay eighty-five percent (85%) of the premium cost for employee and dependent coverage. The County shall have the authority to make health insurance plan changes with the goal of reducing future escalation of health care costs in conjunction with but not limited to recommendations of the advisory committee.

- 4) **Change to Read:**
An advisory committee will be established with goals of reducing future escalation of health care costs. CSEA will be represented on such committee. Any savings realized through the efforts of this committee will be shared with the parties. This agreement may be re-opened to negotiate desired changes to the plan as the result of the County's and Union's efforts.
6. **Effective January 1, 2006 the prescription card co-pay levels shall be as follows:**

**Non-generic prescriptions = \$10 per prescription
 Generic prescriptions = \$ 5 per prescription
 Mail order maintenance prescriptions remains the same as 2005.**

Effective January 1, 2007, filled prescriptions must be limited to a 30 day supply.

Effective Brand Generic Brand When Generic Available Mail Order Co-Pay	= = = =	January 1, 2007 – \$15 per prescription \$10 per prescription \$25 per prescription No change from 2006	December 31, 2009 :
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7. Article 27 Longevity Service Pay

Current:

All full-time employees will be paid longevity service payments upon the completion of each the following years of service:

<u>Years</u>	<u>Payment</u>
6-9	600
10-14	800
15-19	1,000
20-24	1,200
25-29	1,400
30+	1,600

Amend:

Effective January 1, 2008

Increase of \$100 for the following levels of service:

15-19

20-24

25-29

30+

10. Article 32 Negotiation of New Agreement

Current:

The Public Employee and CSEA agree that negotiations for a new Agreement shall commence not later than on or about August 1, 2005.

Amend:

Change August 1, 2005 to August 1, 2009

11. Article 34 Labor Management Committee

Amend:

New Section:

The County and the Union have a mutual interest in the recruitment and retention of qualified personnel for its workforce. The County and the Union will gather information on compensation and benefits as it relates to CSEA represented positions. This information will be shared between the parties and used by the County to evaluate and adjust, if necessary, compensation levels or benefits for specific position(s) in the bargaining unit.

12. Article 35 Effective Dates

Current:

This agreement shall be effective as of January 1, 2003, and continue in full force and effect until the 31st day of December 2005.

Amend:

Change January 1, 2003 to January 1, 2005

Change December 2005 to December 2009

13. Article 42: Uniforms

Current:

- 2) At the Willow Point Nursing Home, Emergency Services, Parks and Recreation, and Central Foods where either a uniform allowance or uniforms are provided the following shall be effective:

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- a. All full-time employees deemed to need a uniform by management shall be paid a uniform allowance of one hundred eighty (\$180) dollars per year.
 - b. All part-time (1500) employees deemed to need a uniform by management shall be paid uniform allowance of ninety (\$90) dollars per year.

Amend:

- 2a) **Change \$180 to \$200 dollars per year.**
- 2b) **Change \$90 to \$100 dollars per year.**

- New: 3. CSEA represented civilian employees employed at the Sheriff's Office will be required to wear uniforms issued under the present Quartermaster program at the Sheriff's Office.**

The Quartermaster shall issue such uniforms and accessories as it may require employees to use in the performance of their duties, including such replacement parts thereof as may reasonably be necessary, provided however, that nothing in this section shall excuse an employee from being accountable for such uniforms as required by the rules and regulations established by the Sheriff's Office. The County shall continue its policy of cleaning and maintaining necessary repairs to uniforms as it is in effect upon the execution of this Agreement.

14. New Article 48 Drug and Alcohol Testing

Effective September 1, 2006 all employees of the Security Department shall be subject to the same drug and alcohol policy as the Broome County Sheriff's Department, including pre-employment and random testing.

Carried, Ayes-15, Nays-0, Absent-3 (Hull, Hutchings, Lindsey), Abstain-1 (Schafer).

Mr. Mather made a motion to adjourn, seconded by Mr. Howard. **Motion to adjourn carried.**
The meeting was adjourned at 5:04 p.m.

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