

TENTATIVE AGREEMENT BETWEEN  
THE COUNTY OF SCHENECTADY  
AND  
CSEA, LOCAL 1000 AFSCME, AFL-CIO  
(SCHENECTADY COUNTY UNIT, SCHENECTADY COUNTY LOCAL 885)  
May 18, 2020~~2020~~ 2021

LENGTH OF CONTRACT

This Contract shall be effective from January 1, 2021 – December 31, 2025

COVID

**1. Article X. Special Rates of Pay - Add the following provision:**

**12. Vaccine Bonus Day and Bonus Pay**

a. All unit employees who have received all required Covid-19 vaccination shots prior to September 1, 2021 shall receive one (1) additional vacation day, as a bonus, on a one-time basis.

b. If 80% of all CSEA Local 885 employees have received all required Covid-19 vaccination shots on or before September 1, 2021, all members who received the vaccination shall receive a one-time, Two Hundred (\$200) Dollar bonus.

HEALTHCARE

**1. Article XIV. Pension, Health and Dental Insurance**

**Section 2. – Health Insurance - Add the following provision:**

Notwithstanding any other provision of this agreement, effective January 1, 2022, the "Schenectady Meds I Prescription Cost Containment Program" shall be eliminated for all employees. Any employee enrolled in Schenectady Meds I on January 1, 2022 shall be transferred to Schenectady Meds II. Any current retiree (as of date of approval of this Contract by the County Legislature) who is impacted by this change shall receive a yearly One Hundred Fifty (\$150) Dollar contribution to a flex spending plan, until the earliest possible date that the retiree can be transferred into a Medicare Advantage Plan, pursuant to Section 9 of this Article.

## COMPENSATION/WORK WEEK/SPECIAL RATES OF PAY

1. **Article IV. Compensation** - Add the following provision:

The County agrees to the following pay schedule during the length of this Contract:

2021	2.0% increase to the existing base salary (as of 1/1/21), retroactive to January 1, 2021, and a \$1,000 bonus for all full-time employees. Regularly scheduled part-time employees shall receive the bonus on a prorated basis. Based on status at the time of approval of this Contract by the Legislature.
2022	2.25% increase to existing base salary.
2023	2.25% increase to existing base salary.
2024	2.25% increase to existing base salary.
2025	2.25% increase to existing base salary.

2. **Article IX. Pay Period** - Amend the following provision:

Effective the first full pay period in January of 2021, all unit employees who do not already, shall have their pay lagged by one week. Any employee impacted by this change (i.e. any employee hired or rehired prior to January 1, 2008) shall receive a bonus equal to the amount of one (1) week pay at the time the lag is implemented. Upon separation from employment, any employee impacted by this change shall receive one (1) additional paycheck representing the lagged week.

3. **Salary Standard Titles** - Amend the following provision:

Effective as of the date of approval of this Contract, all Cleaners County-wide shall be upgraded to a Grade 4A.

4. **Salary Standard Titles** - Amend the following provision:

Effective as of the date of approval of this Contract, the title of Veteran's Services Officer shall be upgraded from a Grade 4 to a Grade 6.

5. **Article VI. Work Week** - Amend the following provision:

Effective January 1, 2022, the work week for the Library shall be Thirty Five (35) hours, with the exception of any employee holding a "Cleaner" title. This change shall not impact the employees' pay.

**6. Article VI. Work Week - Amend the following provision:**

Sunday pay for Library Employees –the provision regarding Sunday pay for Library Employees shall be amended to reflect the 35 hour work week beginning January 1, 2022.

**7. Article VII. Shift Schedule - Add the following provision:**

Effective as of the date this Contract is approved by the Legislature – During the weeks in June, July and August designated as the “summer months” each year, the shift schedule for all maintenance staff at the Schenectady County Community College is as follows:

6:30 a.m. – 3:00 p.m. (Mondays – Thursdays)

6:30 a.m. – 12:30 p.m. (Fridays)

This change still amounts to forty (40) total hours per week, and will have no impact on the employees’ pay. Moreover, the extra half (1/2) hour worked on Monday – Thursday each week shall not incur overtime.

**8. Article VI. Work Week - Add the following provision:**

Effective as of the date of approval of this Contract, all cleaners County-wide shall work a Forty (40) hour work week.

**9. Article V. Application of this Salary Schedule**

**4. Longevity - Amend the following provision:**

Notwithstanding any other provision of this agreement, effective January 1, 2022, lump sum payments for longevity shall be discontinued, and instead the appropriate longevity amount shall be paid in the employee’s weekly paycheck.

**10. Article X. Special Rates of Pay - Add the following provision:**

**8. On-Call and Beeper Assignments for DSS and Probation Workers**

Additional issues regarding payment for and assignment of the beeper to employees in the Child Protective Unit are governed by a Labor Management Agreement dated 4/22/2010, and amended with this Contract, the Agreement is included herein.

The labor management agreement shall be amended to include the following:

Employees hired on or after the date this Contract is approved by the Legislature shall not have the option to “opt out” of beeper coverage.

The parties agree to hold a Labor Management meeting within six (6) months of the date this Contract is approved by the Legislature to discuss the issue of the Supervisor beeper.

11. **Article VI. Work Week** - Add the following provision:

Library Employees – Effective January 1, 2022, employees in the Library will no longer receive ten (10) paid Administrative Leave days per year, nor are they granted summer hours during the months of July and August. Accordingly, Employees in the Library shall receive two (2) days off, in lieu of summer hours and Administrative Leave days, which must be utilized between July 1 and December 31 of each year in which the time is granted.

12. **Article VI. Work Week** - Amend the following provision:

Department of Social Services Employees – effective as of the date this Contract is approved by the Legislature – Employees in the Department of Social Services will receive five (5) days off, in lieu of summer hours, instead of the three (3) days previously granted.

13. **Article VI. Work Week** - Add the following provision:

Public Health Employees – effective as of the date this Contract is approved by the Legislature – All full-time employees in Public Health will receive five (5) days off, in lieu of summer hours.

14. **Article X. Special Rates of Pay** - Amend the following provision:

Effective January 1, 2022, the yearly tool allowance at the Highway Department shall increase from \$400 to \$500.

## LEAVE & HOLIDAYS

1. **Article XI. Holidays** - Amend the following provision:

Effective upon approval of this Contract by the Legislature, Juneteenth shall be added under Section A as a legal holiday with pay granted to all full-time employees covered by this Agreement.

2. **Article XIII. Vacation, Sick Leave and Leave Policies** –  
**Section 2. –Sick Leave Policy** – Amend the following provision:

A. Sick Accruals – The County agrees to remove the distinction between Glendale and Non-Glendale employees in this section only. The word “Non-Glendale” shall be removed from the paragraph and replaced with the word “All” – to read “All employees hired on or after January 1, 1997 and prior to January 1, 2014, shall continue to accrue sick leave at the rate of twelve (12) days per year, and after ten (10) years of service, shall receive three (3) additional sick days per year.” This change shall be effective January 1, 2022. The last sentence of the paragraph shall be deleted in its entirety, and replaced with “All employees hired on or after January 1, 2014 shall continue to accrue sick leave at the rate of twelve (12) days per year throughout their employment.”

## OTHER

1. **Article II. Recognition - Amend the following provision:**  
**Section 5.**

The Employer agrees to furnish the Union with a complete listing of the names, work locations, job titles and dates of hire on a quarterly basis (i.e. four (4) times per year).

2. **Article II. Recognition - Add the following provision:**  
**Section 7.**

The parties herein agree to review and reach an agreement on which Schenectady County Community College labor-management agreements are in effect. These agreements shall be placed in a binder with a copy provided to the Union, Schenectady County Community College, and the County.

3. **Article II. Recognition - Add the following provision:**  
**Section 8.**

Effective as of the date of approval of this Contract by the Legislature, local/unit officers may attend the County's new-hire orientation, for the purpose of meeting with new unit members. If a new unit member fails to attend the new-hire orientation, a local/unit officer may take a reasonable amount of time during work hours to meet with the employee individually. Both the new employee and the local/unit officer must schedule this time in advance, subject to the approval of both the new employee and the local/unit officer's Department Head.

4. **Article XXII - Amend the following provision:**

D – Uniforms. The Employer agrees to engage in a Labor Management meeting regarding the issue of a Work Boot/Work Shoe allowance for employees at the Highway Department and certain employees in the maintenance departments throughout the County.

5. **Article XXII - Add the following provision:**

D – Uniforms. Registered Nurses at the Glendale Nursing Home shall be included in the employees eligible for a uniform allowance, in an amount of One Hundred Fifty (\$150) Dollars payable two (2) times per year.

6. **Labor Management Agreement Regarding Winter Operations at Highway**

The 2012-2013 Labor Management Agreement included as part of the Contract shall be amended to include a 10% shift differential for 1<sup>st</sup> Shift Employees during the winter operations, to match the 10% differential already received by the 2<sup>nd</sup> shift employees.

\$150@  
Highway

3. **Article XIII. Vacation, Sick Leave and Leave Policies –**  
**Section 2. –Sick Leave Policy – Add the following provision:**

F. Leave Donations – add #4:

In the event of severe illness or injury, an employee may submit a request to the County Manager to receive cross unit donations. The County Manager may, in his or her sole discretion, grant such a request.

4. **Article XIII. Vacation, Sick Leave and Leave Policies –**  
**Section 1. –Vacation Policy - Add the following provision:**

K. Elimination of Administrative Leave for Library Employees. On November 30, 1973, an Arbitration Decision and Award was made, granting all Library employees ten (10) days of administrative leave per year “unless mutually altered by the parties.” Effective January 1, 2022, upon mutual agreement of the parties herein, that award shall be nullified in its entirety. Effective January 1, 2022, Library employees shall no longer receive ten (10) days of administrative leave.

5. **Article XIII. Vacation, Sick Leave and Leave Policies – Add the following provision:**  
**Section 7. – Paid Family Leave for Bonding with a Newly Born, Adopted or Foster Child**

Effective January 1, 2022, all bargaining unit members who meet the eligibility criteria shall be eligible for up to eight (8) weeks (40 work days) of paid leave, at two-thirds (2/3) of their regular salary, up to a maximum of One-Thousand (\$1,000) Dollars per week, for the purpose of bonding with a newly born, <sup>or</sup> adopted or foster child.

Only those unit employees who are full-time, and have been employed on a full-time basis for one (1) year, shall be eligible for this leave.

Leave may be taken on an intermittent basis, but must be taken in full day increments.

Health insurance coverage shall continue during this leave.

Such leave can be taken only once per calendar year.