

AGREEMENT BY AND BETWEEN

**THE BOARD OF TRUSTEES OF
FULTON-MONTGOMERY COMMUNITY
COLLEGE**

(hereinafter collectively referred to as the “College”)

and

**COUNTY OF FULTON AND COUNTY OF
MONTGOMERY**

and

**FULTON-MONTGOMERY COMMUNITY
COLLEGE**

**BUILDINGS AND GROUNDS UNIT
OF**

CSEA, INC., AFSCME, LOCAL 1000, AFL-CIO

(hereinafter referred to as the “CSEA”)

September 1, 2025 - August 31, 2028

Table of Contents

Article	Page No.
I. RECOGNITION.....	1
II. NEGOTIATION PROCEDURES.....	1
III. RIGHTS OF ASSOCIATION AND EMPLOYEES.....	2
IV. WAGE AND SALARY SCHEDULE.....	3
V. HEALTH INSURANCE BENEFITS.....	4
VI. FRINGE BENEFITS.....	5
VII. EMPLOYMENT POLICIES.....	14
VIII. PARKING PERMIT FEE.....	16
IX. GRIEVANCE PROCEDURE.....	17
X. DISCIPLINARY PROCEDURE.....	17
XI. AMERICANS WITH DISABILITIES ACT.....	18
XII. FAMILY MEDICAL LEAVE ACT.....	18
XIII. RESIDUAL POWERS.....	19
XIV. MANDATORY LEGISLATIVE ACTION CLAUSE.....	19
XV. SAVINGS CLAUSE.....	19
XVI. SUPPLEMENTAL PART-TIME EMPLOYEES.....	20
XVII. USE OF LIBERTY ARC PERSONNEL	22
XVIII. DURATION OF AGREEMENT.....	23
 SCHEDULE A: GRIEVANCE MACHINERY.....	 24
 APPENDIX A: CIVIL SERVICE STATUS.....	 27
APPENDIX B: CSEA SALARY SCHEDULE	29

AGREEMENT, made and entered into this ___ day of October, 2025 by and between

**THE BOARD OF TRUSTEES OF FULTON
MONTGOMERY COMMUNITY COLLEGE**
(hereinafter collectively referred to as the “College”)

And

COUNTY OF FULTON AND COUNTY OF MONTGOMERY
And

FULTON-MONTGOMERY COMMUNITY COLLEGE
BUILDINGS AND GROUNDS UNIT of
CSEA, INC., AFSCME LOCAL 1000, AFL-CIO
(hereinafter referred to as the “CSEA”)

ARTICLE I

RECOGNITION

The Board of Trustees of the Fulton-Montgomery Community College hereby recognizes the Civil Service Employees Association, Inc., AFCME Local 1000, AFL-CIO, as the exclusive representative for the CSEA Fulton-Montgomery Community College Unit of CSEA Local 818. CSEA Unit shall exclusively represent all employees as set forth in Article IV.A of the Agreement, excluding Managerial/Confidential employees.

ARTICLE II

NEGOTIATION PROCEDURES

- A. The terms and conditions of employment provided in this agreement shall remain in effect until altered by mutual agreement in writing between the parties.
- B. No later than February 15 of the final year, the parties will enter into good faith negotiations over a successor agreement.
- C. Neither party in the negotiations shall have any control over the selection of the representatives of the other party. While no final agreement shall be executed without ratification by the CSEA and the College, the parties mutually agree that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations.

ARTICLE III

RIGHTS OF ASSOCIATION AND EMPLOYEES

- A. CSEA shall have unchallenged representation status for the maximum period permitted by law on the date of the execution of this agreement.
- B. CSEA shall have exclusive payroll deduction of membership dues and other authorized deductions for bargaining unit employees and no other employee organization shall be accorded any such payroll deduction privilege throughout the unchallenged representation period.
- C. CSEA shall have the sole and exclusive right with respect to other employee organizations to represent all employees in the heretofore defined unit free from any interference, restraint, coercion or discrimination by the College or any of its agents.
- D. CSEA shall be given, when requested (but not more than three [3] times per year), a list of employees including current addresses and date of hire.
- E. Rights of Employees.
- (1) Any employee covered by the provisions of this agreement shall be free to join or refrain from joining and, as a member, take an active role in activities of the CSEA without fear of coercion, reprisal or penalty from the CSEA or the College.
 - (2) An employee may bring matters of personal concern to the attention of the appropriate College representative and officials in accordance with applicable laws and rules, and may choose his own representative or appear along in a grievance or appeal proceeding with the exception that CSEA may be permitted entrance to all such proceedings and shall be informed immediately of any decisions surrounding the case.
- F. Agency Shop.

The College agrees to make all dues deductions in accordance with all applicable laws. Dues will be transmitted to CSEA, Inc., 143 Washington Avenue, Albany, New York at least monthly in a separate check. A listing of employees covered shall accompany each check.

CSEA hereby agrees to indemnify the College and hold harmless the College regarding any claims and suits pertaining to agency shop deductions. This includes legal fees and other expenses and costs incurred in defending such claims and suits in any forum, and any judgments or awards resulting therefrom.

ARTICLE IV

WAGE AND SALARY SCHEDULE.

A Effective 9/01/25, the base annual salary (not including longevity) of each returning bargaining unit member from 2025/2026 shall be increased by two percent (2%).

Effective 9/01/26 the base annual salary (not including longevity) for each returning bargaining unit member from 2026/2027 shall be increased by two percent (2%).

Effective 9/01/27 the base annual salary (not including longevity) for each returning bargaining unit member from 2027/2028 shall be increased by four percent (4%).

The salary schedules shall be increased by two percent (2%) for each year of the Agreement, except the 2027/2028 academic year, in which the salary scheduled shall be increased by four (4%).

B. Promotion. Employees on the payroll on or after September 1, 2008 that were or may be promoted to a higher compensated position shall receive the new salary for the position step or shall have five hundred dollars (\$500) added to the base of their prior salary whichever results in the higher salary. This provision is retroactive to September 1, 2005 only for employees on payroll as of September 1, 2008. The employee shall move to the next step after one (1) year in the new title.

C. Shift Differential. Second and third shift employees in maintenance and custodial positions shall receive ten percent (10%) above the salary appropriated for the position for services between the hours of 3:00 p.m. and 7:30 a.m.

D. Longevity. An annual longevity increment in the amount of \$350 will be granted full-time employees commencing in the fifth (5th) year and in each subsequent year of continuous service with the College, continuing through the fifteenth (15th) year of service. An annual longevity increment in the amount of \$400 will be granted full-time employees, commencing the sixteenth (16th) year of continuous service with the College and in each subsequent year through the twentieth (20th) year of service. In addition, commencing the twenty-first year (21st) of continuous service with the College and in each subsequent year of employment, an annual longevity increment of \$500 will be granted to full time employees. This benefit is not retroactive, but the payments made in each year will accumulate and be paid in addition to the prior year's payments.

E. Out-of-Title Work. No employee shall be permanently employed under any title not appropriate to the duties to be performed. In the event an employee is temporarily assigned by the College to the duties and responsibilities of a higher classification, such employee shall receive the rate of such higher classification after five (5) consecutive work days. Except in the continuation of an emergency situation, no temporary assignment shall exceed sixty (60) consecutive work days.

F. An employee holding the appropriate New York State Sewage Treatment License, Water Operators License, Class B, and/or Pool Operators License and assigned this responsibility as a

part of his or her duties by the College, will be paid, effective September 1, 2002, an additional \$600.00. This amount will be payable upon proof of licensure.

G. Retirement Incentive: Employees who have accrued at least ten (10) years of full-time, continuous service with the College may receive a retirement incentive of ten thousand dollars (\$10,000) if they retire on their first date of eligibility for retirement, without penalty, under the requirements of the New York State and Local Employees Retirement System (“NYSLERS”). Notice of retirement must be given at least three months prior to the employee’s retirement date, or in the 2024-2025 fiscal year only, on or before August 31, 2025 regardless of their NYSLERS status. The payment of the retirement incentive shall be made in the employee's final payroll check.

ARTICLE V

HEALTH INSURANCE BENEFITS

A. All full time employees shall be eligible for health insurance coverage for themselves and their dependents pursuant to the then applicable terms and conditions of the plan or program provided by Highmark Blue Shield PPO/EPO 800 with the employee’s portion of premium contribution being set as follows:

- (1) Full-time employees hired on or after July 1, 2025 shall contribute twenty percent (20%) of the premium of both (or either) the individual and dependent coverage.
- (2) Effective September 1, 2025, employees hired prior to July 1, 2025 shall contribute to the cost of the premium of both (or either) the individual and dependent coverage at the same levels as they did in 20204-2025. Effective September 1, 2027, employees hired prior to July 1, 2025 shall contribute five percent(5%) of the premium of both (or either) the individual and dependent coverage in the 2027-2028 health insurance plan year.

Any and all cost or expense arising out of changes, modifications, deletions, substitutions and/or additions to coverage, co-pays and/or any other terms and conditions of the Highmark BlueShield plan or program shall be borne by the bargaining unit member without any recourse against the College.

B. In the event the College shall provide dental insurance to employees of the College in other bargaining units, such benefits shall be extended to the employees covered hereunder on comparable terms and conditions.

C. The College has established an Insurance Committee to explore and study the various plans and strategies for providing comprehensive, affordable health insurance benefits to employees of the College, including the members of the bargaining unit. The bargaining unit is entitled to appoint one of its members to serve on that Committee. The Committee will, from time-to-time, recommend changes to the health insurance offerings of the College. In the event that the Insurance Committee recommends a change in plan that will be applicable to all employees of the College, and is substantially equivalent to the benefits already in place for the Building and

Grounds Unit, said changes shall be applicable to the Buildings and Grounds Unit at the next open enrollment, or sooner if the parties agree.

D. A full-time employee who is insured under another health insurance plan may elect to decline participation in the College's hospitalization and major-medical insurance plan. Such employee shall receive an annual payment (the "health insurance buy-back") in each year that the employee is eligible but does not elect coverage. Payment shall be made in equal monthly installment in the last pay period of each month in the following annual amounts:

For declining an Individual Plan - \$1,250 per year.

For declining a plan with one or more dependents - \$2,500 per year.

To be eligible for the health insurance buy-back, the employee must document that the employee is covered under another health insurance plan. Thereafter, such employee must provide documentation during the College's health insurance Open Enrollment Period.

An employee may resume coverage only during the Open Enrollment Period or if they suffered a covered event as defined by law. The employee shall be subject to any term, conditions and/or limitations pertaining to preexisting medical conditions as set forth in the contracts issued by the carrier.

An employee whose spouse is employed by the College is not eligible for the health insurance buy-back.

Retirees are not eligible for the health insurance buy-back.

ARTICLE VI

FRINGE BENEFITS

A. Retirement Program. The College agrees to provide the retirement plan known as 75i under the New York State Employees= Retirement system, in addition to the following:

- (1) Unused sick leave applied for additional service (41j);
- (2) Guaranteed minimum death benefit of three times the annual rate of pay, but limited to \$20,000. (60b).

B. Sick Leave.

- (1) Each full-time employee shall accumulate one (1) sick day for each month of service to an accumulated total of one hundred eighty (180) days. Each employee shall receive a thirteenth day of sick leave on September 1 of each year. The amount of sick leave accumulated at the time of disability or illness shall be available in full. "Usage and payment of such sick leave is contingent upon proper notification as outlined in the Collective Bargaining Agreement.
- (2) The College shall have the right to obtain medical Certification of all sick leave as

well as certification of the ability to return to full duty. The College may require a physical examination for employees when necessary to determine their fitness for duty, at the expense of the College.

- (2) Attendance Policy: The attendance policy applies an occurrence system whereby an employee that violates an attendance rule is automatically assessed an occurrence. Accumulating a certain number of occurrences as outlined below will lead to progressive, corrective action.

Occurrences Defined:

- A. Tardiness of more than seven (7) minutes. Time tardy can be made up at the end of the shift with supervisor’s approval, however, time tardy will still be counted as an occurrence.
- B. Unauthorized absence for a shift or part of a shift.
- C. Authorized use of sick time: The employee is not in attendance for any portion of a shift for a period of two hours or more due to sick time use. Barring demonstrated abuse of sick leave; sick leave absences of less than two hours will not result in an occurrence(s). However, the College has the discretion to monitor, determine, and discipline employees for excessive leave absences of less than two hours. A continuous absence for the same medical reason will be treated as a single occurrence.
- D. Exclusions: Jury duty, military leave, time off to vote, absence due to lack of work, administrative leave, approved and properly utilized (per notification rules) vacation or personal leave time, an absence due to approved Family Medical Leave, Workers Compensation or Disability leave, annual cancer screen appointments per NYS law, or for bereavement are excluded from above. The College reserves the right to designate other rare exclusions, especially to maintain compliance with evolving local, state, or federal law.

Full-Time Employee Occurrences Defined:

Correction Action In Response to Occurrences:

<u>Corrective Action</u>	<u>Number of Occurrences Within Fiscal Year</u>
Verbal Counseling	6
First Written	8
Second Written	10
Two Day No Pay Suspension	12
Discharge	14

Progressive discipline will continue for those persons with 10 occurrences or more within a fiscal year until such time that occurrences within a

twelve (12) month period are less than six (6), at which time the number of occurrences and disciplinary process resets to Zero (0).

Part-Time Employee Occurrences Defined:

Correction Action In Response to Occurrences:

<u>Corrective Action</u>	<u>Number of Occurrences Within Fiscal Year</u>
Verbal Counseling	2
First Written	3
Second Written	4
Two Day No Pay Suspension	5
Discharge	6

Progressive discipline will continue for those persons with 4 occurrences or more within a fiscal year until such time that occurrences within a twelve (12) month period are less than four (4), at which time the number of occurrences and disciplinary process resets to Zero (0).

Correction Action Further Defined:

- When a “Two day suspension is imposed” the College will expressly advise the employee in writing within five (5) working days of the employee returning from the occurrence and his/her immediate supervisor and the CSEA, that if the employee has a fourteenth occurrence within the fiscal year the disciplinary step will be discharge.
- Prior to imposing the penalty of discharge, the College will conduct an impartial investigation into the employee’s discharge occurrence to determine the reasons for the discharge absence and whether it supports the penalty of discharge (e.g. the discharge occurrence was beyond the employee’s control). If not, the College, with discretion, will provide a different appropriate penalty, if any.
- Prior to discharge, the College will review the employee’s underlying occurrences and determine whether some or all of them were excusable and then determine whether discharge or some other lesser penalty, or no penalty, is appropriate.
- If the College determines that unusual circumstances exist that warrant more severe discipline than provided in the attendance policy, it shall expressly so advise the employee in writing and his/her immediate supervisor and the CSEA that the next disciplinary occurrence will result in discharge.
- Under appropriate circumstances, as determined by the arbitrator and set forth in writing, the arbitrator may modify the penalty imposed, including but not limited to increasing or decreasing the penalty.

- CSEA and the College will reconvene in one year from the effective date of the contract to consider the effectiveness of the attendance policy.

Attendance Incentive:

All bargaining unit members shall be eligible for this incentive. Part time employees shall receive a prorated amount of time based upon hours worked. The chart below identifies the number of additional vacation days that shall be gained based upon the number of occurrences that occur during the fiscal period. An attendance incentive shall be calculated and awarded for each fiscal year of the Contract.

<u>Number of Occurrences</u>	<u>Number of Vacation Days Gained</u>
0 – 1	3 Days
2 - 3	2 Day
4	1 Day

- (4) All continuous part-time employees who work an average of twenty (20) hours per week shall receive one-half (1/2) day sick leave for each month of service.
- (5) Sick leave usage shall be accounted for in units of fifteen (15) minutes.
- (6) Upon retirement, an employee may receive one hundred percent (100%) of accumulated sick leave in cash, one hundred percent (100%) of accumulated sick leave may be applied towards health insurance premiums, or fifty percent (50%) may be received in cash and fifty percent (50%) may be applied to retiree health insurance premiums, with a maximum of 220 days. Notice of retirement must be given in writing at least three (3) months prior to retirement
- (7) One-half (1/2) of a deceased employee’s accumulated sick leave credits shall be applied to Health Insurance premiums for such employee’s dependents.
- (8) Medical verification shall be necessary in order to receive pay where sick leave is used before or after a vacation period.
- (9) Employees shall be required to notify their supervisor at least two (2) hours prior to the start of the shift they are requesting sick leave. Upon start of shift, sick time taken a.k.a. in-shift sick time” will be paid provided the employee has available sick time and in-shift sick time use will still result in an occurrence if less than one hour is provided.
- (10) An employee must use all available leave credits e.g. vacation, personal, sick, subject to the notification rules of the respective leave types, before using a “no pay day.” With the exception of in-shift sick time, failure to provide the required notice for leave credits will results in the employee taking unpaid leave. Proper notification is required to be eligible for supervisor authorization. Requests for

sick leave credits shall be submitted in writing on a form provided by the College or via text, e-mail, or voice mail provided the communication includes a time stamp.

C. Personal Leave.

- (1) Employees shall be entitled to five (5) days personal leave for personal business such as religious observances, etc., provided the employee requests said personal leave at least twenty-four (24) hours in advance, from his/her supervisor. The request must be in writing on a form provided by the College.
- (2) Personal leave is not cumulative.
- (3) Continuous part-time employees and full-time employees in their first year of service shall have personal leave on a pro-rated basis.

D. Jury/Witness Duty. Paid leaves of absence for jury service or service as a witness under subpoena shall be granted with full pay (less amount of jury compensation paid) when employee is called upon for this service. An employee on jury duty must present his/her notice of jury duty to his/her supervisor. On any day that an employee is actively engaged in jury duty, they will not be required to report to work and will face no loss of pay. The term “actively engaged” requires physical presence at the jury duty location and subsequent submission of proof from the court demonstrating the employee’s jury service.

E. Military Leave. Leaves of absence with full pay less amount of military pay will be granted to all permanent and continuous employees who are officers or enlisted men of National Guard Units or reserve components of armed forces. Such leave shall normally be limited to thirty (30) work days a year.

F. Leave Without Pay. Leaves of absence without pay shall be granted at the discretion of the College. Requests for such leave shall be filed by the employee with his/her supervisor, stating the reason and the expected duration of such leave. Such request shall not be unreasonably denied.

G. Bereavement Leave: Each unit member is entitled to three (3) consecutive days of leave in the event of death in his/her immediate family. Two (2) additional days may be granted with approval of their supervisor. Such days are not considered sick or personal leave days, nor are they cumulative from year to year in any form. For the purposes of bereavement leave, immediate family is defined as spouse or domestic partner, child, parents, siblings, aunt/uncle, grandparents and grandchildren including in-laws and step family. With the approval of their supervisor, a unit member may save one day of the leave to attend a burial or memorial service that is held for the family member, but not scheduled immediately following the family member’s death.

H. Leave Credits. Personal leave and funeral leave credits and, for returning employees, vacation leave credits shall be credited upon the commencement of the College fiscal year (September 1).

I. Vacations.

- (1) Summer vacation (June through August) requests shall be submitted by May 15th. Vacation shall be granted on the basis of seniority on each shift. Requests for full weeks of vacation by less senior employees shall be given preference over single vacation day requests by more senior employees. Vacation requests for non-summer vacation days (all months other than June, July, or August) must be provided at least twenty-four (24) hours in advance of the vacation day(s) being requested. Vacation requests shall be submitted in writing on a form provided by the College or via text, email, or voice mail, provided the communication includes a time stamp.
- (2) All permanent and continuous employees shall be granted a vacation in accordance with the following schedule:
 - 10 days after 1 year;
 - 15 days after 5 years;
 - 20 days after 10 years;
 - 24 days after 15 years; and
 - 28 days after 20 years.
- (3) New Employee: Each new employee shall be entitled to five (5) days vacation after six (6) months of service; shall be entitled to ten (10) days vacation after one (1) year of service (provided the employee has not taken any vacation at the end of the six month period) and shall have vacation prorated from his/her first anniversary until the end of the college fiscal year following his/her anniversary. Thereafter, the employee shall follow the schedule of employees with one year or more of service.
- (4) If an employee leaves the service of the College in his/her first year for any reason, including death, a proportionate part of the annual vacation pay will be paid.
- (5) A part-time continuous employee will receive the annual vacation provided for his/her classification at his/her usual pay. (For example: A person employed halftime in a position in which two [2] weeks is the annual vacation allowance will be granted two [2] weeks vacation at a salary based on half-time or one [1] week full-time.)
- (6) In the year in which the employee leaves the service of the College for any reason, the employee or his/her estate shall be paid for all unused vacation time.
- (7) All vacations shall be taken in the fiscal year during which the employee becomes entitled thereto, and no part of such vacation shall be carried over from one year to another without prior approval, in writing, by the Employer.

J. Holidays.

- (1) All full-time salaried employees and regularly employed hourly employees shall receive paid holidays as follows:

Martin Luther King Day
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving

The Christmas holidays shall be from Christmas Day through New Year's Day (inclusive). On years when the Christmas and/or New Year's holidays fall on a Saturday/Sunday, the Monday following New Year's Day will be observed as the holiday. In those years when Christmas Eve falls on a weekday, Christmas Eve will be a holiday also. There will be a minimum of six days observed, a maximum of seven for the holiday break.

- (2) Unless on vacation or unless an employee can show proof of illness, all College employees failing to report to work on a working day prior to and immediately following a holiday shall not be paid for that holiday.
- (3) Holiday pay shall equal eight (8) hours multiplied by the employee's regular hourly rate.
- (4) On the Wednesday before Thanksgiving and the day before the Christmas holiday break, Second-shift employees can elect to forfeit their shift differential and work the first shift, and Third-shift employees can elect to work the Second-shift (without loss of differential).

K. Overtime.

- (1) Time-and-one-half (1 1/2) pay shall be paid for all hours worked beyond forty (40) hours per week, and for all hours worked on the two (2) unscheduled days in an employee's work week.
- (2) All time worked prior to or after the established work day schedule shall be compensated at a rate of one-and-one-half (1 1/2) times the hourly rate. An employee working beyond the end of his eight (8) hour shift shall be paid one-and-one half (1 1/2) times his regular hourly rate for the first four (4) hours and two (2) times his regular hourly rate for all hours continuously worked thereafter.

- (3) Time-and-one-half (1 1/2) shall be paid for all hours worked on a holiday, plus the holiday pay. An employee may, at his option, elect to take an alternative day off in lieu of the holiday pay on a day mutually agreed to by the employee and his supervisor.
- (4) Employees working on Easter Sunday will receive compensatory time off for hours worked and will be compensated at time-and-one-half the normal rate.
- (5) When computing overtime, vacation leave, personal leave, sick leave, funeral leave and holidays taken shall be considered as time worked.
- (6) Overtime shall be assigned within classification and shifts on rotating seniority basis so that overtime is distributed as equitably as possible. Seniority lists shall be established. When a person accepts or refuses overtime when asked, he/she shall be placed at the bottom of the list. The list will be rotated to achieve equality. In all cases, overtime shall be assigned to those individuals qualified to perform the work needed, i.e., an electrical problem will not be assigned to a custodian.
- (7) There shall be no pyramiding of overtime compensation.

L. Recall. If recalled to work on a regularly scheduled day off or more than four (4) hours before a regularly scheduled shift, an employee will be guaranteed two (2) hours of pay at one-and-one-half times the employee's regular hourly rate.

M. CSEA Meetings.

- (1) The College shall allow CSEA members one (1) hour with pay (per meeting) to attend four (4) meetings per fiscal year. Written notice of any such meeting shall be given the Employer by CSEA a minimum of four (4) days prior to the meeting date. Employees attending CSEA meetings at times outside their regularly scheduled shift shall not be paid extra compensation.
- (2) The College agrees to provide a meeting place on campus when available.

N. Tuition Waiver. Consistent with Internal Revenue Service regulations, an employee's dependents (husband, wife, non-emancipated children), as well as the employee, are to be granted tuition-free entrance for credit, non-credit, or audit to any course offered by the College, subject to all regular conditions for offering a course.

O. Past Practices. The College shall continue the practice of:

- (1) Full use of lunchroom facilities;
- (2) Free passes for school employees and their families for FMCC regular season athletic events.
- (3) Free use of facilities upon approval;

- (4) Use of College equipment for personal use upon approval of Employer; however, when an emergency weekend use of maintenance equipment (excluding vehicles) is needed, a sign-out sheet will be provided for his/her signature. Use of College equipment shall be limited to two days, unless prior approval is granted.

P. Leave for Association Business. The College will allow CSEA Officers employed at the College workdays off with pay as specified below to attend CSEA conventions, workshops, or Executive Board meetings provided the College is given at least forty-eight (48) hours advance notification. Only one CSEA officer will be permitted time off at any one time. The unit president is eligible for fifty-six (56) hours per fiscal year and all other officers are eligible for twenty-four (24) hours per fiscal year.

Q. Disability Insurance.

- (1) The College shall provide disability insurance for all employees in the bargaining unit under the New York State Disability Benefit Law.
- (2) The employee has the option of using any or all of his/her accumulated sick leave credits before applying for Disability Benefits of Worker=s Compensation Benefits.
- (3) When in the judgment of the Employer the period of an employee's disability will be an extended period, the employee's position may be filled by a part-time or temporary employee. In such event, the disabled employee must provide not less than seven (7) calendar days notice of return.

R. Job Posting.

When a job vacancy and/or shift assignment occurs, the position will be posted internally and any Buildings and Grounds employee holding permanent Civil Service status may apply for the open position. Positions shall be filled on the basis of qualifications within job specifications, to be determined by the department head, and where more than one (1) employee applies for the position that are equally qualified, then seniority shall determine the selection, Employees who transfer for a lower grade position and continue to perform the duties of their higher grade position will retain their current title and pay.

Employees in a higher grade position who bid on a lower grade position, and upon appointment, opt not to perform the duties of their higher grade position, will revert to the title and pay rate of the lower grade position being posted and in such instances would be compensated within the lower pay grade at the corresponding salary step the employee held in their previous, higher position. Excluding Maintenance Mechanics, the option to continue performing the duties of their higher graded position or accept the duties of the lower graded work, pursuant to this provision, shall rest solely with the employee.

When a position is posted it would be posted internally first for members of the unit to determine if they were interested in the promotion. If members of the bargaining unit applied, civil service would determine if they meet the minimum qualifications. That list would be provided to the

College. The Director of Facilities would then review the employee's personnel records to determine past performance (as related to the job specifications). In the case of two or more employees demonstrating equal qualifications, seniority would determine the selection. Should CSEA ever feel the promotion or hire decision was arbitrary, it would use the grievance process to resolve the issue.

S. Tardiness. Employees who are unable to report to work on time, shall be required to notify their supervisor two (2) hours prior to the start of their scheduled shift.

T. Uniforms. Permanent employees of the Building and Grounds Unit will receive uniforms as follows:

- (1). College will provide uniforms (pants, shirts, and jackets).
- (2) College will replenish uniforms when worn out or damaged due to normal wear and tear.
- (3) Employee will wear uniforms only when on duty.
- (4) Employees will be responsible for cleaning uniforms.
- (5) Employees will not alter uniforms.
- (6) College will provide an annual allowance of \$150 to purchase safety-approved work boots.

ARTICLE VII

EMPLOYMENT POLICIES

A. Work Schedule and Hours.

- (1) Operation and maintenance personnel shall work a full eight (8) hour day. Work schedules shall be established by the Superintendent of Buildings and Grounds.
- (2) One-half (1/2) hour shall be granted to all unit personnel for lunch. Lunch time shall be arranged with the Supervisor as the need may require for a designated service.
- (3) All shifts shall work eight (8) hours, including a paid one-half (1/2) hour lunch.
- (4) Overtime must be authorized in advance by the Employer or its designee.
- (5) Two (2) fifteen-minute coffee breaks per day shall be granted each employee, one before mid-shift and one after mid-shift, to be taken at a time designated by the immediate supervisor.
- (6) An Employee that is absent without notice for three (3) consecutive, scheduled work days, shall be considered as having abandoned his/her job, and the College will treat this as a voluntary separation.

B. Snow Emergencies.

- (1) When the College is closed for a snow emergency, all unit members shall report for their regularly scheduled shift.
- (2) Employees who actually work during times the College is closed for an emergency shall receive two times their regular rate of pay for those hours worked during such officially closed hours. For purposes of application of this paragraph, day class closing affects first shift maintenance employees and evening class closing affects second shift maintenance employees. Reasonable judgment shall be used in the application of emergency work time for third shift employees.

C. Boiler Watch.

- (1) If, in addition to their regular duties, employees are assigned to perform the boiler watch function on a holiday or on a Saturday or Sunday when Saturday or Sunday is part of their forty (40) hour work-week, employees shall be paid one-and-one-half (1 1/2) times their regular hourly rate for all hours worked on each day so assigned.
- (2) The College may assign non-bargaining unit personnel to perform the boiler watch function.
- (3) Should the College elect to have the boiler watch function performed by non-bargaining unit personnel, a qualified member of the bargaining unit shall be available for emergency call-ins.
- (4) A maintenance employee on call shall be paid fifty dollars (\$50.00) standby pay to be available for call-in for a period of twenty-four (24) hours commencing the beginning of the day shift. If called in, such employee shall be paid one and one-half (1 1/2) times his regular hourly rate for all time worked, with a guaranteed minimum of two (2) hours.

D. Credits/Salary Statement.

- (1) Employees shall receive semi-annually a written statement as to their accumulated sick days, vacation days, personal leave days, and compensatory time.
- (2) Employees shall receive, on or before November 1 of each year, a written statement of their salary and benefits.

E. Provisional Employees. Provisional employees (excluding temporary employees) shall be treated the same as permanent employees with respect to pay and all contract benefits accorded permanent employees.

F. Rules of the Time Clock: The following rules and regulations shall-apply:

- (1) Tardiness. Excessive tardiness cannot be tolerated and penalties for same will be imposed by the Employer. Any employee finding it necessary to be tardy should notify his/her supervisor or department head of such tardiness and reason for same. Tardiness may be excused by the College without charge against accumulated vacation or sick leave.
- (2) Time Cards.
 - (a) Each employee shall file his/her time card with the Office of the Superintendent of Buildings and Grounds bi-weekly in the a.m. following the close of the pay period.
 - (b) Absences must be noted by the employee on the time card in the space that is normally punched, specifying vacation, sick leave, personal leave, etcetera.
 - (c) Failure to comply with the rules of the time clock may result in disciplinary action.
 - (d) Time record rules shall not change, amend, or modify College personnel policies or conflict with any Civil Service Commission regulations.
 - (e) Employees shall receive a photocopy of their time cards.
 - (f) If due to extreme weather conditions an employee is unable to leave the College grounds, with prior approval he/she may work the time that he/she is unable to go home.

G. Counseling Memorandums. If an employee believes that a counseling memorandum is inaccurate, the employee shall have the right to submit a response to the memorandum, with a copy to be placed in the employee's personnel file.

Employees shall have the right to request removal of any counseling memorandums in their personnel file that are two (2) or more years old, which may be removed in the discretion of the College. Any grievance relating to this section may be filed up to Stage C of the Grievance Procedure.

H. Employee Evaluations. The parties agree to implement an employee evaluation which shall contain an appeal process, which shall not be grievable.

ARTICLE VIII

PARKING PERMIT FEE

Members of the bargaining unit shall pay a parking permit fee as determined by the Board of Trustees when FACE and the Clerical Unit agree.

ARTICLE IX

GRIEVANCE PROCEDURE

The Grievance Procedure shall be as set forth in Schedule A hereto and incorporated in this Agreement by this reference.

ARTICLE X

DISCIPLINARY PROCEDURE

A. Discipline for Just Cause.

(1) No employee with a permanent appointment shall be disciplined except for just cause. Such employee shall be served with a written notice of the action and the reason for it. Simultaneously, a copy of the notice shall be sent to the President of CSEA.

B. Appeal.

(1) If the employee and/or CSEA disagree with the disciplinary action, CSEA may appeal the matter in accordance with Stage C of the grievance procedure.

(2) If CSEA is not satisfied with the response at Stage C, CSEA may elect to submit for arbitration by filing a demand for arbitration with the American Arbitration Association in accordance with its rules and procedures. The demand for arbitration must be filed within eight calendar days after receiving the Stage C response or when the Stage C response should have been received. Failure to file the demand within said eight days shall make the matter ineligible for arbitration or any other appeal and the case will be deemed to be closed.

(3) All decisions rendered in such arbitration shall be final and binding.

(4) The procedure set forth above shall serve as the only method of resolving challenges to disciplinary action, hence, wholly replacing the statutory provisions provided in Sections 75 and 76 of the Civil Service Law.

C. Other Classifications.

(1) Probationary, Provisional, Temporary and Seasonal Classifications: Any employee who does not have a permanent appointment in a competitive civil service classification shall not be entitled to appeal any disciplinary action.

(2) Noncompetitive Classifications: An employee in a noncompetitive civil service classification who has completed their six (6) month probationary period with the College shall be entitled to appeal disciplinary action in accordance with this Article.

ARTICLE XI

AMERICANS WITH DISABILITIES ACT

- A. With respect to compliance by the College with the provisions of the Americans with Disabilities Act and regulations issued pursuant to the Act, the Union agrees that it shall have the same obligations as the employer with respect to reasonable accommodation.
- B. With respect to the Employer's attempt to a reasonable accommodation in accordance with the provisions of the Act, and regulations issued pursuant to the Act, the Union shall have an affirmative obligation to assist the employer in achieving any such accommodation.

ARTICLE XII

FAMILY MEDICAL LEAVE ACT

- A. Paid contractual leave shall be considered towards satisfying the College's obligation under the Family and Medical Leave Act. Leave under the Family Medical Leave Act cannot be pyramided with other leave. The college may require an employee to use paid contractual leave towards satisfying the College's obligation under the Family Leave Act.
- B. The College will uniformly utilize the "rolling 12-month period measured backward from the date of any FMLA usage" to determine an employee's eligibility for up to 12 weeks of FMLA leave within a 12-month period.

Any employee who is currently on FMLA leave for which another measuring period was used shall be transitioned to the "rolling 12-month period measured backward from the date of any FMLA usage," but shall not suffer any loss or reduction in the amount of their remaining FMLA leave eligibility as a result of such transition.

The College's requests for medical recertification for any employee who is eligible for and taking up to 12 weeks of FMLA leave, including but not limited to intermittent leave, shall comply with FMLA regulations set forth at 29 CFR section 825.308.

ARTICLE XIII

RESIDUAL POWERS

- A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this agreement. Before the College adopts a change in policy which affects a condition of employment or impact thereof which is not covered by the terms of this agreement, the College will notify the CSEA, in writing, of such change. The CSEA will have the right to negotiate such items with the College provided that it files a written request with the College within five (5) calendar days after receipt of said notice.
- B. This agreement shall supersede all rules, regulations, or practices of the College which shall be contrary to or inconsistent with its terms.
- C. The College, on its own behalf and in behalf of the sponsoring Boards of Supervisors, hereby retains and reserves unto itself all rights, powers, authority, duties, and responsibilities conferred upon it and vested in it by law, except as limited by the expressed terms of this agreement.
- D. Copies of this agreement shall be printed at the expense of the College and given to all employees now employed or hereafter employed within two (2) weeks after its execution or employment whichever is later.

ARTICLE XIV

MANDATORY LEGISLATIVE ACTION CLAUSE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XV

SAVINGS CLAUSE

- A. If any article or part of this agreement or any addition thereto should be determined to be in violation of any federal, state, or local law, or if adherence to or enforcement of any article or part thereof should be restrained by a court of law, the remaining articles of the agreement or any addition thereto shall not be affected.

- B. If a determination be made as indicated in section A hereof, the parties shall convene for purposes of negotiating a satisfactory replacement for such article or part thereof.

ARTICLE XVI

SUPPLEMENTAL PART-TIME EMPLOYEES

The College will create a position(s) for supplemental part-time employees with the Building and Grounds Unit whose normal work schedule will include weekends, holidays, periods when the College is closed and such other times as may be designated by their Supervisor. The work schedule is not intended to cover periods when the College is normally open such as weekdays with the exception of instances when the rotating seniority list is exhausted as stipulated below in “Article VI K (f) Overtime”. These staff will perform the tasks as set forth in their job description and as may be designated by their Supervisor. The terms and conditions of employment of such part-time employees agreed to in the this Article are to be separate and distinct from other part-time employees referred to in the existing Collective Bargaining Agreement between the Board of Trustees of the College and the Fulton-Montgomery Community College Building and Grounds Unit of the Fulton County Unit of the CSEA, Inc., AFSCME Local 1000, AFL-CIO (CSEA). The terms and conditions which apply to the part time staff covered by existing CBA shall in no way be impacted by the provisions of this Article.

With the sole exception of provisions specifically enumerated below, the terms and conditions of employment of such ancillary part-time employees shall be governed by the Collective Bargaining Agreement between the Board of Trustees of the College and the Fulton-Montgomery Community College Building and Grounds Unit of the Fulton County Unit of the CSEA, Inc., AFSCME Local 1000, AFL-CIO (CSEA).

- (1) Article IV (D). Shift Differential: Applicable.
- (2) Article IV (E). Longevity Bonus: Applicable
- (3) Article V Health Insurance: Not applicable.
- (4) Article VI A. Retirement: Applicable.
- (5) Article VI(B 1-10) Sick Leave, Modified as follows:
 - 1 – Not applicable
 - 2 - Applicable.
 - 3 – Applicable.
 - 4 - Each employee shall accrue one sick day per quarter for each year of service to be accumulated to a total of (60) days. The amount of sick leave accumulated at time of disability or illness shall be available in full.
 - 5 - Applicable.
 - 6 - Upon retirement, an employee may receive one hundred percent (100%) of accumulated sick leave in cash with a maximum of 60 days. Notice of retirement must be given no later than September 1st prior to retirement.

7 - Not applicable.
8 – 10 - Applicable.

- (6) Article VI(C, 1-3) - Personal Leave: Not applicable
- (7) Article VI (D) - Jury/Witness Duty: Applicable.
- (8) Article VI (E) - Military Leave: Applicable.
- (9) Article VI (F) – Leave Without Pay: Applicable.
- (10) Article VI (G), Funeral Leave: Applicable.
- (10) Article VI(I 1-7) - Vacation: Modified as follows:
 - 1 - Applicable.
 - 2 - “The part-time employees will receive four (4) days vacation per year.”
 - 3 - Not applicable.
 - 4 - Applicable.
 - 5 - Not applicable.
 - 6 - Applicable.
 - 7 - Applicable.
- (11) Article VI (J, 1-3) Holidays: Not applicable with exception of the following: “The part time employees will received payment for Thanksgiving Day and Christmas Day provided they work those respective holidays”.
- (12) Article VI (K, a-g) Overtime. Modified to:
 - (a) Overtime shall be paid in accordance with the Fair Labor Standards Act or such other applicable law. Overtime must be authorized in advance by the Employer or his/her designee.
 - (b-e) Not applicable.
 - (f) The supplemental part time staff covered by this Article will not be part of the rotating seniority process as identified in this section. These part time staff shall only be called for overtime when the seniority list is exhausted (and no worker on the list is either available or interested in performing this overtime).
 - (g) Applicable.
- (13) Article VI (L) Recall: Not applicable.
- (14) Article VI (N) Tuition Waiver: Applicable.
- (15) Article VI (Q, 1-3) Disability Insurance: Applicable.
- (16) Article VII (A, 1-5) Work Schedules and Hours.
 - 1-3 - Modified to: Hours of work and meal breaks shall be as established by the Superintendent of Buildings and Grounds, in accordance with federal and state

laws.
4 - Applicable.
5 - Applicable.

- (17) Article VI (B) Snow Emergencies: Applicable.
- (18) Article VII(C,1-4) Boiler Watch; Not applicable.

ARTICLE XVII

FMCC USE OF LIBERTY ARC PERSONNEL FOR WORK TYPICALLY PERFORMED BY CSEA

Pursuant to our discussions between the recent Fulton-Montgomery Community College ("FMCC" or "College") and the Civil Service Employees Association, Inc., AFSCME Local 1000, AFL-CIO ("CSEA"). The Parties agree to certain conditions to permit persons who receive services from Liberty Association for Retarded Citizens ("Liberty ARC"), hereinafter referred to as "Individuals."

1. Performance of work by Individuals receiving services from Liberty ARC shall be limited to light maintenance and cleaning work, such as sweeping, mopping, and stripping of floors; weeding College grounds, trash/ litter removal, light sanding and snow shoveling; or other work similar to these duties, which FMCC recognizes as work exclusively performed by members of the FMCC-CSEA bargaining unit.
2. Individuals shall work along with, and not instead of, bargaining unit personnel in the performance of work normally performed exclusively by CSEA-represented bargaining unit personnel.
3. Individuals shall not work greater than ten (10) hours a week (Sunday- Saturday). The College may not employ more than two (2) Individuals at any time without prior consent from CSEA.
4. Nothing herein shall be deemed to constitute a waiver by CSEA of its right to negotiate the transfer of bargaining unit work without first engaging in Taylor Law negotiations with CSEA. Moreover, nothing herein can be used by the College to support its claim
5. There shall be no loss of present employment by unit employees as a result of the College's exercise of its right to use of District students under this Agreement.
6. This agreement shall not be used as precedent for any other matter and shall not be introduced at any other proceeding, except to the extent required to enforce this agreement or defend CSEA exclusive bargaining unit work.
7. This agreement shall continue through July 1, 2015, at which time and any time after, CSEA may be able to terminate this agreement with thirty (30) days written notice.


ARTICLE XVIII

DURATION OF AGREEMENT

This contract shall be effective as of September 1, 2025 and shall continue through August 31, 2028.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in the manner following on the day and date specified herein.

**Board of Trustees of
Fulton Montgomery Community College**

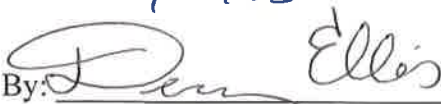
By: 
Gregory Truckenmiller, President
Fulton Montgomery Community College

Dated: 10/17/2025

**Fulton Montgomery Community College Buildings and
Grounds Unit of the Fulton County Local of the CSEA,
Inc. AFSCME Local 1000, AFL-CIO**

By: 
Vincent DePalma, CSEA President

Dated: 10/17/25

By: 
Dean Ellis, LRS

Dated: 10/17/25

SCHEDULE A

GRIEVANCE MACHINERY

Section I Definitions

- 1.1 A grievance is a claim by any employee or group of employees in the negotiation unit based upon any claimed violation, misinterpretation, misapplications, or inequitable application of this agreement.
- 1.2 The term supervisor shall mean any person having authority to administer or supervise personnel within a department of the College.
- 1.3 The Chief Officer is the President of the College.
- 1.4 Aggrieved Party shall mean any person or group of persons in the negotiating unit filing a grievance.
- 1.5 Party-in-Interest shall mean the CSEA and any party named in the grievance who is not the aggrieved party.
- 1.6 Hearing Officer shall mean any individual or board charged with the duty of rendering decisions at any stage of grievance hereunder.

Section II Procedures

- 2.1 All grievances shall include the name and position of the aggrieved party, the identity of the provision of the agreement involved in the grievance, the time and place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- 2.2 Except for informal decisions, all decisions shall be rendered in writing, and shall be promptly transmitted to the employee and the CSEA.
- 2.3 If the grievance affects a group of employees, it may be presented by a person affected on behalf of others similarly situated.
- 2.4 The preparation and processing of grievances, insofar as possible, will be done during working hours without interruption of general business.
- 2.5 All material, records, relevant documents, and communications concerning the alleged grievance which will facilitate investigation shall be made available.
- 2.6 An aggrieved party and any party in interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses on his/her own behalf, and to be furnished with

a copy of the minutes, if any, of the proceedings made at each and every stage of this grievance procedure.

- 2.7 No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the President, any member of the Administration, or by the CSEA against the aggrieved party, any party in interest, any representative of any party to this agreement, or any participant in the grievance procedure.
- 2.8 Forms for filing grievances and other necessary forms will be jointly developed and distributed by the College and the CSEA.
- 2.9 All documents, communications, and records dealing with the processing of a grievance shall be kept in the office of the President and shall not become part of the personnel file of the participant. Copies shall be available for inspection and copying by the aggrieved party, the grievance committee, and the College, but shall not be deemed a public record.
- 2.10 Nothing contained herein will be construed as limiting rights of an employee having a grievance to discuss the matter informally with his/her supervisor or appropriate member of the Administration, and having his/her grievance adjusted without the intervention of the CSEA or any other person, providing the adjustment is not inconsistent with the terms of his agreement.

Section III Time Limits

- 3.1 No grievance will be entertained unless received in writing and forwarded to the proper parties within fourteen (14) working days after the occurrence of the act or condition on which the grievance is based.
- 3.2 If a decision at one stage is not appealed to the next stage of the procedure within five (5) working days, the grievance will be deemed to be discontinued and further appeals under this agreement shall be barred.
- 3.3 Failure to communicate a decision to the aggrieved party, his/her representative, and the CSEA within the specified time limit shall permit the lodging of an appeal to the next stage of the procedure within the time which would have been allotted and the decision been communicate by the final day.

Section IV

- 4.1 Stage A Supervisor. Any employee having a grievance will either personally or through his/her representative discusses the matter with his/her immediate supervisor with the object of resolving the matter informally.
- 4.2 Stage B Grievance Not Resolved Informally. If the grievance is not resolved informally with the immediate supervisor, it shall be reduced to writing and presented to the immediate supervisor. Within three (3) working days after the written grievance is presented to the

immediate supervisor, the supervisor shall render a decision thereon in writing and present it to the employee, his/her representative, and the CSEA.

4.3 Stage C President

(a) If the employee initiating the grievance is not satisfied with the decision from the supervisor and wishes to proceed further, he/she shall, within five (5) working days, present the grievance to the CSEA Grievance Committee for its consideration. If the Committee finds that the employee's grievance is meritorious, then file a written appeal for the decision at Stage B with the President within fourteen (14) working days after the employee has received such written decision.

(b) Within ten (10) working days after receiving the appeal, the President or his duly authorized representative shall hold a hearing with the employee or his/her representative and all other interested parties.

(c) The President shall render a decision, in writing, to the employee and his/her representative within five (5) working days after the conclusion of the hearings.

4.4 Stage D Arbitration

(a) If the employee and/or the CSEA are not satisfied with the decision at Stage C and the CSEA determined that the grievance is meritorious and that appealing it is in the best interest of the CSEA and the employee, it may submit the grievance to the Public Employment Relations Board for arbitration, with a copy to the President, within ten (10) working days of the decision at Stage C.

(b) The parties will be bound by the rules and procedures of the Public Employment Relations Board in the selection of an arbitrator.

(c) The arbitrator shall not have the power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this agreement.

(d) The decision of the arbitrator shall be final and binding upon all parties.

(e) Costs of arbitration shall be borne equally by the College and the CSEA.

APPENDIX A

CIVIL SERVICE STATUS

Section 1.

Positions in the competitive class must be filled by competitive examination. The three major categories of appointments to competitive positions are:

1. Permanent: chosen from a list established by competitive examination;
2. Provisional: selected to fill a position for which no appropriate eligible list exists at the time;
3. Temporary appointee: filling the position of a permanent employee on leave of absence; appointed for a few weeks, pending the appointment of someone who will fill the position permanently; or appointed for a short period to aid in carrying out some project of a temporary nature.

Section 2. Probationary Period.

The probationary period is twenty-six (26) weeks duration. Changing job title requires a new probationary period.

Permanent status is obtained upon completion of the probationary period.

Section 3. Promotion.

Higher grade positions, as far as possible, will be filled by promotion from lower grades.

To be promoted one must take an examination as for the original appointment. The length of time one must serve to be eligible for promotion is usually one (1) year. Seniority and work performance rating may be taken into account in the calculation of the final promotion examination rating.

Employees who accept promotions (permanent, probationary, provisional, or temporary), which for any reason terminates, at his or her option shall be returned to the prior duties, classification, and shift work with no loss in seniority.

Section 4. Reduction in Staff.

Employees may be demoted or laid off for reasons of economy or other circumstances which do not reflect on the character of the employee or his/her efficiency. In demotions and layoffs, the newest appointees in College service are the first to be dismissed, with due regard for veteran's preference.

Section 5. Record of Attendance.

Bi-weekly time records showing actual hours worked by each employee shall be maintained.

Section 6. Safety.

No employees will be required to work under conditions that are manifestly dangerous. If injured or disabled while on the job, employees are covered by the Workers Compensation Law.

Appendix B: CSEA Salary Schedule - New Hires and New Promotions

2% Increase Effective September 1, 2025	Starting Rate	Start of Year 2	Start of Year 3	Start of Year 4	Start of Year 5	Start of Year 6
Building Maintenance Mechanic	\$44,783	\$45,720	\$46,655	\$47,592	\$48,530	\$49,469
Senior Custodian	\$43,207	\$44,145	\$45,084	\$46,019	\$46,957	\$47,895
Senior Custodian Trainee	\$38,549	\$40,088	\$41,626	\$43,160	\$44,698	\$46,237
Maintenance Worker	\$38,024	\$39,560	\$41,100	\$42,637	\$44,173	\$45,710
Building & Grounds Custodial Worker	\$38,024	\$39,560	\$41,100	\$42,637	\$44,173	\$45,710
Custodial Worker	\$30,388	\$31,928	\$33,273	\$35,002	\$36,539	\$38,079
2% Increase Effective September 1, 2026	Starting Rate	Start of Year 2	Start of Year 3	Start of Year 4	Start of Year 5	Start of Year 6
Building Maintenance Mechanic	\$45,679	\$46,635	\$47,588	\$48,544	\$49,500	\$50,458
Senior Custodian	\$44,071	\$45,027	\$45,986	\$46,940	\$47,896	\$48,853
Senior Custodian Trainee	\$39,320	\$40,890	\$42,459	\$44,023	\$45,592	\$47,161
Maintenance Worker	\$38,784	\$40,351	\$41,922	\$43,490	\$45,057	\$46,624
Building & Grounds Custodial Worker	\$38,784	\$40,351	\$41,922	\$43,490	\$45,057	\$46,624
Custodial Worker	\$30,996	\$32,567	\$33,939	\$35,702	\$37,270	\$38,840
4% Increase Effective September 1, 2027	Starting Rate	Start of Year 2	Start of Year 3	Start of Year 4	Start of Year 5	Start of Year 6
Building Maintenance Mechanic	\$47,506	\$48,500	\$49,491	\$50,486	\$51,480	\$52,477
Senior Custodian	\$45,834	\$46,829	\$47,825	\$48,817	\$49,812	\$50,807
Senior Custodian Trainee	\$40,893	\$42,525	\$44,157	\$45,784	\$47,416	\$49,048
Maintenance Worker	\$40,335	\$41,965	\$43,599	\$45,229	\$46,859	\$48,489
Building & Grounds Custodial Worker	\$40,335	\$41,965	\$43,599	\$45,229	\$46,859	\$48,489
Custodial Worker	\$32,235	\$33,869	\$35,296	\$37,130	\$38,761	\$40,394