SPECIAL TOWN BOARD MEETING DECEMBER 17, 2014 10:00 a.m. Town Hall

AGENDA

- 1. Resolution authorizing Supervisor Shea to sign the CSEA Memorandum of Agreement.
- 2. Adjournment.

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE TOWN OF PHILIPSTOWN, hereinafter "the Town", AND CSEA LOCAL 1000 AFSCME, AFL-CIO, hereinafter "the CSEA";

WHEREBY, the parties agree to revive and incorporate the provisions of the January 1, 2010 through December 31, 2012 Collectively Negotiated Agreement between them into a new four year successor Agreement, effective January 1, 2013 and terminating on December 31, 2016, except for the following modifications:

- 1. Article 4. Change Title from "Wage Increase" to "Wages". Delete all but last paragraph and replace with the following:
 - a. "Effective January 1, 2013, the salary schedule(s) shall be increased by 1.25% for all employees of the bargaining unit."
 - b. "Effective January 1, 2014, the salary schedule(s) shall be increased by 1.5% for all employees of the bargaining unit."
 - c. "Effective January 1, 2015, the salary schedule(s) shall be increased by 1.5% for all employees of the bargaining unit."
 - d. "Effective January 1, 2016, the salary schedule(s) shall be increased by 1.75% for all employees of the bargaining unit.
- 2. Article 5.G. Delete and replace with the following: "All employees must have a CDL license at the time of their hire."
- 3. Article 8.J. Revise the last sentence to read as follows: "Employees can accumulate up to a maximum of 60 hours per year, of which up to 24 hours may be taken as time off."
- 4. Article 9. Vacation with Pay.
 - a. Revise Schedule "A" effective January 1, 2015 as follows: "10 through 24 years of completed service 4 weeks; 25 or more years of completed service 5 weeks."
 - b. Add the following after the second sentence of 9.B: "Effective January 1, 2014, employees are required to utilize a minimum of 75% of their credited vacation each year. No employee shall be permitted to carry over vacation into the following fiscal year."
 - c. Revise 9.D.4 by adding the following words at the end of the provision: "Additional employees may be granted time off with authorization by the Superintendent."

- d. Revise 9.D.5 by adding the following words at the end of the first sentence: "Additional employees may be granted time off with authorization by the Superintendent."
- 5. Article 11. Hospitalization and Insurance.
 - a. Revise 11.A by adding the following at the end of the provision: Effective January 1, 2015, the Town's contribution to the cost of individual, two-person or family medical coverage for active employees and those retiring on or after January 1, 2014 shall be as follows:
 - i. 85% for those full-time employees hired on or after January 1, 2008;
 - ii. 90% for those full-time employees hired before January 1, 2008; and
 - iii. 95% for those full-time employees with 20 years of continuous service with the Town as of January 1, 2010
 - b. Revise 11.B by adding the following at the end of the provision: "Effective January 1, 2014, the Town's contribution to the cost of the Horizon Family Dental Plan premium shall be 95%.
 - c. NEW. Create health insurance buyout in the following amounts:
 - i. Individual \$2,500 per year
 - ii. Two-person \$3,000 per year
 - iii. Family \$4,000 per year
 - d. NEW: Add the following as "D": "As soon as practicable after mutual ratification of this Agreement, the parties shall meet to discuss the possible implementation of an IRC Section 125 Plan through which unit members can make their health insurance contributions with pre-tax dollars."
- 6. Article 14. Personal Leave and Bereavement Leave.
 - a. Revise the second paragraph of 14.A by adding the following after the first sentence of the second paragraph: "Employees hired on or after February 18, 2005 shall receive 3 personal leave days annually."
 - b. Delete the third paragraph of 14.A and replace with the following: "Personal leave is to be used for activities that can only be conducted during the employee's regular work day and, in the absence of exigent circumstances, shall not be used

to extend holidays or vacations. The employee must notify his/her supervisor of the need for personal leave and the categorical reason therefor (i.e., Medical, Legal, Home Emergency or Family Matters, but not the underlying facts) as soon as practicable, but in all cases prior to the start of the employee's shift."

- 7. Article 16. Seniority and Tenure. Rename as "Seniority and Discipline".
- 8. Any Side Letters and/or Supplemental Memoranda of Agreement not specifically incorporated into this Agreement shall be deemed ended.

SO AGREED, this <u>Make the day of December</u>, 2014, subject to ratification by the parties' respective constituencies, as recommended by their negotiating teams.

THE TOWN	THE CSEA
BY:	BY: Willy Style
BY:	BY: MI /train
BY:	BY: Will & all
	Jan Jan