



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Schenectady, City of and City of Schenectady Unit, CSEA, Local 1000 AFSCME, AFL-CIO, Schenectady County Local 847 (2000)**

Employer Name: **Schenectady, City of**

Union: **City of Schenectady Unit, CSEA, AFSCME, AFL-CIO**

Local: **Schenectady County Local 847, 1000**

Effective Date: **01/01/00**

Expiration Date: **12/31/03**

PERB ID Number: **6932**

Unit Size: **120**

Number of Pages: **3 (MOA – 3)**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

CSA
3/29
WC/6932

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
CITY OF SCHENECTADY
AND THE
CITY OF SCHENECTADY UNIT
SCHENECTADY COUNTY LOCAL 847
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000, AFSCME, AFL-CIO

On March 31, 2006 representatives of the Labor and Management negotiating teams concluded contract negotiations for a successor agreement to the January 1, 2000 – December 31, 2003 Collective Bargaining Agreement. It was agreed by the parties, subject to ratification by the CSEA membership and the City of Schenectady, that all terms and conditions identified in the 2000-2003 agreement shall be continued in full force and effect except as modified hereafter.

ARTICLE V / COMPENSATION

- 2004 – We agree to the \$250.00 bonus for employees who are still on payroll as of the signing of this agreement. Bonus will be prorated for employees who work less than a full year. Prorated shall mean 1/12 for every month. A full month will be credited to each employee who has worked at least half the scheduled workdays in the month.
- 2005 – We agree to the \$500.00 bonus for employees who are still on payroll as of the signing of this agreement. Bonus will be prorated for employees who work less than a full year. Prorated shall mean 1/12 for every month. A full month will be credited to each employee who has worked at least half the scheduled workdays in the month.
- 2006 – Effective January 1, 2006 employees shall receive a salary increase of 3%.
 - 2007 – Effective January 1, 2007 employees shall receive a salary increase of 3%.
 - 2008 – Effective January 1, 2008 employees shall receive a salary increase of 3%.
- Effective January 1, 2006, Longevity shall be as follows:

<u>Year</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
5	\$ 800.00	\$ 800.00	\$ 800.00
10	\$ 990.00	\$ 990.00	\$ 990.00
15	\$1180.00	\$1180.00	\$1180.00
20	\$1500.00	\$1500.00	\$1500.00

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

MAY 11 2006

ADMINISTRATION

120
E. N. ...

ARTICLE X / PENSION AND HEALTH

A. The employer shall provide hospitalization and medical coverage for each employee and his/her dependants. The employee shall be given a choice of health insurance coverage from the following plans:

City Health Plan (MVP SelectCare)

CDPHP HMO AvidCare 15

MVP HMO CoPlan 15+

Doctor Co-Pays for all employees will increase by \$5.00 subsequent to the signing of this agreement March 31, 2006 on the above referenced plans.

(PAGE 13) SECTION 2 / PARAGRAPH C

C. (i) For employees hired before March 31, 2006, the employer agrees that the coverage offered by this agreement shall be paid in full by the employer and made available to the employee and his/her eligible dependants where such employees complete at least ten years of full-time service to the employer and files for a retirement allowance from the New York State Retirement System. This paragraph is intended to cover employees who are employed by the City at the time of retirement and/or retire within 60 days after separation. Coverage shall be effective until the death of the retiree. Employees hired after March 31, 2006 shall contribute 20% towards his/her coverage.

(PAGE 13) SECTION 2 / PARAGRAPH E shall be deleted and replaced as follows:

Employees hired after March 31, 2006 shall contribute Twenty Percent (20%) of health insurance cost throughout employment and retirement.

Any employee hired before March 31, 2006 shall contribute Zero Percent (0%) to health insurance cost throughout their employment and retirement.

(PAGE 14) SECTION (3)(a) shall be deleted and replaced as follows:

Employees hired after March 31, 2006 shall contribute Twenty Percent (20%) of the cost of their dental insurance plans throughout employment.

Any employee hired before March 31, 2006 shall contribute Zero Percent (0%) to dental care cost throughout their employment.

The City will make available to employees Pursuant Internal Revenue Code Article 125 benefit contributions.

ARTICLE XIII / LAYOFF AND RECALLS

(PAGE 16) Section 2 shall be changed as follows:

The employer will provide the Association President with a copy of all bargaining unit positions, including but not limited to positions that are new, promotions, abolishments, layoffs, and new appointments.

ARTICLE VI / SECTION 1 add letter C

- Effective January 1, 2006, Hourly Rate shall be calculated based on the following formula:

Employees annual salary divided by weekly hours (35 or 40) divided by 52.14 weeks.

FOR THE CITY OF
SCHENECTADY:

John Paolino
Commissioner of Finance

Michael Smith, Esq.
Labor Attorney

Brian Stratton
Mayor

FOR THE CSEA CITY OF
SCHENECTADY UNIT:

Anthony P. Conte
CSEA Unit President

Jim Martin
Labor Relations Specialist

Date