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Contract Database Metadata Elements

Title: **Oswego County BOCES and Oswego County BOCES Middle Managers Association (2001)**

Employer Name: **Oswego County BOCES**

Union: **Oswego County BOCES Middle Managers Association**

Local:

Effective Date: **07/01/01**

Expiration Date: **06/30/04**

PERB ID Number: **8603**

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8603_06302004

Oswego Boces And Oswego Co
Boces Middle Mgrs Assn

BC

BCF

Agreement

between the

*Oswego County B.O.C.E.S.
Middle Managers' Association*

and

*Board of Cooperative
Educational Services*

Labor Agreement

(For One (1) Year Extension)

July 1, 2001 - June 30, 2004

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

July 31, 2002

Article 2 - Leave Policies

2.1 Vacations

- A. Each full time middle manager (except Migrant Educators) shall earn vacation at the rate of 1.50 days per month worked up to a maximum accumulation of 18 days at any one time. Employees who have served the District for 20 years will at the beginning of the 21st year accumulate vacation days at the rate of 1.75 days per month, accumulative to 21 days.

2.3 Sick Leave

The total accumulative sick leave shall be amended as follows:

	<u>Cumulative Days</u>
Effective July 1, 2002	265 days (+5 days)
Effective July 1, 2003	270 days (+5 days)

Article 8 - Salary and Wages:

The following wage increases shall be applied as historically done:

Effective July 1, 2002	4.00% to each employee
Effective July 1, 2003	4.00% to each employee

Article 4 - Health Insurance:

Effective July 1, 2002 (Contract Year), the current Prescription Drug Plan shall be amended to include a co-pay for prescription drugs as follows:

Generic Prescriptions	\$5.00 Co-Pay
Trade or Name Brand Prescriptions	\$10.00 Co-Pay
Mail-In Prescriptions	\$0.00 Co-Pay

Add to Article 5, Retirement:

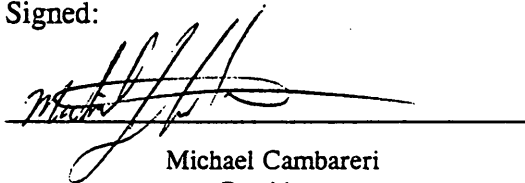
"To be eligible to participate in the BOCES Health Insurance Plan as a retiree, an employee must have served a minimum of ten (10) consecutive years within the District. If a break in service occurs, then an employee will need a total of fifteen (15) years with the District. Any leave of absence granted by the District shall not serve as a break in service however; only paid leaves shall continue to accrue time toward this service credit. Any unpaid leave, while not creating a break in service, however, shall not count as accrued time toward service credit. A break in service shall occur when an employee terminates by either resigning, discharge or other action which removes them from maintaining an employment status with the District. Furthermore, such employees must actually qualify for and retire under the provisions of the New York State Teachers Retirement System or the New York State Employees Retirement System.

Dental Insurance:

The BOCES and the Association hereby agree to form a Committee to review and analyze the current Oswego BOCES Dental Plan, with any recommendations due by December 1, 2002. The parties further agree to reopen the labor contract on December 1, 2002 for the sole purpose of reviewing the Dental Plan benefits. If mutually agreeable, adjustments will be made to the plan as appropriate. Furthermore, the BOCES agrees to amend the District's contribution to the Dental Plan as follows:

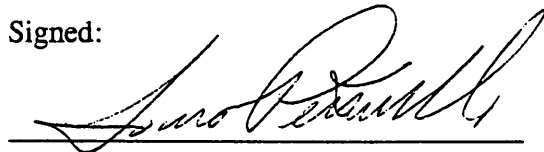
	<u>District Contribution</u>
Effective July 1, 2002	\$375. (+\$25.)
Effective July 1, 2003	\$400. (+\$25.)

Signed:

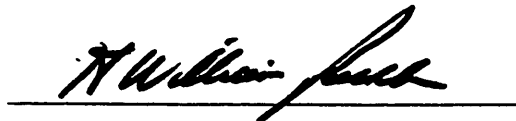


Michael Cambareri
President
Middle Managers' Association
Oswego County BOCES

Signed:



Louis Pettinelli
Executive Director, Human Resources
Oswego County BOCES



H. William Rathbun
Director, Employer/Employee Relations
Oswego County BOCES

7/31/02
Date