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Title: **Skaneateles, Village of and Village of Skaneateles Public Works / Maintenance Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Onondaga County Local 834 (2003)**

Employer Name: **Skaneateles, Village of**

Union: **Village of Skaneateles Public Works / Maintenance Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Onondaga County 834**

Effective Date: **06/01/03**

Expiration Date: **05/31/07**

PERB ID Number: **7756**

Unit Size: **14**

Number of Pages: **17**

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7756

AGREEMENT

Between

THE VILLAGE OF SKANEATELES

And the

THE VILLAGE OF SKANEATELES UNIT
of the
ONONDAGA COUNTY LOCAL 834
of the
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

June 1, 2003 through May 31, 2007
As Amended March 25, 2003

RECEIVED

APR 14 2004

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE 1 – RECOGNITION

1.1 BARGAINING UNIT

The Employer hereby recognizes Onondaga County Local 834 of the Civil Service Employees Association, Inc., Local 1000 AFSCME/AFL-CIO (Association) as the exclusive negotiating agent of all the employees of the Village of Skaneateles within the following titles: Public Works Foreperson, Public Works Laborer, Public Service Dispatch Foreperson, Public Service Dispatch Aide, Light/Water Department Foreperson, Lineman, Line Worker Helper, Water Laborer, Wastewater Treatment Plant Operator, Wastewater Treatment Plant Maintenance Person.

Each new position or new job title created by the Employer during the term of this Agreement which, by the job description, reports to the Village Clerk or the Village Board shall be excluded from the unit. The salary grade of any new position in the bargaining unit will be initially established by the Employer and any disputes regarding this salary grade may be processed under the grievance procedure.

Claims of discrimination against the Village brought on a separate forum shall not be eligible for the grievance arbitration process.

1.2 OBLIGATION OF THE ASSOCIATION

The Association expressly agrees, as a condition of the recognition contained in this Article, not to discriminate in representation of all of the employees within the unit, whether members of the Association or not; or to engage in a strike, slow-down, or other work stoppage, nor to instigate, encourage or condone the same.

1.3 NO DISCRIMINATION

The Employer and the Association agree not to discriminate against employees on the basis of sex, age, color, creed or national origins, either in employment or membership.

ARTICLE 2 – ASSOCIATION SECURITY

2.1 DUES

The Employer hereby agrees to deduct weekly from the pay of each employee covered by this Agreement an amount of money in payment of uniform dues in the Association, and any Insurance Premiums for those employees who have authorized such deductions by the Employer. The Employer further agrees to transmit said deductions to the Association monthly.

The Association hereby agrees to hold the Employer harmless for any and all damages it may sustain as a result of making the payroll deductions provided for in this Article.

ARTICLE 2 – ASSOCIATION SECURITY (CONT'D)

2.2 DISCRIMINATION

Membership in the Association shall be voluntary and the Employer agrees that there shall be no discrimination, interference, restraint or coercion by the Employer, or any of its agents, against any employee because of his membership in the Association or because of any lawful activities on behalf of the Association and his fellow members.

2.3 ASSOCIATION BUSINESS

The Association may designate one (1) delegate who will be given a leave of absence without pay for up to a total of five (5) days in each contract year to attend conventions or meetings of the Association if such days are regularly scheduled work days of the designated delegate. The Association may designate up to two (2) delegates to attend other conventions and regional meetings of the Association and, with the approval of the Department Head and Mayor, such delegates shall be given leaves of absence of up to two (2) days to attend such meetings without pay.

2.4 BULLETIN BOARDS

The Employer agrees to provide access to the Employer's bulletin boards in its various departments for the posting of notices by the Association. The Association agrees that no political or controversial material shall be posted on such bulletin boards.

2.5 INSURANCE PROGRAM

The Association shall have the right to designate a representative of the Association's Health and Accident Insurance Program, and the Association's Life Insurance Program, to visit the employees covered under this Agreement, provided the appropriate supervisor is assured that no inordinate interruption of work will be caused by such meeting.

2.6 FIELD REPRESENTATIVE

The Association Field Representative may for purposes of administering this Agreement meet with employees on the job, provided the appropriate supervisor is assured that no inordinate interruption of work will be caused by such meeting.

2.7 MEETINGS

The Employer agrees to provide a facility for use by the Association for meetings so long as such meetings do not interfere with the operation of the administration. Such facilities are to be designated by the Employer and will be based upon the type of Association meeting to be conducted. There shall be no alcohol served, sold, or permitted at such meeting.

ARTICLE 2 – ASSOCIATION SECURITY (CONT'D)

2.8 INFORMATION

On the effective date of this Agreement, the Employer shall supply to the Onondaga County Local 834 of the Civil Service Employees Association, Inc., Local 1000 AFSCME/AFL-CIO a list of all employees in the bargaining unit showing the employee's full name, home address, social security number, job title, work location, membership status, insurance deductions and first date of employment. Such information shall hereafter be provided to said CSEA on a six-month basis.

The Employer shall supply to the Onondaga County Local 834 of the Civil Service Employees Association, Inc., Local 1000 AFSCME/AFL-CIO on a monthly basis the name, work location and date of hire of all new employees. In addition, the employer shall supply a listing of employees showing the item number and work location who terminate their employment.

ARTICLE 3 – PROBATIONARY EMPLOYEES

3.1 DURATION & RATE OF PAY

All new employees shall be on a probationary period until they have completed six (6) months of continuous employment. Probationary employees shall not be eligible for benefits under the Agreement, except as provided by law, until they have completed their probationary period unless mutually agreed to by both parties of this Agreement.

All probationary employees shall be paid at a rate ten percent (10%) below the Step 1 rate of the assigned job. After six (6) months of continuous employment they will either be released or placed on full employment status at Step 1 rates.

3.2 PART-TIME EMPLOYEES

It is further agreed that employees who do not work more than twenty (20) hours per week or more than one thousand forty (1040) hours per year will also not be entitled to the benefits of the Agreement.

3.3 SEASONAL EMPLOYEES

Those employees who are hired for a defined period of time that is not continuous throughout the year to perform specific assignments within a department.

ARTICLE 4 – MANAGEMENT RIGHTS

The Employer retains the sole right to manage its business and services and to direct the working force, including the right to decide the number and location of its business and service operations, the business and service operations to be conducted and rendered, and the methods, processes and means used in operating its business and services, and the control of the buildings, real estate, materials, parts, tools, machinery and all equipment which may be used in the operation of its

ARTICLE 4 – MANAGEMENT RIGHTS (CONT'D)

business or in supplying its services as performed by employees covered by this Agreement; to maintain order and efficiency in all its departments and operations, including the sole right to discipline, suspend and discharge employees for cause, including mandates of the U.S. Department of Labor Occupational Safety and Health Act of 1970 (OSHA); to hire, lay off, assign, transfer, promote and determine the qualifications of employees; to determine the starting and quitting time and the number of hours to be worked; subject only to such regulations governing the exercise of these rights as are expressly provided in this Agreement, or provided by law.

The Employer reserves the right to reduce the work force at any time as conditions demand. The number, titles and levels of supervisory employees may be changed at any time by the Village.

The above rights of the Employer are not all-inclusive, but indicate the type of matters or rights which belong to and are inherent to the Employer. Any and all of the rights, powers and authority the Employer has prior to entering this Agreement are retained by the Employer, except as expressly and specifically abridged, delegated, granted or modified by this Agreement.

ARTICLE 5 – TRANSFERS & PROMOTIONS

When an employee is transferred, promoted or demoted, his rate of pay for the new position shall be determined as follows:

5.1 TRANSFERS – VOLUNTARY

An employee transferred to another position in the same class will continue to receive the same pay rate until he is promoted or demoted or until his pay rate is adjusted in accordance with this Article.

5.2 PROMOTIONS

An employee promoted to a position in a class having a higher pay range shall receive a salary increase as follows:

- a) If his rate of pay in the lower class is below the minimum salary for the higher class, his rate of pay shall be increased to the minimum rate for the higher class.
- b) If his rate of pay in the lower class falls within the range of pay for the higher class, the employee shall be advanced to the next higher step.
- c) If the rate of pay of the employee in the lower class is higher than the maximum rate of pay in the higher class, he receive no salary increase in promotion.
- d) Following a promotion, the employee's future increments shall continue to be based on the anniversary date established by this Article.

5.3 TRANSFERS – INVOLUNTARY

Employees transferred at the direction of the Employer shall retain their wage, accrual and benefit status in the new position if said position is of the same step and grade. If the new position is of a higher grade, the employee shall receive the rate of that grade, retaining his step position. If the new position is of a lower grade, the employee shall not suffer any loss of wages, accruals or benefits. Such transfers shall not be made for the purpose of imposing discipline.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

The regular work day and work week for the various departments shall be as follows:

Administrative, Mon. – Fri. 40 hour week	8:00 a.m. – 4:30 p.m.
DPW Operation, Mon. – Fri. 40 hour week	7 a.m. – 3:30 p.m.
Dispatcher, 7-day schedule 40 hour week	12:00-8:00, 8:00-4:00, 4:00-12:00
Electric/Water, Mon. – Fri. 40 hour week	7 a.m. – 3:30 p.m.
Wastewater Treatment Plant, Mon. – Fri., 40 hour week	7 a.m. – 3:30 p.m.

The work week shall start at 12:01 a.m. Monday and end 12:00 midnight Sunday. The hours of work of present employees shall not be changed without negotiation and concurrence of CSEA.

All hours worked before 7:00 a.m. during snow and other emergency schedules shall be paid at the rate of one and one-half (1½) times the employee's straight time hourly rate.

All hours worked by Village employees, over eight (8) hours per day or forty (40) hours per work week will be paid at one and one-half (1½) times the employee's straight time hourly rate.

All hours worked on the seventh (7th) consecutive day of the work week shall be paid at two (2) times the straight time hourly rate.

An employee called to work outside his normal working hours shall receive a minimum of three (3) hours' pay for each call out. The employee will be responsible to report the completion of the first call-out with the Public Service Dispatcher and receive additional instructions, if any.

An employee who completed four (4) consecutive hours of overtime work after working his regular scheduled 8-hour turn shall receive a four dollar (\$4) meal allowance.

ARTICLE 6 – HOURS OF WORK AND OVERTIME (CONT'D)

No employee shall deviate from his normal scheduled hours of work unless directed or authorized by his departmental supervisor.

It is understood that the Employer may not alter a day's or week's work schedule of any employee as to deprive him of above described overtime rates.

Overtime shall be offered on a rotating basis to equalize distribution of overtime for each classification with preference being given to permanent employees. Any offer of overtime, whether the employee accepts said overtime or not, shall be considered as overtime for the purposes of computing equalization of work overtime. If there are no acceptances by the employee, the Employer shall then assign the employee to work said overtime.

Part-time employees will be restricted to straight time work unless the regular full-time employees refuse overtime.

ARTICLE 7 – HOLIDAYS

All Departments

- | | |
|--------------------------|----------------------------|
| 1. New Year's Day | 7. Columbus Day |
| 2. Washington's Birthday | 8. Veterans' Day |
| 3. Good Friday | 9. Thanksgiving Day |
| 4. Memorial Day | 10. Day after Thanksgiving |
| 5. Fourth of July | 11. Christmas Eve Day |
| 6. Labor Day | 12. Christmas Day |

Any holiday that falls on Saturday will be observed the Friday before. Any holiday that falls on Sunday will be observed on the Monday after.

The Employer further agrees that any Public Service Dispatcher who works on a holiday shall have the option of receiving compensatory time off in lieu of additional payment. Employees who elect to take compensatory time off in lieu of additional payment shall notify their Department, in writing, prior to working a holiday. Said compensatory time off shall be taken within five (5) weeks following the holiday, at a time mutually agreed upon by the employee and the Department Head.

The Village will pay time and one-half (1½) for hours worked on all twelve (12) holidays designated in the contract.

ARTICLE 8 – VACATIONS

Employees shall receive vacation allowance in accordance with the following schedule:

ARTICLE 8 – VACATIONS (CONT'd)

<u>Continuous Years of Service</u>	<u>Days of Vacation</u>
1 but less than 2	5
2 but less than 5	10
5 but less than 10	15
10 but less than 15	20
15 years and over	25

Employees eligible for two (2) weeks of vacation will not be allowed pay in lieu of vacation. Employees eligible for three (3) or more weeks of vacation will be allowed to buy back (or work) one (1) week only.

If a holiday falls during an employee's vacation, he shall receive an additional day of vacation.

ARTICLE 9 – SICK LEAVE

Employees shall be paid during sick leave, at their regular hourly rate, benefits at the rate of one (1) day per each month of service. Sick leave will be allowed to accumulate to a total of one hundred and sixty-five (165) days.

When an employee claims sick leave and after three days the Village questions such a claim, the employee shall be sent to a physician of mutual agreement for examination. Such examination shall be at the expense of the Village. The determination made by the designated physician shall be final and binding upon the employee's sick leave claim.

Upon retirement, resignation or termination, employees shall not be due payment of accrued but unused sick leave.

ARTICLE 10 – PAY PERIODS

Employees shall be paid on a fifty-two (52) week pay period basis.

ARTICLE 11 – PENSION

Employees shall be eligible for the New York State Employees Retirement System. The Plans in effect shall be Section 75-G, and section 375-G, both with Option 41-J.

ARTICLE 12 – HEALTH INSURANCE

12.1 COVERAGE

The Village shall continue to make available to eligible employees and their dependents substantially similar group health and hospitalization insurance as existed prior to the signing of this Agreement. However, effective June 1, 2003, a two-tier prescription drug plan will be instituted, utilizing a modified prescription drug plan provided by Blue Cross-Blue Shield of Central New York, the Village's health insurance carrier. Attached hereto is a copy of the

ARTICLE 12 – HEALTH INSURANCE (CONT'D)

employee purchasing one of the drugs listed in Tier 1 shall pay \$5.00 toward the cost of each prescription and \$10.00 toward the cost of each item listed in Tier 2. The items included within each Tier are subject to change, without notice, by Blue Cross-Blue Shield and any such change shall be effective under this Agreement.” The Village reserves the right to change insurance carriers as it deems appropriate, so long as the new coverage and benefits are substantially similar to those which predate this agreement.

12.2 COST

The Village will pay 100% of individual and family premiums for health and hospitalization coverage for all eligible employees hired prior to June 1, 1990. Employees hired after June 1, 1990 will pay 25% of the difference in premium between the individual and family premiums. This amount will be deducted from the employee’s paycheck on a weekly basis. Effective April 1, 2005: employees hired prior to June 1, 1990 shall pay 5% of the cost of the monthly premium; employees hired after June 1, 1990 shall pay 5% of the cost of the monthly premium, plus 25% of the difference in premium between the individual premium and the family premium.

12.3 HEALTH INSURANCE COMMITTEE

The CSEA Unit President shall sit on a Village Health Insurance Committee, created by the Mayor, which shall meet quarterly to review and make recommendations regarding Health Insurance to the Village Board.

ARTICLE 13 – DENTAL INSURANCE

13.1 COVERAGE

The Village shall continue to make available to full-time, non-retired employees and their dependents substantially similar group dental insurance as existed prior to the signing of this Agreement. The Village reserves the right to change insurance carriers so long as the new coverage and benefits are substantially similar to those which predated this Agreement.

13.2 COST

The Village will pay 100% of the individual and family premium for dental insurance for all eligible employees hired prior to June 1, 1990. Employees hired after June 1, 1990 will pay 25% of the difference in premium between the individual premium and the family premium. This amount will be deducted from the employee’s paycheck on a weekly basis. (New hires may opt not to participate in the Dental Plan.)

ARTICLE 14 – WORK BREAKS

Employees shall be allowed one 20-minute break during each 8-hour shift.

ARTICLE 15 – UNIFORMS

The clothing allowance for the Department of Public Works, Light and Water Department, and Dispatchers will be one hundred twenty-five dollars (\$125) per year.

ARTICLE 16 – WORKERS’ COMPENSATION

Employees shall be covered by the New York State Workers’ Compensation Law.

ARTICLE 17 – MATERNITY LEAVE

Upon recovery from childbirth, or adoption of a child under the age of 3, an employee shall be eligible for an unpaid leave of absence up to one year. Such leave shall be submitted to the Village Board for final approval.

Upon expiration of the leave, the employee shall be returned to their former position with all previous rights and privileges.

ARTICLE 18 – MILITARY LEAVE

Employees shall be allowed military leave up to a total of thirty (30) calendar days or twenty-two (22) work days per year, whichever is more, per year in accordance with New York State Law per section 242 Military Law.

ARTICLE 19 – JURY DUTY

Employees shall suffer no loss in salary because of appearance at or serving on jury duty. The Employer shall make up the difference of their jury duty pay and their regular pay less expenses.

ARTICLE 20 – FUNERAL LEAVE

In the event of a death of one of the following members of an employee's family – parents, including foster or step-parents, spouse, children, brothers, sisters or grandparents, mother-in-law, father-in-law – the employee shall be excused from work at his request to attend the funeral and shall be paid on a daily basis for the days lost on the day of the funeral and the two preceding days providing that all of those days were regularly scheduled work days of the employee.

In the event of a death of one of the following members of an employee's family or household – brother-in-law, sister-in-law, or spouse's grandparents – the employee shall be excused for the day of the funeral and be paid for the eight (8) hours if that day was a scheduled work day. At the discretion of department heads, up to two (2) personal days may be used to augment funeral leave.

ARTICLE 21 – BIDDING PROCEDURE

If a vacancy occurs within the non-competitive classifications, the following procedure shall prevail: the job to be filled will be posted on the bulletin boards for a period of three (3) working days. The posting shall show:

- a) Job Title
- b) Rate of Pay
- c) Job Location
- d) A space for interested employees to sign their names

After three (3) working days, the most senior employee shall be offered the job if he meets the following qualifications:

- a) Physical Ability
- b) Aptitude and Knowledge of the Position

c) Seniority

VILLAGE OF SKANEATELES
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ARTICLE 21 – BIDDING PROCEDURE (CONT'D)

With a) and b) above being equal, c) will prevail. Employees must meet the minimum qualifications of the position.

If no bids are received, the Village will fill the vacancy at its discretion.

The rate of pay (step) established for employees moving to other positions via the bidding procedures shall be determined by his physical ability, aptitude and knowledge of the position and experience with the position's work requirements. This rate must be by mutual agreement between management and CSEA.

ARTICLE 22 - SENIORITY DEFINITION

Seniority shall be defined as length of continuous service since last day of hire to any job title in the bargaining unit.

ARTICLE 23 – LAYOFF AND RECALL

All layoffs, reduction in force, job abolishment and recalls (except those employees with Civil Service competitive classifications) shall be according to classification and seniority. The least senior employee in the affected classification shall be the first to be laid off. Employees to be laid off may replace other employees in another classification providing they are qualified. Employees with Civil Service competitive classifications shall be laid off and recalled in accordance with the applicable provisions of the Civil Service Law. Recalls shall be in reverse order of layoff.

ARTICLE 24 – GRIEVANCE & ARBITRATION PROCEDURE

24.1 DEFINED

For the purpose of this Agreement, a grievance shall be defined as a dispute or controversy between an individual covered by this Agreement and the Village, arising out of the application or interpretation of this Agreement or a grievance as defined by Section 682 Subdivision 4 or Article 16 of the General Municipal Law. It is expressly understood and agreed by the parties that the Grievance and Arbitration procedure provided in this Agreement does not apply to and is not intended as a substitute or an alternative for any action permitted by or required by the Village of the Association under any article of the State Civil Service Law and Rules. For the purpose of this Agreement, with the exception of the above qualification, any and all employees shall come under the provisions of this Article unless it is expressly and specifically abridged or modified by the Agreement. Each employee in the defined bargaining unit shall have the right to present his grievance in accordance with the provisions provided herein, free from interference, restraint, discrimination or coercion and shall have the right to be represented by a representative of his own choosing.

24.2 INTERPRETATION

The parties agree that disputes over the application or interpretation of laws as they may affect employees covered hereunder are not reviewable under the arbitration provisions of this Agreement.

ARTICLE 24 – GRIEVANCE & ARBITRATION PROCEDURE (CONT'D)

24.3 INITIAL REPRESENTATION

Step 1

Any employee who believes he has a justifiable grievance shall discuss the matter with his Department Head, with or without an Association representative present, in an attempt to settle the same within three (3) working days after the grievance occurs. However, any such employee may instead, if he so desires, report the matter directly to an Association grievance committee, who will take it up with the employee's Department Head in a sincere effort to resolve the problem. If the employee desires, he may be present during this discussion.

Within five (5) days after the oral presentation of the problem to him, the Department Head shall communicate on a written basis his decision to the employee and/or to the Association representative if he was designated to represent the employee. If the complaint or problem is not satisfactorily resolved in Step 1, it can be presented in writing and processed in Step 2.

Step 2

If the employee presenting a grievance after receiving the endorsement of the Association Grievance Committee is not satisfied with the decision of the Department Head, he or the Association Representative may, within five (5) days thereafter, request a review and determination of his grievance by the Mayor or his authorized representative. The petition shall be written and shall contain statements relating to the specific nature of the grievance and the facts surrounding it. The petition shall be forwarded to the Mayor, which submission shall include the written decision of the Department Head. The Mayor or his duly authorized designated representative shall, within five (5) days after receiving the request from the employee or the Association Representative, make his decision and communicate the same in writing to the employee and to the Association Representative.

Step 3

If the Association wishes to carry the grievance beyond the second step, the following procedure shall apply:

The Association shall, within ten (10) days from the receipt of the Mayor's written decision, forward a written notice to the Village that the Association desires to have an arbitrator in the matter. The American Arbitration Association shall be the appointing authority.

The expense of the arbitration will be shared equally between the Village and the Association. The decision of the arbitrator shall be final and binding upon both parties of this Agreement.

The arbitrator shall have no power to add to, subtract from or modify any of the conditions or provisions of this Agreement, provided however, that in the event a dispute arises as to the issues to be determined in the arbitration, said arbitrator is hereby empowered to not only resolve the dispute, but to determine the issue to be decided.

ARTICLE 24 – GRIEVANCE & ARBITRATION PROCEDURE (CONT'D)

The arbitrator shall not order back pay in any case beyond the date on which the grievance was originally filed. All awards shall be based on the amount of wages the employee would have earned from his employment with the Village.

ARTICLE 25 – SAVINGS CLAUSE

Should any provision of this Agreement be declared unlawful by any court of competent jurisdiction, the parties shall honor the remainder of the Agreement and shall meet within thirty (30) days for the purpose of renegotiating that portion declared unlawful.

ARTICLE 26 – TAYLOR ACT 204-A

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 THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE 27 – COMPENSATION FOR TRANSPORTATION COSTS

When an employee is required to use normal public transportation facilities, the Employer shall reimburse the employee the actual transportation cost upon presentation of a paid receipt.

Whenever an employee is required by his Unit Head to use his personal car for official transportation, reimbursement will be made by the Employer at the rate of twenty-five cents (\$0.25) per mile.

ARTICLE 28 – LONGEVITY

Effective with the calendar year beginning January 1, 1969, in recognition of employee's extended and faithful service to the Village, the following policy of yearly longevity payment will be established and paid for uninterrupted employment:

After	1 year but less than 5 years of service -	\$75 Longevity
After	5 years but less than 10 years of service -	\$125 Longevity
After	10 years but less than 15 years of service -	\$175 Longevity
After	15 years but less than 20 years of service -	\$225 Longevity
After	20 years but less than 25 years of service -	\$275 Longevity
After	25 years of service	\$325 Longevity

These longevity payments shall be made by inclusion to the pay period proceeding Thanksgiving of each calendar year. Effective 6/1/03 each payment level increased by \$25.00.

ARTICLE 29 – SALARY PLAN: WAGES PER HOUR

June 1, 2003 – May 31, 2004 (Reflects 3% Increase)

<u>Title</u>	<u>Step #1</u>	<u>Step #2</u>	<u>Step #3</u>	<u>Step #4</u>
Public Works Maintenance Man	12.61	14.53	18.13	19.09
Public Service Dispatch Aide	14.18	16.02	16.74	17.48
Lineman	14.31	16.81	19.95	20.86
Water Maintenance Worker I/ Line Worker Helper	12.61	14.53	18.13	19.09

June 1, 2004 – May 31, 2005 (Reflects 3% Increase)

<u>Title</u>	<u>Step #1</u>	<u>Step #2</u>	<u>Step #3</u>	<u>Step #4</u>
Public Works Maintenance Man	12.99	14.97	18.67	19.66
Public Service Dispatch Aide	14.61	16.50	17.24	18.00
Lineman	14.74	17.31	20.55	21.49
Water Maintenance Worker I/ Line Worker Helper	12.99	14.97	18.67	19.66

June 1, 2005 – May 31, 2006 (Reflects 3.5% Increase)

<u>Title</u>	<u>Step #1</u>	<u>Step #2</u>	<u>Step #3</u>	<u>Step #4</u>
Public Works Maintenance Man	13.44	15.49	19.32	20.35
Public Service Dispatch Aide	15.12	17.08	17.84	18.63
Lineman	15.26	17.92	21.27	22.24
Water Maintenance Worker I/ Line Worker Helper	13.44	15.49	19.32	20.35

June 1, 2006 – May 31, 2007 (Reflects 3.5% Increase)

<u>Title</u>	<u>Step #1</u>	<u>Step #2</u>	<u>Step #3</u>	<u>Step #4</u>
Public Works Maintenance Man	13.91	16.03	20.00	21.06
Public Service Dispatch Aide	15.65	17.68	18.46	19.28
Lineman	15.79	18.55	22.01	23.02
Water Maintenance Worker I/ Line Worker Helper	13.91	16.03	20.00	21.06

Effective June 1, 2003, the appointed “Foreperson” of the Department of Public Works, Electric/Water Department and the Dispatch Department shall receive an additional \$2.50 per hour above his/her step pay. Effective June 1, 2005 the “Foreperson” premium shall increase to \$2.75 per hour above his/her step pay.

The Village will use the employee’s date-of-hire to establish seniority, longevity, and vacation allowances. Employees shall receive the increased hourly rate of the new contract year at their

ARTICLE 29 – SALARY PLAN: WAGES PER HOUR (CONT'D)

current Step. Upon the anniversary of their date-of-hire, the employee shall move to the next step on the salary plan.

Full-time dispatchers shall receive seventy-five cents (\$0.75) per hour shift differential for work during 4 p.m. – 12 midnight and 12 midnight – 8 a.m. shifts.

If a new employee is hired by the Village at a rate higher than Step 1, all other employees of that department shall be paid at a rate not less than that paid to the new employees.

Light and Water employees on-call shall receive payment in the amount of three (3) hours pay per day for on-call duty so assigned. The assignment week shall be identical to the pay week.

ARTICLE 30 – JOB SECURITY

All employees covered by this Agreement shall be eligible for protection under Section 75 of the Civil Service Law.

ARTICLE 31 – DURATION OF THIS AGREEMENT

This Agreement becomes effective June 1, 2003 and expires May 31, 2007.

For the Village:

For the Village Employees Unit:

**James Rhinehart
Mayor**

**Daniel P. Murphy
CSEA Unit President**

Date: March 25, 2003