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**Contract Database Metadata Elements**

Title: **Oyster Bay-East Norwich Public Library and Library Personnel, CSEA, Local 1000, AFSCME, AFL-CIO (2004)**

Employer Name: **Oyster Bay-East Norwich Public Library**

Union: **Library Personnel, CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **07/01/04**

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GEN  
7211

**AGREEMENT**

**July 1, 2004 – June 30, 2008**

**BOARD OF TRUSTEES OF THE  
OYSTER BAY-EAST NORWICH PUBLIC LIBRARY**

**and**

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000  
AFSCME-AFL-CIO**

**RECEIVED**

JUN 01 2005

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

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**AGREEMENT**

July 1, 2004 - June 30, 2008

BOARD OF TRUSTEES OF THE  
OYSTER BAY-EAST NORWICH PUBLIC LIBRARY

AND

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC, LOCAL 1000  
AFSCME-AFL-CIO

ARTICLE I

- A. 1. The Board recognized C.S.E.A. as the sole and exclusive bargaining agent for all Library personnel excluding the Library Director, the Secretary to the Director, the Treasurer, and the Pages.
2. This recognition shall remain in effect for the duration of this agreement and thereafter except if another negotiating agent is certified in accordance with the rules and regulations of the Public Employees' Fair Employment Act.
3. It is agreed by and between the parties that any provision in this agreement requiring legislative action to permit its implementation by amendment of law or by proving the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

2. Definitions

The Board of Trustees of the Oyster Bay-East Norwich Public Library shall herein be known as the Board. The Civil Service Employees' Association, Inc., Local 1000, Oyster Bay-East Norwich Public Library Unit shall herein be called C.S.E.A.

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## ARTICLE II

### PROCEDURES

- A The Board and the Union agree that this agreement shall remain in force for the period of the contract.
2. During negotiations, the Board and C.S.E.A. shall exchange points of view, make proposals and counter-proposals.
3. Any agreement reached with the Board shall be reduced in writing as a memorandum of agreement and shall be submitted to CSEA for ratification and to the Board for approval. Upon ratification by CSEA and approved by the Board, the memorandum shall be signed by the chairman of the Board and the CSEA as a Memorandum of Agreement.
4. All items involving wages, hours, pension, fringe benefits and other working conditions, on which agreements are reached during the bargaining session, shall be reduced in writing in the Minutes of the Library Board Meetings.

## ARTICLE III

### HOURS OF WORK

1. All full-time employees work 35 hours per week, with the exception of the Cleaner/Custodian who will work a 40 hour week, part-time employees are those employees hired to work 17-½ hours per week and no more than 35 hours in a two-week period; part-time hours for cleaner/custodian will be defined as 20 hours per week and no more than 40 hours in a two week period (their wages and benefits provided by the contract will be pro-rated unless otherwise specified by the contract). Hourly employees are those employees hired to work less than 17-½ hours per week. They will be compensated at an hourly rate as defined by the salary schedule for their classification for the year being employed. Hourly employees who work more than 910 hours during the fiscal year will be paid for vacation and holidays on a pro-rata basis at the end of the fiscal year. Hourly employees will receive no other fringe benefits.

Mealtimes are in addition to the scheduled work week and shall not exceed one (1) hour for lunch nor exceed one (1) hour for dinner. Employees are allowed a fifteen (15) minute break for each three (3) consecutive hours of scheduled work.

2. Employees scheduled to work on days when the Library is closed due to excessive heat, lack of heat, power failure, building repairs or alterations will receive their normal compensation. If, for the reasons mentioned above, the hours of the Library are altered, the Library will make every attempt to inform the employee by telephone one and one-half (1-1/2) hours before their normal scheduled arrival at work.

#### Inclement Weather

When the Oyster Bay-East Norwich schools are ordered closed because of inclement weather, the Library shall also close. When inclement weather is on a weekend, closing shall be on Nassau County Emergency Warning. In addition, radio announcements should be made. Employees shall be paid when the Library is closed due to inclement weather. If after closing, the Director deems the closing unnecessary, the staff shall be notified prior to 1 P.M. to report to work and shall report to work within one hour after notification. Any staff member contacted by phone who reports for work will be compensated for a full day. Any staff member unavailable to report will not be compensated.

3. Staff members who work on Sundays will be compensated at two (2) times their normal hourly rate. Sunday work will be voluntary. Opportunity to work Sundays will be rotated among staff who volunteer. Sunday assignments will normally be in addition to the person's regularly scheduled work week.

If an hourly employee works on a paid holiday that he/she is not scheduled to work, he/she will receive two times his/her normal hourly rate of pay.

4. The Director will try to maintain flexibility in scheduling hours of staff to accommodate both the needs of providing efficient Library service to the community and, to the extent possible, seniority and the needs of staff personnel.

### ARTICLE IV

#### VACATIONS

1. Professionals will receive a total of twenty (20) working days per year. After 10 years of service, add one (1) day per year, not to exceed twenty-five (25) days.

i.e. - 11<sup>th</sup> year - 21 days  
12<sup>th</sup> year - 22 days, etc.

2. Non-Professionals - Full and Part-Time. Those employees hired before 7/1/80



shall receive vacation leave as follows:

1 to 10 years of service: 3 weeks vacation (fifteen working days (15)  
Over 10 years of service: 4 weeks vacation (twenty working days) plus  
one (1) day per year for each year not to exceed twenty-five (25) days.

3. Non-Professionals - Full and Part Time. Those employees hired after 7/1/80 shall receive vacation time as follows:

1 to 3 years of service: 2 weeks vacation (10 working days)  
4 to 12 years of service: 3 weeks vacation (15 working days) plus  
one (1) day per year for each year not to exceed twenty (20) days.

i.e. - 5<sup>th</sup> year - 16 days  
6<sup>th</sup> year - 17 days to year 9 - 20 days

Over 12 years of service - 4 weeks vacation (twenty working days) plus  
one (1) day per year not to exceed twenty-five (25) days.

i.e. - 13<sup>th</sup> year - 21 days  
14<sup>th</sup> year - 22 days, etc.

To be eligible for vacation leave, an employee must work for at least six (6) months prior to the new fiscal year, and time will be allocated on a pro-rated basis. Vacation time accumulated is limited to fifty (50) working days. Part-time employees earn and may accumulate vacation leave on a pro-rated basis.

Vacation time accumulated is limited to thirty (30) working days for all full-time and part-time employees hired on or after July 1, 1996.

## ARTICLE V

### GRIEVANCE PROCEDURES

Grievance procedure shall be in accordance with C.S.E.A. policy, a copy of which is annexed hereto and marked "EXHIBIT A".

## ARTICLE VI

### PROTECTION OF EMPLOYEES

1. Seniority: Seniority shall be based on the date of commencement of employment, and shall be computed on the basis of total number of service hours.

2. Disciplinary Procedure: All permanent competitive and non-competitive class employees employed by the Library beyond their respective probationary terms will be fully covered by Civil Service Law, Section 75.

## ARTICLE VII

### WORKER'S COMPENSATION

All staff members are covered by Worker's Compensation. Injury to an employee during the performance of his duties must be reported immediately to the Director.

## ARTICLE VIII

### HEALTH INSURANCE

- A. All employees working at least seventeen and one-half (17-½) hours per week and their dependents will be covered while employed, by medical insurance consisting of the Empire Enhanced Plan, which consists of basic hospitalization provided through Blue Cross, and Major Medical Benefits provided through the Metropolitan Life Insurance Company. All changes in health insurance companies or carriers will be mutually agreed upon by both the employees and the employer.
- B. The following schedule shall apply:
  1. Employee Coverage: All Employees (Full, Part-Time and Hourly) Hired BEFORE 7/1/91
    - a. No cost to the full-time employee.
    - b. Fifty percent (50%) cost to the part-time employee who is regularly scheduled to work seventeen and one-half (17-½) hours or more hours per week, but less than thirty five (35) hours per week.
    - c. One hundred percent (100%) cost to the employee who regularly works less than seventeen and one-half (17-½) hours and elects to participate, if authorized by the Plan..
  2. Employee Coverage: All Employees Hired AFTER 7/1/91.
    - a. Twenty percent (20%) cost to the Full Time employee, eighty percent (80%) cost to the employer (Library)
    - b. Fifty percent (50%) cost to the part-time employee who is regularly scheduled to work seventeen and one-half (17-½) or more hours per week, but less than thirty five (35) hours per week.
    - c. One hundred percent (100%) cost to the employee who regularly works less than seventeen and one-half (17-½) hours and elects to participate, if

authorized by the Plan.

3. Dependent Coverage

For those employees who elect to have dependent coverage, the Library will pay 35% and the Employee will pay 65%.

Any employee, active or retired, may opt out of or into the employers health insurance plan if authorized by the Plan. Any active employee who opts out of the Library's health plan coverage will be paid one-half of the Library's annual cost of annual coverage each year, until no later than June 30, 2004. Any active or retired employee who opts into the health plan in accordance with the health plan's authorization, will pay the appropriate amount of annual premiums as per the contract. Library shall forward to retirees who have opted out of the health insurance plan all notices received by Library from the health plan which indicate any changes in the health plan's requirements affecting their eligibility to resume health insurance coverage through "opt-in".

C. Disability Insurance

All employees working at least seventeen and one-half (17-½) hours per week will be covered by the New York State Disability Insurance Program on a cost sharing basis therein set forth. The employee's share shall be the maximum amount allowed under New York State Law.

The Library shall apply for disability benefits whenever appropriate. In the event the Library receives disability benefits for a period during which an employee is utilizing sick leave days, the Library shall convert such disability payments into sick leave days on a dollar to dollar basis (i.e., if an employee's salary is \$30.00 per day, a disability payment of \$90.00 received by the Library shall entitle employee to three (3) days of sick leave.

ARTICLE IX

RETIREMENT BENEFITS

The Board agrees to remain as a participating employer in the New York State Retirement System under the local jurisdiction of the Oyster Bay-East Norwich Central School District.

A. Pre-June 30, 1980 Hired: Pre-June 30, 1988 Retired Employees:

Retirement Health Insurance benefits will be paid for those persons hired prior to June 30, 1980 and retired prior to June 30, 1988, and as required by New York State Law, with the following percentage of contribution paid by the Library, based on age at the time of retirement.

Employees retiring at age 65 or under:	50% of cost
Employees retiring at age 66 or over:	70% of cost
Employees retiring at age 70 plus:	80% of cost

**B. Post-July 1, 1980 Hired: July 1, 1988 – June 30, 2000 Retired Employees:**

Retirement Health Insurance benefits will be paid for those persons having retired from active employment with the Library into the NYSERS between July 1, 1988 and June 30, 2000, following five years full time service, at a rate of fifty percent (50%) of cost paid by the Library, for all retired employees regardless of age at retirement, and thirty-five percent (35%) of cost for dependent coverage.

**C. Pre-July 1, 2000 Hired: Post-July 1, 2000 Retired Employees:**

Retirement Health Insurance benefits will be paid for those persons hired prior to July 1, 2000 and retiring from active employment with the Library after July 1, 2000 into the NYSERS:

- following eight years full time service, at a rate of fifty percent (50%) of cost paid by the Library, for all retired employees, and thirty-five percent (35%) of cost for dependent coverage.
- following ten years full time service, at a rate of sixty percent (60%) of cost paid by the Library, for all retired employees, and forty percent (40%) of cost for dependent coverage

**D. Post-July 1, 2000 Hired: Post-July 1, 2000 Retired Employees:**

Retirement Health Insurance benefits will be paid for those persons hired subsequent to July 1, 2000 & retiring from active employment with the Library after July 1, 2000 into the NYSERS:

- following ten years full time service, at a rate of fifty percent (50%) of cost paid by the Library, for all retired employees, and thirty-five percent (35%) of cost for dependent coverage.
- following fifteen years full time service, at a rate of sixty percent (60%) of cost paid by the Library, for all retired employees, and forty percent (40%) of cost for dependent coverage

**ARTICLE X**

**SICK LEAVE ALLOWANCE**

All full-time employees earn one (1) day (seven working hours) of sick leave each month of employment. Part-time employees earn and may accumulate sick leave on a pro-rata basis. Accumulation of sick leave is limited to 120 working days.

ARTICLE XI

SEPARATION FROM EMPLOYMENT

Written resignation or notice of retirement will be submitted two (2) weeks in advance for clerical employees and four (4) weeks in advance for professionals. Monetary compensation will be paid to all such employees for all accrued vacation leave not taken. In addition, upon written notice of retirement, one-third (1/3) of accumulated sick leave will be paid, subject to Article X of the Contract. Consequently, in no case will any employee be entitled to be paid more than 40 days compensation for unused sick leave.

To the extent authorized pursuant to Section 41-j of the Retirement Social Security Law (RSSL), retiring employees may be entitled to additional credit in the NYSERS provided there is no cost to the Library/School District in allowing the employee such credit. Should employees not receive such 41-j benefit by reason of the NYSERS imposing a charge against the Library/School District for allowing employees such 41-j RSSL credit and Library/School District does not make the 41-j contribution on the retiring employees behalf, Library will negotiate this issue with the Staff Association at its request; and until otherwise mutually agreed, Library/ School District may in its sole discretion make or decline to make such 41-j RSSL contributions.

ARTICLE XII

COMPENSATION - ON THE JOB INJURY

All employees will be paid for a maximum of ten (10) days, or until compensation coverage takes effect, whichever occurs first, for absences due to on-the-job injuries. Part-time employees will be paid on a pro-rata hourly basis according to the number of hours scheduled to work at the time of injury. This leave shall not be deducted from the accumulated sick leave nor shall it be cumulative.

ARTICLE XIII

HOLIDAY AND LEAVES

1. All full-time employees who are scheduled to work on the following holidays on which the Library is closed will be compensated at their normal rate. Part-time employees working seventeen and one-half (17-½) or twenty (20) hours per week (excluding Sunday hours of service) will be compensated on a pro-rata basis. If a holiday falls on a day which the employee is not

scheduled to work, the employee will be credited with a day of compensatory time off or a pro-rated amount of time off in the case of a part-time employee who works over seventeen and one-half (17 ½) hours or twenty (20) hours. Compensatory time must be taken within a thirty (30) working day period.

Independence Day  
Labor Day  
Columbus Day  
Election Day  
Veteran's Day  
Thanksgiving Day  
Christmas Eve  
Christmas Day  
New Year's Eve  
New Year's Day  
Martin Luther King Day  
Presidents' Day  
Memorial Day  
1 Floating Holiday

Holidays that fall on a Sunday will be observed on the following Monday.

The dates on which holidays will be observed in each fiscal year for the term of this contract will be set by the Board prior to July 1<sup>st</sup> of each fiscal year.

The Board may decide to open the Library for a number of hours on some of the listed holidays (for example, Columbus Day, Election Day, or Veteran's Day). Staff members who work on holidays will be compensated at one and one-half (1-½) times their normal rate. Sunday and holiday work will be voluntary unless there are an inadequate number of volunteers with a proper combination (as determined by the Director) of professional and clerical employees, in which case the Library Director may assign employees on a rotating basis to insure proper coverage of the library. Opportunity to work on holidays will be rotated among staff who volunteer. Holiday assignments will normally be in addition to the person's regularly scheduled work week.

## 2. Bereavement Leave

Up to five (5) days paid leave for each occurrence will be allowed for immediate family members including spouse, children, mother, father, mother-in-law, father-in-law, brother, sister, grandchild, foster or adopted child, grandparent, step parent, son-in-law, daughter-in-law, legal guardian or ward (meaning that person was the legal guardian or ward of the affected individual) and/or significant other companion who resides in the household of the employee. Two (2) days of paid leave will be allowed for the death of an

employee's aunt, uncle, brother-in-law or sister-in-law.

3. Jury Duty

Leave with pay shall be granted for actual days of jury duty. Notice of jury duty must be submitted to the Director and jury fee received, if any, is to be returned to the Library; that is, employees granted leave for jury duty shall receive their normal compensation less the jury fee. (Superceded by law.)

4. Illness and/or Leave Without Pay

Consideration will be given to granting extended leave without pay because of illness, only after all sick leave and annual leave has been exhausted. This decision will be made by the Director with the approval of the Board. In no event may the employee earn or receive sick, vacation or personal benefits while absent without pay.

5. Personal Leave

Full-time employees will receive three (3) personal days of leave without loss of pay per fiscal year. Part-time employees will earn personal days on a pro-rated basis. Personal days can not be accumulated or carried over to the next fiscal year.

After three (3) years of full-time service employees shall receive five (5) paid personal days per fiscal year.

6. Child Bearing Leave

Leave without pay will be granted for maternity/paternity or adoption purposes for a period not to exceed six (6) months. An employee may use accrued vacation, sick or personal time as any part of their child bearing/adoption leave. Child Bearing Leave shall be limited to circumstances immediately following the birth of a child or to the adoption of a child less than four years of age.

Disability due to pregnancy will be treated in all respects the same as any other disabling condition, as defined under Federal and New York State regulations.

A request for child bearing leave will be submitted within a reasonable period of time by the employee to the Director. The employee must notify the Director in writing, two months (60 days) before the termination of child bearing/adoption leave whether the employee intends to be reinstated.

In no event may the employee earn or receive sick, vacation or personal days or benefits of any nature other than health insurance while out on child bearing/adoption leave.

ARTICLE XV

PAYROLL DEDUCTIONS

1. The Board shall permit payroll deduction for all employees for C.S.E.A. dues, insurance, and other C.S.E.A. benefits said employee may enjoy.
2. The payroll department shall deduct said payments bi-weekly and forward the monies to C.S.E.A. Headquarters, 143 Washington Avenue, Albany, New York, 12210

ARTICLE XVI

LABOR/MANAGEMENT RELATIONS

1. The Unit may use the Library premises to hold union-related meetings upon notification to and permission of the Director.
2. Access to Employees: The union and its designated agents shall have sole and exclusive rights to access to members of the bargaining unit during working hours to administer this agreement and to explain Civil Service Employees Association sponsored benefits and programs, provided there is no disruption to Library operations.

The employer agrees that no other representatives or organizations offering benefits or programs similar to those offered or sponsored by the Civil Service Employees Association, Inc. shall be provided access to bargaining unit employees.

3. Information: On the effective date of this agreement, the employer shall supply to the local a list of all members in the bargaining unit, showing the employee's full name, home address, Social Security number, item number, job title, work location, membership status, insurance deductions and first date of employment. Such information shall hereafter be provided on an annual basis.
4. Labor/Management Committee: A committee of two (2) representatives from the unit and the Director shall meet at mutually convenient times, to discuss matters of mutual interest and concern.

Committee members may invite other employees to assist with particular agenda issues; however, notice of such attendance must be provided to both parties (Director & Unit) prior to such attendance.



ARTICLE XVI

SALARY PAYMENT

1. Time and Method of Salary Payment

1. Employees will be paid bi-weekly on a day and time agreed to by the parties of the Contract.
2. Each employee will receive a semi-annual written report stating the number of personal days, sick days and vacation days accumulated. Employees will receive these reports on or about July 1 and January 2 of each year.
3. The Salary Step Schedule in effect as of June 30, 2000 is eliminated.

2. Salary Increase

1. Beginning July 1, 2004, all fulltime employees' salaries shall be increased by \$3,000 over the salaries in effect on June 30, 2004 (part-time and hourly salaries to be prorated);
2. Beginning July 1, 2005, all salaries shall be increased by 3-1/2% over salaries in effect as of June 30, 2005.
3. Beginning July 1, 2006, all salaries shall be increased by 3-1/2% over salaries in effect as of June 30, 2006.
4. Beginning July 1, 2007, all salaries shall be increased by 3-1/2% over salaries in effect as of June 30, 2007.

To be eligible for an annual salary increase an employee must work at least six (6) months prior to the new fiscal year.

Increases in salary are computed on an annual basis. Increases become effective at the beginning of the fiscal year.

Note: Librarian 1 who is assigned to perform the duties of "Head of Reference" shall receive additional annual compensation of \$3,000.00.

Note: The Senior Clerk who is assigned to perform the duties of Head of Circulation shall receive additional annual compensation of \$500.00

Note: The Senior Clerk who is assigned to perform the duties of Head of Technical Services shall receive additional annual compensation of \$500.00

Note: An employee as may be designated "ALIS System Coordinator" will receive an annual stipend of \$1,000 for such responsibilities

Note: An employee as may be designated "ALIS System Ass't. Coordinator" will receive an annual stipend of \$500 for such responsibilities

3. Salary Ranges

Salary Ranges for all titles setting forth Starting Salaries for newly hired employees without experience and maximum salaries for the four year term of this Agreement are annexed as Schedule "B". All Starting Salaries for newly hired employees without experience shall maintain a differential in salary of a minimum of \$1,000 lower for Librarian titles and \$750 lower for Clerical titles than those minimum salaries set forth in Schedule "B". Starting salaries of newly hired employees with prior experience shall be established within the applicable Salary Range of Schedule "B", provided that the starting salary of a newly hired employee with prior experience shall not exceed the salary of a then current employee with the same or more years of service with the Library in such title.

4. Longevity

Upon completion of 10 years - \$1,000.00

Upon completion of 15 years - \$1,800.00

Upon completion of 20 years - \$2,500.00

During the 10<sup>th</sup> through 14<sup>th</sup> years (inclusive), \$1,000 will be paid. During the 15<sup>th</sup> through 19<sup>th</sup> years (inclusive), \$1,800 will be paid. During the 20<sup>th</sup> year and thereafter, \$2,500 will be paid. Longevity pay is not part of base pay and is not cumulative for purposes of determining raises. Longevity shall be payable in lump sum payments: 50% following six months, and 50% at the end of the year.

Longevity increments will be pro-rated for part-time employees.

Note: Increases in vacation time and longevity payments are computed in either July or January; i.e., if hired between July 1 and December 31, increase takes effect January 1; if hired between January 1 and June 30, increase takes effect July 1.

Fulltime employees who were previously on staff as hourly or part-time employees, will receive credit for total continuous hours worked, including overtime hours, toward longevity when computing service to Library.

Fulltime employees can receive only one years credit for each year of full-time work.

Overtime hours cannot be considered for full-time employees.

## ARTICLE XVII

### GENERAL PROVISIONS

- A. It is agreed that all negotiable items have been discussed during negotiations leading to this agreement and that negotiations will not be reopened on any items contained herein during the life of this agreement.
- B. Personnel Policy Manual  
Each staff member should be provided with a Personnel Policy Manual which should contain all information pertinent to the work situation at the Library.
- C. Facilities  
Each employee shall be provided with a locker in which to keep their personal belongings. Each employee is responsible to provide their own lock for said locker.
- D. Time off in the amount of 90 minutes, without loss of pay, will be granted no more often than twice annually during working hours for donation of blood or blood products for a community blood drive. Employees must show proof of blood donation or rejection.

## ARTICLE XVIII

### MANAGEMENT

Except as otherwise expressly provided in this Agreement, nothing in this Agreement shall be deemed to limit the Employer in the exercise of the regular and customary functions of management including, but not limited to, the right to hire, determine experience and background, supervise and direct the working force; to discipline, suspend, or discharge for cause in accordance with lawful

procedures under Section 75 of the Civil Service Law; to transfer or lay-off employees for lack of work; to determine the kind, character and class of work; to take on work and acquire materials from any sources obtainable such as providing research, reference or educational services on behalf of State, County, town, school district or other educational institutions; to transfer employees and determine the manner, location and place of work, scheduling and notices of leave; to establish standards of performance; to control the costs, methods and systems of operations and to conduct its business, all of the foregoing, in accordance with law.

Employer reserves the right to assign and schedule employees to such hours and days as in its discretion is necessary to provide a proper balance and mix of experience, classifications and skills among employees during all days and hours of Library operations. If there are insufficient volunteers for Sundays and holidays, the Director shall assign employees so as to maintain proper mix of different positions and experience.

#### ARTICLE XIX

#### MEDICAL/FAMILY LEAVE

Employees having been continuously employed for more than 1250 hours during the previous twelve month period shall be entitled to unpaid leave in excess of their accrued sick leave, personal leave, and vacation leave, provided the total leave period of both compensated and uncompensated leave shall not exceed twelve weeks in duration during any fiscal year, by reason of the employee's illness, or the illness of an employee's spouse or children residing in the same household. Employees shall first exhaust all accrued sick leave, vacation leave and personal leave prior to qualifying for unpaid leave pursuant to this Article. Employer shall continue health insurance benefits for employees for the duration of the Medical/Family leave; however, no sick leave, vacation leave or personal leave will accrue during the period of unpaid leave pursuant to this Article.

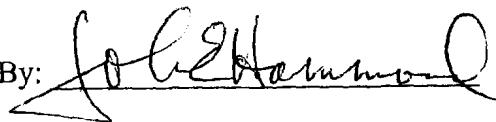
#### ARTICLE XX

#### DURATION


This agreement shall be effective July 1, 2004 and shall remain in full force and effect through June 30, 2008.

March IN WITNESS WHEREOF, the parties do set their hands and seals on this 23 day of  
~~February~~ 2004.

BOARD OF TRUSTEES  
OYSTER BAY-EAST NORWICH PUBLIC LIBRARY

By: 

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.  
LOCAL 1000, AFSCME, AFL-CIO

By:   
Dorothy Moore

## SCHEDULE "B"

### SALARY RANGES: 2004-2008

#### LIBRARIAN I:

Year 1:	\$41,699 - \$57,589
Year 2:	\$43,158 - \$59,605
Year 3:	\$44,669 - \$61,691
Year 4:	\$46,232 - \$63,850

#### CLEANER/CUSTODIAN I:

Year 1:	\$27,128 - \$37,034
Year 2:	\$28,077 - \$38,330
Year 3:	\$29,060 - \$39,672
Year 4:	\$30,077 - \$41,061

#### CLERK/CLERK-TYPIST/A/V HELPER:

Year 1:	\$24,112 - \$34,902
Year 2:	\$24,956 - \$36,124
Year 3:	\$25,829 - \$37,388
Year 4:	\$26,733 - \$38,697

#### SENIOR LIBRARY CLERK:

Year 1:	\$28,444 - \$38,891
Year 2:	\$29,440 - \$40,252
Year 3:	\$30,470 - \$41,661
Year 4:	\$31,536 - \$43,119

#### LIBRARY TRAINEE:

Year 1:	\$38,784 - \$40,000
Year 2:	\$40,141 - \$41,400
Year 3:	\$41,546 - \$42,849
Year 4:	\$43,000 - \$44,349

#### LIBRARY AIDE:

Year 1:	\$24,112 - \$37,000
Year 2:	\$24,956 - \$38,295
Year 3:	\$25,829 - \$39,635
Year 4:	\$26,733 - \$41,022

Note: All categories may be subject to adjustment pursuant to the provisions of Article "XVI(3)" of the Collective Bargaining Agreement, i.e., "Salary Ranges"

12-15-03

*JEH DM*