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Employer Name: **Ogdensburg, City of**

Union: **Ogdensburg Firefighters Association, International Association of Fire Fighters (IAFF), AFL-CIO**

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FF/6874

PUBLIC EMPLOYMENT RELATIONS
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CONCILIATION

AGREEMENT BETWEEN
CITY OF OGDENSBURG, NEW YORK
AND
OGDENSBURG FIREFIGHTERS ASSOCIATION
LOCAL 1799, A.F.L., C.I.O., I.A.F.F.

1/1 12/31
2005 - 2007

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ARTICLE I.

Section 1. General

This agreement entered into this ____ day of _____ 2004 by and between the City of Ogdensburg, New York, (herein after referred to as the City), and Local 1799 Ogdensburg Firefighters Association, A.F.L., C.I.O., I.A.F.F., Ogdensburg, New York (hereinafter referred to as the union). In order to increase general efficiency in the Fire Department to maintain the existing harmonious relationship between the Fire Department and its employees and to promote the morale, rights and well being the members of the Fire Department, hereby agree as follows:

Section 2. Public Employees

The Fire Department and the individual members of the Union are to regard themselves as public employees and are to be governed by the highest ideals of honor and integrity in all their public and personal conduct in order that they merit the respect and confidence of the general public. Officers are not only to abide by the contract, but also to comply with all rules and regulations as promulgated by management not inconsistent with this Agreement. Should there be any doubt as to the officer's obligations he shall, under penalty of discipline, comply with the rules and grieve, if he feels he has been wronged. The disciplinary measure stands should he be found to have violated the rules and regulations or any clause in this contract.

Section 3. Management Rights Clause

Unless specifically abridged, delegated, granted or modified by this agreement, nothing in this agreement shall limit the City in the exercise of its function of management, under which it shall have, among others, the right to hire new employees and to direct the working force, to promote, to discipline, suspend, discharge for cause, or lay off employees in accordance with State Civil Service Law, and require the employees to observe City and departmental rules and regulations, to decide the services to be provided the public, type and location of work assignments, the number of employees assigned to a particular job, schedules of work, work standards, and the methods, processes and procedures by which such work is to be performed.

It is agreed that these enumerations of management prerogatives shall not be deemed to exclude other prerogatives not enumerated, except as specifically abridged, delegated, modified, or granted by this agreement, all the rights, powers, and authority the City had prior to the signing of the agreement are retained by the City and remain exclusively and without limitation within the rights of the City.

ARTICLE 2. Recognition

For the purpose of collective bargaining with respect to rates of pay, wages, or salaries, hours of work, and other terms and conditions of employment, the City recognizes the Union as the exclusive representatives and agent for all permanent full time employees 35 hours work week or more of the City of Ogdensburg Fire Department except the Fire Chief.

ARTICLE 3. Check Offs

Upon the written authorization by an employee and approved by the Union President, the City agrees to deduct from the wages of each employee the sum certified as initiation fees, assessments, and Union dues and deliver the sum to the Union Treasurer bi-weekly. If any employee does not have a check coming to him or the check is not large enough to satisfy the assessments, no collection shall be made from employee for that bi-weekly period. The Ogdensburg Firefighters Association having been recognized as the exclusive representative of employees within the bargaining unit represented by this agreement, shall be entitled to have deductions equivalent to the amount of union dues made from the salary of employees of said bargaining unit who are not members of the Union.

The Association shall indemnify and save the City harmless against any and all claims, demands, suits or other liability that may arise by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this Article.

ARTICLE 4. Probation Period

All new employees, except provisional or temporary appointees, shall serve a probationary period, a **minimum time to be determined by employer, and to a maximum of one year**, and shall have no seniority rights during this period, but shall be subject to all other terms of this agreement. All such employees who have satisfactorily completed their **maximum** probationary period shall be appointed as permanent employees. The seniority of all employees in the unit will commence from the date of their initial appointment as firefighters.

ARTICLE 5. Seniority List

The Fire Department shall establish a seniority list of all members of the unit and post such list annually on January 1 of each year and said list shall remain appropriately posted for thirty continuous days thereafter and a copy of same mailed to the secretary of the Union. Any objections to the seniority list as posted shall be reported to the Fire Chief within thirty days or it shall stand approved. Seniority shall be determined as follows: first by rank, second by continuous service in rank; third by date of appointment to previous rank or ranks; fourth by date of permanent appointment to department; and fifth by highest score on civil service list from which appointments were made.

ARTICLE 6. Hours of Duty

The basic work schedule for the department shall be so established that the average weekly tour of duty other than hours during which such member may be summoned and kept on duty because of a conflagration or major emergency, shall be a (4) platoon system with an average work week of (40) hours. It is understood that the tour of duty on the work schedules shall be divided into 10 and 14-hour periods. The compensatory time (110 hours; 116 hours in leap years) will be scheduled in a like manner for all employees. Individual temporary work schedule changes defined as less than 3 months in length may be instituted by the Chief.

The Municipal Training Officer for the Ogdensburg Fire Department shall hold the rank of a Captain or Assistant Chief.

ARTICLE 7. Vacation

Vacation shall be 126 hours, except that those employees who have less than 12 months of service shall earn 10.5 hours of vacation for each month worked of their complete service. New employees shall select their vacation time, based on their vacation days earned, at the same time all other unit personnel pick their time. Vacation and 42 hours holiday time shall be selected for 28 days to run continuously and to coincide with a normal 28 day work cycle. The remainder of holiday time shall be selected in accordance with Article 17.

Vacation pay will be given to employees prior to their vacation period provided they notify the City of such election at least one month prior to the start of their vacation periods. Vacation shall be chosen starting December of each year. All vacation and holiday leave for employees will be posted in the station January 1. Vacation will be selected in accordance with seniority by assigned shift.

Members will have the option of selling back 42 hours of vacation time per year at the standard rate of pay. The member must notify the City on or before September 30 of each year of the amount of time the member wishes to sell back. The City will make payment by separate check prior to February 1 of the following year. The dates and times of the 42 vacation hours to be worked shall be submitted to the Fire Chief, in writing, at least five days prior to the start of the vacation period.

Whenever feasible and in accordance with the discretion of the Fire Chief, vacations, holidays, and compensatory time may be allowed to two firefighters for the same periods of time.

ARTICLE 8. Sick Leave

- a) All regular employees shall be entitled to accrue 156 hours of paid sick leave annually up to a maximum of 2400 hours.
- b) Sick leave shall accrue at the rate of 12 hours per 28 day work cycle.
- c) An employee shall work for the City at least six (6) months before taking advantage of paid sick leave. After this term of employment, accruals, and accumulations shall be computed as of the date of employment.
- d) Time deducted for sick leave will be at the rate of one hour for every scheduled hour of work.
- e) Sick leave may be taken for an illness an employee may contract or any exposure to contagious disease he may experience which the health of others would be endangered by his attendance. A certificate of inability to work by reason of illness from a licensed doctor of medicine or Osteopathy or such other evidence of illness and inability to work as the City Manager may deem necessary may be required as evidence of the illness before compensation for the period of illness is allowed. **When an employee is on sick leave, he or she shall account for their time to their superior. It is understood that a person be allowed reasonable latitude in regard to emergencies, drug store trip, etc. However, the employee**

will give an explanation of their whereabouts if requested. In the event, the explanation is inconsistent with medical necessity or restrictions the employee may be subject to disciplinary action.

f) Absence report - When an employee is not able to report to work because of illness or injury, he shall report this fact, or cause it to be reported to his supervisor, division office, or other designated person by telephone or other means 30 minutes before the regular starting time of his work shift. Unless this requirement is fulfilled, no sick leave will be approved except in unusual circumstances and then only after approval by the City Manager. In cases of frequent or repetitive sick leave, the supervisor may require a physician's certificate as proof of illness. **A physician's certificate of proof of illness may also be required after the second consecutive day of illness.**

g) Illness at work - When an employee becomes ill while at work, and does not feel able to complete his work day, he shall report the fact to his immediate supervisor. If illness continues into the next working day, a normal absence report is required.

h) Supplemental absence reports - When an absence due to illness continues for a period in excess of one week, the employee or member of his family shall report at weekly intervals giving the employee's condition, progress, probable date of return and the name of the attending physician.

i) An employee's eligibility for payment of compensation for time allegedly lost due to illness or contagious disease contact shall be determined by the department head and his decision shall be final subject to the grievance procedure.

j) Charges against sick leave will be made for time lost on account of illness for which the employee would have received pay and during which normally he would be required to work.

k) Anticipated sick leave - Sick leave may be taken in excess of the amount then accumulated, but not in excess of the total amount which would be accumulated at the end of the calendar year. Such usage of anticipated sick leave will be dependent upon the employee's previous sick leave record and must be approved by the employee's department head and the City Manager.

l) Upon separation from the service, the employee shall be charged for sick leave in excess of the amount accumulated.

m) Chronic sick leave - In the event an officer is repeatedly on sick leave, the department head will require the officer to have a physical examination to determine his physical fitness to perform his assigned duties. In the event no such action is taken by the department head, the City Manager will require this examination of the officer after duly notifying the department head. If, after the examination, it is determined that the officer has no physical reason for repeated absence, he will be advised in writing that continuance of the practice will make him liable for discharge.

n) The City will make cash payments annually for unused sick leave according to the following schedule:

<u>Sick Hours</u>	<u>Taken Bonus Hours</u>
0	24
1-14	20
15-24	16
25-38	8
Over 38	0

In addition to above the City recognizes employees who have accumulated the maximum 2400 sick hours, the City agrees to make cash payments annually for unused sick leave according to the following:

<u>Sick Hours Taken</u>	<u>Bonus Hours</u>
0	24
1-14	20
15-24	16
25-38	8
Over 38	0

Cash payments will be made according to an equivalent hourly rate determined by dividing the annual base salary by 2080 hours. Payments will be made on or about December 15th of each year. Benefits under this program are based on attendance from December 1st of each year through November 30th of the following year. The bonuses will be awarded to eligible employees who are on the payroll on November 30 and who are continuously employed by the City for the year immediately preceding that date.

The intent of this program is to reward individuals who have outstanding attendance records. Each unpaid absence not previously approved prior to a scheduled work day will be considered as a sick day taken for purposes of computing this benefit.

o) The City will make an additional one time cash payment to any employee at retirement, equivalent to 30% of that employee's accumulated sick leave. **In the event of the employee's death prior to retirement, provided that the employee was in good standing, the employee's estate shall be entitled to such cash payment. The maximum such payment would be equivalent to 720 hours.**

p) For employees who have in excess of 2400 hours sick time, and sick time accumulated henceforth by said members will be deposited in a "Sick Bank" for use by said members upon exhaustion of their personal sick time.

The sick leave bank program shall be administered accordingly:

- can only be drawn on when the 2400 hours are used;
- can only be contributed to when 2400 hours are accumulated by said employee;
- cannot be used to supplement the 720 hours for any cash payments.

q) Up to 72 hours of accumulated sick leave may be used per year to attend to the illness of a member of the employee's immediate family.

r) Excessive Sick Leave Usage.

Declaration of Policy. It is the purpose of this section to delineate the City of Ogdensburg's attendance expectations for its employees with respect to sick leave usage. The components of this procedure are designed to identify and deter excessive sick leave usage, and abuse. An employee's attendance history, and any other pertinent factors, shall be considered before any type of action, as outlined, is taken against an employee. All other contractual obligations and requirements are to be adhered to.

(A) Definitions.

- (1) "Employee" shall mean any person covered by this agreement as provided for under Article 2. Recognition.
- (2) "Employer" shall mean the City of Ogdensburg or its designee.
- (3) "Sick Leave" shall mean any full or partial workday taken off by means of sick leave usage.
- (4) "Family Sick Leave" shall mean any full or partial workday taken off by means of sick leave usage for illness of an immediate family member, as defined in Section "q" of this Article.
- (5) "Sick Leave Occasion" shall mean any usage of sick leave, hours or days, unbroken by a return to work.
- (6) "Occasion Time Frame" shall mean any continuous 12-month period.
- (7) "Prior Approved Sick Leave" shall mean sick leave usage for doctor's appointments, medical testing, etc., for which employer notification was made, and approval granted.
- (8) "Attendance Evaluation Criteria" shall mean the total number of sick leave occasions in any Occasion Time Frame, and the possible actions to be taken against an employee.
- (9) "Hardship" shall mean unusual cases which may be determined exempt from this procedure, i.e., chronic serious illness, Employee Assistance Program referrals, serious family emergencies, etc.

(B) Absence Review. The employer shall, on a continual basis, monitor sick leave usage records of all employees covered by this agreement. Such review shall include, but not be limited to:

- (1) The total number of sick leave occasions in any Occasion Time Frame,
- (2) Whether such number of sick leave occasions exceeds the following pre-determined guidelines (Attendance Evaluation Criteria),
- (3) A determination as to whether the Attendance Evaluation Criteria should be strictly adhered to, taking into account sick leave usage history, hardship, overall work record, or any other extenuating factors or circumstances.

(C) Attendance Evaluation Criteria.

- (1) Number of sick leave occasions in any Occasion Time Frame exceeds five - the employee may be subject to informal discussion with the employer.
- (2) Number of sick leave occasions in any Occasion Time Frame exceeds six - the

employee may be subject to formal counseling by the employer.

- (3) Number of sick leave occasions in any Occasion Time Frame exceeds seven - the employee may be subject to a written warning.
- (4) Number of sick leave occasions in any Occasion Time Frame exceeds eight-the employee may be subject to disciplinary action that shall include suspension of any non-contractual privileges, or any other allowable penalty which is deemed appropriate by the employer.

(D) Sick Leave Occasions Not Counted in Occasion Time Frame.

- (1) Prior Approved Sick Leave, with medical documentation provided by the employee.
- (2) Family Sick Leave, with medical documentation provided by the employee.
- (3) Any sick leave usage documented by a doctor does not count against the employee in evaluation criteria.
- (4) Any three occasions of family sick leave per calendar year, not to exceed a total of twenty eight hours of leave utilized, without medical documentation.
- (5) Medical documentation, absent unusual circumstances, must be provided within seven (7) days of a return to work.

ARTICLE 9. Leave of Absence

- a) Leave of absence without pay not to exceed one year may be obtained subject to approval of the City Manager.
- b) A leave of absence with or without pay may be obtained as an educational leave subject to the approval of the City Manager if such leave is for the purpose of acquiring educational training which will increase the efficiency and usefulness of the employees to the Fire Bureau.
- c) Leave of absence - To obtain other employment will not be granted. Reinstatement within one year of the date such termination becomes effective may be provided according to the Civil Service Law.

ARTICLE 10. Health Insurance

Section 1. The City will pay 100% of the cost of the City's current health plan for the employee together with 100% of the cost of the current health plan for the dependents included in his/her plan. Health plan coverage for new employees begins from the first day of his/her employment.

Section 2. The City will pay 100% of the cost of the City's current health plan for employees retiring under the terms of this contract together with 35% of the cost of the City's current health plan for any dependents of employees retiring under the terms of this contract.

Section 3. For employees hired after 12/23/2002, the City will pay 60% of the cost of the City's current health plan for such employees retiring under the terms of this contract, and 35% of the cost of the City's current health plan for dependents of such employees retiring under the terms of this contract.

Section 4. In the interest of public safety and in accordance with other health requirements, the City may require an officer to take a psychiatric evaluation. The cost of said evaluation will be borne by the City. The results of said evaluation shall be furnished to an employee upon his request.

Section 5. Effective January 1, **2005**, employees will pay **\$15.00** bi-weekly for health insurance coverage. Upon retirement, the **\$15.00** bi-weekly health insurance contribution ceases. The health insurance annual deductible is \$100 per individual to a \$200 family maximum for 1999. Starting 1/1/2000 deductibles will be \$150 per individual to a \$300 per family maximum for the balance of this agreement.

Section 6. The City agrees to withhold payroll deductions for the CSEA Employee Benefit Fund, plans Gold 12 (Vision) and Sunrise (Dental) for members of this Unit.

Section 7. Effective January 1, 1994, the City of Ogdensburg will pay employee \$500 annually who opt-out of the City's health insurance program. Employees will have an open notification period between December 1 and December 15 of the year preceding the calendar enrollment year to notify the City Comptroller's Office that they are waiving health insurance benefits, for the following year, for themselves and any dependents they may have. The City Comptroller's Office will reimburse such employees by January 15 of the subject year. Employees will be required to certify that they are covered by their spouse's or another insurance certificate for health insurance.

Section 8. **The City will reimburse retired members, hired prior to June 1, 2004, and retired after January 1, 2002, for Medicare premiums paid.**

ARTICLE 11. Funeral Leave

At the time of the death of a member of his immediate family as defined below, an employee shall be granted leave of absence for the purpose of making funeral arrangements, attending the funeral, etc. for a period of time which is of duration appropriate to the circumstances presented (such as out-of-town travel involved), and he shall be granted up to a maximum of two days prior and two days after the funeral with pay. The phrase "immediate family" for the purposes of this section shall mean: spouse; natural, foster, or step-parent, child; brother, sister; father-in-law, mother-in-law; grandmother and grandfather; or any relative residing in the same household as the employee at the time of death. A leave of absence up to a maximum of one day before and one day after the funeral shall be granted for death of brother-in-law or sister-in-law of attending the funeral or making other necessary arrangements. An employee who wishes to attend the funeral for any one outside of his immediate family (or brother-in-law or sister-in-law) as defined above will be excused from work without loss of pay for a period not to exceed four (4) hours with the permission of the Duty Officer for a local funeral or one shift for out of town funerals. If those days fall on an employee's scheduled time off, no compensatory time off is due him. It is the intent of this section that employees will not be denied such leave except in an emergency situation.

ARTICLE 12. Out of Title Work

When an employee is assigned by competent authority to work out-of-title at a higher rank than his regular rank for a period of time equal to or exceeding one shift (either 10 or 14 hours, as the case may be) he shall be compensated for working in that position for the time worked on a per diem basis which shall reflect the difference between his regular salary which he would receive if promoted regularly to the higher title.

No employee, while on duty, shall be required to perform non-departmental duties except under emergency conditions as determined by the Fire Chief. This shall not prevent any member of the department from performing such duties on a voluntary basis. Non-departmental duties shall include the routine shoveling of fire hydrants.

ARTICLE 13. Uniform & Protective Clothing

- a) The City shall retain the right to prescribe the uniform to be worn and the equipment to be used by departmental personnel.
- b) The City will furnish employees with the following articles of uniform and equipment if such is required in the performance of their duties:
 1. Uniform Cap
 2. Uniform Cap insignia device
 3. Uniform insignia shield
 4. All protective clothing & equipment
 5. Three (3) pairs of work uniform pants
 6. Four (4) work uniform shirts
 7. Cold weather uniform jacket
 8. Light weight uniform jacket with insignia
 9. One (1) pair of uniform black shoes at a cost to the City not to exceed \$65 per pair per year. Said shoes shall be selected by the employee from one of three styles (including tie shoes and slip on boots) provided by the Fire Chief, unless altered for medical reasons, with a physician's directive.
- c) The replacement of unserviceable work uniform or protective clothing and furnishing new personnel with work uniform and protective clothing shall be under the supervision of the Fire Chief. The unserviceable equipment shall be returned to the department prior to issuance of any new equipment.
- d) It shall continue to be the responsibility of the employee to supply the remaining articles of the regulation uniform. All employees shall keep their uniform in a neat and clean condition at all times.

ARTICLE 14. Overtime

- a) Whenever an employee is brought back to work for any reason, he shall be paid for such

time at time and one half off or at an hourly rate equal to one and one half times his equivalent hourly rate determined by dividing his annual base salary by 2080 hours, at the employee's option. The minimum payment for each such occurrence shall be equal to a payment of four hours at straight time based upon the above hourly rate.

b) It is agreed that a monthly volunteer call-in list for non-emergency situation will be established by the Fire Chief. Said list will be utilized when non-emergency call-in is required (other than being called-in for a fire). However, it is understood by the parties that if persons on said list are not readily available or if names on list prove to be inadequate, the Fire Chief may call-in other members of the work force as required.

c) There shall be a 200 hour maximum accumulation of overtime.

d) Wherever the employee has an option of being reimbursed for overtime in either time and one-half paid or time off, he must tell the duty officer of his choice. Accumulated unused overtime at the end of a given year will continue to be carried until used, but the employee will not be paid for this unused time. The only exception to this rule will be that each employee will have the option of cashing in up to 200 hours per year of unused time, effective 2002 for payment in 2003. For a sell back in excess of 50 hours once per year, the member must notify the City on or before September 30 of each year of the amount of time the member wishes to sell back. The City will make payment prior to February 1 of the following year. Employees scheduled to conduct training during their scheduled time off shall be compensated in time or money at the rate of time and a half.

e) The Fire Chief has authority to call personnel into work to permit use of personal time under the unusual and special circumstances created when a firefighter or officer has been assigned to special duty such as fire inspector and detached from his regular shift. It is to be understood that this procedure will only be utilized when such special assignments are the sole reason for denying personal time, and in no circumstances will the cost to the City exceed \$1000 in any given year.

f) Whenever an employee is held over to work for any reason, he shall be paid for such time at time and one-half off or at an hourly rate equal to one and one-half times his equivalent hourly rate determined by dividing his annual salary by 2080 hours, at the employee's option. The minimum payment for each such occurrence shall be equal to 1.5 hours if holdover is between 0 & 60 minutes based upon the hourly rate.

ARTICLE 15. Personal Leave

a) All employees shall be entitled to 48 hours personal leave time per year.

b) To the extent possible, personal time need not be taken in a complete tour of duty but must be taken in blocks of at least one (1) hour.

c) Upon request to the Duty Officer at least 12 hours before the start of a tour of duty and there is a work force of at least five men plus one officer remaining on duty, or four men plus two officers (exclusive of the Fire Chief), his request shall not be denied.

d) If after July 1st of any year, an employee has a balance of personal leave remaining for the preceding year, he shall be entitled for such remaining personal leave to a maximum of 36 hours times the hourly rate of pay. The hourly rate of pay shall be determined by dividing the annual base salary by 2080 hours. This clause shall apply for the period of this contract only.

e) It is mutually agreed between the parties that it shall be the duty of the employee to diligently use said personal leave during the period of the contract year. It is recognized that upon occasion personal leave must be denied in accordance with Section C and consequently, payment for unused personal leave is authorized under certain limited conditions as a matter of equity for said employee. The payment provision is for unusual circumstances and is not an alternative to use said personal leave. It is further agreed that the City will make reasonable effort to schedule the work force to permit the utilization of said personal leave to the extent feasible.

ARTICLE 16. Retirement

Section 1. The City agrees to continue the current 25-year 1/2 pay non-contributory retirement plan pursuant to Section 375-c and Section 384 of the New York State Retirement Law for the duration of the contract and agrees to continue to make the 1/60th retirement plan retroactive to 1938 for members who optioned not to join the 25-year plan. The City also agrees to make available the retirement option contained in Section 375-i. The City also agrees to permit employees to apply for retirement service allowance for military service in World War II, Section 41-b transfer of service for another system, Section 43-g and other military service as provided in subdivision 4, Section 243 of Military Law.

Section 2. Beginning January 1, 1987 the City agrees to institute the New York State Retirement Plan 384-D.

ARTICLE 17. Paid Holidays

The following holidays shall be paid for under the following conditions whether worked or not:

New Year's Day	Election Day	Veteran's Day
President's Day	Thanksgiving Day	Christmas Day
Washington's Birthday	Memorial Day	Good Friday
Labor Day	July 4 th	Columbus Day

Effective 1/1/2000, Washington's birthday will be replaced by the day after Thanksgiving. A holiday falling within an employee's paid sick leave or vacation period shall not be charged against sick leave or vacation period. Total hours of holiday time will be ninety-six (96) hours. Forty-two (42) hours of holiday time to be used with vacation time. Remaining fifty-four (54) hours to be chosen from schedule prepared by Chief by seniority.

No special holiday or non-scheduled leave shall be granted any City employee unless it is extended to all members of this unit with the exception of snow days for City Hall employees.

ARTICLE 18. Compensation

a) The City will implement for following salary schedule during the term of this contract.

	<u>2005</u>	<u>2006</u>	<u>2007</u>
Hiring Rate	\$32,132	\$33,016	\$33,923
1-2 years	\$33,986	\$34,920	\$35,881
2-3 years	\$35,886	\$36,873	\$37,887
3-4 years	\$37,450	\$38,480	\$39,538
4-5 years	\$39,018	\$40,091	\$41,194
over 5 years	\$40,641	\$41,758	\$42,907

Hired after 6/1/04

	<u>2005</u>	<u>2006</u>	<u>2007</u>
Hiring Rate	\$21,832	\$22,432	\$23,049
1-2 years	\$25,591	\$26,295	\$27,018
2-3 years	\$29,351	\$30,158	\$30,987
3-4 years	\$33,110	\$34,021	\$34,956
4-5 years	\$36,870	\$37,884	\$38,926
over 5 years	\$40,641	\$41,758	\$42,907

Captain \$46,601 \$47,883 \$49,200

Asst. Chief \$48,925 \$50,270 \$51,653

Longevity

Beginning 8 years \$750 \$750 \$750

Beginning 13 years \$750 \$750 \$750

Beginning 18 years \$800 \$800 \$800

c) Effective 01/01/91, longevity pay shall not be used in the calculation of overtime.

d) Effective 01/01/2005, a \$450 stipend will be paid to all employees that are EMT-d certified. This stipend is payable on December 1 each year and will be prorated based on the employees date of certification as an EMT-d. This stipend shall be in effect as long as EMT operations are continued as a City operation. The stipend shall be paid in a separate check.

ARTICLE 19. Promotional Exams

To be in accordance with the rules of the Ogdensburg Civil Service Commission and Civil

Service Law.

ARTICLE 20. Vacancies

When a vacancy occurs in any competitive class of the Fire Department, such vacancy will be filled as soon as practical from a Civil Service eligibility list. The Civil Service Commission shall be requested to maintain an active list of candidates for the position of firefighter at all times. In the event of an anticipated vacancy of a firefighter position the City upon notification by Local 1799 shall request the Civil Service Commission to establish an eligibility list if none exists.

ARTICLE 21. Release for Association Business & Use of City Bulletin Board

- a) It is agreed that the Union may use City bulletin boards for the purpose of posting Union notices to Union members provided that such notices shall be clearly identified as union notices.
- b) The City will give release time with pay to officers and delegates designated for Union business, but this shall be limited to a maximum of one person at any one time, for a total of three (3) union-related meetings per year. Loss time not to exceed (4) duty shifts per year.
- c) Additional release time may be granted for Union business within the City limits with the approval of the Fire Chief.

ARTICLE 22. Grievance Procedure

- a) The purpose of this grievance procedure is to provide an orderly process whereby employees may equitably and expeditiously settle any differences or grievances that may arise in the course of their employment, free from coercion, restraint, interference, discrimination, or reprisal. The provisions contained herein shall be liberally construed for the accomplishment of these objectives.
- b) A three-stage grievance procedure for employees is hereby established. The purpose of the grievance procedure shall be to settle employee grievances on as low an administrative level as possible so as to insure efficiency and employee morale, "Time extensions beyond these stipulated below may be arrived at by mutual agreement of the parties concerned".
 - 1) Any employee who has a grievance shall discuss the grievance with his immediate superior.
 - 2) If the superior and the employee cannot reach an agreement on the grievance, the grievance shall be stated in writing, signed by the complainant and/or his representative within two working days thereafter and submitted to the executive head of the department. The decision of the department head shall be submitted in writing to the complainant and the association representative within five working days of receipt of the grievance.
 - 3) If the complainant does not agree with the decision rendered, then he or his

representative shall submit his grievance in writing to the City Manager. The City Manager shall within ten working days of receipt of the grievance submit his decision in writing to the complainant and his representative and the department head.

c) Appeals

Any employee may appeal a determination of a grievance by the head of the department, made in accordance with these provisions to a three-member grievance committee established herein which committee shall promptly consider, review, and determine such grievance and render a report.

d) Grievance Committee

The Grievance Committee shall consist of three (3) members:

1) One member shall be appointed by the employer for an indefinite term to serve at their pleasure.

2) One member shall be appointed by the employee's association for an indefinite term to serve at their pleasure.

3) The two members so appointed shall attempt to settle the grievance at issue; if they cannot agree, then the two members so appointed shall select a third member as an impartial arbitrator. If they cannot agree on the choice of the third member within two (2) days after receipt of a grievance, a panel of five (5) names shall be requested from either the St. Lawrence County Bar Association or Perb. Upon receipt of the list of names, the employer's and employee's association appointees shall select one name. If they cannot agree on one of the listed arbitrators, then the employer's appointee and the employee's association appointee shall each strike out one arbitrator's name from the list of five and then shall repeat this procedure. The remaining name shall be the duly selected arbitrator. The association must approve the grievance before going to arbitration. The association may institute a grievance at this step of the procedure.

4) The duly selected arbitrator shall serve only for the period of time needed to adjudicate a specific grievance.

5) A quorum of the committee shall consist of the full committee. Two concurring votes shall prevail in all matters before the committee.

6) The authority of the arbitrator shall be limited to the interpretation and application of this agreement. He shall have no right to add to or subtract from the agreement. The decision of the arbitrator shall be final and binding on both parties. Each side will be responsible for paying its own fees and expenses incurred in the processing of an arbitration. The City will pay 50% and the Union 50% of the arbitrator's fees and expenses.

e) Scope of Authority & Power of Grievance Committee

1) The Grievance Committee is empowered to receive, investigate, adjust, and adjudicate grievances submitted to it in accordance with this procedure. The jurisdiction of the committee is limited to grievances of the employees within the negotiating unit.

2) The committee may conduct a hearing, take testimony of the parties, and their witnesses, receive documents, or other papers submitted to it; summon any and all persons considered necessary to the equitable adjustment of the grievance and establish rules for the conduct of its proceedings and hearings not inconsistent with the provisions of this grievance procedure.

3) The committee shall neither add to, detract from, nor modify the language of this agreement in arriving at the determination of any issue that is presented for determination.

4) The committee shall expressly confine itself to the precise issues submitted for determination and shall have no authority to determine any other issue not so submitted or to submit observation or declarations of opinion which are not directly essential in reaching the determination.

f) Procedure

1) The committee shall not be bound by formal rules of evidence.

2) The committee shall conduct a hearing within fifteen (15) days of receipt of an appeal.

It shall give at least three (3) days notice of the time and place of such hearing to the employee, the employee's representative, if any, and the department head, all of whom shall be entitled to be present and to be heard at the hearing. Such hearing may be conducted by any one or more members of the committee; provided, however, that if less than the full committee presides at such a hearing, the members or members thereof conducting such hearing shall render a report thereon to the full committee and the full committee shall thereupon make its report.

3) New evidence, testimony, or argument, as well as any documents exhibits or other information submitted to the department head at the hearing held by him may be introduced at the hearing by the employee, by the department head or upon the request of the Grievance Committee.

4) The hearing may be adjourned from time to time by the Grievance Committee if in its judgment such adjournment is necessary in order to obtain material evidence. The total of all such adjournments, however, shall not exceed ten (10) days except that adjournments consented to by both the employee and the department head shall not be counted in determining the total days of adjournments as herein limited.

5) Within ten (10) days after the conclusion of the hearing, the committee shall issue a written report containing a statement of the committee's findings of fact, conclusions, and determinations. The committee shall send a copy of its report to the department head, the aggrieved employee, his representative, if any, and the City Manager.

6) The decision of the committee shall be binding on both the department head and the employee except in matters requiring additional expenditures of department funds for which there is no current budgetary allotment. Such cases will be referred to the employer for appropriate action.

g) Time Limits

1) Failure to comply with the time limits established for any state of the procedure shall be deemed a withdrawal of the grievance if on the part of an employee; a determination resolved against the employee, if on the part of the immediate supervisor, unit, section, or division head, or department head, the employee shall then be entitled to appeal to the next stage or directly to the Grievance Committee, as the case may be. All grievances must be filed within 60 working days of occurrence or shall be deemed null and void.

2) An officer of Local 1799, A.F.L., C.I.O., I.A.F.F. will present the grievance to the Fire Chief within 60 working days of the occurrence of the alleged grievance.

h) Grievance Application

At the second stage, a request by the aggrieved employee for a review and determination of his grievance must be a written statement of fact on the form furnished by the City of Ogdensburg.

1) This form shall be submitted in duplicate with one copy going to the department head and the second copy to the City Manager.

2) The final determination of the second stage of such grievance shall be made by the department head within five (5) working days from the date of submission to him of said grievance.

3) At the expiration of the time limits, it shall be the responsibility of the aggrieved employee to advise the City Manager in writing as to whether or not he intends to proceed to the appeal stage.

4) If the aggrieved employee intends to proceed to the appeal stage, it shall be the responsibility of the City Manager to notify within two (2) days the employee member and the employer member of the Grievance Committee that an appeal has been submitted. Confirmation of notification to the Grievance Committee shall be mailed to the employee and the department head.

ARTICLE 23. No Strike Provision

The Union affirms that it will not engage in a strike.

ARTICLE 24. General Provisions

a) Term of Contract

This contract shall be for a period of three (3) years commencing January 1, 2002 and ending December 31, 2004. This contract shall be automatically renewed from year to year thereafter unless either party shall notify the other party in writing not earlier than August 1st and no later than August 15th, or as herein after provided for any renewal period of the parties intention to change, alter, amend, or terminate this contract. During such automatic renewal

period, if any, either party may notify the other no earlier than August 1st and no later than August 15th of such renewal period of its intention to change, alter, amend, or terminate this contract. It is agreed and understood that negotiations pursuant to the above notice shall begin no later than August 30 thereafter. The provisions of this contract shall remain in effect until a new agreement is reached.

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 be effective until the appropriate legislative body has given approval.

No amendment or alteration of this agreement shall be binding unless it is in writing and signed by the City Manager and by a duly authorized representative of the Union after receiving authorization from the City Council.

The City shall defend and/or pay any settlement or claim arising against any employee of the Fire Department arising during the performance of his duties.

This agreement and all provisions herein are subject to all applicable laws, and in the event any provisions of this agreement is held to violate such laws, and provisions shall not bind either of the parties, but the remainder of this agreement shall remain in full force and effect, as if the invalid or illegal provision had not been a part of this agreement.

b) Employees who are absent from work due to illness, injury, or compensatory injury shall continue to accrue vacation, personal leave, holidays, and sick leave for the first nine months of absence. After nine months of continuous absence they will no longer continue to accrue such benefits while their absence continues. This provision will be retroactive to January 1, 1986.

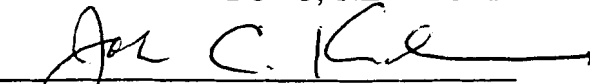
c) The City will provide the members of Local 1799 with a deferred compensation plan.

This agreement is made and entered into this 22nd day of DECEMBER, 2004 by and between the City of Ogdensburg, New York, and the New York State Firefighters Local 1799, Ogdensburg, New York.

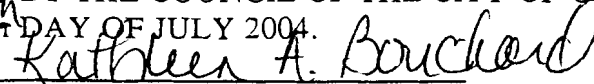
NEW YORK STATE FIREFIGHTERS, LOCAL 1799

BY 
PRESIDENT

CITY OF OGDENSBURG, NEW YORK

BY 
CITY MANAGER

APPROVED BY THE COUNCIL OF THE CITY OF OGDENSBURG, NEW YORK
ON THE 21st DAY OF JULY 2004.

ATTEST: 

December 21, 2004

AGREEMENT ON HEALTH INSURANCE REOPENER

John C. Krol, City Manager
City of Ogdensburg
330 Ford Street
Ogdensburg, NY 13669

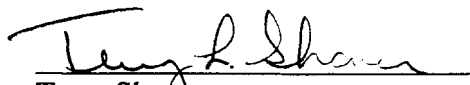
Terry Shaver, President
Ogdensburg Firefighters
Local 1799
718 Ford Street
Ogdensburg, NY 13669

The following constitutes a side Agreement between the City of Ogdensburg and the Ogdensburg Firefighters Local 1799.


Pursuant to the Memorandum of Agreement and collective bargaining agreement (2004-2006), the Ogdensburg Firefighters' Association agree to extend the reopener on the health insurance terms of the contract (See 12/23/02, Agreement on Health Insurance Reopener), under the following conditions:

1. The Association will only consider recommendations from Locey-Cahill.
2. The mutual intent of the City and IAFF is to consider revisions to the current employee healthcare plan document that could result in a new healthcare plan that is comparable to the existing health insurance coverage for Association members.
3. Negotiations must be completed on or before December 31, 2005. If not, the City waives the right to insist upon such negotiations with the Association pursuant to the above-identified Reopener.

Agreed to:


Terry Shaver
IAFF President

Dated: 12/22/04


John C. Krol
City Manager

Dated: 12/22/04