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#### **Contract Database Metadata Elements**

Title: **Buffalo Municipal Housing Authority and Buffalo Municipal Housing Authority Blue Collar, White Collar, and Managerial Units, AFSCME, AFL-CIO, Local 264 (2005) (MOA)**

Employer Name: **Buffalo Municipal Housing Authority**

Union: **Buffalo Municipal Housing Authority Blue Collar, White Collar, and Managerial Units, AFSCME, AFL-CIO**

Local: **264**

Effective Date: **01/01/05**

Expiration Date: **06/30/07**

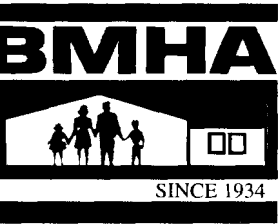
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# Buffalo Municipal Housing Authority

300 Perry Street • Buffalo, New York 14204-2299

(716) 855-6711 - (FAX) (716) 855-6761 - (TDD) (716) 855-6725

June 5, 2006

State of New York  
Public Employment Relations Board  
80 Wolf Road  
Albany, NY 12205-2670

Attention: Michael Cuevas, Chairman

Dear Mr. Cuevas:

In response to your correspondence dated May 16, 2006, please be advised that Local 264, Blue, White and Managerial Units negotiated a Memorandum of Agreement to change to one health insurance carrier, Traditional Blue POS effective January 1, 2005. Local 17 followed suit to change to the one carrier Traditional Blue POS effective February 1, 2005. There have been no other changes to the Master Contracts you currently have on file. Copies of these agreements are attached for your records.

We have completed the applicable sections of the Contract Analysis Survey which are also attached. (Please see the attached sheets for this information.)

For your information, the BMHA Public Safety Department was eliminated July 1, 2005, therefore, there has been no successor agreements with CSEA, Local 815.

Very truly yours,

Theresa Spagna  
Deputy Executive Director for Personnel

OK

Person 9  
X 242

TS:LD  
Attachments  
Cc: Personnel/T Spagna  
L Dubiel

11/05 - 6/30/07

BC - 7164  
WB - 7165  
MAN - 7166 (PST 7166)

2/1/05 - 6/30/07  
Local 17 - OE / 7168

**Local 264 White, Blue, Managerial Units**

**End of Prior Contract: 12/31/04**      Independent Health Core Insurance

Employees hired prior to 1/1/01 – Employer paid 100%	Indiv. 100%	Indiv. \$3513.12	Family 100%	Family \$9935.40
Employees hired after 1/1/01 – Employer paid 86.3%	Indiv. 86.3%	Indiv. \$3513.12	Family 90%	Family \$9935.40

Employees hired after 1/1/01 contributed \$40 per month for single and \$80 per month for family for Independent Health. In addition to this, if employee chose Univera, Community Blue, or Blue Cross/Blue Shield, they paid the difference in cost between Independent Health and the other carrier plus the \$40/\$80 per month.

**Local 264 changed to one health insurance carrier on 1/1/05.**

**End of New Contract: 6/30/07**      **Traditional Blue POS**

Employees hired prior to 1/1/01 – Employer pays 100%	Indiv. 100%	Indiv. \$3584.64	Family 100%	Family \$9941.52
Employees hired after 1/1/01 – Employer pays 86.6%	Indiv. 86.6%	Indiv. \$3584.64	Family 90.3%	Family \$9941.52

Employees hired after 1/1/01 pay \$40 per month for single and \$80 per month for family coverage.

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**Local 17 Engineer's Unit**

**End of Prior Contract: 1/31/04      Independent Health Core Insurance**

Employees hired prior to 1/1/01 – Employer paid 100%	Indiv.	Indiv.	Family	Family
		\$3513.12	\$9935.40	\$9935.40

Employees hired after 1/1/01 – Employer paid 86.3%	Indiv.	Indiv.	Family	Family
		\$3513.12	90%	\$9935.40

Employees hired after 1/1/01 contributed \$40 per month for single and \$80 per month for family for Independent Health. In addition to this, if employee chose Univera, Community Blue or Blue Cross/Blue Shield, they paid the difference in cost between Independent Health and the other carrier plus the \$40/\$80 per month.

**Local 17 changed to one health carrier effective 2/1/05.**

**End of New Contract: 6/30/07      Traditional Blue POS**

Employee hired prior to 1/1/01 – Employer pays 100%	Indiv.	Indiv.	Family	Family
		\$3584.64	100%	\$9642.60

Employees hired after 1/1/01 – Employer pays 86.6%	Indiv.	Indiv.	Family	Family
		\$3584.64	90%	\$9642.60

Employees hired after 1/1/01 pay \$40 per month for single and \$80 per month for family coverage.

**MEMORANDUM OF AGREEMENT**  
**BMHA AND LOCAL 264 FOR SINGLE HEALTH**  
**INSURANCE PROVIDER**

This Agreement is entered into this 3rd day of December 2004, between Buffalo Municipal Housing Authority and Local 264, AFSCME, AFL-CIO, Blue Collar, White Collar and Managerial Units, for the purpose of amending the collective bargaining agreements currently in effect regarding health insurance through a single health care provider.

1. Article XII – Health Insurance

(a) Section 1. Medical insurance

Replace first three paragraphs of Article XII, Section 1, with the following. The last two paragraphs of Section 1 remain the same.

Effective January 1, 2005, the BMHA will provide medical insurance through a single provider, Blue Cross and Blue Shield to all eligible employees. The benefits will be equal to or better than the current contractual benefits provided by Independent Health Encompass A or Community Blue Plan. Benefits will be provided to eligible employees as follows.

Employees hired prior to January 1, 2001, are eligible for Traditional Blue POS 201/201 Plus at no cost. The terms of the POS 201/201 Plus Plan are appended hereto as Ex. #1.

Employees hired after January 1, 2001, have a choice between Traditional Blue POS 201/201 Plus or POS 204/204 Plus. Terms of the POS 204/204 Plus Plan are appended hereto as Ex. #2. Employees choosing the POS 204/204 Plus Plan will no longer be required to contribute towards the cost of their coverage. Employees choosing the POS 201/201 Plus Plan shall continue to contribute \$40 per month for single coverage or \$80 per month for family coverage. These employees will have the option once per year on July 1<sup>st</sup>.

(b) Section 8. Retirees

Add the following paragraph to Section 8.

The BMHA will agree to pay another insurance company of the retirees choice for employees who retire after January 1, 2005, and who relocate out of the area and are no longer eligible to utilize Traditional Blue, POS 201/201 Plus or POS 204/204 Plus, coverage an amount of money equal to the amount paid to Traditional Blue, POS 201/201 Plus or POS 204/204 Plus for medical coverage. These retirees will have an opportunity to change coverage once per year during open enrollment. Payment will be issued to the insurance company once per year.

2. Other Items

(a) The BMHA will agree to provide Independent Health or Univera to existing retirees if these plans remain available for them. In the event, Independent Health and/or Univera is no longer available for them, then the BMHA will provide Traditional Blue, POS 201/201 Plus.

(b) The BMHA agrees to reimburse Local 264 for two meeting notices that were mailed out.

(c) The BMHA will guarantee no layoffs for all Local 264 bargaining unit employees through 6/30/05.

(d) The BMHA will agree that there will be no reduction in titles in the Occupancy and Marketing Division through 6/30/05.

The parties understand and agree that other issues between the parties for a successor collective bargaining agreement to the agreement that expired on June 30, 2004, will be negotiated at a later date and that when such an agreement is ratified and approved, this Memorandum of Agreement shall merge with and become part of the collective bargaining agreement. However, the items stated above are effective January 1, 2005.

DATED:

FOR THE UNION

*William Travis*  
William Travis, President  
Local 264, AFSCME, AFL-CIO

FOR THE AUTHORITY

*Sharon M. West*  
Sharon M. West  
Executive Director

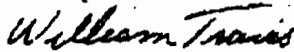
*Sherrill Colston*  
Sherrill Colston  
Chairman

**ADDENDUM  
MEMORANDUM OF AGREEMENT  
SINGLE HEALTH INSURANCE PROVIDER**

It is understood and agreed that the Memorandum of Agreement regarding the Single Health Insurance Provider that was signed on December 9, 2004, is subject to approval from the Buffalo Fiscal Stability Authority and any other governing bodies of the Buffalo Municipal Housing Authority that may be required. The agreement was ratified by Local 264 employees on December 2, 2004.

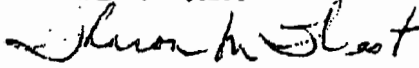
DATED: 12-10-04

FOR THE UNION



William Travis, President  
Local 264, AFSCME, AFL-CIO

FOR THE AUTHORITY



Sharon M. West  
Executive Director