



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Peekskill, City of and Peekskill City White Collar Employees, International Brotherhood of Teamsters (IBT), Local 456 (2006)**

Employer Name: **Peekskill, City of**

Union: **Peekskill City White Collar Employees, International Brotherhood of Teamsters (IBT)**

Local: **456**

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

Expiration Date: **12/31/10**

PERB ID Number: **6895**

Unit Size: **60**

Number of Pages: **10**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

WC/6895

1/1/06 - 12/31/10

STIPULATION OF AGREEMENT made and entered into this 31st day of August, 2006, by and between the negotiating committees for the City of Peekskill ("the City") and Local 456 I.B.T. (White Collar Employees)("the Union").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at the terms of a new collective bargaining agreement; and

WHEREAS, the parties have arrived at a tentative agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The provisions of this Stipulation are subject to ratification by the respective parties to the contract.
2. The signatories below agree to recommend this Stipulation for ratification.
3. A copy of this original document has been furnished to representatives of the City and the Union.
4. All proposals not covered herein made by either party during the course of negotiations shall be deemed dropped.
5. Unless otherwise noted, all changes shall be prospective from the signing of the contract.
6. The Appendices referred to in Article V, Section 1 shall be amended by increasing the 01/01/05-12/31/05 wage schedule in Appendix A-4 by 3.5% effective January 1, 2006; by increasing the 1/1/2006 wage schedule by 3.5% effective January 1, 2007; by increasing the 1/1/2007 wage schedule by 3.6% effective January 1, 2008; by increasing the 1/1/2008 wage schedule by 3.6% effective January 1, 2009; and by increasing the 1/1/2009

RECEIVED

JUL 16 2007

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

60

wage schedule by 3.7% effective January 1, 2010. Members of the unit employed as of the date of ratification of this Stipulation shall be eligible for the January 1, 2006 wage increase retroactively.

7. Article V, Section 2 shall be amended to read as follows:

Employees shall be paid a longevity increment of \$550 after completion of eight years of full-time service, \$650 after completion of 16 years of full-time service, and \$750 after completion of 22 years of full-time service in the Blue Collar and/or White Collar bargaining unit(s), to be payable on the first day of July following an employee's anniversary date of eligibility. Effective July 1, 2007, these longevity payments shall be increased to \$600, \$700 and \$800, respectively. Effective July 1, 2008, these longevity payments shall be increased to \$650, \$750 and \$850, respectively. Effective July 1, 2009, these longevity payments shall be increased to \$700, \$800 and \$900, respectively. Effective July 1, 2010, these longevity payments shall be increased to \$750, \$850 and \$950, respectively.

8. Article VI, Section 2 shall be amended to read as follows, effective January 1, 2007: "From July 1 through Labor Day of each year, the workday for all employees shall be a maximum of six and one-half working hours per day, except as provided in Sections 3 and 5."

9. The second sentence of Article VIII, Section 1 shall be amended to read as follows: "To qualify for the holiday, the employee must have worked the last workday preceding the holiday, and also the first workday following the holiday, unless the employee is on vacation or authorized leave (*i.e.*, personal leave, or sick leave the necessity for which is substantiated by a physician's note)."

10. Article X, Section 4 shall be amended by adding language clarifying that use of four vacation days that are contiguous to a holiday shall not be used to reduce the number of single vacation days for which an employee is eligible.

11. Article XI, Section 2(A) shall be amended by the parties on or before September 30, 2006.

12. Article XII, Section 1(C) shall be amended by changing \$1,500/\$500 to \$3,000/\$1,500.

13. Article XII, Section 2 shall be amended to read as follows: "The City shall make yearly contributions to the Local 456 Welfare Fund at the rate of \$825 in 2006 and 2007, \$875 in 2008, \$925 in 2009, and \$975 in 2010, respectively, per employee covered by this Agreement. Payments shall be made by April 15 for all employees then covered."

14. Article XIX shall be amended to provide for a duration from January 1, 2006 through December 31, 2010.

15. The parties agree to determine the most appropriate manner in which to transfer the titles of Maintenance Mechanic (Repair), Maintenance Worker (Repair), and Cleaner from the White Collar to the Blue Collar unit, which transfer shall occur on or before September 30, 2006.

FOR THE CITY

David M. Allen

Lynn Swanson

FOR THE UNION

Edward Vail

Robert Roberge

Susan Colvix

Edward Vail

Faxwide: 01405127.3 052345.2015
6/23/06 7:51 PM

**2006-2010 WHITE/BLUE COLLAR
CLASSIFICATION PLAN "W"**

- GROUP I** RECEPTIONIST
- GROUP II** INTER. TYPIST, INTER. CLERK, ASST. COOK, REC. ATTENDANT
JR. YOUTH AIDE, INTER. CLERK (SPANISH SPEAKING)
PROGRAM SPECIALIST (RENTAL ASSISTANCE)
- GROUP IV** DATA ENTRY OPERATOR, CLEANER, COOK
INTER ACCT CLERK, OFFICE ASSIST., YOUTH AIDE
INTER ACCT CLERK/TYPIST, PARKING METER REPAIR,
REC. ASSISTANT, COMM. SERV. AIDE, YOUTH SERVICES COORDINATOR
- GROUP V** PAYROLL CLERK, COMM SERV WORKER, SR. DATA ENTRY OPERATOR
ADMIN AIDE, COMM. OUT. WKR., PKG. ATTEND., PKG/CODE ENF. OFFICER
- GROUP VI** SR OFFICE ASST, ACCOUNTANT, SEC TO CORP COUNSEL, YOUTH ADVOCATE
POLICE DISP., PARK RANGER, OFFICE ASST/FINANCE
SR YOUTH AIDE, SR. ACCT. CLERK, SR. ACCT. CLERK/TYPIST
YOUTH EMPLOY. SERVICE WKR (JOB DEVELOPMENT)
- GROUP VII** MAINT. WORKER/REPAIR, STAFF ASSISTANT - FINANCE, POLICE ATTENDANT
- GROUP VIII** ANIMAL CONTROL OFFICER
- GROUP IX** ASST BLDG INSP, HSG INSP, CODE ENF. OFFICER, ZONING COORDINATOR
SECRETARY TO CITY MANAGER, DEPUTY CITY CLERK, JR. ENGINEERING AIDE
MAINT. MECH. (REPAIR), DATA ENTRY OPERATOR/STENO

- GROUP IV-B** LABORER, MAINTENANCE LABORER, WTPO - TRAINEE
- GROUP V-B** PARKING/MAINTENANCE MAN SIGNS, SKILLED LABORER
- GROUP VI-B** MEO, MECH-HELPER, METER READER, TREE TRIMMER
- GROUP VII-B** HMEO, AUTO MECH., MAINT. MECH. (STONEMASON), WTR. SHED INSP.,
MAINT. MECH. (CARPENTER), SEWER MAINT. WKR., WTPO, WTR. MAINT. WKR.
- GROUP VIII-B** GENERAL MECHANIC, MAINTENANCE MECH - ELEC.
- GROUP IX-B** LEAD MAINT. MECH. (AUTO), LEAD MAINT. MECH. (SAN),
LEAD MAINT. MECH. (GARDENER) LEAD MAINT. MECH. (LABOR)
WATER MAINTENANCE FOREPERSON
- GROUP X-B** ASSISTANT GENERAL FOREMAN

**White/Blue Collar Salary Schedule Effective
01/01/06-12/31/06**

Group	Step 1 Begin Salary	Step 1A After 6 mths	Step 2 After 1 Year	Step 3 After 2 Years	Step 4 After 3 Years	Step 5 After 4 Years	Step 6 After 5 Years
I-W	26,874	29,211	29,503	30,388	31,300	32,238	33,205
II-W	33,001	33,607	34,125	35,426	36,640	37,853	39,276
III-W	34,022	34,681	35,331	36,656	37,972	39,298	40,723
IV-W	35,554	36,282	36,990	38,441	40,251	41,449	42,871
V-W	37,442	38,224	38,986	40,617	42,293	43,961	45,388
VI-W	40,010	40,934	41,865	43,714	45,549	47,402	48,831
VII-W	42,983	44,242	45,103	47,243	49,380	51,520	52,946
VIII-W	46,190	47,418	48,647	50,754	53,585	56,047	57,470
IX-W	49,396	50,152	52,874	55,300	58,290	61,003	62,425
IV-B	52,167	(48,167 FOR NEW EMPLOYEES FOR A PERIOD OF 18 MOS)					
V-B	53,476						
VI-B	56,206	(55,206 FOR NEW EMPLOYEES FOR A PERIOD OF 12 MOS)					
VII-B	60,254						
VIII-B	61,465						
IX-B	62,684						
X-B	65,551						

**White/Blue Collar Salary Schedule Effective
01/01/07-12/31/07**

Group	Step 1 Begin Salary	Step 1A After 6 mths	Step 2 After 1 Year	Step 3 After 2 Years	Step 4 After 3 Years	Step 5 After 4 Years	Step 6 After 5 Years
I-W	27,815	30,233	30,536	31,452	32,396	33,366	34,367
II-W	34,156	34,783	35,319	36,666	37,922	39,178	40,651
III-W	35,213	35,895	36,568	37,939	39,301	40,673	42,148
IV-W	36,798	37,552	38,285	39,786	41,660	42,900	44,371
V-W	38,752	39,562	40,351	42,039	43,773	45,500	46,977
VI-W	41,410	42,367	43,330	45,244	47,143	49,061	50,540
VII-W	44,487	45,790	46,682	48,897	51,108	53,323	54,799
VIII-W	47,807	49,078	50,350	52,530	55,460	58,009	59,481
IX-W	51,125	51,907	54,725	57,236	60,330	63,138	64,610
IV-B	53,993	(49,993 FOR NEW EMPLOYEES FOR A PERIOD OF 18 MOS)					
V-B	55,348						
VI-B	58,173	(57,173 FOR NEW EMPLOYEES FOR A PERIOD OF 12 MOS)					
VII-B	62,363						
VIII-B	63,616						
IX-B	64,878						
X-B	67,845						

**White/Blue Collar Salary Schedule Effective
01/01/08-12/31/08**

Group	Step 1 Begin Salary	Step 1A After 6 mths	Step 2 After 1 Year	Step 3 After 2 Years	Step 4 After 3 Years	Step 5 After 4 Years	Step 6 After 5 Years
I-W	28,816	31,322	31,635	32,584	33,562	34,568	35,604
II-W	35,386	36,035	36,591	37,986	39,288	40,588	42,114
III-W	36,480	37,187	37,884	39,305	40,716	42,138	43,666
IV-W	38,123	38,904	39,663	41,219	43,160	44,444	45,969
V-W	40,148	40,986	41,803	43,552	45,349	47,138	48,668
VI-W	42,901	43,892	44,890	46,873	48,840	50,827	52,360
VII-W	46,089	47,439	48,362	50,657	52,948	55,243	56,772
VIII-W	49,528	50,844	52,162	54,421	57,457	60,097	61,623
IX-W	52,965	53,776	56,695	59,296	62,502	65,411	66,936
IV-B	55,937	(51,937 FOR NEW EMPLOYEES FOR A PERIOD OF 18 MOS)					
V-B	57,340						
VI-B	60,267	(59,267 FOR NEW EMPLOYEES FOR A PERIOD OF 12 MOS)					
VII-B	64,608						
VIII-B	65,906						
IX-B	67,214						
X-B	70,288						

**White/Blue Collar Salary Schedule Effective
01/01/09-12/31/09**

Group	Step 1 Begin Salary	Step 1A After 6 mths	Step 2 After 1 Year	Step 3 After 2 Years	Step 4 After 3 Years	Step 5 After 4 Years	Step 6 After 5 Years
I-W	29,853	32,449	32,774	33,757	34,770	35,812	36,886
II-W	36,660	37,333	37,908	39,353	40,702	42,049	43,630
III-W	37,794	38,526	39,248	40,720	42,182	43,655	45,238
IV-W	39,496	40,304	41,091	42,703	44,713	46,044	47,624
V-W	41,593	42,462	43,308	45,120	46,982	48,835	50,420
VI-W	44,446	45,472	46,506	48,560	50,599	52,657	54,244
VII-W	47,748	49,147	50,103	52,480	54,854	57,232	58,816
VIII-W	51,311	52,675	54,040	56,381	59,526	62,260	63,841
IX-W	54,872	55,712	58,736	61,431	64,752	67,766	69,346
IV-B	57,950	(53,950 FOR NEW EMPLOYEES FOR A PERIOD OF 18 MOS)					
V-B	59,404						
VI-B	62,437	(61,437 FOR NEW EMPLOYEES FOR A PERIOD OF 12 MOS)					
VII-B	66,934						
VIII-B	68,279						
IX-B	69,633						
X-B	72,818						

**White/Blue Collar Salary Schedule Effective
01/01/10-12/31/10**

Group	Step 1 Begin Salary	Step 1A After 6 mths	Step 2 After 1 Year	Step 3 After 2 Years	Step 4 After 3 Years	Step 5 After 4 Years	Step 6 After 5 Years
I-W	30,958	33,650	33,986	35,006	36,056	37,137	38,251
II-W	38,016	38,714	39,311	40,809	42,208	43,605	45,245
III-W	39,192	39,951	40,700	42,226	43,742	45,270	46,911
IV-W	40,957	41,796	42,611	44,283	46,368	47,748	49,386
V-W	43,132	44,033	44,910	46,789	48,720	50,641	52,285
VI-W	46,090	47,154	48,227	50,357	52,471	54,605	56,252
VII-W	49,515	50,965	51,957	54,422	56,884	59,349	60,992
VIII-W	53,209	54,624	56,040	58,467	61,728	64,564	66,203
IX-W	56,902	57,773	60,909	63,704	67,148	70,273	71,911
IV-B	60,094	(56,094 FOR NEW EMPLOYEES FOR A PERIOD OF 18 MOS)					
V-B	61,602						
VI-B	64,747	(63,747 FOR NEW EMPLOYEES FOR A PERIOD OF 12 MOS)					
VII-B	69,410						
VIII-B	70,805						
IX-B	72,210						
X-B	75,512						