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

Title: **Ontario, Town of and Town of Ontario Clerical Unit, CSEA, Local 1000 AFSCME, AFL-CIO, Local 859 (2009) (MOA)**

Employer Name: **Ontario, Town of**

Union: **Town of Ontario Clerical Unit, CSEA, Local 1000 AFSCME, AFL-CIO**

Local: **Local 859, 1000**

Effective Date: **01/01/09**

Expiration Date: **12/31/15**

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CL 19784

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN THE**  
**TOWN OF ONTARIO**  
**AND**  
**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.**  
**LOCAL 1000, AFSCME, AFL-CIO LOCAL 859**  
**TOWN OF ONTARIO CLERICAL UNIT**

**RECEIVED**  
**NYS PUBLIC EMPLOYMENT**  
**RELATIONS BOARD**

**AUG 18 2009**

**ADMINISTRATION**

**Contract Term**

**January 1, 2009 – December 31, 2015**

9

**1. Wages**

3% per year, retroactive to January 1, 2009. Increase hourly rate of Tammy Goetz and Katie Steinmetz-Kelsch by \$1.50 in 2009 before apply the 3% increase for 2009

**2. Article XVII – Section 2**

Hire rates to be the minimum rate by wage grade adopted each year by the Town Board.

In no event will a new, full-time unit member hired to fill a Clerical Unit position, be hired at a wage rate that exceeds any current full-time Clerical Unit employee's wage.

**3. Union Proposal 5 – Article XVI – Section 4**

Longevity schedule from 6/10/2009 proposal.

**Salary & Classification (page 38)**

**Section 4 – Longevity**

Convert current scale to the following:

Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
1	\$25.00	11	\$475.00	21	\$975.00	31	\$1,425.00
2	\$50.00	12	\$525.00	22	\$1,025.00	32	\$1,425.00
3	\$75.00	13	\$575.00	23	\$1,075.00	33	\$1,425.00
4	\$125.00	14	\$625.00	24	\$1,125.00	34	\$1,425.00
5	\$175.00	15	\$675.00	25	\$1,175.00	35	\$1,425.00
6	\$225.00	16	\$725.00	26	\$1,225.00	36	\$1,425.00
7	\$275.00	17	\$775.00	27	\$1,275.00	37	\$1,425.00
8	\$325.00	18	\$825.00	28	\$1,325.00	38	\$1,425.00
9	\$375.00	19	\$875.00	29	\$1,375.00	39	\$1,425.00
10	\$425.00	20	\$925.00	30	\$1,425.00	40	\$1,425.00

**4. A. Health Insurance Article XVII**

- Prior to 1/31/93 Blue Choice Value with 10/25/40 drug rider at 100% Town paid
- Hired between 2/1/93 – 7/31/03 – Blue 25 with 10/25/40 drug rider at 100% Town paid

- Hired on and after 8/1/03 – Blue 25 with 10/25/40 drug rider at 65% Town paid.

- B. Union Proposal 6(B) Dental at 50% Town paid
- C. “If retiree moves to an area” same as language in Blue Collar contract.
- D. Add Health Reimbursement. Arrangement language from Blue Collar Contract.

**5. Retiree Health Insurance**

Unit members who: (1) give 90 days notice of their retirement; (2) have 20 years of Town employment; (3) are eligible to retire under the New York State Retirement System; and (4) gave notice of their retirement on or before June 30, 2015 shall receive 100% Town paid retiree health insurance. Unit members who do not satisfy all four of these criteria do not qualify for retiree health insurance after 20 years of service.

Employees who become incapacitated by injury or illness during this 90 day notice period prior to retirement shall remain eligible for the retiree health insurance benefit.

For all other current unit members who do not qualify for this 20 year employee retiree health insurance benefit eligibility for the retiree health insurance benefit shall be determined as follows:

- Employees hired before 1/1/97 shall need 25 years of Town service to receive the benefit
- Employees hired after 1/1/97 shall need 35 years of Town service to receive this benefit
- All new hires after 6/10/09 shall not be entitled to retiree health insurance.

Parties agree to the Medicare Supplemental Insurance language in the Blue Collar Contract.

**6. Vacation:**

Status quo regarding the benefit.

Vacation carry over limited to 10 days per year. Any carry over must be used in the following year.

**7. Sick Leave (page 34)**

Add new section 3:

Sick Leave Incentive:

0-4 sick days in a calendar year – receive \$250 in the first payday in the following January

5-9 sick days used in a calendar year – receive \$150 in the first payday in the following January

**Ratification and Approval**

The language set forth above represents the parties' agreement on the subjects set out, and, wherever applicable, is intended to replace any existing language in the expiring collective bargaining agreement. The fact that a party may have dropped a proposal as part of the process in reaching this Agreement shall not be construed against that party in any future proceeding or forum. This Agreement is subject to ratification by the Civil Service Employees Association, Local 1000, AFSCME AFL-CIO Local 859, Town of Ontario Clerical Unit and is subject to the approval of the Town Board of the Town of Ontario. Both negotiating teams agree to support this settlement and urge its ratification and approval.

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Stephen Tobin

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Marilee Stollery

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James Switzer

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Jennifer Benedict

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Edward E. Trevett

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Scott Seltzer

Dated: June 10, 2009