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Appendix A – Wage Schedule – Current Employees

Appendix B - Wage Schedule – New

This Agreement entered into by the Village of Seneca Falls, New York, hereinafter referred to as “the Employer”, and Council 66 Local 932, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as “the Union”, has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE I

RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for the term of this Agreement for all full-time BLUE-COLLAR employees of the Employer in the Street Department and its employees in the Water, Sewer and Village Offices excluding managerial, as certified by the New York State Public Employment Relations Board to be in the bargaining unit.

ARTICLE II

MANAGEMENT RIGHTS CLAUSE

The union recognizes that the management of the Village, the direction of its working forces, the determination of the number of employees it will employ or retain, the right to hire, suspend, discharge, discipline, promote, demote, or transfer, the right to release employees because of lack of work or for other proper and legitimate reasons, and the right to issue reasonable policies, rules, and regulations, are vested in and reserved to the Village, subject, however, to the provisions of this agreement and the employees’ right to adjustment of grievances as provided herein.

ARTICLE III

UNION SECURITY

Section 1 **Agency Shop**

- (A) Each employee who, on the effective date of this Agreement, is a member of the Union, shall maintain his membership in the Union for the duration of this Agreement. Each employee hired on or after the execution of this agreement, shall become members of the Union ninety (90) days after his hiring date or the effective date of this Agreement.
- (B) Any present or future employee who is not a Union member and who does not make application for membership, shall pay to the Union each month a service charge for representation of an amount equal to the regular monthly dues, for the duration of this Agreement.

Section 2 **Check-off of Union Dues**

- (A) All employees covered by this Agreement shall tender their membership dues to the Union by signing the authorization for Payroll Deduction of Union Dues Form provided by the Union.

- (B) The Employer agrees to deduct Union membership dues in accordance with the amount certified by the Union to the Employer and to maintain such dues deductions in accordance with the terms and conditions of the form of Authorization for Payroll Deduction of Union Dues provided by the Union from the pay of all employees who have executed such authorization for payroll deduction of Union dues.
- (C) Payroll deduction of Union dues under the properly executed Authorization for Payroll deduction of Union Dues forms shall become effective at the time the form is signed by the employee and shall be deducted by the next full pay period and each pay period thereafter from the pay of the employee.
- (D) The aggregate total of all such deductions shall be remitted each month to the designated financial officer of the Union together with a list from whom dues have been deducted on or before the tenth (10th) of every such month.
- (E) Revocation of authorization cards shall be subject to conditions contained thereon.
- (F) Any changes in the amount of Union Dues to be deducted must be certified by the Union in writing and be forwarded to the Employer.

Section 3 **Bulletin Boards**

The Employer agrees to provide 3' x 4' bulletin boards for the exclusive use of the Union to post notices and other Union information in a readily accessible area at each work installation.

Section 4 **Access to Premises**

- (A) The Employer agrees to permit representatives of the International Union, the Union Council, and the Local Union to enter the premises of the Employer for individual discussion of working conditions with employees provided such representatives do not unduly interfere with the performance of duties assigned to the employees.
- (B) Off duty employees are not to be on any premises of the Employer not open to members of the general public.

Section 5 **Aid to Other Unions**

The Employer agrees there will be no aid, promotion or financing of any labor group or organization which purports to engage in collective bargaining on the part of the Employer or those designated as his representatives or subordinate staff for any purpose, and that the payroll deduction of dues for any such other organizations shall not be permitted.

ARTICLE IV

HOURS OF WORK

Section 1 **Regular Hours**

The regular hours of work each day shall be consecutive. References to consecutive hours of work in the balance of this Article shall be construed as exclusive of lunch periods.

Section 2 **Work Week**

- (a) The work week shall consist of five (5) consecutive eight (8) or (7) hour days dependent on position, Monday through Friday inclusive.
- (b) Dispatchers shall work a four/two work week (4 days on and 2 days off), and will have first refusal of necessary overtime opportunities.

Section 3 **Work Day**

The regular work day shall not exceed the regularly scheduled shift within a twenty-four (24) hour period, commencing from the start of employment in a regular shift.

Section 4 **Work Shift**

- (a) Eight (8) consecutive hours of work shall constitute a work shift. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular starting and quitting time.
- (b) Work hours for the Stenographer and Account Clerk will be 8:00 A.M. to 4:30 P.M.
- (c) Work hours for the Planning Department Clerk will be (7) consecutive hours a day from 9:00 A.M. to 4:30 P.M.
- (d) Work hours for the Water & Sewer Department will be from 7:00 A.M. to 4:00 P.M. with the hours of Plant Operators being flexible by mutual agreement for the purpose of providing weekend coverage.
- (e) Work hours for the Street Department will be from 7:00 A.M. to 3:30 P.M.
- (f) It is prohibited for employees to be designated as on-call status, for other than mutually agreed to circumstances such as snow plowing.

Section 5 **Work Schedule**

- (a) The Employer shall consult with the Union prior to any proposed change in the regular work schedule. Should any regular work schedule change be made, the regular work schedule, as changed, shall be posted for at least one (1) week in advance of such time that it is to go into effect. If there is a temporary shift change which requires employees to regularly work a night shift which commences between the hours of 11PM and 5AM, such as for the temporary, two-week rotations during winter months, employees will receive a 5% differential in pay for the time actually worked on that night shift.

Section 6 **Clean-Up Time**

Employees shall be granted fifteen (15) minute personal clean-up period prior to the end of each work shift. This section applies to Water & Sewer and Street Department personnel only.

Section 7 **Lunch Periods and Meals**

- (a) Each employee covered by this agreement is entitled to up to a one hour unpaid lunch per established practice within applicable department. (Account Clerk and Stenographer receive ½ hour lunch). Each employee covered by this agreement is entitled to up to one hour unpaid lunch to be scheduled between 11AM and 1PM by the department head.
- (b) Dispatchers receive a ½ hour paid lunch.

ARTICLE V

HOLIDAYS

Section 1 **Holidays Recognized and Observed**

The following shall be recognized and observed as paid holidays:

New Year's Day	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Independence Day	Christmas Day
Labor Day	Employee's Birthday

Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday.

Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

Section 2 **Eligibility Requirements**

- (a) Employees shall be eligible for holiday pay under the following conditions:

The employee would have been scheduled to work on such day if it had not been observed as a holiday unless the employee is on a day off, vacation, layoff or sick leave; and

The employee worked his last scheduled work day prior to the holiday unless he is excused by the Employer, or he is absent for any reasonable purpose. The Employer and the Union mutually agree upon reasonable purpose in each case.

- (b) If a holiday is observed during an employee's vacation period, he shall be given a lieu day for that day, or a day's pay.

Section 3 **Holiday Pay**

Eligible employees who perform no work on a holiday shall be paid one (1) day's pay for each of the holidays listed on which they perform no work, except Saturdays and Sundays shall not be considered as holidays.

Section 4 **Holiday Work**

If an employee works on any of the holidays listed above, he shall be paid time and one half in addition to his holiday pay, except for dispatchers who would be paid overtime if they work the holiday, and straight time if holiday falls on their regularly scheduled day off.

Section 5 **Holiday Hours for Overtime Purposes**

For the purpose of computing overtime, all holiday hours (worked or unworked, for which an employee is compensated shall be regarded as hours worked.)

Section 6 **Special Observances**

- (a) The day before Christmas and the day before New Year's Day shall be considered as special observance days. Employees shall only be required to work four (4) hours on these days but shall be paid for eight (8) hours on these days, at the discretion of the Employer.
- (b) Employees required to work on Easter Sunday, Yom Kippur, or any other religious holiday, shall be permitted to attend such services without loss of time or pay, at the discretion of the Employer.

ARTICLE VI

VACATIONS

Section 1 **Choice of Vacation Period**

- (a) Vacations shall be taken on a calendar year basis.
- (b) Vacations shall be scheduled at a mutually agreeable time to the village and the employee. All vacations must be requested and approved prior to September 1st for the remainder of the calendar year. A failure to request and schedule vacation by September 1st for the remainder of the calendar year may result in loss of vacation. Conflicts in vacation scheduling will be resolved by seniority.
- (c) Upon written notification employees may elect to carry over up to five (5) days of unused vacation to the following year. These five days must be used within the calendar year carried into and cannot be accumulated.
- (d) The Employer will make every effort to grant employees vacation request within the guidelines of this agreement. Vacation will not be unreasonably denied.

Section 2 **Holiday During Vacation Period.**

If a holiday occurs during the calendar week in which a vacation is taken by an employee, the employee's vacation period shall be extended one (1) additional day or given a day's pay.

Section 3 **Work During Vacation Period**

Any employee who agrees to work during his vacation period shall be paid for all regular hours at his regular rate of pay in addition to his vacation pay.

Section 4 Vacation Rights in Case of Layoffs or Separation

- (a) Any employee who is laid off, discharged, retired or separated from the service of the Employer for any reason, prior to taking his vacation, shall be compensated in cash for the unused vacation he has accumulated at the time of separation.
- (b) In the case of the death of such an employee, such payment shall be made to his estate.

Section 5 Vacation Schedule

All employees covered by this Agreement shall be entitled to the following consecutive vacation period upon completion of their probation periods:

After one (1) year but less than five (5) years.....	ten (10) days
After five (5) years but less than ten (10) years.....	fifteen (15) days
After ten (10) years but less than fifteen (15) years.....	eighteen (18) days
After fifteen (15) years but less than twenty (20)	twenty (20) days
After twenty years (20) but less than twenty-five 25years	twenty-two (22) days
Twenty five years and over	Twenty five (25) days

ARTICLE VII

SICK LEAVE

Section 1 Allowance

- (a) Any employee contracting or incurring any non-service connected sickness or disability, which renders such employee unable to perform the duties of his employment, is quarantined by Health Authorities, or must make medical visits which cannot be scheduled during non-working hours as a result of any illness or injury, shall receive sick leave with pay. These sick leave benefits are available for employee sickness or disability only.
- (b) Employees shall be eligible for sick leave after ninety (90) days service from their last date of hire with the employer. Employees then shall start to earn sick leave from their last date of hire and they shall accumulate sick leave as long as they are in the service of the Employer to a maximum of one hundred eighty (180) days.
- (c) Employees shall be allowed one (1) day of sick leave for each month of service. Sick leave shall be earned by an employee for any month in which the employee is compensated for one hundred twenty (120) or more hours of work.
- (d) An employee may be required by the Employer to produce a doctor's certificate after three (3) consecutive days of sickness or disability. Employees who have taken more than eight (8) days' sick leave, without a confirming doctor's certificate in any one calendar year, may for the remainder of that calendar year be required, at the discretion of the Employer, to produce a doctor's certificate attesting to such inability to work because of sickness or disability to qualify for sick leave with pay.

- (e) It is understood and agreed that an employee who does not report for work for three (3) consecutive single Mondays because of illness and who does not produce a doctor's certificate confirming such illness, shall automatically be suspended for five (5) work days without pay.
- (f) All time for which an employee is credited with sick leave shall be considered as time worked.

Section 2 **Absence Due to Injury and Workmen's Compensation**

- (a) The Employer shall provide coverage for all employees covered by this Agreement under the Workmen's Compensation Laws of New York State Employer's Laws.
- (b) Employees who are unable to perform the duties of their employment because of injuries received in the service of the Employer, and who receive Workmen's Compensation benefits, shall be eligible to receive supplemental sum equal to the difference between their wages and their compensation benefits, but such supplemental sum shall be deducted from sick leave credits or accrued vacation leave not to exceed the total amount of accumulation.

Section 3 **Sick Bank**

Village and union mutually agree to establish a sick bank policy to enable employees to donate time.

ARTICLE VIII
LEAVES OF ABSENCE

Section 1 **Eligibility Requirements**

Employees shall be eligible for leaves of absence without pay after one (1) year of service with the Employer, computed from the employee's last date of hire, not to exceed thirty (30) days; provided, however, that such leaves may be extended or renewed but not in excess of thirty (30) additional days. Such leaves shall be granted for any reasonable purpose. Reasonable purpose in each case shall be agreed upon by the Union and the Employer.

Section 2 **Application for Leaves**

- (a) Any request for a leave of absence shall be submitted in writing by the employee to his immediate supervisor. The request shall state the reason the leave of absence is being requested and the approximate length of time off the employee desires.
- (b) Authorization for a leave of absence shall be furnished to the employee by his immediate supervisor, and it shall be in writing.
- (c) Any request for a leave of absence shall be answered promptly. Requests for immediate leaves because of special urgency shall be answered before the end of the shift on which the request is submitted.
- (d) In addition to accruing seniority while on any leave of absence granted under the provisions of this Agreement, employees shall be returned to the position they held at the time the leave of absence was requested.

Section 3 **Union Business**

- (a) Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the Employer shall, at the written request of the Union, be granted an unpaid leave of absence. The leave of absence shall not exceed thirty (30) days, but it may be renewed or extended for a similar period at any time upon the request of the Union.
- (b) Members of the Union selected by the Union to participate in any other Union activity shall be granted a leave of absence at the request of the Union. A leave of absence for such Union activity shall not exceed thirty (30) days but it may be renewed or extended for a similar period at any time upon the request of the Union.

Section 4 **Employment Opportunities**

Employees shall be granted a leave of absence without pay not to exceed thirty (30) days to enable such employee to serve temporarily, provisionally, for trial periods, or another position of a higher class that requires such conditions to be met, or where an employee is offered a job on a permanent transfer, so long as said employment is with any agency of the Employer.

ARTICLE IX
PAID LEAVES OF ABSENCE

Section 1 **Bereavement Time**

In the event of death in the family of an employee; spouse, parents, children, sister or brother; the employee shall be granted three (3) days leave of absence with full pay to make household adjustments, arrangement for medical service or to attend funeral services and one (1) day for grandparents, brother/sister-in-law, father-in-law/mother-in-law, niece and nephew.

Section 2 **Personal Leave**

After one (1) year of service computed from the last date of hire, a regular full-time employee shall be entitled to two (2) personal leave days each year thereafter, non-accumulative, to be used whenever needed therein. Arrangements for such leave shall be made by the employee in writing at least twenty-four (24) hours in advance, except in cases of emergency. Such leave shall be granted without loss of pay, and shall not be deducted from vacation accruals or any other leave benefits. Personal leave days may be taken in half-day sequence.

Section 3 **Union Leave**

Members of the Union who are elected or designated to attend any function of the International Union, Council or other body to which it is affiliated, shall be permitted to attend such functions and shall be granted the necessary time off, but without pay, provided that the said time is of a reasonable duration. This right of attendance, moreover, shall be governed by any conditions, restrictions or limitation contained in the Constitution of either the International Union, the Council, other body or rules governing.

Section 4 **Civil Service Examinations**

Employees shall be allowed time off with pay to take open competitive and promotional examinations by the Civil Service Commission for jobs within the Village of Seneca Falls.

Section 5 **Military Service Leave**

Any employee who is a member of a Reserve Force of the United States or of this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence during the period of such activity, with no loss of time or pay, not to exceed thirty (30) days. Benefits under this section will be provided according to applicable laws.

Section 6 **Jury Duty**

When an employee loses time as a result of being required to report for jury duty, he shall be granted a leave of absence with pay for necessary time lost up to eight (8) hours per day at his base rate less whatever fee is allowed to or received by the employee therefore. An employee must notify his immediate supervisor no later than his first scheduled shift following receipt of a notice of selection for jury duty and must provide proof of the necessity of such service to his Department Head.

ARTICLE X

WAGES AND CLASSIFICATIONS

Section 1 **Wage Schedule and Classification**

Employees shall be compensated in accordance with the wage schedule established in negotiations effective June 1, 2005, attached to this Agreement and marked Appendix A and B.

(A) Wages for Dispatchers- \$1.00 hour for each step for equity adjustment purposes. This adjustment will be before the increases under this Agreement.

Dispatcher hired on or after January 9, 2006 will work the 4, 10 hour days (during their short weeks) bringing them back to a 2080 hours annual schedule.

Dispatchers hired before January 9, 2006 may elect to stay on the existing schedule but have option during two open enrollments-one now and one in two years to switch to the same schedule as new hires (2080 hours) schedule and receive an additional \$1.00 added to their step rate of pay. Once electing to move or stay, they will remain with that choice until next open enrollment.

(B) All employees hired on or after January 9, 2006 will be on a 5-step new rate schedule with the same ending rate of pay at top scale as the existing contract before these changes go into effect.

(C) Three existing labor positions abolished and new positions created as follows:

- 1 labor position will become a labor/custodian/transporter with additional duties added (to be determined) with requirement to obtain driver's license within 150 days. Salary frozen at current \$19.25. If a driver's license is obtained, within the required time period, \$.25 per hour for three years capping at \$20.00/hour during life of the agreement.
- 1 laborer position in Street department reclassified as MEO position. Existing laborer position has 150 days to obtain needed CDL with all endorsements required for MEO position with pay adjustment to step within MEO salary range upon obtaining CDL.

- 1 laborer with Water/Sewer Department reclassified as Maintenance Mechanic II with requirement to obtain a CDL with all needed endorsements within 150 days. New job description will be provided and pay will be adjusted according to a new pay scale.

On June 1, 2005 all employees will receive a 3% increase in wages

On June 1, 2006 all employees will receive a 3% increase in wages

On June 1, 2007 all employees will receive a 3% increase in wages.

On June 1, 2008 all employees will receive a 3.5% increase in wages.

As of the date of ratification of this agreement all employees will be paid biweekly by direct deposit.

Section 2 **Pay Period**

The salaries and wages of employees shall be paid on the same day each pay period. In the event this day is a holiday, the preceding day shall be the pay day.

Section 3 **Longevity Service Pay**

Each employee covered shall accrue longevity Service Pay of Four Hundred Dollars (\$400) a year upon the anniversary date of his completion of five (5) years; an additional Two Hundred Dollars (\$200) a year for each five (5) years of employment thereafter to a maximum amount of One Thousand Dollars (\$1000), payable in a lump sum on or about June 1st of each year of anniversary, but no later than the next full payroll period.

ARTICLE XI

NEW YORK STATE DISABILITY

- (A) The Employer agrees to cover each employee under the New York State Disability Plan at no cost to the employee for the term of this agreement.
- (B) Employees shall receive a supplemental sum equal to the difference between their wages and their Disability Benefits, but such supplemental sum shall be deducted from sick leave credits to the maximum of his accrued sick leave or vacation credits when sick leave credits have been exhausted.
- (C) Employees that enrolled in the Blue Choice Extended Plan on March 15, 1995 will continue to receive 50% of the cost of the Smile Saver IV Dental Insurance Plan paid by the Village.
- (D) All employees hired after June 1, 1997 are eligible to receive benefits as defined in (A). The Village will pay the entire medical insurance premium with the following exception: Employees covered under this section that choose Blue Cross/Blue Shield Blue Million coverage will pay the difference between this and the cost to the Village for Blue Choice Extended.
- (E) Post Retirement Benefits – The Village will contribute the following towards medical insurance premiums as follows:

1. For those Village employees who have completed twenty-five (25) years of service with the Village and retire subsequent to June 1, 1997, the Village will contribute 80% of the premium for Blue Choice Extended Single Coverage, provided the employee has been a subscriber to the Blue Choice Extended Plan for a minimum of ten (10) years prior to the date of retirement.
2. One half (1/2) the cost of Blue Choice Extended or Blue Cross/Blue Shield/Blue Million single/2 person/ or family plan, not to exceed seventy-five dollars (\$75) per month for retired full-time employees with a minimum of twenty-five (25) years of Village service.

ARTICLE XII

HOSPITALIZATION AND MEDICAL BENEFITS

- (A) All employees hired before January 9, 2006 are eligible and the Employer shall provide Blue Cross Blue Shield Value, single, two-person, family or married w/o children coverage at no cost for year 1, year 2, and year 3 of the contract. Commencing with year 4 (June 1, 2008), employees will pay \$400.00 a year prorated bi-weekly. Employees hired on or after January 9, 2006 will pay 5% of annual premium through May 31, 2007, Effective June 1, 2007 such employees will pay 10% of annual premium, and effective June 1, 2008, such employees will pay 15% of the annual premiums for the Value Plan. Employees may opt for other medical plans of lesser cost than the Value Plan which Blue Cross is willing to make available to these village employees.
- (B) The existing Hospitalization and Medical provisions of this Agreement shall be available for all employees covered by this Agreement who have completed ninety (90) days of continuous employment with the Employer.
- (C) Employees will continue to receive 50% of the cost of the Smile Saver IV Dental Insurance Plan paid by the Village.
- (D) All employees are eligible to receive benefits as defined in (A). Employees covered under this section that choose Blue Cross/Blue Shield Blue Million or Blue Choice Extended coverage will pay the difference between this and the cost to the Village for Blue Choice Value.
- (E) Stipend available for employees not taking the health insurance benefit from the Village as follows:
Year #1 - \$175 per month
Year #2 - \$200 per month or \$2400 per year
Year #3 - \$225 per month or \$2,700 per year
Year #4 - \$250 per month or \$3,000 per year
If stipend is taken, employee must show proof of adequate insurance elsewhere.
- (F) Post Retirement Benefits – The Village will contribute the following towards medical insurance premiums as follows:
 - (1) For those Village employees who have completed twenty-five (25) years of service with the Village and retire subsequent to June 1, 1997, the Village will contribute 80% of the premium for Blue Choice Extended Single Coverage, provided the employee has been a subscriber to the Blue Choice Extended Plan for a minimum of ten (10) years prior to date of retirement.

- (2) One half (1/2) the cost of Blue Choice Extended or Blue Cross/Blue Shield/Blue Million single/2 person/ or family plan, not to exceed seventy-five dollars (\$75) per month for retired full-time employees with a minimum of twenty-five (25) years of village service.

ARTICLE XIII

RETIREMENT PLAN

- (A) The Employer shall provide to all employees, and upon hire for new employees, through the New York State and Local Employees' Retirement System the following Sections (provided same are available) as non-contributory benefits:

75E – Non-Contributory
75G – 25 Year Career Plan
75I – 20 Year Improved Career Plan
60B – Guaranteed Minimum Death Benefit

Provided it is available, the Employer shall likewise provide Section 41J "Credit for Unused Sick Leave", to be effective April 1, 1976.

- (B) The Employer further agrees that it will send during the month of February of each year a letter or payroll notice to each employee who at that time has six (6) months or more continuous service and who has not yet become a member of the retirement plan. This letter or notice will advise the employee of the existence of the plan, the employee's eligibility for enrollment in the plan, and the fact that the cost of membership under the plan would be paid for by the Employer. The Employer will furnish the Union with a list of employees to whom the letter or notice was sent.
- (C) The Employer will arrange for the offering of a Deferred Compensation Plan (401-K) to the employees by a duly approved provider, prior to the year ending 1997.
- (D) Memorandum of Agreement (Appendix C) dated February 7, 2000 by and between the Employer and the Union.

ARTICLE XIV

REPORTING TIME

Section 1 **Show-Up Time**

- (a) Any employee who is scheduled to report for work and who presents himself for work as scheduled shall be assigned work by the Department Head or person in authority.
- (b) If work on the job is not available, and the employee is excused from duty, he shall be paid at his regular rate for four (4) hours work. If the employee works any part of the four (4) hours and he is willing to work the entire day, then he shall be paid for the entire day.

Section 2 **Call Time**

- a. A voluntary call-in list shall be established in order for employees to respond to emergency

duty. If utilization of the call-in list does not provide sufficient coverage for emergency needs, the least senior employee in the classification or classifications needed, available and fit for duty, shall be required to work. Emergencies shall include water main breaks and snow removal.

b. Any employee called back for emergency duty in addition or outside of his regularly scheduled shift shall be paid for a minimum of three (3) hours at straight time, but shall be paid time and one half for the hours actually worked. (e.g., if he actually works only a part of this minimum three (3) hours, the part actually worked shall be paid at time and one half and the unworked part shall be paid at straight time).

c. If the call time work assignment and the employee's regular shift overlap, the employee shall be paid the call time rate of time and one-half until he completes three (3) hours work. The employee shall then be paid for the balance of his regular work shift at the appropriate rate.

d. Under no circumstances shall an employee be sent home during his regularly scheduled shift without a minimum of eight (8) hours pay except with reasonable cause and justifications.

Section 3 **Premium Rates of Pay**

(a) Time and one-half the employee's regular hourly rate of pay shall be paid for all work performed in excess of eight (8) hours in any work day or forty (40) hours in any work week, all work performed before or after any scheduled work shift, except that the eight (8) hour day will control over the forty (40) hour week when an employee is on an approved and excused absence. If the employee is not excused, then the forty (40) hour week shall control in determining premium pay.

(b) Any employee required to work four (4) hours of overtime following his regular full day shall be granted one-half (1/2) hour off with pay for the purpose of eating. A similar one-half (1/2) hour off with pay shall be granted for each subsequent four (4) hour period of overtime to be followed by an additional overtime.

Section 4 **Distribution**

Overtime work shall be distributed as equally as is possible to employees working within the same job classification within the department.

Section 5 **Work at Employee's Option**

Overtime work shall be voluntary. There shall be no discrimination against any employee who declines to work overtime.

Section 6 **Overtime Pay**

All overtime worked shall be paid for promptly, no later than the next regular payroll check. Under no circumstances shall compensatory time be considered a manner of payment for overtime work or for any other reason.

ARTICLE XV

SENIORITY

Section 1 **Definition**

Seniority means an employee's length of continuous service with the Employer since his last date of hire.

Section 2 **Probation Period**

- (a) All new employees hired shall be considered as probationary employees for the first one hundred twenty (120) days of their employment. When an employee completes his probationary period, he shall be entered on the seniority list. There shall be no seniority among probationary employees. Upon completion of the probationary period, an employee shall receive all benefits afforded to all regular permanent employees. In the event the Village promotes an existing employee to a new title, the probationary period for such an individual shall be 90 days.
- (b) The Union shall represent probationary employees for the purpose of collective bargaining in respect to wages, hours, and other conditions of employment as set forth under Article I of this agreement, except for discharge and discipline for other than Union activity.

Section 3 **Seniority Lists**

Once each six months, upon request, a copy of the seniority list shall be furnished to the Local Union Chairman by the Employer. The seniority list will show names, job titles and date of hire of all employees in the unit entitled to seniority.

Section 4 **Breaks in Continuous Service**

- (a) An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, and retirement. However, if an employee returns to work in any capacity within thirty (30) days, the break in continuous service shall be removed from his record if the Village has accepted his return.
- (b) There shall be no deduction from continuous service for any time lost which does not constitute a break in continuous service.

Section 5 **Seniority Reopener**

If either side requests, the contract may be reopened in the second year (on or after May 31, 2007) to negotiate the single item on seniority.

ARTICLE XVI

WORK FORCE CHANGES

Section 1 **Promotions**

- (a) The term promotion, as used in this provision, means the advancement of an employee to a higher position or the reassignment of an employee to a higher paying position. When an employee is selected for a promotion, the Village shall have the right, in its discretion, to determine the rate of pay within the applicable position pay scale. In determining the rate of pay, the Village will consider the employee's experience in the needed skills and requirements of the job.
- (b) Whenever an opportunity for promotion occurs or a job opening occurs in other than a temporary situation as defined below, in any existing job classification, or as the result of the development or establishment of a new job classification, a notice of such openings shall be posted on all bulletin boards, stating the job classification, rate of pay and the nature of the job requirements in order to qualify. Such posting shall be for a period of not less than four (4) work days.
- (c) During this period, employees who wish to apply for the open position, including employees on layoff, may do so. The application shall be in writing, and it shall be submitted to the Village Clerk.
- (d) The Employer shall fill such job openings or vacancies, from among those employees who have applied, who meet the standards of the job requirements, except that if there is more than one (1) employee who is qualified for the job, then such position shall be filled by selecting from among those qualified, the employee with the greatest seniority.
- (e) A notice listing those employees who have applied for the position and the employee or employees selected for the position shall be posted by the Employer on all bulletin boards within two (2) work days of the selection by the Employer and be posted for a period of at least ten (10) work days.
- (f) Any employee selected in accordance with the procedure set forth above shall undergo a trial period of a minimum of thirty (30) days, but not to exceed sixty (60) days. If it is found that such employee does not meet the requirements or responsibilities of the position to which he has been selected during the trial period, then such employee shall be restored to his former position.
- (g) The Union shall be notified by the Employer in writing immediately upon any job vacancies occurring by reason of resignation, retirement or "just cause" discharge. The Employer also shall notify the Union of all new hires, their names and job titles, within fifteen (15) days of their hiring.

Section 2 **Temporary Job Openings**

- (a) Temporary job openings are defined as job vacancies that may periodically develop in any job classification because of illness, vacation or leave of absence. Job openings that recur on a regular basis shall not be considered temporary job openings.
- (b) Temporary job opening may be filled by Employer assignment or reassignment from a lower paid position. The time an employee serves in a temporary position may constitute experience for purposes of filling future positions.
- (c) Employees assigned to temporary job openings shall be paid the first step rate of pay or their current wage, whichever is higher. Voluntary reassignments will be at the first step rate of pay for the job.

Section 3 **Demotions**

- (a) The term “demotion”, as used in this provision, means the reassignment, not requested by the employee, of an employee from a position in one job classification to a lower paying position in the same job classification or in another job classification.
- (b) Demotions shall be made only to avoid laying off employees. In any case involving demotion, the employee involved shall have the right to elect which alternative he will take, the demotion or the layoff.
- (c) An employee who is relegated back to his previous job from a higher classification to which he was provisionally appointed because of his inability to prove to the Employer that he was able to fulfill the standards of the job, or who voluntarily relinquishes such job, shall not be considered as demoted.

Section 4 **Layoff**

- (a) In the event it becomes necessary to layoff employees for any reason, employees shall be laid off in the inverse order of their seniority subject only to the Veterans Law of New York State.
- (b) The Employer shall forward a list of those employees being laid off to the Local Union Secretary on the same date that the notices are issued to the employees.
- (c) Employees to be laid off will have at least fourteen (14) calendar days’ notice of layoff.

Section 5 **Bumping**

When an employee is laid off due to a reduction in the work force, he shall be permitted to exercise his seniority rights to bump, or replace an employee with less seniority. Such employee may, if he so desires, bump an employee in an equal or lower job classification provided the bumping employee has greater seniority than the employee whom he bumps.

Section 6 **Recall**

- (a) Employees shall be recalled from layoff according to their seniority.

(b) When the working force is increased after a layoff, employees will be recalled according to seniority. Notice of recall shall be sent to the employee at his last known address, and by certified mail. If any employee fails to report for work within ten (10) days from the date of mailing of notice of recall, he shall be considered a quit. Recall rights for an employee shall expire one (1) year from the date of layoff or a period equal to his seniority, whichever is greater. Written notice of expiration of recall rights shall be sent to the employee at his last known address by certified mail.

(c) No new employees shall be hired until all employees on layoff status desiring to return to work have been recalled.

Section 7 **Consolidation or Elimination of Jobs**

Employees displaced by the elimination of jobs through job consolidation (combining the duties of two or more jobs), the installation of new equipment or machinery, the curtailment or replacement of existing facilities, the development of new facilities, or for any other reason, shall be permitted to exercise their seniority rights to transfer to any other job within the Village, if qualified to do the work. An employee transferred as a result of the application of this provision shall be given any training needed to perform satisfactorily the job to which he is transferred.

Section 8 **Transfers**

- (a) Employees desiring to transfer to other jobs shall submit an application in writing to their immediate supervisor. The application shall state the reason for the requested transfer.
- (b) Employees requesting transfers for reasons other than the elimination of jobs shall be transferred to equal or lower paying job classifications on the basis of seniority, provided a vacancy exists.
- (c) Employees requesting transfer because of the elimination of their jobs shall be transferred to the same job or any other job of an equal classification on the basis of seniority, if the job is available.
- (d) If an employee is transferred to a position under the Employer not included in the unit, he shall have accumulated seniority while working in the position to which he was transferred. Employees transferred under the above circumstances shall retain all rights accrued for the purpose of any benefits provided for in this Agreement, not to exceed Civil Service time frame of 364 days.

ARTICLE XVII

DISCIPLINE AND DISCHARGE

Section 1 **Discipline**

- (a) Disciplinary action or measure shall include only the following: Oral reprimand, written reprimand, suspension (notice to be given in writing) and discharge.

- (b) Disciplinary action may be imposed upon an employee only for failing to fulfill his responsibilities as an employee. When any action or measure is imposed or is pending against an employee, then the Employer shall notify the employee and the Union Steward in writing of the charges immediately or prior to the disciplinary action to be taken. The Union may process the matter as a grievance through the regular grievance procedures, including the arbitration step, if deemed necessary. Any hearing provided by Section 75 of the Civil Service Law shall be processed through the arbitration procedures of this Agreement.
- (c) If the Employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or in the public.

Section 2 **Discharge**

- (a) The Employer shall not discharge any employee without just cause. If, in any case, the Employer feels there is just cause for discharge, the employee and his steward will be notified in writing in the manner set forth in Section 1 Sub “B” of this Article that the employee has been suspended and is subject to discharge. The Union may process the disciplinary action as a grievance.
- (b) The Union shall have the right to take up the suspension and/or discharge as a grievance matter at the third step of the grievance procedure, and the matter shall be handled in accordance with this procedure through the arbitration step if deemed necessary by either party, except where an employee is subject to the Section 75 procedure of the Civil Service Law. In such case, any hearings provided for shall be accomplished through the arbitration procedure and all such hearings shall be conducted in private, with no public release made until a final determination is made.
- (c) Any employee found to be unjustly suspended or discharged, or whose penalty is reduced, shall be reinstated and compensated for lost time and all other rights and conditions of employment in accordance with the determination made by the arbitrator.

ARTICLE XVIII
SETTLEMENT OF DISPUTES

Section 1 **Grievances**

Any grievance or dispute or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement shall be settled in the following manner:

- Step 1: The Union Steward with or without the employee shall take up the grievance or dispute with the Department head within fifteen (15) days of its occurrence. The Department Head shall then attempt to adjust the matter and shall respond to the Steward within five (5) work days.
- Step 2: If the grievance has not been settled, it shall be presented in writing by the Union Steward to the Mayor within five (5) work days after the Department Head’s response is due. The Mayor or his designee shall respond to the Union Steward in writing within three (3) working days.
- Step 3: If the grievance still remains unadjusted, it shall be presented by the Union Unit Chairman and/or his representative to the Village Board through the Village Administrator in writing

within five (5) days after the response of the Mayor is due. The Village Board shall schedule a meeting within seven (7) work days after receipt of the grievance with the Union Steward and/or the Union's Grievance Unit Chairman. The Village Board shall, within fourteen (14) calendar days of such meeting set forth its answer in writing with a copy of the answer to the Local Union President.

Step 4: If the grievance is still unsettled, either party may, within thirty (30) days after the reply of the Village Board is due, by written notice to the other, request arbitration.

Section 2 **Arbitration Procedure**

- (a) The arbitration proceedings shall be conducted by an arbitrator to be selected by the Employer and the Union within seven (7) work days after notice has been given. The New York State Public Employment Relations Board shall be requested by either or both parties to provide a panel of impartial arbitrators from which both the Employer and the Union shall make a selection in accordance with the Board's rules of procedure.
- (b) The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.
- (c) No arbitrator functioning under this step of the grievance procedure shall have any power to amend, modify or delete any provisions of this Agreement.
- (d) Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, such party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

Section 3 **Matters Relevant to Grievance Procedures**

- (a) The time limits in the grievance procedure may be extended by mutual agreement in writing.
- (b) Any step of the grievance procedure may be bypassed by mutual agreement, in writing.
- (c) In the case of a group, policy or organization type of grievance, the grievance may be submitted directly to the Department Head's office by the Union representative.

Section 4 **Grievance Committee**

- (a) Employees selected by the Union to act as Union representatives shall be known as "Stewards." The names of the employees selected as stewards and the names of other Union representatives who may represent employees shall be certified in writing to the Employer by the Local Union, and the individuals so certified shall constitute the Union Grievance Committee.
- (b) Any grievance committee meetings with the Employer shall be held during working hours, on the Employer's premises, and without loss of pay.

Section 5 **Processing Grievances During Working Hours**

Grievance committee members may investigate and process grievances during working hours without loss of pay. The Union Steward shall be required to clock out and clock in for all such time used.

Section 6 **Labor-Management Committee**

Conferences between representatives of the Employer and at least three (3) representatives of the Union on important matters, which may include the discussion of procedures for avoiding future grievances and other methods of improving the relationship between the parties upon request of either party. Arrangements for such meetings shall be made in advance, and shall be held at reasonable hours as mutually agreed upon by the parties. Employees acting on behalf of the Union shall suffer no loss of time or pay should meetings fall within their regular work hours.

Section 7 **Safety Committee**

The Employer and Union agree jointly to establish a Safety and Health Committee consisting of an equal number of Employer and Union representatives, the number of members to be agreed upon. This committee will advise management of all safety and health activities and will be expected to:

- (A) Make immediate and detailed investigation of each accident to determine fundamental causes;
- (B) Develop data to indicate accident sources and injury rates;
- (C) Make inspection to detect hazardous physical conditions or unsafe work methods and recommend changes or additions to protective equipment or devices for the elimination of hazards;
- (D) Promote safety for workers, and participate in making the safety program known to all workers;
- (E) Conduct meetings during working hours without loss of pay for the sole purpose of discussing accident prevention and developing suitable corrective measures.

ARTICLE XIX

STRIKES AND LOCKOUTS

Section 1 **Lockouts**

No lockout of employees shall be instituted by the Employer during the term of this Agreement.

Section 2 **Strike**

No strikes of any kind shall be caused or sanctioned by the Union during the term of this Agreement. At no time, however, shall employees be required to act as strike-breakers or to go through picket lines.

ARTICLE XX

CONTRACTING AND SUB-CONTRACTING PUBLIC WORK

During the term of this Agreement, the Employer shall not contract out or sub-contract any public work performed by employees covered by this Agreement that would mean the displacement of any employee covered by this Agreement without prior consultation.

ARTICLE XXI

GENERAL PROVISIONS

Section 1 **Pledge Against Discrimination and Coercion**

- (a) The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.
- (b) All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.
- (c) The Employer agrees not to interfere with the rights of employees to become members of the Union, and there be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or for any other cause.
- (d) The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 2 **Union Activities on Employer's Time and Premises**

The Employer agrees that during working hours, on the Employer's premises and without loss of pay, appropriate Union representatives who are employees shall be allowed to, provided they do not spend more than fifteen (15) minutes a day on such activities:

Post Union Notices;

Distribute Union Literature;

Solicit Union membership during other employee's non-working time;

Transmit communications, authorized by the Local Union or its officers, to the Employer or his representatives;

Consult with the Employer, his representative, Local Union officers, or other Union representatives concerning the enforcement of any provisions of this Agreement.

Section 3 **Contract Negotiations**

The Employer will give release time with pay for up to three (3) members of the Local Union Contract Negotiating Team to participate in contract negotiations should it fall within their work hours.

Section 4 **Work Rules**

- (a) The Employer shall not make any changes in work rules until the Union has been consulted, and in addition, said work rules have been posted prominently on department bulletin boards for a period of five (5) consecutive work days.
- (b) Any complaint involving discrimination in the application of work rules shall be resolved through the grievance procedure.
- (c) An employee who is absent without official leave for a period of ten (10) consecutive work days, unless he is disabled or sick or on Workmen's Compensation, shall no longer be considered an employee.

Section 5 **Protection and Security for Employees**

The Employer shall provide adequate security and protection of all work installations for all employees during their respective work shift.

Section 6 **Clothing and Uniform Allowance**

After an employee has worked for the Employer for one (1) year computed from his last date of hire, he will receive the sum of \$500.00 each year of this contract to purchase uniforms or work clothing. Said uniforms and clothing payments shall be made on or about the date of the regular June meeting of each year. Clothing allowance for the second year of employment to be computed on the number of days from the one year anniversary date to June 1st of the fiscal year. Village and Union agreed to a mandatory clothing policy to provide uniformity and identification, consisting of, at a minimum: winter coat, hat, summer shirts, summer hat, and safety work boots. A clothing committee will be established consisting of union and management representation to agree on uniform items with Village identification. Wearing of selected clothing is mandatory. This policy is to be worked on by the Union and the Village within two months of ratification. If an agreement is not reached by that time, the Village will implement a policy consistent with this agreement.

Village will continue practice of providing safety equipment.

Section 7 **Appointment Outside Bargaining Unit**

Any present or former member of the bargaining unit who takes or has taken a position by appointment of the Village of Seneca Falls, New York, in a job classification outside the bargaining unit shall retain accrued Union seniority but shall not accrue Union seniority while outside the bargaining unit.

Section 8 **Meal Allowance**

The Village shall reimburse an employee his actual luncheon expense up to but not in excess of six dollars (\$6.00) per day when such employee is directed by the Department Head to travel in the course of his employment outside of Seneca County during his normal lunch hour.

Section 9 **Licenses and renewals**

Employer agrees to pay for all licenses and license renewals, where expressly required and necessary for the employee to perform their current position.

Section 10 **Residency Requirement**

Commencing January 1, 2002, the residency requirement for the Village of Seneca Falls is expanded to include the Town of Seneca Falls. However, Village residents will receive a hiring preference.

ARTICLE XXII

SAVINGS CLAUSE

Should any Article, Section or portion thereof, of this Agreement be held unlawful or unenforceable by any court of competent jurisdiction, such decision of the court shall only apply to the specific Article, Section, or portion thereof directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE XXIII

TOTAL AGREEMENT

The foregoing constitutes the entire Agreement between the parties and no verbal statement or other amendments, except an amendment mutually agreed upon between the parties and in writing annexed hereto, designated as an amendment to this Agreement, shall superceded or vary the provisions herein.

ARTICLE XXIV

STATUTORY PROVISION

IT IS UNDERSTOOD 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 BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXV

TERMINATION AND MODIFICATION

This Agreement shall be effective as of the 1st day of June, 2005, and shall remain in full force and effect until the 31st day of May, 2009. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one hundred eighty (180) days prior to the termination date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than one hundred fifty (150) days prior to the termination date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

APPENDIX A – WAGE SCHEDULE – CURRENT EMPLOYEES

CURRENT EMPLOYEES				
<u>June 1, 2005 to May 31, 2006 - Street Department</u>				
Position	Start	Step After One Year	Step 2 After Two Years	Top Three Years
MEO Mechanic	\$17.14	\$19.76	\$20.42	\$23.92
MEO	\$15.16	\$17.46	\$18.78	\$21.86
Labor/with license				\$19.25
<u>June 1, 2006 to May 31, 2007 - Street Department</u>				
MEO Mechanic	\$17.65	\$20.35	\$21.03	\$24.64
MEO	\$15.62	\$17.98	\$19.34	\$22.52
Labor/with license				\$19.50
<u>June 1, 2007 to May 31, 2008 - Street Department</u>				
MEO Mechanic	\$18.18	\$20.96	\$21.66	\$25.38
MEO	\$16.09	\$18.52	\$19.92	\$23.20
Labor/with license				\$19.75
<u>June 1, 2008 to May 31, 2009 - Street Department</u>				
MEO Mechanic	\$18.82	\$21.69	\$22.42	\$26.27
MEO	\$16.65	\$19.17	\$20.62	\$24.01
Labor/with license				\$20.00
<u>June 1, 2005 to May 31, 2006- Water/Sewer Department</u>				
Maintainer	\$16.01	\$17.78	\$19.11	\$21.97
Maint Mech	\$16.01	\$17.78	\$19.11	\$21.97
Maint Mech II	\$15.16	\$17.08	\$18.35	\$21.12
Plant Operator	\$16.11	\$17.90	\$19.26	\$22.14
W/S Maintainer bi-weekly	\$1,943.62	\$2,003.73	\$2,065.42	\$2,129.59
<u>Miscellaneous-Police Dept</u>				Top – Five years*
Stenographer	\$9.85	\$10.95	\$12.13	\$14.89
Current Dispatcher 4-2 schedule	\$9.52	\$10.48	\$11.20	\$14.11
Current Dispatcher 2080 hours	\$10.55	\$11.51	\$12.23	\$15.14
*Dispatchers five years				

June 1, 2008 to May 31, 2009 -Police Department				
	<u>Start</u>	<u>After One year</u>	<u>After Two years</u>	<u>After Five years*</u>
Stenographer	\$10.83	\$12.03	\$13.32	\$16.35
Current Dispatcher				
4-2 schedule	\$10.45	\$11.50	\$12.31	\$15.49
Current Dispatcher				
2080 hours	\$11.59	\$12.65	\$13.43	\$16.62
*Dispatchers – five years				

APPENDIX A – CURRENT EMPLOYEES

NEW HIRES							
June 1, 2006 to May 31, 2007 - Water/Sewer Department							
		<u>After</u>	<u>After</u>	<u>After</u>	<u>After</u>	<u>Top</u>	
	<u>Start</u>	<u>One Year</u>	<u>Two years</u>	<u>three years</u>	<u>four years</u>	<u>five years</u>	
Maintainer	\$16.49	\$17.72	\$18.94	\$20.17	\$21.39	\$22.63	
Maint Mech	\$16.49	\$17.72	\$18.94	\$20.17	\$21.39	\$22.63	
Maint Mech II	\$15.62	\$16.84	\$18.07	\$19.29	\$20.52	\$21.75	
Plant Operator	\$16.59	\$17.84	\$19.08	\$20.32	\$21.56	\$22.80	
W/S Maintainer bi-weekly	\$2,001.93	\$2,040.23	\$2,078.54	\$2,116.85	\$2,155.15	\$2,193.48	
<u>Miscellaneous- Police Dept</u>							
Stenographer	\$10.15	\$11.18	\$12.21	\$13.24	\$14.27	\$15.34	
New Dispatchers 2080 hours	\$9.81	\$10.75	\$11.70	\$12.64	\$13.59	\$14.53	
June 1, 2007 to May 31, 2008-Water/Sewer Department							
Maintainer	\$16.99	\$18.25	\$19.51	\$20.78	\$22.03	\$23.31	
Maint Mech	\$16.99	\$18.25	\$19.51	\$20.78	\$22.03	\$23.31	
Maint Mech II	\$16.09	\$17.35	\$18.61	\$19.87	\$21.14	\$22.40	
Plant Opr	\$17.09	\$18.38	\$19.65	\$20.93	\$22.21	\$23.48	
W/S Maintainer bi-weekly	\$2,061.99	\$2,101.44	\$2,140.90	\$2,180.36	\$2,219.81	\$2,259.28	
<u>Miscellaneous- Police Dept</u>							
Stenographer	\$10.46	\$11.52	\$12.58	\$13.64	\$14.70	\$15.80	
New Dispatcher 2080 hours	\$10.10	\$11.07	\$12.05	\$13.02	\$14.00	\$14.97	
June 1, 2008 to May 31, 2009- Water/Sewer Department							
Maintainer	\$17.59	\$18.89	\$20.19	\$21.51	\$22.80	\$24.13	
Maint Mech	\$17.59	\$18.89	\$20.19	\$21.51	\$22.80	\$24.13	
Maint Mech II	\$16.65	\$17.96	\$19.17	\$20.57	\$21.88	\$23.18	
Plant Opr	\$17.69	\$19.02	\$20.34	\$21.66	\$22.99	\$24.30	
W/S Maintainer biweekly	\$2,134.16	\$2,174.99	\$2,215.83	\$2,256.67	\$2,297.50	\$2,338.36	
NEW HIRES							
June 1, 2008 to May 31, 2009 - Police Dept							
		<u>After</u>	<u>After</u>	<u>After</u>	<u>After</u>	<u>Top</u>	
	<u>Start</u>	<u>One year</u>	<u>Two years</u>	<u>Three years</u>	<u>Four years</u>	<u>Five years</u>	
Stenographer	\$10.83	\$11.92	\$13.02	\$14.12	\$15.22	\$16.35	
New Dispatcher 2080 hours	\$10.45	\$11.46	\$12.47	\$13.48	\$14.49	\$15.49	

