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Contract Database Metadata Elements

Title: **Buffalo, City of and AFSCME Local 2651, AFL-CIO (2001) (MOA)**

Employer Name: **Buffalo, City of**

Union: **AFSCME, AFL-CIO**

Local: **2651**

Effective Date: **07/01/01**

Expiration Date: **06/30/04**

PERB ID Number: **6755**

Unit Size: **68**

Number of Pages: **11 (MOA – 11)**

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INS / 6755

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF BUFFALO, NEW YORK
AND
AFSCME LOCAL 2651
AFL-CIO
JULY 01, 2001 – JUNE 30, 2004

RECEIVED

OCT 24 2006

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

**TENTATIVE CONTRACT PROPOSALS
CITY OF BUFFALO and AFSCME Local 2651
July 1, 2001 – June 30, 2004**

Subject: **Salaries And Adjustments and Hours And Conditions of Work**

Article II: **Section 2.1; Salaries And Adjustments**

Proposal: **Change paragraphs (a), (b) and (c) to read as follows:**

- | | | |
|----|--------------------|-------|
| a) | Effective 07/01/01 | 1% |
| b) | Effective 07/01/02 | 1.25% |
| c) | Effective 07/01/03 | 2% |

**TENTATIVE CONTRACT NEGOTIATIONS
CITY OF BUFFALO and AFSCME Local 2651
July 1, 2001 – June 30, 2004**

Subject: Medical and Dental Insurance

Article XIX: Section 19.3 Plan Options

Proposed: Change current language to read as follows:

The following plans will be offered to the employees covered under the terms of this collective bargaining agreement during July 1, 2001 – June 30, 2004.

If the health insurance carrier(s) unilaterally reduce the coverage offered, the City is responsible to maintain the most similar coverage available by the health insurance carrier. If such a reduction in coverage offered is unilaterally imposed by the health insurance carrier(s), the parties agree to negotiate a resolution.

1. Blue Cross of WNY
In hospital deductible \$250.00
Major Medical deductible \$100/200
Rx plan \$5/10
Dependents to age 23
2. Independent Health A Plan
Physician Copays \$8.00
Rx plan \$5/15/30
Dependents to age 19, if full time student 23
3. Community Blue I Plan
Physicians Copays \$5.00
Rx Plan \$5/15/35
Dependent to age 16, if full time student 25
4. Univera Healthcare
Physician Copays \$5.00
Rx Plan \$3/4/10
Dependent to age 19, if full time student 25

**Tentative Contract Proposals
City of Buffalo and AFSCME Local 2651
Page 2**

Effective 7/1/2003 new employees will be required to take the lowest cost products, i.e.,

- 1. Independent Health – C
Physicians Copays \$20.00
Rx Plan \$5/15/30
Dependent to age 19, if full time student 23**

- 2. Community Blue – III
Physicians Copays \$15.00
Rx Plan \$5/15/35
Dependent to age 19, if full time student 25**

The above products stated will have a 105H plan attached. The amount of the 105H Plan will be announced every open-enrollment and will roll-over from year to year.

Date of Discussion:

/	/
/	/
/	/
/	/
/	/
/	/

Approved:

AFSCME Local 2651

City of Buffalo

Date

Date

**TENTATIVE CONTRACT NEGOTIATIONS
CITY OF BUFFALO and AFSCME Local 2651
July 1, 2001 – June 30, 2004**

Subject: Medical and Dental Insurance

Article XIX: Section 19.2 Plan Options

Proposed: Change current language to read as follows:

a) The City will provide to all employees covered under the terms of this agreement a selection of four medical insurance plans. The City will pay 100% of the cost of the two most reasonably priced plans, employees who elect to enroll in either of the higher priced plans will be required to pay the difference between the City contribution and the cost of the selected plan. Beginning with open-enrollment 2003 members of this bargaining unit will be offered on a voluntary basis the option to enroll in the lowest cost product (IHA-C or CB III) with a 105H plan attached.

Date of Discussion:

____/____/____
____/____/____
____/____/____
____/____/____
____/____/____
____/____/____

Approved:

AFSCME Local 2651

City of Buffalo

Date

Date

**TENTATIVE CONTRACT PROPOSALS
CITY OF BUFFALO and AFSCME Local 2651
July 1, 2001 – June 30, 2004**

Subject: Longevity

Article XX:

Proposal: Modify Longevity Schedule effective July 1, 2003
as follows:

a) Each employee who has completed the years of service as set forth in Column I below shall receive in addition to his salary, payment set forth in Column II.

<u>Column I</u>		<u>Column II</u>
5 years	\$	400.00
10 years		725.00
15 years		1,050.00
20 years		1,375.00
25 years		1,700.00

**TENTATIVE CONTRACT PROPOSALS
CITY OF BUFFALO and AFSME Local 2651
July 1, 2001 – June 30, 2004**

Subject: Auto Allowance and Decal

Article XV: Section 15.1: Auto Allowance

Proposal: Change language in first paragraph to read:

Effective July 1, 2003 – Employees who are required to use their personal automobiles on City business shall be compensated at the rate of fifteen (15) dollars per day, with a seven fifty &.50 half day rate.

**CONTRACT NEGOTIATIONS
CITY OF BUFFALO and AFSCME Local 2651
July 1, 2003 through June 30, 2004**

Subject: Medical and Dental Insurance
Article XIX: Section 19.8 Dental Insurance
Proposed: Change current language to read as follows:

Effective July 1, 2003, the City agrees to change the current dental plan, GHI Spectrum 2000, to the GHI Preferred Plan (100% Preventative and Diagnostic, 80% Prosthetics; 100% Orthodontic) at no cost to the employees.

Date of Discussion:

____/____/____
____/____/____
____/____/____
____/____/____
____/____/____

Approved:

AFSCME Local 2651

City of Buffalo

Date

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF BUFFALO
AND
AFSCME LOCAL 2651
(Three-Tier Prescription Plan Grievance — #02-01)**

In full settlement of grievance #02-01, the parties agree as follows:

1. AFSCME Local 2651 agrees to withdraw grievance #02-01.
2. Such withdrawal is with prejudice to AFSCME Local 2651, or its current members, pursuing any further action pursuant to the collective bargaining agreement's grievance procedures relative to the issue involved in grievance #02-01.

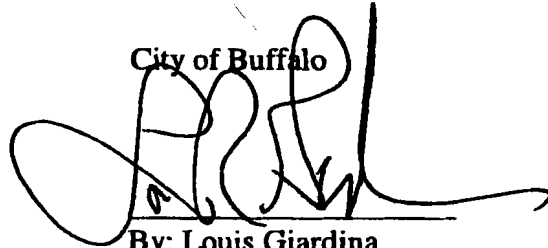
The parties mutually set their hands to this agreement on the ____ day of _____, 2003.

AFSCME Local 2651



By: Kevin Fitzgerald
President

City of Buffalo



By: Louis Giardina
Director of Employee Relations

Approved as to form only
Michael B. Risman
Corporation Counsel

By: Jeffrey E. Reed
Asst. Corporation Counsel

This Memorandum of Agreement shall become incorporated into the current collective bargaining agreement between the City of Buffalo, New York and AFSCME Local 2651 (hereinafter "CBA").

Each of the attached proposals are identified by a specific number and/or letter. Those numbered and lettered proposals shall specifically replace the identically numbered and lettered provisions presently found in the CBA covering the time period up to June 30, 2001. As such, these proposals amend the existing corresponding sections and represent the new provisions in the CBA covering the period July 01, 2001 to June 30, 2004.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT THAT REQUIRES LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR PROVISION OF ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties hereto have set their hands on this 26th day of
February, 2003.

**FOR LOCAL 2651, AFSCME,
AFL-CIO:**

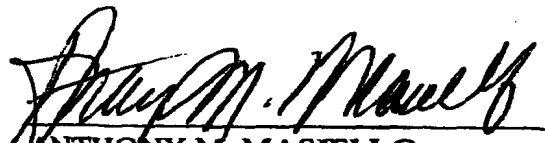


KEVIN FITZGERALD
PRESIDENT

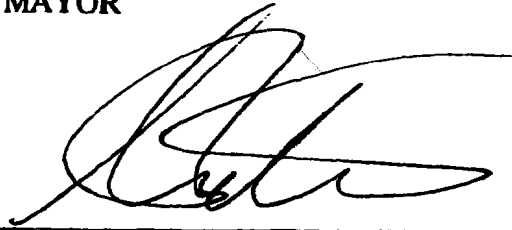
BY: _____

BY: _____

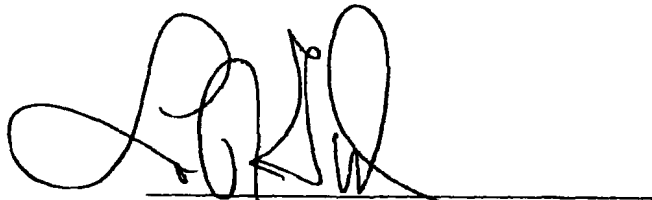
FOR THE CITY OF BUFFALO



ANTHONY M. MASIELLO
MAYOR



LEONARD MATARESE
COMMISSIONER OF
HUMAN RESOURCES



LOUIS R. GIARDINA
DIRECTOR OF DIVISION
OF EMPLOYEE RELATIONS

APPROVED
AS TO FORM ONLY

MICHAEL B. RISMAN
CORPORATION COUNSEL
