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

Title: **Niagara Falls, City of and United Steelworkers of America, Local 9434-00 (2001) (MOA)**

Employer Name: **Niagara Falls, City of**

Union: **United Steelworkers of America**

Local: **9434-00**

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

Expiration Date: **12/31/04**

PERB ID Number: **6865**

Unit Size:

Number of Pages: **2**

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WC \ 6865

**MEMORANDUM OF AGREEMENT BETWEEN THE  
CITY OF NIAGARA FALLS AND UNITED STEELWORKERS OF  
AMERICA 9434-00**

**RECEIVED**

**AUG 14 2006**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

1. Term: January 1, 2001 - December 31, 2004
2. Wages: 2001-0% 2002-0% 2003-3% 2004-3%
3. Section 9.4 Personal Leave - this section shall be amended to state that all members of the bargaining unit will be eligible to take four (4) days annual personal leave and that personal leave days may be accumulated up to a maximum of six (6) days in any one year. This shall become effective January 1, 2002.
4. Section 9.7.1 Bereavement Leave - this section shall be amended to include the following individuals: step-mother, step-father, step-son, step-daughter, and any relative living within the household. This shall become effective January 1, 2002.
5. Section 9.7.3 Bereavement Leave - this section shall be amended to include the following individuals: uncle, aunt, niece, nephew and first cousin. This shall become effective on January 1, 2002.
6. Step 4.0, in all grades currently contained in the units' wage schedule, shall be increased by 2% effective January 1, 2003.
7. Longevity increments contained in steps 4.1, 4.2, 4.3, 4.4 and 4.5 in all grades of the wage schedule shall be increased by 3% effective January 1, 2003 and 2% effective January 1, 2004.
8. Effective January 1, 2002, Section 9.2.11 of the collective bargaining agreement (vacation cash conversion) shall be deleted.
9. Effective January 1, 2002, Section 9.2.10 (vacation accumulation) shall be deleted from the collective bargaining agreement.
10. Effective January 1, 2002, Section 9.2.8 (vacation) shall be amended to indicate that an employee hired after September 1, 1979 shall be limited to earning no more than five (5) weeks vacation in any year of employment.
11. Starting salaries (Step 1.0 of all grades contained in the wage schedule) for all employees hired after the effective date of this agreement shall be reduced by 12%


13. Section 10.2 Hospitalization-Retirees - this section shall be amended and shall state: "All employees covered by the terms of this agreement and who retire subsequent to January 1, 1979 and have reached the age of fifty (50)..."  
This section will become effective January 1, 2002.



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IRENE J. ELIA, Ph.D.


Mayor



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ALBERT T. JOSEPH

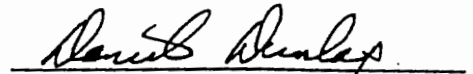
City Administrator



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PHILIP BUFFONE, PRESIDENT

USWA local 943400



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DANIEL DUNLOP

Staff Representative

United Steelworkers of America