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Union: **Communication Workers of America (CWA), AFL-CIO**

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GEN
8576

Collective Bargaining Agreement

between

North Babylon Public Library

and

Communications Workers of America, AFL-CIO

Effective July 1, 2002 to June 30, 2006

RECEIVED

JUN 06 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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This Agreement is between the NORTH BABYLON PUBLIC LIBRARY (herein after referred to as the “Employer” or “Library”), and COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO (herein referred to as the “Union”).

1. ARTICLE RECOGNITION

The Library recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of work and other terms and conditions of employment, for all of its employees in the collective bargaining unit which includes all full and part time professional and clerical staff and excludes the Library Director, Assistant Director (or Librarian 3 assigned to the position), Confidential Secretary to the Director, Bookkeeper, Custodial Staff, Pages and Itinerant Substitute Employees.

1. ARTICLE UNION DUES

A. Voluntary Dues Deduction

Section 1. The Employer will deduct each payroll period from the wages of employees who have executed and filed with the Employer a payroll deduction authorization form, the amount specified in that request. The Employer will forward the amounts deducted to the Union’s Secretary/Treasurer or his authorized agent on a monthly basis. The Employer shall continue to make such deductions until the employee withdraws his/her authorization in writing.

Section 2. The Employer agrees to furnish the Union’s Secretary/Treasurer at the time it remits the dues deducted a roster of all bargaining unit employees’ names and dues deducted.

An employee’s authorization shall be automatically canceled upon termination of employment. An employee’s authorization shall be suspended upon leave of absence in excess of thirty calendar days. Upon return from leave of absence, the returning employee’s deduction authorization shall be reinstated.

Section 3. Any change in the amount of monthly Union dues will be certified in writing to the Employer by the Secretary/Treasurer of the Communications Workers of America. A certificate which changes the contributions due to the Union shall become effective the first day of the month following the date the Employer receives such certification.

Section 4. The Employer agrees to furnish the Secretary/Treasurer of the Local a roster of all bargaining employees' names, addresses, employee number, date of employment, current weekly or hourly wage rate and job classification on annual basis. The employer also agrees to furnish the same information for any new bargaining unit employee within two (2) weeks of his or her date of hire.

B. Deduction of Agency Fee Mandated by the Taylor Law

To the extent and for the period required by New York Civil Service Law § 208 ("Taylor Law") each employee in the bargaining unit who is not a member of the Union and/or has not executed a payroll deduction authorization form shall be required to pay the Union each month a service charge, i.e. Agency Fee toward the administration of this agreement and the representation of such employee, provided, however, that each employee have such representation available to him/her on the same terms and conditions as are available to every member of the Union.

The service charge shall be certified in writing to the Employer by the Union.

The Union shall supply the Employer with a list of names of nonmembers at least thirty (30) days prior to the deduction of any Agency Fee.

The Employer is required by state law to deduct such fee in the same manner the membership dues are deducted and shall comply with state law as long as it is in effect.

C. Indemnification of the Employer

The Union shall indemnify and save the Library harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article regarding Dues deduction and Agency Fee.

ARTICLE 3. NON DISCRIMINATION

The Employer shall not discriminate against any employee because of union membership or union activities, or on account of race, creed, color, religion, national origin, sex, age, marital status, disability or any other reason prohibited by law. The Employer shall also comply with the Family and Medical Leave Act of 1993 (FMLA).

ARTICLE 4. UNION RIGHTS

Section 1. The Union shall have the right to designate two (2) representatives or stewards, and their alternates. Alternates shall not be authorized to act as stewards except in the absence of the designated stewards.

Section 2. Authorized representatives of the Union, shall be permitted to visit the Library premises on a reasonable basis for the purpose of investigating alleged violations of the Agreement. The Union shall have reasonable access to the employees during the employees' non-working time and shall not interfere with the operation of the library. The Union Representative shall give advance notice of the intended visit to the Library Director or his/her designee.

Section 3. Meetings with the Director or his/her designee to discuss grievances pursuant to the grievance procedure shall be scheduled at a mutually convenient time.

Section 4. The Employer agrees to grant time off without pay to the union stewards, not to exceed one (1) steward on any given day, for the purpose of attending shop steward training programs, on condition that said steward provide the Director with two (2) weeks written notice. It is understood that such training only occurs once per year for each shop steward.

Section 5. The Employer agrees to grant time off with pay to the Union Stewards, not to exceed a total of two (2) days per year for the purpose of attending to union business relevant to Library employees on condition that said representatives provide the Director with two (2) weeks written notice. Only one (1) shop steward shall be released at any one time, unless the Library waives this restriction.

Section 6. During the probation period of all new employees covered by this Agreement, the Union shall be provided with up to one hour, at a time and place to be mutually agreed upon by the Employer and the Union, to meet with the new employee for the purpose of acquainting them with Union business.

Section 7. An ad hoc Health and Safety Advisory Committee shall be established with two (2) members chosen by the Library and two (2) members chosen by the Union. The Union shall notify the Director of its members and any changes thereof. The Committee shall meet on an as needed basis at the request of the Union or Library to discuss hazardous, unsafe or unhealthy conditions in the workplace.

Section 8. The Union will exercise its rights hereunder in a reasonable manner.

ARTICLE 5. RIGHTS OF EMPLOYEES TO UNION REPRESENTATION

Any employee may request representation by a Shop Steward or Union Representative at a meeting which the employee reasonably believes may result in discipline. The Representative chosen by the Employee must be available within a reasonable time.

ARTICLE 6. DISCIPLINE AND DISCHARGE

Section 1. Exclusivity. The provisions of this Article shall be the sole and exclusive procedure for review of disciplinary action taken against full-time and part-time bargaining unit employees who have completed a probationary period of six (6) months. This procedure shall take the place of and constitute a waiver of rights such bargaining unit employees have or may have under Civil Service Law Section 75 and Section 76.

Section 2. Bargaining unit members who accept appointment to another position on a probationary or temporary basis shall not be covered by this procedure during the period of such probationary or temporary service. Such members shall be covered by this procedure if the discipline imposed affects the member's permanent status in their former position (e.g. termination from employment).

Section 3. This agreement and the disciplinary procedure set forth herein shall not abrogate nor in any way interfere with the Library's right to hire employees, promote employees, layoff employees, appoint and evaluate employees, and to select probationary employees for permanent appointment, except as specifically provided with this Agreement. Furthermore, this agreement and the disciplinary procedure set forth herein shall not in any way affect, interfere with or have any bearing on matters within the exclusive jurisdiction of the Civil Service Commission.

Section 4. Imposition of Disciplinary Penalty: The Employer shall have the right to impose discipline upon an employee up to and including termination for just cause. The employee shall be notified in writing at the time discipline is imposed of the penalty being imposed and the reasons therefore. Such disciplinary action shall be implemented immediately or at such time deemed appropriate by the employer. The employer recognizes that just cause may require progressive discipline in appropriate cases. The Union shall be notified in writing of any suspensions or terminations at the time the disciplinary action takes place.

Section 5. Employee's Appeal of Disciplinary Action: An employee against whom disciplinary action is imposed has the right to appeal by filing a grievance pursuant to Article 7 of the collective bargaining agreement. The Arbitrator shall have the

authority to determine if the disciplinary action was for just cause and award an appropriate remedy if warranted.

ARTICLE 7. GRIEVANCE PROCEDURE

A grievance which alleges a violation of a specific provision of this Agreement shall be resolved in accordance with the following procedure.

Step 1. Written Grievance

A Grievance must be filed in writing with the Library Director. The written submission must specify the facts that gave rise to the grievance, individual employees affected, the provision of the contract alleged to have been violated, the requested remedy, and be signed by the shop steward or representative. Grievances must be filed within 30 calendar days of when the facts giving rise to the grievance occurred. Failure to file a grievance within this time limit means the grievance is waived. The Union and Director shall meet within a reasonably prompt period to attempt to amicably resolve the grievance at a mutually agreed time. In the event the grievance cannot be resolved, the Library Director shall issue a written decision to the Union within 14 calendar days following the meeting.

Step 2. Arbitration

_____ If the effort to settle a grievance through discussion fails and the Union desires to pursue the matter further, the Union may request that the grievance be submitted to arbitration by filing a written demand for arbitration with the Director. Such demand must be filed within 21 calendar days of receipt of the Director's Step 1 decision or the grievance and right to arbitration is deemed waived. Grievances shall be heard and decided by one of the following arbitrators: 1) H. Edelman; 2) J. Tillem. The Arbitrators shall be appointed to hear a case on a rotating basis. The decision of the Arbitrator shall be final and binding. The decision must be in writing and specify the basis for the decision. The Arbitrator shall have no power to add to, delete from, or modify the terms of the collective bargaining agreement. The cost of the Arbitrator shall be divided equally between the two (2) parties.

By mutual agreement in writing of the Library and the Union, the time limits set forth herein may be extended.

ARTICLE 8. UNION BULLETIN BOARD

The Employer will furnish space for a bulletin board, in a mutually agreeable area not open to the general public, on which the Union may post appropriate notices.

ARTICLE 9. GENERAL MEMBERSHIP MEETINGS

General membership meetings may be held up to four (4) times a year in a private meeting room at the Library. Such meetings shall not be held on Library time. Requests to utilize such room must be made in writing in advance of the intended meetings which will be held at times and dates mutually agreed to by the Library and Union. Utilization of the room must meet all conditions required of other applicants.

ARTICLE 10. HOURS OF WORK

The normal workweek for full time employees shall be five days, 35 hours during the period of Monday through Saturday. Part time employees shall work the assigned hours of the work schedule.

Work Schedules shall be established by the Director for each calendar week and such schedules shall be posted two weeks in advance of the first day of the scheduled week. The Director may change the work schedule on less than two (2) weeks notice in emergencies or unusual circumstances by first seeking volunteers and then by assigning employees.

Employees must submit requests for schedule changes in writing to the Director or his/her designee. The response shall be in writing and must specifically note whether the request is being granted or denied. A copy of all such requests and responses shall be kept by the employer with access available to an official of the Union, upon one week's advance request to the Director.

Employees shall be assigned to Sunday work on a volunteer basis. In the event there are not sufficient volunteers for Sunday work in the positions deemed necessary by the Director, such work shall be assigned on a rotating basis to employees deemed qualified by the Director.

ARTICLE 11. OVERTIME

Section 1. Full time employees shall receive compensatory time at the straight time rate for all hours worked beyond the thirty-five hour (35) work week and up to 40 hours of work. Hours beyond forty (40) in a workweek shall be paid at time and one-half. Work on Sundays shall be paid at double time.

Section 2. All part time employees shall be paid or receive compensatory time at the discretion of the Library, for all time worked beyond their normally scheduled hours at the straight time rate.

Section 3. The following paid absences shall be considered as time worked for purposes of computing overtime: holidays, vacations, jury duty days, bereavement days, and sick leave days. Unpaid absences shall not be considered as time worked.

Section 4. There shall be no pyramiding of overtime.

ARTICLE 12. BARGAINING UNIT WORK

Section 1. Work that has heretofore been exclusively performed by unit employees may not be subcontracted.

Section 2. If the Library decides to create a new job title, they shall advise the Union.

ARTICLE 13. LUNCH AND REST PERIODS

All full time employees who work a seven or eight hour day receive one hour unpaid meal time. Additionally, such employees shall receive two (2) fifteen (15) minute paid rest periods per day and such periods cannot be aggregated. All part time employees shall receive one (1) fifteen (15) minute paid rest period every four (4) hours worked. Employees working on Sunday shall receive one (1) fifteen minute paid rest period and shall make a good faith effort to take such rest period when least likely to inconvenience patrons.

ARTICLE 14. JOB POSTINGS AND PROMOTIONS

The Director shall notify the Union in writing of all job vacancies within the bargaining unit, with salary and qualifications required to fill such vacancies. All vacant positions shall be posted on the Union bulletin board by the shop steward and remain posted for a period of two (2) weeks. All appointments and promotions must be done in accordance with the Civil Service Law and Rules and the Library maintains full discretion and authority to hire and promote under this Agreement. Employees who accept a promotion to a higher title shall serve a six (6) month probationary period in such title. The Library, however, recognizes that promoting qualified employees from within the bargaining unit when possible is a goal favored by both the union and the Library.

ARTICLE 15. HOLIDAYS

Section 1. The Library recognizes the following paid holidays:

New Year's Day

Labor Day

Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

In addition to the listed holidays, full-time employees shall be entitled to a compensatory day to be scheduled in full or less than full day increments with the prior approval of the Director during the calendar year for which the compensatory day under this section is granted.

Section 2. All full time employees shall be paid for holidays listed in Section 1 based upon the hours they would have been scheduled on such days, except for Lincoln's Birthday on which the Library is open and the employees who work receive compensatory time in addition to being paid for the holiday. When a holiday occurs on a Sunday, the following Monday shall be designated as a holiday. When a holiday falls on a Saturday or during any full time employee's vacation, the employee shall request another day with pay in lieu of such holiday. The employee's request shall not be unreasonably denied.

Section 3. A part-time employee who is normally assigned seventeen (17) or more hours per week shall be entitled to seventeen (17) hours of holiday pay each year. In order to qualify the Employee must have worked 34 hours per two (2) week pay period in at least sixty (60%) percent of the 26 pay periods prior to each of the Holidays below. Employees who have worked less than one (1) year must have worked 34 hours or more during sixty (60%) percent of the pay periods he/she was assigned to work prior to the holiday. Such Qualifying Employees shall be paid four (4) hours, in each of the pay periods in which the following holidays fall: New Year's Day, Thanksgiving Day and Christmas Day. Qualifying Employees shall be paid five (5) hours of pay in the pay period in which Labor Day falls. This section shall be effective upon execution of this contract.

ARTICLE 16. BEREAVEMENT

When a death occurs in an employee's immediate family or household, the employee shall be paid the hours the employee is scheduled for up to three (3) consecutive days the Library is open, beginning with the first scheduled working day on which the employee does not report to duty. The term "employee's immediate family" shall mean the employee's mother, father, wife, husband, sister, brother, child, grandmother, grandfather, or in-laws of the same relationship, stepchildren, step parents, or domestic partner as defined by New York State Law. If more time is needed, the employee may draw upon his or her sick leave allowance, or make special application to the Library Director for a leave of absence without pay.

ARTICLE 17. JURY DUTY

An employee shall be granted a leave with pay, based on their normally scheduled work hours, if called to jury duty, or as a witness in court. This leave shall be limited to those employees whose jury or court obligations require them to be in attendance for jury service or as a witness in court during the hours they are scheduled for duty in the Library.

ARTICLE 18. EMERGENCY CLOSING

When inclement weather or other emergency conditions require the closing of the Library, the employees who are scheduled to work and are excused from work will receive their regular compensation for any hours they are not permitted to work.

ARTICLE 19. PERSONAL LEAVE

Section 1. Full-time employees, may take up to three days with pay for personal business during any one calendar year. If additional personal days are needed, employees may take up to three days from the sick leave allowance during any one calendar year.

Section 2. Personal leave may not be added to vacation allowances or used to prolong a holiday. Personal leave may not be carried over from year to year.

Section 3. During the first calendar year of employment, personal leave will be granted on a pro rata basis from the date of employment to December 31 of that year. Personal leave from sick leave during the first calendar year of employment will be granted on a pro rata basis dependent on the number of days accrued sick leave, i.e., no more than one-quarter of the time accrued for sick leave during the first year of employment may be used for personal leave.

Section 4. During the last calendar year of employment, personal leave and personal leave from sick leave will be granted on the same pro rata basis. Personal leave taken in excess of this amount prior to the effective date of resignation will be deducted from accrued vacation.

Section 5. Permanent staff members are entitled to engage in the performance of military duty and shall be deemed to have a leave of absence for the duration of such military duty. Within ninety days after the termination of his/her military duty, or at any time during his/her military leave, the employee shall be reinstated to his/her position provided he/she makes application for such reinstatement.

Section 6. If not detrimental to Library service, a staff member may be granted a leave of absence without pay for up to ten (10) working days during any one calendar year at the discretion of the Library Director. A staff member may be granted a leave of absence without pay for a longer period by the Board of Trustees upon the recommendation of the Library Director. Leaves of this nature shall be granted only at the convenience of the Library. No vacation or sick leave is earned during a month in which a leave of absence without pay exceeds ten (10) working days.

ARTICLE 20. SICK LEAVE

Section 1. Full time employees will be allowed sick leave with pay at the rate of one (1) day per month, cumulating to 165 days. Sick leave will be computed to the fraction of an hour for employees who take sick during the work day.

Section 2. In the case of an extended absence due to illness or other incapacity, additional leave may be granted for a limited period, at the recommendation of the Library Director, by the Board of Trustees. Payback starts immediately upon his/her return to work.

Section 3. A doctor's certificate may be required at any time for a particular period of illness.

Section 4. Illness is to be reported to the Director or his/her designee on the day of absence as early in the day as possible. Continuation of illness is to be reported each day of the illness except when staff member is hospitalized or is required by order of a physician to remain at home. In the latter case, a physician's note certifying that the staff member may return to work is required.

Section 5. Employees shall be permitted to use up to five (5) days per year from their sick leave bank for illnesses of family members. Such use shall not preclude an employee from any entitlements under the Family and Medical Leave Act (FMLA).

ARTICLE 21. VACATION LEAVE

Section 1. Annual vacation with pay, based on a five-day work week, is granted to full-time employees. A vacation must normally be taken within a year, and after it has been earned. Vacation time is earned after each month worked. Any deviation from this policy must be requested in writing and approved by the Board of Trustees.

A. Full-time librarians earn annually:

20 days as earned through 3 years
22 days 4 through 7 years
24 days 8 through 12 years
25 days from 13 years

B. Full-time clerical staff members earn annually:

10 days as earned through 3 years
15 days 4 through 7 years
20 days 8 through 12 years
25 days from 13 years

Section 2. A Part time employee who becomes a full-time employee will be credited for past experience on a pro rata basis. A lump sum payment for earned vacation will be made to the employee following transfer to full-time status.

Section 3. Vacation leave may be taken as earned after the first six months of employment. Vacation leave shall not be taken in excess of the amount which can be earned in twelve months. Unused vacation time shall not be allowed to accrue in excess of five (5) days beyond the leave earned in one year.

Section 4. Employees who leave the Library's employ receive earned vacation not taken, provided they have been in the employ of the Library more than a total of six months and have given adequate notice of resignation (a minimum of one month for librarians and two weeks for other employees). Employees who are discharged from the Library shall receive earned vacation pay provided they have been in the employ of the Library more than a total of six months.

Section 5. Holidays falling during a vacation period are not counted as part of vacation allowance. A day's vacation or pro rata hourly equivalent will be credited to any employee who has a holiday falling during his/her vacation.

Section 6. Vacations shall be earned from the anniversary date of employment. Vacation schedules must be approved by the Director. The most senior bargaining unit employees (with the Department Heads choosing first) shall be given first choice of vacation dates provided the requests are made at least 90 days prior to the dates requested.

Section 7. Accrued vacation shall be computed as of the anniversary date of employment. Any vacation accrued beyond the limit permitted (see Section 3)) shall be deemed forfeited unless taken within thirty days following the anniversary date, except for employees in Tier I membership in the New York State Employees' Retirement System and who, by reason of that membership, are entitled to use 30 days' accrual limits during the final year of employment prior to retirement.

Section 8. Any employee presently earning vacation time at a rate higher than he/she would earn under those provisions shall not be limited by these provisions.

ARTICLE 22. TAYLOR LAW NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAD GIVEN APPROVAL.

ARTICLE 23. SALARY

1. Employees employed by the Library in any capacity before July 1, 1996, shall be paid in accordance with the Salary Scale attached hereto as Appendix "A".
2. Employees first employed by the Library on or after July 1, 1996 shall be paid in accordance with Appendix "B".

ARTICLE 24. EMPLOYEE BENEFIT PLANS

Section 1. Dental Insurance

The Library participates in a dental plan for employees working a full-time schedule of 35 or more hours. These employees are entitled to fully paid coverage for themselves and dependent child(ren) and/or spouse. There is a \$1,500 maximum benefit per calendar year per individual. Details on the plan are available in the Business Office.

Section 2. Disability Insurance

The Library participates in the New York State Employees' Disability Program. The employee contributes based on salary as required by Law. Claims, including medical certification of need, must be filed within 30 days for disability benefit.

Section 3. Employee Assistance Plan

The Library participates in the Employee Assistance Plan from Western Suffolk BOCES (formerly BOCES III). Except for pages and temporary employees, all staff members, trustees, and their families may participate in the EAP counseling and referral services free of charge.

Section 4. Health Insurance

The Library participates in the New York State Employees Health Insurance Program and each employee working 19 or more hours per week is entitled to fully paid coverage. A dependent child and/or spouse can be included in an employee's coverage with 50% paid by the Library and 50% deducted from the employee's salary check. Details on the program are available in the Business Office.

Section 5. Life Insurance

The Library provides term life insurance and coverage for accidental death and dismemberment for full-time employees. Full-time employees less than 70 year of age who die while insured will have \$15,000 paid to their beneficiary. The accidental death and dismemberment components provide for a benefit of \$15,000 paid to their

beneficiary. The accidental death and dismemberment components provide for a benefit of \$15,000 to members of the plan under 70 years of age.

Members of the New York State and Local Retirement System are covered by a program of life insurance determined by their longevity and tier status as provided by Law.

Section 6. Retirement

All full-time staff members must join the New York State and Local Retirement System. Part-time employees who are not already enrolled in the Retirement System Plan have the option to join the retirement plan. If they choose to decline the option, such a declination must be in writing. A form for this purpose is available in the Business Office.

Retirement benefits are paid to vested members of the Retirement System and are determined by Tier status:

- Tier I - joined system before July 1, 1973
- Tier II - joined system on July 1, 1973 or before July 1, 1976
- Tier III - joined system on July 1, 1976 or before September 1, 1983
- Tier IV - joined system on September 1, 1983 to present

Employees with ten (10) full-time years or ten (10) years of equivalent full-time service with the Library who retire and immediately receive pension benefits from the New York State Retirement System at the time of retirement from the Library shall receive fully paid health insurance for themselves and may elect coverage for their spouse and/or dependent children under the same terms and conditions as an active employee.

Section 7. Social Security

All staff members are covered by and must contribute to Social Security with an amount specified by federal law.

Section 8. Workers' Compensation

A job-related injury must be reported as soon as possible to the Library Director in order that a claim may be filed within ten days after the accident. An accident or injury should be documented on an Accident Form. Forms are available in the Business Office.

Section 9. Educational Programs

Attendance at library conferences and workshops by staff members for the purpose of continuing education with necessary expenses reimbursed by the Library may be authorized by the Board of Trustees upon the recommendation of the Library Director, provided that funds are available. In general, it is expected that staff members attending such conferences will be members of the organization sponsoring them. Attendance at conferences by staff members at their own expense will be permitted at the discretion of the Library Director. Such approval shall not be unreasonably withheld.

In-house workshops and seminars are offered to staff from time to time.

Section 10. Investment Plans

The Library participates in tax-sheltered annuity plans from a selection of investment firms. Details on the options available to employees are available in the Business Office.

Section 11. Savings Plan

The Library participates in the payroll savings plan of Suffolk Federal Credit Union (SFCU). Employees may have a designated amount withdrawn from their paychecks for deposit at SFCU.

Section 12. Vision Plan

The Library will continue to provide a vision care plan, for individual coverage of employees only, at no cost to the employees.

ARTICLE 25. COMPLETE AGREEMENT

Section 1. This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary and mutual consent of the parties in a written and signed amendment to this agreement.

ARTICLE 26. TERM

Section 1. This Agreement shall be in full force and effect from July 1, 2002 to June 30, 2006.

Section 2. The Library retains all management rights not modified by a specific provision of this agreement.

Communications Workers of America,
AFL-CIO

Marc Horowitz
Director
North Babylon Public Library

DATED: _____

Appendix A 2002-2006

Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	L I	L II
Librarian I																		
2002-03	39850	41348	42847	44348	45845	47345	48844	50342	51842	53342	54840	56340					57838	59336
2003-04	41046	42588	44132	45678	47220	48765	50309	51582	53397	54942	56485	58030					59573	61116
2004-05	42277	43866	45456	47048	48637	50228	51818	53408	54999	56590	58180	59771					61360	62949
2005-06	43545	45182	46820	48459	50096	51735	53373	55010	56649	58288	59925	61564					63201	64837
Librarian II																		
2002-03		48693	50339	51984	53630	55276	56920	58566	60213	61858	63504	65149					66794	68440
2003-04		50154	51849	53544	55239	56934	58628	60323	62019	63714	65409	67103					68798	70493
2004-05		51659	53404	55150	56896	58642	60387	62133	63880	65625	67371	69116					70862	72608
2005-06		53209	55006	56805	58603	60401	62199	63997	65796	67594	69392	71189					72988	74786
Librarian III																		
2002-03																		
2003-04	55000	56845	58690	60535	62380	64225	66070	67915	69760	71605	73450	75295					77140	78985
2004-05	56650	58550	60451	62351	64251	66152	68052	69952	71853	73753	75654	77554					79454	81355
2005-06	58350	60307	62265	64222	66179	68137	70094	72051	74009	75966	77924	79881					81838	83796
Sr. Library Clerk																		
2002-03		30174	31251	32330	33406	34486	35563	36640	37718	38796	39874	40952	42019	43109	44186	45264	46342	47418
2003-04		31079	32189	33300	34408	35521	36630	37739	38850	39960	41070	42181	43280	44402	45512	46622	47732	48841
2004-05		32011	33155	34299	35440	36587	37729	38871	40016	41159	42302	43446	44578	45734	46877	48021	49164	50306
2005-06		32971	34150	35328	36503	37685	38861	40037	41216	42394	43571	44749	45915	47106	48283	49462	50639	51815
Clerk-Typist																		
2002-03		24464	25341	26219	27098	27976	28855	29733	30612	31489	32367	33245	34123	35002	35880	36758	37637	38515
2003-04		25198	26101	27006	27911	28815	29721	30625	31530	32434	33338	34242	35147	36052	36956	37861	38766	39670
2004-05		25954	26884	27816	28748	29679	30613	31544	32476	33407	34338	35269	36201	37134	38065	38997	39929	40860
2005-06		26733	27691	28650	29610	30569	31531	32490	33450	34409	35368	36327	37287	38248	39207	40167	41127	42086
PT Clerk-Typist																		
2002-03			12.83	13.33	13.8	14.28	14.75	15.23	15.70	16.18	16.67	17.15	17.62	18.11			18.58	19.07
2003-04			13.21	13.73	14.21	14.71	15.19	15.69	16.17	16.67	17.17	17.66	18.15	18.65			19.14	19.64
2004-05			13.61	14.14	14.64	15.15	15.65	16.16	16.66	17.17	17.69	18.19	18.69	19.21			19.71	20.23
2005-06			14.02	14.56	15.08	15.60	16.12	16.64	17.16	17.69	18.22	18.74	19.25	19.79			20.30	20.84

Appendix B 2002-2006

No Steps hired on/after 7/1/96 - 3% raise after boost	2002-2003	2003-2004	2004-2005	2005-2006
Librarian I hired 1st year of contract or before	38000	39140	40314	41524
Librarian I hired 2nd year of contract		38000	39140	40314
Librarian I hired 3rd year of contract			38000	39140
Librarian I hired 4th year of contract				38000
Librarian II hired 1st year of contract or before	42000	43260	44558	45895
Librarian II hired 2nd year of contract		42000	43260	44558
Librarian II hired 3rd year of contract			42000	43560
Librarian II hired 4th year of contract				42000
Librarian III hired 1st year of contract	55000	56650	58350	60100
Librarian III hired 2nd year of contract		55000	56650	58350
Librarian III hired 3rd year of contract			55000	56650
Librarian III hired 4th year of contract				55000
PT Librarian I hired 1st year of contract or before	21.00	21.63	22.28	22.95
PT Librarian I hired 2nd year of contract		21.00	21.63	22.28
PT Librarian I hired 3rd year of contract			21.00	21.63
PT Librarian I hired 4th year of contract				21.00
Senior Library Clerk hired 1st year of contract or before	32000	32960	33949	34967
Senior Library Clerk hired 2nd year of contract		32000	32960	33949
Senior Library Clerk hired 3rd year of contract			32000	32960
Senior Library Clerk Hired 4th year of contract				32000
Clerk-Typist hired 1st year of contract or before	24000	24720	25462	26225
Clerk-Typist hired 2nd year of contract		24000	24720	25462
Clerk-Typist hired 3rd year of contract			24000	24720
Clerk-Typist hired 4th year of contract				24000
Library-Clerk hired 1st year of contract or before	24000	24720	25462	26225
Library-Clerk hired 2nd year of contract		24000	24720	25462
Library-Clerk hired 3rd year of contract			24000	24720
Library-Clerk hired 4th year of contract				24000
PT Clerk-Typist hired 1st year of contract or before	13.00	13.39	13.79	14.21
PT Clerk Typist hired 2nd year of contract		13.00	13.39	13.79
PT Clerk-Typist hired 3rd year of contract			13.00	13.39
PT Clerk-Typist hired 4th year of contract				13.00
PT Library-Clerk hired 1st year of contract or before	13.00	13.39	13.79	14.21
PT Library-Clerk hired 2nd year of contract		13.00	13.39	13.79
PT Library-Clerk hired 3rd year of contract			13.00	13.39
PT Library-Clerk hired 4th year of contract				13.00
PT Library Trainee hired 1st year of contract or before	15.14	15.59	16.06	16.54
PT Library Trainee hired 2nd year of contract		15.14	15.59	16.06
PT Library Trainee hired 3rd year of contract			15.14	15.59
PT Library Trainee hired 4th year of contract				15.14
Computer Technician hired 1st year of contract or before	35000	36050	37132	38245
Computer Technician hired 2nd year of contract		35000	36050	37132
Computer Technician hired 3rd year of contract			35000	36050
Computer Technician hired 4th year of contract				35000