

RESOLUTION NO. 231

APPROVING THE DEPARTMENT OF PUBLIC WORKS COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENT OF PUBLIC WORKS LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET

Introduced: 6/12/23

By Personnel Committee and Miller:

WHEREAS, The Albany County Clerk has requested approval of an agreement with Civil Service Employees Association, Inc., Albany County Local 1000 – Department of Public Works Unit (the “Bargaining Unit”) on the terms and conditions of employment for the period of January 1, 2022 through December 31, 2027, and

WHEREAS, Under the terms of the agreement, employees of the Bargaining Unit will receive a 2% raise for the year 2022, retroactive to January 1, 2022 and a \$2,500 signing bonus to each member of the bargaining unit; a 2% salary increase for 2023, retroactive to January 1, 2023; a 3% salary increase for 2024; a 3% salary increase for 2025; a 3% salary increase for 2026; and a 3% salary increase for 2027, and

WHEREAS, Other terms and conditions of employment were modified in accordance with the annexed Memorandum of Understanding, as ratified by the membership of the Bargaining Unit, now, therefore, be it

RESOLVED, By the Albany County Legislature that the terms and conditions of employment set forth in the collective bargaining agreement between the County of Albany and the Bargaining Unit is approved as modified by the Memorandum of Understanding annexed hereto, and, be it further

RESOLVED, That the 2023 Albany County Budget is hereby amended to accommodate said agreement as indicated in the spreadsheet annexed hereto, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.



CAPITAL REGION OFFICE
1 Lear Jet Lane, Suite 2
Latham, New York 12110
Office: 518-782-4400 • Fax: 518-785-4595

Stay Union ★ Stay Strong

RONALD BRIGGS SHANA DAVIS SCOTT GARTLAND DANIELLE KILMER MICHAEL GARFOLO CYNTHIA STILES STACEY DEYO DENISE WARREN
Capital Region President Executive Vice President 1st Vice President 2nd Vice President 3rd Vice President Secretary Treasurer Capital Region Director

March 6, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol, Esq.
Director of Employee Relations
Albany County
112 State Street, 9th Floor
Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Department of Public Works Unit, #6000-01, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien
Labor Relations Specialist

VO/va

Enclosures

cc: D. Warren, Region Director (*Via Email Only w/o Encl.*)
T. Edwards, Local President (*Via Email Only w/o Encl.*)
E. Pizzigati, Unit President (*Via Email Only w/Encl.*)
S. Duncan, Deputy Commissioner (*Via Email Only w/Encl.*)



MEMORANDUM OF UNDERSTANDING

MADE BY AND BETWEEN

THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY DEPARTMENT OF PUBLIC WORKS UNIT #6000-01,
ALBANY COUNTY LOCAL #801
February 23, 2023

The parties agree, subject to the approval by the Albany County Legislature and ratification by CSEA members of the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

1. DUES DEDUCTIONS AND UNION RIGHTS

Amend; see ATTACHMENT "1".

2. TERM OF AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

3. COMPENSATION:

Amend **Article XIV Salaries**, p. 23, to read as follows:

1/1/2022 - 2% salary increase, retroactive to 1/1/2022, for all members of the bargaining unit on payroll on 1/1/2022.

One-time signing bonus payment of \$2,500 to all titles in the bargaining unit.

Any retroactive salary increase shall be paid after ratification by both parties and signing of the final agreement. \$2,500 signing bonus will be paid in separate check from payroll no more than two pay periods after ratification and signing of the final agreement by both parties.

1/1/2023 - 2% salary increase, retroactive to 1/1/2023 and applied after all titles in the bargaining unit receive \$1.50 increase to base salary, including starting salary and steps in the Salary Schedule and salaries of each current employee.

1/1/2024 - 3% salary increase

1/1/2025 - 3% salary increase

DPW Unit Counter - \$1.50 increase to base
if longevity starts 2024 1/8

Clarify increase application on Salary schedule

2-23-23
\$1.25 with
4-6 years long
you down to
\$500.- (PA)

1/1/2026 - 3% salary increase

1/1/2027 - 3% salary increase

Longevity: Amend **Appendix A Longevity**, p. 49 to read as follows:

Effective January 1, 2023:

1.1.2024

2-2-23

(PK)

Years of Continuous Service	Amount per Year
<u>4-6 years</u>	\$750 \$500
<u>7-10 years</u>	<u>\$1000</u>
<u>11-15 years</u>	\$1500 1250
<u>15-19 years</u>	<u>\$2000</u>
<u>20+ years of service</u>	<u>\$4000</u>

2-23-23

(PK)

Longevity shall be paid the last pay period of the month in which the employee's anniversary date falls.

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employee who has transferred employment within Albany County or separated service due to retirement or disability since January 1, 2022.

Starting Salary and Step Schedules with base and percentage increases to be added as Attachment "2".

Overtime Incentive: Amend **Article IX Overtime** by adding new **Section 9 Winter Road Maintenance Season Overtime Incentive** on page 19 to read as follows:

The Winter Road Maintenance Season shall start November 15th of each year and continue through March 5th of the following year.

Agreed
2-23-23
(PK)

Effective November 15, 2022, any employee who is called in for overtime and works 75% to 90% of said overtime, he/she shall receive \$750.00. Any employee who is called in for overtime and works 91% to 100% of said overtime shall receive \$1000. Incentive pay shall be paid the first pay period after shift differential ends.

Special Crews: Amend **Article XIX Working Conditions Section 3 Special Crews** on page 35 to read as follows (all other language remains):

"Effective January 1, 2023, [w]hen it becomes necessary to establish "special crew", (bridge, carpenter, etc.) employees will be selected, after a ten (10) day posting period, by the Commissioner. The decision of the Commissioner will be binding and not subject to grievance procedure.

Those employees selected will receive \$.75 two dollars ^{1.50} ~~\$2.00~~ per hour above their normal rate of pay while on "Special Crew".

A minimum of four (4) hours "Special Crew" pay is guaranteed for each employee for each shift. on a special crew assignment.

(STRIKE) In order to qualify for "Special Crew" rate, an employee must work more than one-half (1/2) of the workday on the Special Crew assignment.

If the employee selected is working out of title, the employee will also receive the appropriate out-of-title pay.

4. LEAVE WITH PAY:

Juneteenth: Amend **Article VI Section 1(A), Holidays** on page 6 to include Juneteenth as paid holiday.

5. RETIREMENT HEALTH INSURANCE BENEFIT:

Retirement Health Insurance Benefit: Amend **Article X Health and Disability Insurance and Retirement Section 10 Retirement** on page 24 to add subsection C to read as follows

C. Employees must have completed fifteen (15) years of service with the County to be eligible for continuation of health insurance in retirement.

6. MISCELLANEOUS:

Tool Allowance: Amend **Article XXIII Miscellaneous Section 8** page 44 to reflect the following (all other language remains):

Effective 1/1/2023 the tool allowance shall be increased to \$1350 each year of the contract.

2023 \$1350

2024 \$1350

2025 \$1350

2026 \$1350

2027 \$1350

Agreed
2-23-23
(PR)

Boot Allowance: Amend Article XXIII Miscellaneous Section 10 page 45 to include the following (all other language remains):

Effective 1/1/2022 [t]he County shall provide a boot allowance payable in the first pay period of May in each year of the agreement. The payment shall be made in check separate from payroll.

The payment schedule shall be as follows:

2022 - \$275

2023 - \$275

2024 - \$275

2025 - \$350

2026 - \$350

2027 - \$350

Agreed
2-23-23
no separate check
(PR)

Labor/Management Health & Safety: Amend Article XXIII Miscellaneous page 49, to create a new Section 21 to read as follows:

"Section 18. Labor Management Safety and Health Committee: Albany County and CSEA Telecommunicators Unit #6000-06 shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall:

a. Meet at least quarterly.

b. Conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards.

c. Appoint members, as needed, from the area of concern from CSEA to go on inspections.

d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.

Agreed
2-23-23
(PR)

e. Promote health and safety education.

f. Maintain and review minutes of Health and Safety Committee meetings. Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety."

7. **OTHER/HOUSEKEEPING:** Correct Salary Schedule Equipment Operator II by reversing Steps

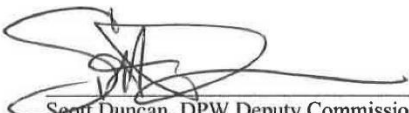
2 and 3. *County Proposal agreed upon 11.2022 - 15 minute window for call in, reduced from hour.*

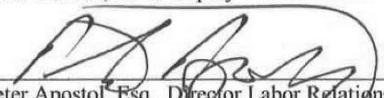
Labor Management:

Agreed 2-23-23
(PA)

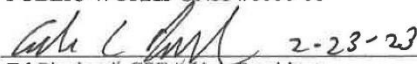
IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this _____ day of February 2023.


THE COUNTY OF ALBANY



Scott Duncan, DPW Deputy Commissioner


Peter Apostol, Esq., Director Labor Relations


CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY DEPARTMENT OF
PUBLIC WORKS UNIT #6000-01


Ed Pizzigati, CSEA Unit President


John Northrup, CSEA Unit Vice President


Timothy Sprung, CSEA Secretary/Treasurer


James Foland, Negotiating Team Member


Denise Warren, CSEA Region Director

ATTACHMENT "1"

1. **Amend Article II Dues Deduction, p. 4, to read as follows:**

The Employer shall deduct from the wages of employees and remit, at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.

2. **Strike Article III Dues Deduction Section 5. Agency Shop:** ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions, p. 5~~

3. **Amend Article IV Union Rights, p. 6, to read as follows:**

Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name

Address

Job Title

Department and work location

Within thirty (30) days of providing the above-referenced notice, the Albany County Department of Public Works (DPW) shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The DPW shall have a reasonable period to comply with the request.

ATTACHMENT "2" SALARY SCHEDULE (TO BE ADDED)

APPROPRIATIONS										
	ACCOUNT NO.				RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME	
D	5110	1	6206	002	590002	CLERK 1	\$4,414.00		\$48,011.00	Public Works Dept
D	5110	1	7210	001	590129	EQUIPMENT OPERATOR INSTRUCTOR	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7210	002	590130	EQUIPMENT OPERATOR INSTRUCTOR	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7212	002	590014	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7212	003	590015	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7212	006	590018	EQUIPMENT OPERATOR 1	\$4,275.00		\$44,437.00	Public Works Dept
D	5110	1	7212	007	590019	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	008	590020	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7212	010	590022	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	012	590024	EQUIPMENT OPERATOR 1	\$4,284.00		\$44,658.00	Public Works Dept
D	5110	1	7212	018	590030	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	019	590031	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7212	021	590033	EQUIPMENT OPERATOR 1	\$4,284.00		\$44,658.00	Public Works Dept
D	5110	1	7212	023	590035	EQUIPMENT OPERATOR 1	\$4,284.00		\$44,658.00	Public Works Dept
D	5110	1	7212	025	590037	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	026	590038	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	027	590039	EQUIPMENT OPERATOR 1	\$4,275.00		\$44,437.00	Public Works Dept
D	5110	1	7212	029	590041	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	030	590042	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7212	031	590043	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	033	590045	EQUIPMENT OPERATOR 1	\$4,312.00		\$45,389.00	Public Works Dept
D	5110	1	7212	036	590121	EQUIPMENT OPERATOR 1	\$4,496.00		\$50,129.00	Public Works Dept
D	5110	1	7212	037	590122	EQUIPMENT OPERATOR 1	\$4,218.00		\$42,973.00	Public Works Dept
D	5110	1	7215	002	590047	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	004	590048	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	005	590049	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	006	590050	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	007	590051	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	008	590052	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	009	590053	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	011	590055	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	012	590056	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	013	590057	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	017	590061	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	018	590062	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	020	590064	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	021	590065	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	022	590066	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7215	023	590067	EQUIPMENT OPERATOR 2	\$4,551.00		\$51,532.00	Public Works Dept
D	5110	1	7217	001	590070	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	002	590071	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	003	590072	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	005	590074	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	007	590076	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	008	590077	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	011	590080	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	012	590081	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7217	013	590082	EQUIPMENT OPERATOR 3	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7234	001	590084	AERIAL TOWER OPERATOR	\$4,604.00		\$52,910.00	Public Works Dept
D	5110	1	7212	004	590016	EQUIPMENT OPERATOR 1		\$1,674.00	\$44,437.00	Public Works Dept
D	5110	1	7212	011	590023	EQUIPMENT OPERATOR 1		\$1,615.00	\$42,973.00	Public Works Dept
D	5110	1	7212	016	590028	EQUIPMENT OPERATOR 1		\$1,674.00	\$44,437.00	Public Works Dept
D	5110	1	7215	019	590063	EQUIPMENT OPERATOR 2		\$2,937.00	\$51,532.00	Public Works Dept
D	5110	1	7212	017	590029	EQUIPMENT OPERATOR 1		\$1,615.00	\$42,973.00	Public Works Dept
D	5110	8	9030		Social Security	\$16,062.00		\$275,112.00		Public Works Dept

A		0	0599		Appropriated Fund Balance		\$47,190.00		
A9	6100	4	4252		Medical Service Therapy		\$331,750.00		

TOTAL APPROPRIATIONS	\$767,395.00	\$388,455.00
-----------------------------	---------------------	---------------------

ACCOUNT NO.				RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
D5	5031	0	5031	Interfund Transfer (D Fund)		\$378,940.00		Interfund Transfer

GRAND TOTALS	\$767,395.00	\$767,395.00
---------------------	---------------------	---------------------

APPROPRIATIONS

		ACCOUNT NO.				RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
DM	5130	1	7503	001	600007	AUTOMOTIVE BODY MECHANIC	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	7513	002	600009	AUTO MECHANIC	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	7513	007	600022	AUTO MECHANIC	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	7513	005	600012	AUTO MECHANIC	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	7513	006	600013	AUTO MECHANIC	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	7903	002	600019	BLACKSMITH WELDER	\$4,693.00		\$55,207.00	Public Works Dept
DM	5130	1	8403	001	600027	LABORER	\$4,508.00		\$50,440.00	Public Works Dept
DM	5130	1	8413	001	600020	SHOP LABORER	\$4,167.00		\$41,662.00	Public Works Dept
DM	5130	1	8414	001	600021	UTILITYMAN		\$3,002.00	\$52,611.00	Public Works Dept
DM	5130	1	6514	001	600001	STORES CLERK	\$4,419.00		\$48,143.00	Public Works Dept
DM	5130	8	9030			Social Security	\$2,927.00		\$46,004.00	Public Works Dept
DM	5130	1	9954			Enhanced Pay	\$22,500.00		\$115,000.00	Public Works Dept
DM	5130	1	9981			Tool Allowance	\$2,450.00		\$10,450.00	Public Works Dept
DM	5130	1	9980			Boot Allowance	\$1,300.00		\$4,030.00	Public Works Dept
DM	5130	1	9900			Overtime	\$5,000.00		\$15,000.00	Public Works Dept

A		0	0599			Appropriated Fund Balance		\$9,260.00		
A9	6100	4	4252			Medical Service Therapy		\$63,167.00		

A9	9901	9	9901			Transfer other Funds	\$72,427.00			Interfund Transfer
----	------	---	------	--	--	----------------------	-------------	--	--	--------------------

TOTAL APPROPRIATIONS	\$147,856.00	\$ 75,429.00
-----------------------------	--------------	--------------

ESTIMATED REVENUES

		ACCOUNT NO.				RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
DM5	5031	0	5031			Interfund Transfer (DM Fund)		\$72,427.00		Interfund Transfer

TOTAL ESTIMATED REVENUES	\$0.00	\$72,427.00
---------------------------------	--------	-------------

GRAND TOTALS	\$147,856.00	\$147,856.00
---------------------	--------------	--------------