

RESOLUTION NO. 136

APPROVING THE DEPARTMENT OF HEALTH COLLECTIVE BARGAINING AGREEMENT WITH CIVIL SERVICE EMPLOYEES ASSOCIATION - LOCAL 1000 DEPARTMENT OF HEALTH UNIT LOCAL 801 AND AMENDING THE 2023 DEPARTMENT OF HEALTH BUDGET

Introduced: 4/10/23

By Personnel Committee and Miller:

WHEREAS, The Commissioner of the Department of Health has requested approval of an agreement with the Civil Service Employees Association - Local 1000 Department of Health Unit Local 801 (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 one-time payment of \$3,000 per member, retroactive salary increase of 2% from January 1, 2022 through December 31, 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 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 existing collective bargaining agreement between the County of Albany and the Bargaining Unit shall continue except as modified by the annexed Memorandum of Understanding, and, be it further

RESOLVED, That the 2023 Department of Health 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.

MEMORANDUM OF UNDERSTANDING

MADE BY AND BETWEEN
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY DEPARTMENT OF HEALTH UNIT #6000-02
ALBANY COUNTY LOCAL 801
January 16, 2023

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

1. DUES DEDUCTION AND UNION RIGHTS:

Amend; see Attachment "1"

2. TERM OF THE AGREEMENT:

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

3. SALARY INCREASES:

Amend Article VI General Salary Increases Section 1. Salary Increases, p. 6, to read as follows: The Salary Schedule shall be increased as follows:

1/1/2022 – 2%, retroactive to 1/1/2022, plus one-time payment of \$3,000 per each member of the bargaining unit. Any retroactive salary increase shall be paid after ratification and signing of the final agreement by both parties. \$3,000 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%, retroactive to 1/1/2023

1/1/2024 – 3%

1/1/2025 – 3%

1/1/2026 – 3%

1/1/2027 – 3%

Amend Salary Schedule; see ATTACHMENT "2" pp. 8-13 (to be added)

4. LONGEVITY:

Amend Article VI General Salary Increases Section 3. Longevity, p. 6, to read as follows:

The following longevity chart shall be in effect January 1, 2023:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>4</u>	<u>350</u>
<u>5-6</u>	<u>650</u>
<u>7-9</u>	<u>750</u>
<u>10-14</u>	<u>900</u>
<u>15-19</u>	<u>1450</u>
<u>20-24</u>	<u>2400</u>
<u>25+</u>	<u>3200</u>

The following longevity chart shall be in effect January 1, 2024:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>4</u>	<u>350</u>
<u>5-6</u>	<u>750</u>
<u>7-9</u>	<u>850</u>
<u>10-14</u>	<u>1375</u>
<u>15-19</u>	<u>1800</u>
<u>20-24</u>	<u>3200</u>
<u>25+</u>	<u>5000</u>

Longevity to be paid the last pay period of the month in which the employee's anniversary date falls. Longevity will be pro-rated upon retirement only. Separation or discharge for any reason other than retirement will not be pro-rated.

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 employees who have transferred within Albany County or separated service due to retirement or disability since January 1, 2022.

5. ABSENCE WITH PAY:

Amend Article VII Absence with Pay Section 1(b) Holidays, p. 7, to read as follows: The days prescribed for the observance of New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day, and Christmas Day, shall be observed as holidays except when any such day falls on Saturday or Sunday, in which case the closest work day shall be observed as the holiday.

Amend Article VII Absence with Pay Section 6(a) Vacation, p. 15, to read as follows:

COMPLETED TIME IN SERVICE	VACATION CREDITS
1 year	10 days (after 6 months 5 days leave may be used)
2 years	15 days
<u>5 years</u>	<u>17 days</u>
10 years	20 days
15 years	25 days

6. RETIREMENT HEALTH INSURANCE BENEFIT:

Amend Article XII Health Insurance and Retirement Section 5 Retirement, p. 24, to read as follows: The County shall continue the New York State Retirement Plan 75(i). Employees must have completed fifteen (15) years of service with the County to be eligible for continuation of health insurance in retirement.

7. MISCELLANEOUS:

Amend Article XXV Miscellaneous by adding Section 26. a new Labor-Management Safety and Health Committee, to read as follows: Albany County Health Department and CSEA 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 participate in inspections.
- d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.
- 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.

Amend Article XXV Miscellaneous by adding Section 27 to read as follows: Within the first two (2) quarters of year 2023, the Parties agree to meet for continuing discussion of equitable salary increases in consideration of all titles until an agreement can be reached. The first meeting is scheduled for March 1, 2023 at 10:00AM.

Amend Article XXVII Workday Section 4, p. 45, to read as follows: Effective and retroactive to 1/1/2023: Cell phone pay for Environmental Health Employees (in the titles of Associate Public Health Sanitarian III & IV, Senior Public Health Engineer and Environmental Specialist) will be at a rate of \$6.00 per hour except cell phone pay on Thanksgiving, Christmas and New Year's holiday from the time of closure of the office until 8:30 a.m. the following day will be at a rate of one and one-half (1 ½) times the above rate (\$9.00). All Environmental Health Employees performing cell phone duties shall be provided with a list of appropriate support resources with current contact information.

Effective and retroactive to 1/1/2023: The above titles, who are expected to provide on-call coverage, will receive both the above compensation and also be paid at straight pay per each call received and each call made up to a forty (40) hour work week*, as follows:

<u>Length of Call</u>	<u>Straight Pay Earned</u>
<u>1-15 minutes</u>	<u>.5 hour (30 minutes)</u>
<u>16-30 minutes</u>	<u>.75 hour (45 minutes)</u>

<u>31-45 minutes</u>	<u>1 hour (60 minutes)</u>
<u>46-60 minutes...(cont. same increments)</u>	<u>1.5 hours/90 minutes...</u> <u>(cont. same increments)</u>

*For all work performed over a forty (40) hour-work week, employees shall be paid at time and one half their regular rate of pay.

All employees providing on-call coverage will log all calls received and all calls made to submit for compensation.

8. APPENDIX "A":

Amend Appendix A Albany County Department of Health – Salary, p. 47, with new titles, including but not limited to: School Specialist; Disease Intervention Specialist II; Public Health Aide II, Public Health Aide (PT); Epidemiologist – Data Analyst; Epidemiology Nurse; Clinic Head Nurse; Public Health Preparedness Coordinator; Lead Poisoning Prevention Specialist; and Registered Professional Nurse II.

9. LABOR MANAGEMENT:

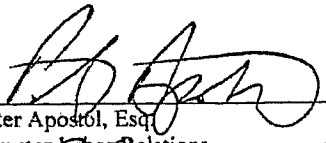
Within three (3) months of the ratification of this Memorandum, the parties agree to discuss in Labor Management Meetings ongoing issues of low morale.

OTHER:

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 18th day of January 2023.


THE COUNTY OF ALBANY

CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY
DEPARTMENT OF HEALTH UNIT #6000-02



Peter Apostol, Esq.
Director Labor Relations

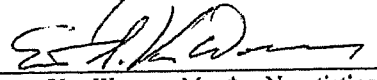

Dr. Elizabeth Whalen, Commissioner

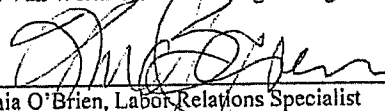

Marianne Stone, CSEA Unit President


Celia Evers, CSEA Unit Secretary


Lisa McGivern, CSEA Unit Treasurer


Erin Alexander, Member Negotiating Team


Ernest Van Wormer, Member Negotiating Team


Virginia O'Brien, Labor Relations Specialist

ATTACHMENT "1"

1. Amend Article II Dues Deduction Section 1. Dues Deductions, p. 5, 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 II Dues Deduction Section 3. 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 Health 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 Department shall have a reasonable period to comply with the request.

APPROPRIATIONS

ACCOUNT NO.		DATE	RESOLUTION DESCRIPTION	INCREASE	DECREASE	DEPARTMENT NAME	UNIT
AA	4010 1	2120 001	REGISTERED NURSE II	\$ 2,357		Health	\$ 60,191
AA	4010 1	2120 002	REGISTERED NURSE II	\$ 2,242		Health	\$ 57,742
AA	4010 1	2128 002	REGISTERED NURSE	\$ 2,155		Health	\$ 55,477
AA	4010 1	2128 009	REGISTERED NURSE	\$ 1,355		Health	\$ 55,477
AA	4010 1	2128 011	REGISTERED NURSE	\$ 2,154		Health	\$ 55,477
AA	4010 1	2128 016	REGISTERED NURSE PT 21	\$ 1,052		Health	\$ 33,286
AA	4010 1	2129 005	REGISTERED NURSE II	\$ 188		Health	\$ 33,286
AA	4010 1	2130 001	PUBLIC HEALTH NURSE II	\$ 2,523		Health	\$ 65,600
AA	4010 1	2131 003	SUPERVISING PUBLIC HEALTH NURSE	\$ 1,511		Health	\$ 71,074
AA	4010 1	2133 004	PUBLIC HEALTH NURSE	\$ 1,967		Health	\$ 61,362
AA	4010 1	2133 005	PUBLIC HEALTH NURSE	\$ 2,783		Health	\$ 61,778
AA	4010 1	2133 006	PUBLIC HEALTH NURSE	\$ 1,980		Health	\$ 62,211
AA	4010 1	2133 009	PUBLIC HEALTH NURSE	\$ 1,567		Health	\$ 60,962
AA	4010 1	2146 001	DISEASE INTERVENTIN SPECIALIST	\$ 2,250		Health	\$ 57,936
AA	4010 1	2146 003	DISEASE INTERVENTIN SPECIALIST	\$ 2,206		Health	\$ 56,810
AA	4010 1	2154 001	CLINIC HEAD NURSE	\$ 3,184		Health	\$ 72,298
AA	4010 1	2156 001	PUBLIC HEALTH EDUCATOR II	\$ 2,424		Health	\$ 62,424
AA	4010 1	2172 001	DISEASE INTERVENTION SPEC III	\$ 985		Health	\$ 63,985
AA	4010 1	2172 001	PUBLIC HEALTH AIDE PART TIME	\$ 667		Health	\$ 17,112
AA	4010 1	2177 001	EPIDEMIOLOGY NURSE	\$ 2,955		Health	\$ 66,005
AA	4010 1	2196 001	IMMUNIZATION & CLINICAL SPECIALIST	\$ 2,083		Health	\$ 53,646
AA	4010 1	2200 001	PROGRAM DIRECTOR	\$ 2,797		Health	\$ 72,039
AA	4010 1	2546 001	ENVIRONMENTAL SPECIALIST	\$ 2,709		Health	\$ 70,154
AA	4010 1	2609 001	SENIOR PUBLIC HEALTH ENGINEER	\$ 3,010		Health	\$ 77,521
AA	4010 1	2612 002	SENIOR PUBLIC HEALTH EDUCATOR	\$ 3,228		Health	\$ 83,123
AA	4010 1	2800 001	PUBLIC HEALTH EDUCATOR	\$ 1,285		Health	\$ 65,272
AA	4010 1	2802 001	PUBLIC HEALTH EDUCATOR	\$ 2,244		Health	\$ 57,780
AA	4010 1	2802 004	PUBLIC HEALTH EDUCATOR	\$ 2,276		Health	\$ 59,012
AA	4010 1	2802 002	PUBLIC HEALTH EDUCATOR	\$ 2,276		Health	\$ 59,012
AA	4010 1	2803 001	HEALTH PROGRAM ASSISTANT	\$ 1,838		Health	\$ 47,300
AA	4010 1	2930 001	PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010 1	2930 002	PUBLIC HEALTH SANITARIAN I	\$ 2,487		Health	\$ 48,998
AA	4010 1	2930 003	PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010 1	2930 004	PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010 1	2930 005	PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010 1	2930 006	PUBLIC HEALTH SANITARIAN I	\$ 1,936		Health	\$ 49,855
AA	4010 1	2930 007	PUBLIC HEALTH SANITARIAN I	\$ 662		Health	\$ 48,598

APPROPRIATIONS

		ACCOUNT NO.	DATE	RESOLUTION DESCRIPTION	INCREASE	DECREASE	DEPARTMENT NAME	UNIT
AA	4010	1 2930 008		PUBLIC HEALTH SANITARIAN I	\$ 1,946		Health	\$ 50,100
AA	4010	1 2930 009		PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010	1 2930 010		PUBLIC HEALTH SANITARIAN I	\$ 1,087		Health	\$ 48,998
AA	4010	1 2930 011		PUBLIC HEALTH SANITARIAN I	\$ 2,287		Health	\$ 48,998
AA	4010	1 2930 012		PUBLIC HEALTH SANITARIAN I	\$ 1,887		Health	\$ 48,598
AA	4010	1 2930 013		PUBLIC HEALTH SANITARIAN I	\$ 1,928		Health	\$ 49,847
AA	4010	1 2931 001		PUBLIC HEALTH SANITARIAN II	\$ 2,195		Health	\$ 56,513
AA	4010	1 2931 002		PUBLIC HEALTH SANITARIAN II	\$ 2,069		Health	\$ 55,815
AA	4010	1 2931 003		PUBLIC HEALTH SANITARIAN II	\$ 2,069		Health	\$ 55,815
AA	4010	1 2932 001		PUBLIC HEALTH SANITARIAN III	\$ 2,519		Health	\$ 64,871
AA	4010	1 2932 002		PUBLIC HEALTH SANITARIAN III	\$ 2,415		Health	\$ 64,793
AA	4010	1 2933 001		PUBLIC HEALTH SANITARIAN IV	\$ 3,174		Health	\$ 81,738
AA	4010	1 2933 002		PUBLIC HEALTH SANITARIAN IV	\$ 3,164		Health	\$ 81,454
AA	4010	1 3100 001		SUPERVISING COMM HEALTH WOKER	\$ 2,511		Health	\$ 64,657
AA	4010	1 3101 001		DENTAL HYGIENIST	\$ 2,702		Health	\$ 59,692
AA	4010	1 3102 002		DISEASE INTERVENTION SPEC II	\$ 2,578		Health	\$ 56,501
AA	4010	1 3192 001		DISEASE INTERVENTION SPEC II	\$ 2,377		Health	\$ 61,184
AA	4010	1 3192 002		DISEASE INTERVENTION SPEC II	\$ 1,101		Health	\$ 59,883
AA	4010	1 3192 003		DISEASE INTERVENTION SPEC II	\$ 3,191		Health	\$ 61,973
AA	4010	1 5101 001		DENTAL ASSISTANT	\$ 1,579		Health	\$ 40,674
AA	4010	1 5101 002		DENTAL ASSISTANT	\$ 1,584		Health	\$ 40,783
AA	4010	1 5120 001		CLINICAL ASSISTANT	\$ 1,522		Health	\$ 39,587
AA	4010	1 5165 003		PUBLIC HEALTH AIDE	\$ 1,334		Health	\$ 34,742
AA	4010	1 5165 004		PUBLIC HEALTH AIDE	\$ 1,367		Health	\$ 35,200
AA	4010	1 5165 005		PUBLIC HEALTH AIDE	\$ 1,317		Health	\$ 33,925
AA	4010	1 5165 006		PUBLIC HEALTH AIDE	\$ 1,366		Health	\$ 35,182
AA	4010	1 5165 008		PUBLIC HEALTH AIDE	\$ 109		Health	\$ 33,925
AA	4010	1 5165 011		PUBLIC HEALTH AIDE	\$ 1,353		Health	\$ 34,846
AA	4010	1 5166 001		PUBLIC HEALTH AIDE II	\$ 613		Health	\$ 37,835
AA	4010	1 5166 002		PUBLIC HEALTH AIDE II	\$ 1,471		Health	\$ 37,885
AA	4010	1 6106 001		ACCOUNT CLERK III	\$ 2,339		Health	\$ 60,247
AA	4010	1 6113 001		PERSONNEL ASSISTANT I	\$ 478		Health	\$ 41,999
AA	4010	1 6192 001		KEYBOARD SPECIALIST	\$ 1,006		Health	\$ 36,638
AA	4010	1 6192 006		KEYBOARD SPECIALIST	\$ 1,807		Health	\$ 36,638
AA	4010	1 6192 003		KEYBOARD SPECIALIST	\$ 1,807		Health	\$ 36,638
AA	4010	1 6192 004		KEYBOARD SPECIALIST	\$ 141		Health	\$ 35,822
AA	4010	1 6206 007		CLERK I	\$ 1,340		Health	\$ 34,516

APPROPRIATIONS									
	ACCOUNT NO.	DATE	RESOLUTION DESCRIPTION	INCREASE	DECREASE	DEPARTMENT NAME	UNIT		
AA	4010 1	6302 005	MEDICAL CLERK TYPIST	\$ 1,603		Health	\$	41,269	
AA	4010 1	6302 006	MEDICAL CLERK TYPIST	\$ 1,617		Health	\$	41,615	
AA	4010 1	6302 007	MEDICAL CLERK TYPIST	\$ 1,969		Health	\$	40,811	
AA	4010 1	6404 001	SECRETARY II	\$ 1,648		Health	\$	45,912	
AA	4010 1	6412 001	RECEPTIONIST	\$ 1,773		Health	\$	35,755	
AA	4010 1	9950 000	Longevity Raise	\$ 15,700		Health	\$	78,550	
AA	4010 1	9954 000	Enhanced Pay	\$ 180,000	\$ 90,841	Health	\$	508,361	
AA	4010 1	0599	Appropriated Fund Balance	\$ -	\$ 255,974				
A			TOTAL APPROPRIATIONS	\$ 346,816	\$ 346,816				

Adopted by unanimous vote – 4/10/23

State of New York
County of Albany

This is to certify that I, the undersigned, Clerk of the Albany County Legislature, have compared the foregoing copy of the resolution and/or local law with the original resolution and/or local law now on file in the office, and which was passed by the Legislature of said County on the 10th day of April, 2023, a majority of all members elected to the Legislature voting in favor thereof, and that the same is a correct and true transcript of such original resolution and/or local law and the whole thereof.



IN WITNESS THEREOF, I have hereunto set my hand and the official seal of the County Legislature this 12th day of April, 2023.


Clerk, Albany County Legislature