

## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and 1199 SEIU United Healthcare Workers East, Service and Maintenance Unit (Employee Collective Bargaining Unit) (collectively, the "parties") this day of 15th September, 2022, to take effect the day signed and approved by all parties.

WHEREAS, the parties entered into a collective bargaining agreement that expires on December 31, 2023 and;

WHEREAS the parties are desirous to amend the current agreement to modify the hourly rates and salary rates for Nursing, Environmental Services, Dietary and Therapy titles in the collective bargaining agreement;

WHEREAS, the Parties negotiated in good faith and;

WHEREAS, the parties have reached an agreement relating to the amendment of terms of a collective bargaining agreement between the parties and;

NOW THEREFORE, in consideration for the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. The Nursing, Environmental Services, Dietary and Therapy titles shall all receive an increase to their current base hourly rate in the amount of four (\$4.00) dollars per hour.
2. All service and maintenance workers shall now work an eight and one half hour (8.5) work day, inclusive of one half hour of unpaid lunch.
3. To establish each staff member's new hourly rate, the following methodology will be used: The employee's current hourly rate plus four dollars (\$4.00) multiplied by 35, divided by forty (40). Or for Activity Leaders or Laborers in Central Supply, two and one half hours (2.5) of pay added to their current weekly salary at their current hourly rate, divided by 40.
4. Overtime shall continue to commence after 40 hours of paid work.
5. All use of accruals such as personal and/or vacation days shall utilize eight (8) hours of accrued benefit time per full day requested or pro-rated. Benefit time shall be accrued on eight (8) hours of work per shift.
6. The above terms and conditions of the Collective Bargaining Agreement between the parties are being modified in exchange for the conversion of the 2023 general salary increase from two percent (2%) to zero percent (0%), except for the following titles,

Seamstress, Plumber, Electrician, Painter, Groundsperson, and Boiler Maintenance Mechanic. On January 1, 2023, these titles will receive a 2% increase to their base pay and maintain the 35 hour work week. Example: 40 hour work week with one hour of unpaid lunch and breaks per day.


Dated this 28 day of September, 2022:

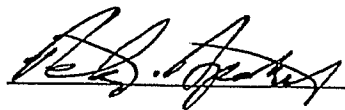
For the Employer:

  
Executive Director

Shaker Place Rehabilitation and Nursing Center

For the Collective Bargaining Unit:

  
Ruthie Young 1199 SEIU

  
Albany County Director of  
Employee Relations