

RESOLUTION NO. 297

APPROVING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITY'S COLLECTIVE BARGAINING AGREEMENT WITH THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITY'S PROFESSIONAL STAFF ASSOCIATION (N.Y.S.U.T.)

Introduced: 8/11/14

By Personnel Committee:

WHEREAS, The Department of Residential Health Care Facilities has requested approval of an agreement with the Albany County Department of Residential Health Care Facilities Professional Staff Association represented by the New York State United Teachers on the terms and conditions of employment for the period January 1, 2010 through December 31, 2017, and

WHEREAS, Under terms of the agreement, starting salaries will include a 1.5 % increase effective January 1, 2016 and a 1.5 % increase for starting salaries effective January 1, 2017, (After January 1, 2017 either party shall have the right to reopen the collective bargaining agreement on the issue of wages based on economic and fiscal conditions at that time), and

WHEREAS, Under terms of the agreement and effective after ratification by both parties the normal workweek shall be thirty five (35) hours or seventy (70) hours for a two week period, all employees shall see a reduction in salary consummate with a decrease in two and one half hours worked per week (hourly rates shall remain the same), Security guards who are being reduced from forty hours per week to thirty five hours per week shall see a reduction in salary of two and one half hours per week and therefore will see an increase to their hourly rate, and

WHEREAS, Under terms of the agreement and effective after ratification by both parties weekend differential shall no longer be awarded, and

WHEREAS, Under terms of the agreement and effective after ratification by both parties, employees shall be compensated at the rate of one and one-half times their regular rate of pay for all work performed beyond thirty five hours per week, and

WHEREAS, Under terms of the agreement and effective after ratification by both parties employees may accrue vacation credits up to a maximum of eighty (80) days and shall be entitled up to a maximum of sixty-five (65) days of unused vacation leave that may be liquidated upon separation, and

WHEREAS, Under terms of the agreement and effective after ratification by both parties, full-time employees shall earn sick leave at the rate of thirteen (13) days per year, up to a maximum accumulation of two hundred (200) days, part-time employees (at least 19 hours per week) shall receive a pro-rated amount of sick leave, employees shall continue to be permitted to use a maximum of one hundred sixty five (165) sick days to use as a credit for health insurance in retirement, in accordance with State law, and

WHEREAS, The agreement also provides five paid bereavement days in the event of a death in the immediate family, revised vacation accruals, holiday and overtime holiday pay schedule, now, therefore be it

RESOLVED, By the Albany County Legislature that the portions of said agreement setting forth salary and benefit provisions for members of the aforementioned bargaining unit in the Department of Residential Health Care Facilities are hereby ratified and confirmed, 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.

Adopted by unanimous vote. 8/11/14