

# Warren County Board of Supervisors

## RESOLUTION NO. 303 OF 2022

**RESOLUTION INTRODUCED BY SUPERVISORS THOMAS, CONOVER, BEATY, FRASIER, WILD, BRAYMER AND RUNYON**

**RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF WARREN AND THE TEAMSTERS LOCAL 294 (“UNION”), AND AUTHORIZING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND THE TEAMSTERS LOCAL 294 FOR A TERM COMMENCING JANUARY 1, 2021 AND TERMINATING DECEMBER 31, 2024**

WHEREAS, as a result of collective bargaining, a proposed agreement has been reached establishing the terms and conditions of a new Collective Bargaining Agreement between the Union and Warren County, and

WHEREAS, the terms and conditions of which are set forth in a Memorandum of Agreement, a copy of which Memorandum of Agreement is annexed to this resolution as “Schedule A”, now, therefore, be it

RESOLVED, that the Memorandum of Agreement between the County of Warren and the Union, negotiated by the County’s representatives, is hereby approved, and be it further

RESOLVED, that the Warren County Board of Supervisors authorizes the preparation and execution of a new Collective Bargaining Agreement between Warren County and the Union for a term to commence January 1, 2021 and to terminate December 31, 2024, and to incorporate all of the terms and conditions set forth in the Memorandum of Agreement, in a form approved by the County Attorney, and be it further

RESOLVED, that the Warren County Board of Supervisors hereby authorizes the Chair of the Board of Supervisors and the Warren County Sheriff to execute a new Collective Bargaining Agreement for a term to commence January 1, 2021 and to terminate on December 31, 2024, which incorporates the terms and conditions set forth in the Memorandum of Agreement.

**SCHEDULE A**

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on May 11, 2022 by and between WARREN COUNTY ("County") and TEAMSTERS LOCAL 294 ("Union") as follows:

1. Introductory paragraph- Delete the last sentence.
2. Article 2 – Recognition – Substitute "Union" for "WCCOU" in the Recognition Clause and all other references throughout the Collective Bargaining Agreement.
3. Article 5 – In 2021, increase 1<sup>st</sup> year through 3<sup>rd</sup> year on the current salary and compensation plan by 1.75%, and increase 5<sup>th</sup> year and 10<sup>th</sup> year by 2.75%, and add 15<sup>th</sup> year with 5% over 10<sup>th</sup> year and add 20<sup>th</sup> year with 5% over 15<sup>th</sup> year, and eliminate longevities; Effective January 1, 2022, increase the 1st year to \$46,300. Effective January 1, 2022, increase 2<sup>nd</sup> year and 3<sup>rd</sup> year on the current salary and compensation plan by 1.75%, and increase 5<sup>th</sup>, 10<sup>th</sup>, 15<sup>th</sup>, and 20<sup>th</sup> years by 2.60%, and increase Sergeant differential to \$6,000; Effective January 1, 2023, increase 1<sup>st</sup> year through 3<sup>rd</sup> year on the salary and compensation plan by 2.00%, and increase 5<sup>th</sup>, 10<sup>th</sup>, 15<sup>th</sup>, and 20<sup>th</sup> years by 2.60%, and increase Sergeant differential to \$6,500; Effective January 1, 2024, increase 1<sup>st</sup> year through 3<sup>rd</sup> year on the salary and compensation plan by 2.25%, and increase 5<sup>th</sup>, 10<sup>th</sup>, 15<sup>th</sup>, and 20<sup>th</sup> years by 2.60%, and increase Sergeant differential to \$7,500. See attached salary and compensation plan. The applicable increases will be retroactive to January 1, 2021, and will only be paid to current employees who are employed by the County on the date of ratification by both parties as well as employees who have retired with the New York State Retirement System since January 1, 2021.
4. Article 5- In Section 3, substitute the following:  

"Employees who are assigned a person to train will be paid a stipend of \$10.00 per shift regardless of the number of hours the trainer is assigned to the trainee."
5. Article 6 – In Section 1 (d), substitute the following for the last entries:  

"The two twenty- four-hour days off each week should be consecutive and may go in conjunction with other leave days except for pre-selected training days, staff meetings, and unforeseen circumstances."
6. Article 6 – In Section (1) (f), substitute the following:  

"Employees will be provided access to the work schedule when it is completed which will be at least 90 days in advance. Changes to the schedule will be made in a way that employees can see the changes."
7. Article 8- Substitute the following for the first sentence of subsection 1(a): "All full-time bargaining unit employees shall be entitled to a vacation with pay on January 1 following the completion of the second calendar year of employment as follows: "
8. Article 8- Delete subsection 1 (c) and reletter the balance of the subsections.
9. Article 8 – Substitute the following for Section (2) (f):  

"Whenever an employee in the bargaining unit uses sick leave for any part of a holiday, the employee will not receive a day in lieu of for that holiday. The employee will be charged with sick leave for the number of hours used as sick leave and will not be entitled to the holiday benefit."

- 10. Article 9- In subsection 1 (a), provide that commencing July 1, 2022, the amount of the employee contribution shall be increased to 21%; commencing December 1, 2022, the amount the employee contribution shall be increased to 22%; commencing December 1, 2023, the amount of the employee contribution shall be increased to 23%; and commencing December 1, 2024, the amount of the employee contribution shall be increased to 24%. Update subsection 1(b).
- 11. Article 11 – In Section (a), Step 4, substitute “NYS PERB” for “American Arbitration Association.”
- 12. Article 17- Provide that the Agreement will be effective on the signing of the Collective Bargaining Agreement and shall end on December 31, 2024.

5/11/22

WARREN COUNTY  
By: *James P. ...*  
TEAMISTERS LOCAL 294  
By: *Joe ...* SEC TREASURER  
*...*  
*...* Chief Shop Stewart  
*...*

Correction Officer

	<u>1<sup>st</sup> Year</u>	<u>2<sup>nd</sup> Year</u>	<u>3<sup>rd</sup> Year</u>	<u>5<sup>th</sup> Year</u>	<u>10<sup>th</sup> Year</u>	<u>15<sup>th</sup> Year</u>	<u>20<sup>th</sup> Year</u>
1/1/20	\$42,796	\$48,343	\$51,116	\$53,890	\$56,663	-	-
1/1/21	\$43,545	\$49,189	\$52,011	\$55,372	\$58,221	\$61,132	\$64,189
1/1/22	\$46,300	\$50,050	\$52,921	\$56,812	\$59,735	\$62,721	\$65,858
1/1/23	\$47,226	\$51,051	\$53,979	\$58,289	\$61,288	\$64,352	\$67,570
1/1/24	\$48,289	\$52,200	\$55,194	\$59,804	\$62,882	\$66,025	\$69,327