

# Warren County Board of Supervisors

## RESOLUTION NO. 332 OF 2024

### RESOLUTION INTRODUCED BY SUPERVISORS BRUNO AND RUNYON

#### **APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN WARREN COUNTY AND THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. (CSEA) AND AUTHORIZING THE CHAIR OF THE BOARD OF SUPERVISORS TO EXECUTE A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND THE CSEA FOR A TERM FROM JANUARY 1, 2024 THROUGH DECEMBER 31, 2027**

WHEREAS, Warren County and the CSEA previously entered into a collective bargaining agreement, dated July 1, 2021, which covered the time period from January 1, 2020 through December 31, 2023 (hereafter, 2021 C.B.A.), and

WHEREAS, as a result of collective bargaining between Warren County and the CSEA, proposed terms and conditions of employment and compensation for employees of the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, for the Warren County General Unit of the Warren County Local 857 (hereafter, collectively, CSEA) were reached that shall supplement, amend, and replace certain terms and conditions previously set forth in the 2021 C.B.A., and

WHEREAS, the terms and conditions proposed for a new collective bargaining agreement were recorded upon a Memorandum of Agreement, dated September 12, 2024, a true and complete copy being attached herein, now, therefore, be it

RESOLVED, that the Warren County Board of Supervisors accepts and approves each and every term and condition in the Memorandum of Agreement, dated September 12, 2024, and hereby authorizes the Chair of the Board to execute a new Collective Bargaining Agreement between Warren County and the CSEA which incorporates the terms and conditions in the Memorandum of Agreement, dated September 12, 2024, for a term which commences retroactively on January 1, 2024 and terminates on December 31, 2027, in a form approved by the County Attorney.

## MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on September 12, 2024 by and between WARREN COUNTY and CSEA as follows:

1. Article IV – General Conditions – In Section 7, substitute the following for the section:

“The County and CSEA agree to administer their obligations under this Agreement in a manner which will be fair and impartial to all employees and there shall be no discrimination against any employee because of age, race, creed, color, sexual orientation, gender identity or expression, national origin, military status, sex, disability, predisposing genetic characteristics, or marital status by either CSEA or the County by virtue of an employee’s participation or nonparticipation in CSEA affairs.”

2. Article V – Salary and Compensation Plan – Effective with the first payroll period after the Collective Bargaining Agreement is signed, increase the wage rates from Entry through Step 10 by 2.85%; effective January 1, 2025, increase the wage rates from Entry through Step 10 by 3.00%; effective January 1, 2026, increase the wage rates from Entry through Step 10 by 3.25%, and effective January 1, 2027, increase the wage rates from Entry through Step 10 by 3.50%.
3. Article VI – Workday, Workweek, Overtime – In Section 4.a., effective with the first payroll period after the Collective Bargaining Agreement is signed, increase the meal allowances to the following: Breakfast - \$10.00; Lunch - \$14.00; Dinner - \$25.00.
4. Article VII – Holidays – In Section 1, add Juneteenth to the list of holidays.
5. Article VIII – Vacation, Sick Leave, Personal Leave, Bereavement Leave – In Sections 1.b.2.c., 2.i., and 3.d., substitute “not less than one-half hour intervals” for “not (no) less than one hour intervals.”
6. Article IX – Health Insurance – In Section 1(a), effective December 1, 2024, increase the pre-2012 employee contribution to the health insurance premiums to 23%; effective December 1, 2025, increase the pre-2012 employee contribution to the health insurance premiums to 24%; and effective December 1, 2026, increase the pre-2012 employee contribution to the health insurance premiums to 25%.

7. Editorial Changes – Any reference to the feminine and/or masculine pronoun shall be changed to the gender neutral pronoun (employee, they, them).
  
8. Article XV – Effective Date – Substitute the following for the existing article: “This Agreement shall be effective on the first payroll period after the Collective Bargaining Agreement is signed, and shall end on December 31, 2027; however, the 2.85% wage increase will be retroactive to January 1, 2024, for all employees on the payroll when the retroactive payment is made, as well as anyone who retired pursuant to the NYS ERS between January 1, 2024 and the date the retroactive payment is made and any active employee who passed away during that time.

WARREN COUNTY

By: /s/ J. Lawrence Paltrowitz, Neg.

CSEA

By: /s/ Diane Selchick