

Warren County Board of Supervisors

RESOLUTION NO. 217 OF 2025

RESOLUTION INTRODUCED BY SUPERVISORS WILD, DRISCOLL, ETU, MADAY, BEAN, PATCHETT AND MERLINO

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 RETROACTIVE TO JANUARY 1, 2025 AND TERMINATING DECEMBER 31, 2028

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 retroactive to January 1, 2025 and terminate December 31, 2028, 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 retroactive to January 1, 2025 and terminate on December 31, 2028, which incorporates the terms and conditions set forth in the Memorandum of Agreement.

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on April 21, 2025 by and among WARREN COUNTY ("County") and the WARREN COUNTY SHERIFF ("Sheriff") and TEAMSTERS LOCAL 294 ("Union") as follows:

1. Article 4 – General Conditions – In Section 8, add "and representing bargaining unit employees in discipline meetings" after "adjusting grievances" in the first line of the Section.
2. Article 5 – Salary and Compensation Plan – For 2025, 2026, 2027, and 2028, see attached schedule. The 2025 salary increase shall be retroactive to January 1, 2025 for those bargaining unit employees who are on the County's payroll in the Sheriff's Department at the time the retroactive payment is made.
3. Article 6 – Workday, Workweek, Overtime – In Section 1(g), substitute "December 31, 2025" for "December 31, 2020;" and add the following: "The parties will meet in November 2025 to discuss the possible continuation of this provision."
4. Article 8 – Sick Leave – In Section 2(a) 2. (b), substitute "5 work days (40 hours)" for "3 work days (24 hours)."
5. Article 9 – Health Insurance – In Section 1(a), provide that commencing December 1, 2025, the amount of the full time employee's contribution toward the health insurance premium shall be 25%.
6. Article 9 – Eligibility in Retirement – In Section 3, delete subsection (c) and the last two sentences of Section 3. In subsection (d), substitute "twenty-five (25) years" for "twenty (20) years."
7. Article 14 – Miscellaneous Provisions – In Section 19, add the following prior to the definition of "Qualifying Experience:"

"A lateral transfer who receives service year credit will receive a prorated amount of vacation in the employee's initial year of employment pursuant to the same schedule as referenced in Section 1(b) of Article 8 of this Collective Bargaining Agreement. On January 1 following the completion of such employee's initial year of employment, such employee shall receive vacation days commensurate with such employee's approved service credit."

8. Article 14 – In Section 19 of Article 14, add "health insurance credit" to vacation, sick, personal time, and pay grade up to a maximum of three (3) years.
9. Article 15 – Seniority – Substitute "Chief Steward" for "Union President."
10. New Article – K-9 Unit – Add the following as a new Article to the Collective Bargaining Agreement:

"The County shall establish a Corrections K-9 unit as part of the Sheriff's Office. Individual Sheriff's Office Corrections Officers may be assigned to the K-9 unit and be governed in

part by policies and procedures specific to that unit as well as policies and procedures applicable to County Corrections Officers generally. With regard to the K-9 unit and Officers assigned to the same:

(a) The Sheriff shall have the absolute discretion to select Corrections K-9 dogs, select the officers to serve as dog handlers in the K-9 unit from members of the Warren County Sheriff's Office Corrections Division. Without limiting the absolute discretion of the Sheriff, volunteers will be solicited for assignment to the K-9 unit from active members of the Teamsters Local 294.

(b) To be eligible to serve as a member of the K-9 unit, officers must meet and maintain the eligibility requirements, and abide by the rules and regulations set forth in the "Warren County Sheriff's Office Corrections Division Operations Manual," including agreement in advance to serve as a member of the K-9 unit for a minimum period of four (4) years. Officers assigned to the K-9 unit shall remain eligible during this minimum period for promotions or changes in assignment, but the County may decline to consider such officers for promotion or change of assignment during this minimum period, except for promotions to Corrections Sergeant.

(c) The Sheriff shall have the absolute discretion to relieve an officer from his or her duties as a Corrections K-9 handler at any time, either; upon request from the officer, because the K-9 unit is disbanded, the size of the K-9 unit is reduced, or for any other reason determined to be in the best interests of Warren County or the Sheriff's Office, with or without "just cause".

(d) During any period in which an officer is assigned to the K-9 unit, he or she will forfeit his or her rights to bid for permanent shift assignments under the terms of the existing collective bargaining agreement, and the Sheriff shall have sole discretion to assign the dog handlers to a regular shift, may modify shift assignments of the dog handlers upon reasonable advance notice, and may rearrange work schedules of dog handlers within a declared work period.

(e) When a dog handler completes his or her assignment in the K-9 unit, or is relieved from assignment in the K-9 unit, he or she will have all rights to bid for permanent shift assignments under the terms of the Warren County Sheriff's Office Corrections Division Operations Manual restored.

(f) While an officer is assigned to the K-9 unit, he or she will be governed by and entitled to the following:

(i) Transportation time to and from a K-9 officer's residence shall be included within their regularly scheduled tour of duty and performed during regular tours of duty. K-9 officers' regularly scheduled tours of duty shall begin from when they leave their residences for regularly scheduled tours of duty, and shall end upon arrival at their residence following the completion of a regular tour of duty. The times set for "tours of duty" in the current contract and in any succeeding contract shall apply to K-9 officers, who shall be "in fact, ready for duty" when they leave their residences at the beginning of a tour of duty and until they return to their residences after a completion of a tour of duty.

SCHEDULE A

- (ii) Officers assigned to the K-9 unit shall not train their assigned police dogs, wash or clean police cars, nor perform any other official-related activities with or concerning the County K-9 dogs on "off-duty" time without specific permission of the Sheriff.
- (iii) Regular and required veterinary services for the K-9 dogs shall be scheduled during normal shift tours to the extent practical, and officers assigned to the K-9 unit shall not obtain veterinary services for their assigned K-9 dogs at times other than "on-duty" times without permission from a member of Administration or the Sheriff's Office K-9 Unit Supervisor, or in emergencies.
- (iv) Officers assigned to the K-9 unit shall be responsible for all non-official related activities reasonably necessary for the care and maintenance of their assigned K-9 dogs, such as feeding, exercising (including allowing the dog to relieve itself), grooming, washing, administering any required medication, and otherwise caring for their K-9 dogs, and cleaning and maintaining the areas and equipment at which the K-9 dogs are housed. All such activities shall be performed on "off-duty" time and no such activities shall be performed during "on-duty" time. Officers assigned to K-9 units shall be paid by the County for off-duty, non-official related activities at the higher of the Federal minimum wage rate or the New York State minimum wage rate (effective as of the signing of this Collective Bargaining Agreement), up to a maximum of seven (7) hours per week. The County, Teamsters Local 294, and each individual officer assigned to the K-9 unit specifically agree that seven (7) hours per week is a fair and reasonable estimate of the time realistically required to provide such care for the K-9 dog.
- (v) Officers called in while off-duty shall be compensated at time plus one-half.
- (vi) Except to the extent herein provided all salary wages and benefits shall be governed by the collective bargaining agreement between the Teamsters Local 294 and the County.
- (g) The following expenses associated with the K-9 unit shall be provided for by the County as follows:
 - (i) A marked law enforcement vehicle for transporting the K-9 dog, which shall remain the property of the County.
 - (ii) Food, veterinary services, handler equipment, and services for the K-9 dog.
 - (iii) Acquisition or purchase of the dog.
- (h) The officer assigned to the K-9 unit agrees to a four (4) year commitment.
 - (i) The County and the Teamsters Local 294 agree that the officers assigned to the K-9 unit shall be considered "on-duty" for the purposes of General Municipal Law Section 207-c, and the New York State Retirement System, with respect to disabilities occurring whenever an officer assigned to the K-9 unit is performing tasks necessary and reasonable for the training, care, and maintenance of the K-9 dogs, regardless of where or when these tasks are performed.

(j) The County will defend and indemnify officers assigned to the K-9 unit for any injuries or damages caused by the K-9 dogs which occur or are claimed to occur during the period in which such officers are assigned to the K-9 unit, regardless of where or when the injuries or damages occur.

(k) All K-9 dogs assigned to the K-9 unit shall be the property of the County. Upon the retirement of a K-9 dog from the K-9 unit, the handler assigned such dog shall be offered the opportunity to purchase such dog from the County for the sum of \$1, and shall assume all liabilities previously incurred by the County in relation to the operation of the K-9 unit and ownership of the dog.

(l) The County agrees to pay expenses associated with the completion of cremation of a County K-9 following the dog's passing, either prior to, or following, retirement. The handler assigned to such dog shall be presented with the K-9 dog remains.

(m) Nothing in this agreement shall be deemed to preclude the County from disbanding or curtailing the K-9 unit once it is formed.

(n) A separate memorandum setting forth the provisions hereinabove of incorporating the same by reference shall be presented to the officer selected for participation in the K-9 Unit for execution purposes of establishing that officer's agreement to the terms and provisions set forth hereinabove."

11. Article 14 – Miscellaneous – Add a new Section 20 – “Temporary Light Duty Procedure” as follows:

“The parties shall follow the temporary light duty procedures as set forth in Schedule D, which provides for the request, review, approval, and administration of temporary light duty assignments. The parties agree that such procedures are fair, consistent, and equitable for all bargaining unit employees and the County.”

WARREN COUNTY AND
WARREN COUNTY SHERIFF

By: _____

TEAMSTERS LOCAL 294

By: *Jeffrey J. Lammiman*

By: *[Signature]*

By: *Mark [Signature]*

By: *Kathryn Cote*

SCHEDULE A

TEAMSTERS 2024

Grade	1	2	3	4	5	10	15	20
Correction Officer								
2024	\$54,254	\$58,165	\$61,160	\$61,160	\$65,826	\$68,903	\$72,046	\$75,348
2025 (3.00%)	\$55,882	\$59,910	\$62,995	\$62,995	\$67,801	\$70,970	\$74,207	\$77,608 (3.00%)
2026 (3.00%)	\$57,558	\$61,707	\$64,885	\$64,885	\$69,835	\$73,099	\$76,434	\$79,937 (3.00%)
2027 (3.00%)	\$59,285	\$63,558	\$66,831	\$66,831	\$71,930	\$75,658	\$79,109	\$82,734 (3.50%)
2028 (3.00%)	\$61,063	\$65,465	\$68,836	\$68,836	\$74,088	\$78,684	\$82,273	\$86,044 (4.00%)

Step 1	Step 2	Step 3	Step 4	Step 5
2024	2025	2026	2027	2028
\$54,254	\$59,910	\$64,885	\$66,831	\$74,088

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on April 21, 2025 by and among COUNTY OF WARREN (“County”), WARREN COUNTY SHERIFF (“Sheriff”), and TEAMSTERS LOCAL 294 (“Union”) as follows:

WHEREAS, the parties are negotiating a successor Collective Bargaining Agreement and are desirous of implementing a Temporary Light Duty Procedure prior to the conclusion of the negotiations;

NOW, THEREFORE, the parties hereto agree to the following Temporary Light Duty Procedure:

Temporary Light Duty Procedures

Section 1 - Policy

This policy is intended to outline clear and concise procedures for the request, review, approval, and administration of temporary light duty assignments. This policy is not intended to limit or eliminate any additional requirements or benefits under General Municipal § Law 207-c set forth in the statute or case law, or to modify any requirements set forth in the Correction Division Operations Manual, to the extent that such Statute, Rules, Regulations, Directives, and/or Operations are not inconsistent with this policy. If there are any inconsistencies, the Statute, Rules, Regulations, Directives and/or Operations shall govern.

The Warren County Sheriff’s Office and the County of Warren are committed to providing a safe and healthy workplace for employees. The prevention of injuries and illnesses is a primary objective. The Sheriff’s Office will make efforts to assist employees who have suffered an injury or illness on-duty, and off-duty related injuries or illnesses which have rendered them temporarily unable to perform all of the necessary duties of their position, by providing temporary light duty assignments.

This policy shall in no way affect an employee’s privileges under provisions of the Family and Medical Leave Act, Fair Labor Standards Act, Americans with Disabilities Act, benefits under Workers’ Compensation, or any other applicable federal or state law(s) or statute(s).

Section 2 - Temporary Light Duty Assignment - General Information

1. The ultimate goal following any injury/illness is to return the employee to full-duty in their original position. These procedures will assist during the employee’s recovery period by allowing them to return to temporary alternative productive work within their medically approved capabilities.
2. All requests for light duty assignment must be submitted, reviewed, and administered in accordance with the provisions outlined in these procedures.

3. Temporary light duty assignments shall consist of administrative, clerical type functions and tasks, that fall outside the scope of an employee's full (unrestricted) duties, but all such duties must be appropriate for the affected employee's specific limitations and restrictions.
4. All employees who have an injury/illness that limits their ability to perform full (unrestricted) duties, but are capable of performing modified light duties, within their specific limitations and restrictions, are eligible for a temporary light duty assignment.
5. There shall be three available temporary light duty shifts, permitting one light duty assignment per shift, Monday through Friday from 7 a.m. to 3 p.m. (day shift), 3 p.m. to 11 p.m. (evening shift), and 11 p.m. to 7 a.m. (overnight shift). The number of simultaneous temporary light duty assignments cannot exceed three assignments at any given time, except with regard to employees who are out on pregnancy disability pursuant to Section 7 herein.
6. All temporary light duty assignments require written approval from the Sheriff, or designee.
7. While assigned to temporary light duty, affected employees must maintain regular contact with the Sheriff, or designee, to provide health/condition updates and medical documentation, upon request.
8. Affected employees are expected to return to work on their next scheduled shift following a physician's written release to full (unrestricted) duty status.

Section 3 - Temporary Light Duty Assignment - Limitations and Restrictions

1. Affected employees and the Sheriff must understand and adhere to the limits set forth by physicians or competent health authorities.
2. Temporary light duty assignments are by definition temporary. Each assignment shall be made in accordance with the provisions outlined in these procedures. Under no circumstance should temporary light duty assignments exceed a cumulative duration greater than twelve months.
3. An employee who is unable to return to full (unrestricted) duty following a cumulative twelve month temporary light duty assignment period must be relieved from the temporary light duty assignment.
4. Following the maximum twelve-month time assignment period, an employee may, if they are so entitled, return to benefits under New York State General Municipal Law § 207-c, utilize available leave accruals, or pursue alternative employment options as provided by the employment provisions of the County of Warren, the laws and statutes of the State of New York, and/or applicable federal statute(s). Regardless, the employee may not return to work, either full-duty or temporary light duty, until a physician's release to full (unrestricted) duty status is received.

5. Multiple employees may simultaneously be approved for a temporary light duty assignment. Any such assignments shall be made in strict adherence with these procedures.
6. Previously approved light duty assignments may be modified in duration, as needed, to accommodate multiple simultaneous assignments of affected employees, as outlined below.
7. A determination for a temporary light duty assignment shall set forth, in writing, the limitations and restrictions on the duties that will apply to the affected employee.
8. Employees receiving a temporary light duty assignment will be subject to all aspects of their current contractual conditions, with the exception of the specific limitations and restrictions resulting from their injury/illness.
9. Employees shall retain full benefits afforded under this collective bargaining agreement.
10. Temporary light duty assignments must be immediately suspended when the Sheriff determines that the duties being performed are not within the scope of the employee's medical limitations or restrictions.
11. During a temporary light duty assignment, affected employees may report in either a Class B uniform or civilian casual business attire. Affected employees may not wear the Class A uniform.
12. Employees on temporary light duty assignments are strictly prohibited from entering any secure area of the Correctional Facility, including the Police Lockup and agency vehicle parking/sallyport areas.
13. Employees on temporary light duty assignments are prohibited from operating any County vehicles.
14. Employees on temporary light duty assignments must notify the Sheriff of any change in medical status during such assignment. The Sheriff may require written verification from their physician, or other competent health authority, of such change.
15. Failure to properly perform the temporary light duty assignment may result in the revocation of such assignment and/or disciplinary action.
16. Any misrepresentation, falsification, or other type of misconduct relating to the employee's medical condition, work limitations/restrictions, or ability to return to full (unrestricted) duty status may subject the employee to disciplinary action.

Section 4 - Temporary Light Duty Assignment - Assignment Procedures

1. The Sheriff, or designee, are the only members authorized to allow a temporary light duty assignment.

2. All temporary light duty assignments shall be determined on a first-come, first-served basis.
3. An affected employee's rank, seniority, the fact that an affected employee's injury/illness occurred on-duty or off-duty, or their eligibility for benefits under New York State General Municipal Law § 207-c shall not be factors considered when making a temporary light duty assignment. However, if an affected employee is eligible for benefits under New York State General Municipal Law § 207-c, and provides medical documentation acceptable to the Sheriff that such employee is medically capable of working in a temporary light duty assignment, but cannot do so because all three temporary light duty assignments are filled, such employee shall not lose any leave accruals while the employee is waiting for a temporary light duty assignment to become vacant, for up to one year. The Sheriff's acceptability of such medical documentation shall not be arbitrarily denied.
4. Temporary light duty assignment procedures will vary based upon the number of simultaneous assignments to be made. Such assignments shall be made as outlined below.
 - A. Assignment procedures when three, or less, affected employees are eligible for temporary light duty;
 - i. The first assignment shall be made to the day shift, second to the evening shift, and third to the overnight shift, on a first come, first served basis.
 - ii. A single assignment shall always be made to the day shift. Two assignments shall be made to the day shift (one employee) first and the evening shift (one employee) next.
 - iii. At no time shall the number of simultaneous temporary light duty assignments exceed three employees.
 - iv. Each assignment shall be made for a period not to exceed three months.
 - v. Additional re-assignments may be approved by the Sheriff, in three-month intervals, but under no circumstance should an affected employee's temporary light duty assignments exceed a cumulative duration greater than twelve months.
 - vi. The procedures outlined under paragraph 4(B) below must be followed anytime four or more employees become eligible for a temporary light duty assignment.
 - B. Assignment procedures for four, or more, employees are eligible for light duty;
 - i. The first assignment shall be made to the day shift, second to the evening shift, and third to the overnight shift, on a first come, first served basis.
 - ii. At no time shall the number of simultaneous temporary light duty assignments exceed three employees.

- iii. Each temporary assignment shall be made for a period not to exceed one month, when four or more employees are eligible for a temporary light duty assignment.
- iv. Affected employees must be relieved from a temporary light duty assignment following their one-month assignment period if they are unable to return to full (unrestricted) duty and the number of employees eligible for light duty exceeds three employees.
- v. When a light duty shift becomes vacant the next affected employee, as determined on a first come, first served basis, shall be assigned to a temporary light duty assignment on the shift that was immediately vacated. No shift assignment preferences shall be made based upon rank and/or seniority.
- vi. Subsequent assignments and re-assignments may be approved by the Sheriff, in monthly intervals applicable to the number of employees eligible for light duty, but under no circumstance should an employee's temporary light duty assignments exceed a cumulative duration greater than twelve months.
- vii. The procedures outlined under paragraph 4(A) above must be followed anytime the number of employees eligible for a temporary light duty assignment reduces to three employees, or less.

Section 5 - Procedures for Work Related (On-Duty) Injury/Illness

1. All work-related accidents, injuries, and/or illnesses must be immediately reported to the on-duty Tour Supervisor in the Corrections Division. The Tour Supervisor will assist with the completion and proper submission of all Warren County Self-Insurance Department reports.
2. An application for New York State General Municipal Law § 207-c benefits may be made by the employee, the Sheriff, or some other person acting on behalf of the affected employee, in accordance with the provisions outlined in Schedule "B" of this collective bargaining agreement.
3. Employees who suffer an injury or illness, while on-duty, that limits their ability to perform all necessary, full-duty, functions of their position in the Sheriff's Office, may submit a request to the Sheriff, in writing, for a temporary light duty assignment. The request must detail their interest in such assignment, the nature of their injury or illness, their current medical prognosis, and documentation from a physician, or competent health authority, outlining their specific limitations and restrictions.
4. The Sheriff may deny an employee's request for a light duty assignment if a light duty shift is not currently available or the affected employee lacks an appropriate level of fitness to perform the light duty tasks and functions. The employee's request will be approved at a later date, as outlined in these procedures, if the basis for the Sheriff's denial was the lack of an available shift.

5. A determination from the Sheriff for approval of a temporary light duty assignment must set forth, in writing, the limitations on the duties that will apply to the affected employee.
6. The Sheriff may also require an injured employee to accept a temporary light duty assignment, in accordance with the provisions outlined in New York State General Municipal Law § 207-c and Schedule "B" of this collective bargaining agreement, following a determination from a physician, or competent health authority, that the employee is not capable of performing all necessary full-duty functions of their position, but is capable of performing modified, limited, light duty functions.
7. The affected employee reserves the right to appeal the Sheriff's requirement to accept a temporary light duty assignment by following the procedures set forth in Schedule "B" of this collective bargaining agreement.
8. When the Sheriff requires an affected employee to accept a light duty assignment, he must provide the physician, or competent health authority, making the light duty determination, with a written description of the essential conditions and responsibilities for the proposed light duty assignment.
9. A determination from a physician, or competent health authority, that an employee is capable of performing modified light duties shall set forth, in writing, the limitations on the duties that will apply to the affected employee.
10. A voluntary request for a temporary light duty assignment requires only the Sheriff's approval. A mandatory, involuntary, assignment requires both the physician's written approval of the temporary light duty functions and the Sheriff's written directive.
11. An employee who has been required by the Sheriff to accept a light duty assignment, that fails to report for such assignment following the loss of an appeal in accordance with the provisions of New York State General Municipal Law § 207-c, may be subject to disciplinary action.

Section 6 - Procedures for Non-Work Related (Off-Duty) Injury/Illness

1. Employees who suffer an injury or illness, while off-duty, that limits their ability to perform all necessary, full-duty, functions of their position in the Sheriff's Office, shall be considered for a temporary light duty assignment when a physician, or other competent health authority, makes a determination that the employee is not capable of performing all necessary full-duty functions of their position, but is capable of performing modified, limited, light duty functions.
2. When an employee is requesting a light duty assignment, they must submit a written request to the Sheriff detailing their interest in such assignment, the nature of their injury or illness, their current medical prognosis, and documentation from a physician, or competent health authority, outlining their specific limitations and restrictions.

3. The Sheriff may not deny a request for the light duty assignment if a light duty shift is available and the affected employee possesses an appropriate level of fitness to perform the light duty tasks and functions.

4. A determination from the Sheriff for approval of a temporary light duty assignment must set forth, in writing, the limitations on the duties that will apply to the affected employee.

Section 7. Pregnancy Disability

Temporary reassignment of eligible pregnant members is a voluntary program whereby the Office will afford pregnant members the opportunity to continue working during the latter stage of pregnancy. Temporary reassignment of eligible pregnant members will be made consistent with the operational needs of the Office. The Office shall have the sole right to determine hours, location and type of duty to be assigned, however, every reasonable effort will be made to assign the member as close to her assigned duty station as possible. As operational needs dictate, the Sheriff may, at any time, change the hours, location and type of duty assigned. Members temporarily assigned to administrative duty shall not be assigned to duties involving the supervision of inmates or duties in the secure areas of the Correctional Facility. Any member who is at least 5 months pregnant and any member who is less than 5 months pregnant whose attending physician will not certify her for full and strenuous duty as a result of her pregnancy is eligible for this program. Members who are at least 5 months pregnant and do not want a temporary reassignment to administrative duties, but instead wish to continue in an assignment requiring fitness for full and strenuous duty shall be allowed to do so provided the member's doctor consents.

COUNTY OF WARREN

By: _____

WARREN COUNTY SHERIFF

By: _____

TEAMSTERS LOCAL 294

By: 