



COUNTY OF ERIE

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MARK C. POLONCARZ

COUNTY EXECUTIVE

September 9, 2013

Erie County Legislature
92 Franklin Street, 4th Floor
Buffalo, New York 14202

IMMEDIATE CONSIDERATION REQUESTED

RE: CSEA Local 815 Correction Officers Unit – Medical Staff

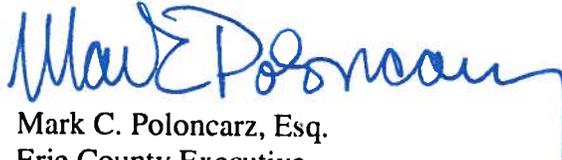
Dear Honorable Members:

Please find enclosed for your consideration a memorandum and proposed resolution for approval of the transfer of CSEA Local 815 employees in the Department of Health's Division of Correctional Health to the CSEA Correction Officers Unit ("Unit") and the establishment of new wage scales for the medical staff.

Under the proposal, employees in the positions of Correctional Facility Medical Aide, Medical Office Assistant, Principal Clerk, Physician Assistant, Senior Clerk-Typist and Medical Record Administrator in the Department of Health's Division of Correctional Health will move from CSEA Local 815 proper to the CSEA Correction Officers Unit. This would put all correctional health staff in the Correctional Facility under the same bargaining unit and provide for administrative efficiencies. In addition, the affected employees will begin paying for health insurance and shall be subject to other concessions contained in the corrections officers contract.

Should your Honorable Body require further information, I encourage you to contact Commissioner David Palmer at the Department of Labor Relations. Thank you for your consideration on this matter.

Sincerely yours,



Mark C. Poloncarz, Esq.
Erie County Executive

MCP/tc
Enclosure

cc: Commissioner David Palmer, Department of Labor Relations
Commissioner of Health Gale Burstein, MD

MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Department of Labor Relations
Re: CSEA Local 815 Correction Officers Unit – Medical Staff
Date: September 3, 2013

SUMMARY

Approval is sought to transfer CSEA Local 815 nursing and medical employees in the Department of Health's Division of Correctional Health to the CSEA Correction Officers Unit ("Unit") and to pay the nursing staff under the provisions of the Unit's contract.

Under the proposal, employees in the positions of Correctional Facility Medical Aide (LPN), Medical Office Assistant, Principal Clerk, Physician Assistant, Senior Clerk-Typist and Medical Record Administrator in the Department of Health's Division of Correctional Health will move from CSEA Local 815 proper to the CSEA Correction Officers Unit. This would put all correctional health staff in the Erie County Correctional Facility under the same bargaining unit and provide for administrative efficiencies, as well as these employees will begin paying for health insurance, similar to the corrections officers contract.

FISCAL IMPLICATIONS

Upon legislative approval, the affected staff will begin paying 15% of the cost of the Core Plan premium immediately. The staff will no longer receive summer hours and Election Day and Columbus Day as paid holidays. New hires will no longer receive employer-paid health insurance in retirement. In exchange, the employees will receive wage increases that are in alignment with other unionized correctional health employees, depending on their titles.

REASONS FOR RECOMMENDATION/ BACKGROUND INFORMATION

The movement of the employees from CSEA Local 815 proper to the Unit will save the County money from the employees' paying for health insurance and the concessions on summer hours and paid holidays. In addition, the adjustment will help with recruitment for the Medical Aide (LPN) titles where recruitment at the existing pay scales has been difficult.

CSEA Local 815 and the Unit have agreed to the adjustment and the affected employees have signaled approval.

CONSEQUENCES OF NEGATIVE ACTION

The affected employees would continue to receive County-paid health insurance with no contributions of their own and would continue to receive summer hours and two paid holidays.

In addition, recruitment for the medical titles would continue to be difficult and new hires would continue to be eligible for retiree health care paid by the County.

STEPS FOLLOWING APPROVAL

The employees will receive wage adjustments moving forward and will begin to pay for health insurance.

A RESOLUTION SUBMITTED BY:
DEPARTMENT OF LABOR RELATIONS

RE: CSEA Local 815 Correction Officers Unit – Medical Staff

WHEREAS, Erie County is a municipal corporation and is bound by the New York State Taylor Law to negotiate terms and conditions of employment with duly elected employee organizations; and

WHEREAS, the CSEA Local 815 is an employee union organization and represents employees in the Department of Health's Division of Correctional Health; and

WHEREAS, the employees in that division, as well as CSEA Local 815 and CSEA Local 815 Correctional Health Unit ("Unit") have agreed to transfer employees in the titles of Correctional Facility Medical Aide (LPN), Medical Office Assistant, Principal Clerk, Physician Assistant, Senior Clerk-Typist and Medical Record Administrator from CSEA proper to the Unit for collective bargaining purposes; and

WHEREAS, the adjustment will result in wage increases for the employees with cost-savings concessions to the County from health insurance payments and the ending of summer hours and two paid holidays.

NOW, THEREFORE, BE IT

RESOLVED, that all CSEA related titles which are budgeted for the provision of medical services in the Division of Correctional Health shall be represented by CSEA Local 815 Correctional Officers Unit, including the current positions of Correctional Facility Medical Aide (LPN), Medical Office Assistant, Principal Clerk, Physician Assistant, Senior Clerk-Typist and Medical Record Administrator the transfer of said collective bargaining unit taking effect on September 21, 2013; and be it further

RESOLVED, all terms and conditions of the CSEA Local 815 Corrections Officer Unit collective bargaining agreement shall be implemented in full for these medical employees upon passage of this resolution; and, be it further

RESOLVED, that the following budgetary adjustments are hereby made in the 2013 Budget of the Department of Health's Division of Correctional Health and the Office of the Sheriff's Division of Jail Management where the cost of Jail Management medical services are billed:

Division of Jail Management - Fund Center 116

Revenue	Increase
402190 Appropriated Fund Balance	\$58,210
Expense	
912760 ID Billing Correctional Health	\$58,210
Net Cost	0

Division of Correctional Health - Fund Center 12760

Expense	
500000 Full Time Salary	\$49,630
500020 Regular Part Time	1,180
501000 Overtime	7,400
912760 ID Billing Correctional Health	(58,210)
Total Expense	0

and be it further

RESOLVED, certified copies of this resolution be forwarded to the Erie County Executive, Erie County Comptroller, Department of Budget and Management, Department of Labor Relations, Department of Personnel, Department of Health, and the Erie County Fiscal Stability Authority.