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COUNTY OF ERIE

MARK C. POLONCARZ
COUNTY EXECUTIVE

August 4, 2014

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

**RE: CSEA Local 815 Erie County Unit
2008-2016 Successor Collective Bargaining Agreement**

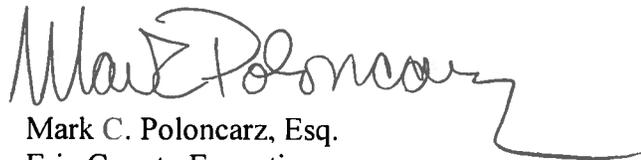
Dear Honorable Members:

Please find enclosed for your consideration a memorandum and proposed resolution for approval expressing legislative assent and directing implementation of a successor collective bargaining agreement between Erie County and the CSEA Local 815 Erie County Unit ("Unit").

The proposed agreement covers the period between January 1, 2008, and December 31, 2016, and provides Unit members with wage increases in exchange for necessary cost reforms to active health insurance, retiree health insurance and work time. Erie County and the Unit have negotiated in good faith and are pleased to have reached this accord.

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

Sincerely yours,



Mark C. Poloncarz, Esq.
Erie County Executive

MCP
Enclosure

cc: Commissioner David Palmer, Department of Personnel
Erie County Fiscal Stability Authority

MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Departments of Personnel and Labor Relations
Re: CSEA Local 815 Erie County Unit
2008-2016 Successor Collective Bargaining Agreement
Date: August 4, 2014

SUMMARY

The Departments of Personnel and Labor Relations request Legislative approval of a successor collective bargaining agreement between Erie County and the CSEA Local 815 Erie County Unit ("Unit") representing the County's white collar employees. The agreement will cover the period January 1, 2008-December 31, 2016.

FISCAL IMPLICATIONS

Under the contract, members will receive 2% annual wage increases in 2014 and 2015 and a 2.5% wage increase in 2016. Members on the payroll as of the date of union ratification will receive a one-time \$400 signing bonus.

Savings to Erie County include requiring all current members to switch to the less-expensive Value Health Insurance Plan, and all new hires after ratification and approval by the Erie County Legislature will pay 15% of the Value Plan premium. In addition, new hires will not receive County-paid health insurance upon retirement. Current employees will continue to receive health insurance upon retirement through the Value Plan after December 31, 2014 (not the Core Plan) under new provisions depending on their number of years of service. The Unit also agreed to eliminate "summer hours," and the Columbus Day paid holiday. These measures will result in significant long-term savings and fiscal certainty to the County.

There are other provisions contained in the contract, a copy of which is attached for your review.

Similar to other recently settled collective bargaining agreements, the County will fund the signing bonus and 2014 wage increase through a one-time appropriation of fund balance. To demonstrate cooperation, the County agreed to assist in funding the 2014 retroactive wage increase for the CSEA members employed by the Buffalo and Erie County Public Library and Erie Community College at a cost of up to \$150,000. The projected total cost of these adjustments is no more than \$3.2 million.

REASONS FOR RECOMMENDATION/ BACKGROUND

INFORMATION

Erie County and the Unit have been operating pursuant to an expired collective bargaining agreement since January 1, 2007. The lapsed 2007 fiscal year of the prior agreement was later removed from consideration by your Honorable Body in 2013 following the transmittal of a fact finder report from 2011.

The successor agreement provides Unit members with wage increases in exchange for necessary cost reforms to active health insurance, retiree health insurance and work time.

CONSEQUENCES OF NEGATIVE ACTION

The proposed agreement would be deemed null and void and Erie County and the Unit would declare impasse and proceed to the Public Employment Relations Board for action.

STEPS FOLLOWING APPROVAL

Unit members will work under the new collective bargaining agreement and the Division of Budget and Management will take the necessary budgetary actions to fund the agreement.

A RESOLUTION SUBMITTED BY:
DEPARTMENTS OF PERSONNEL AND LABOR RELATIONS

RE: CSEA Local 815 Erie County Unit
2008-2016 Successor Collective Bargaining Agreement

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 Civil Service Employees Union Local 815 Erie County Unit (“Unit”) is an employee union organization which represents “white collar” County employees; and

WHEREAS, the existing collective bargaining agreement between Erie County and the Unit expired on December 31, 2006, but has remained binding pursuant to the Taylor Law; and

WHEREAS, Erie County and the Unit negotiated a successor collective bargaining agreement, covering the period between January 1, 2008 and December 31, 2016; and

WHEREAS, Unit membership recently ratified the successor agreement.

NOW, THEREFORE, BE IT

RESOLVED, the successor agreement between Erie County and the Civil Service Employees Union Local 815 Erie County Unit for the period January 1, 2008-December 31, 2016 is hereby approved; and be it further

RESOLVED, all terms and conditions of the successor agreement shall be implemented in full; and, be it further

RESOLVED, that authorization is provided to appropriate up to \$3.2 million in undesignated/unassigned fund balance into the 2014 Erie County Budget to cover the 2008-2013 costs of the successor agreement, including the CSEA signing bonus and 2014 wage increase for County employees as well as to assist in funding the 2014 wage increase for CSEA members employed by the Buffalo and Erie County Public Library and Erie Community College; and be it further

RESOLVED, that the County’s total appropriation to assist in funding the 2014 wage increase for the CSEA members at the Buffalo and Erie County Public Library and Erie Community College cumulatively is capped at no more than \$150,000; and be it further

RESOLVED, that the Director of Budget and Management is hereby authorized to make any and all required budgetary adjustments in the 2014 Budget to properly fund the increased costs associated with the CSEA successor agreement and the Commissioner of Personnel is authorized to make any necessary personnel adjustments to implement the terms of the agreement for County employees; and be it further

RESOLVED, that 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 and the Erie County Fiscal Stability Authority.

Tentative Agreement – July 10, 2014
By and between
The County of Erie, Erie Community College,
Buffalo and Erie County Library
And
The Civil Service Employees Association (CSEA)

(Upon Successful ratification by the membership of the CSEA Erie County Unit and the Erie County Legislature,
this agreement shall apply to all employees of the CSEA Erie County Unit except those employees employed by the
Erie County Medical Center Corporation (ECMCC))

1. Contract Duration (2008 – 2016)

- Modify the current collective bargaining agreement to reflect a duration of January 1, 2008 through December 31, 2016.

2. Across the Board Wage Increases

- Effective January 1, 2014 - 2% across the board wage increase (fully retroactive)
- Effective January 1, 2015 - 2% across the board wage increase
- Effective January 1, 2016 - 2.5% across the board wage increase

Increments & Longevity Payments: **ECC Employees only**

After January 1, 2015 – modify Article 27.8 and 27.9 to change the dates of increments for ECC employees to be September 1 and March 1 to coincide with ECC's fiscal year.

3. Retroactive Years (2008 – 2013) Vacation Leave Bonus

- Upon ratification, all current employees shall receive a one-time bonus of **one (1) additional vacation day** for each full year of service for the years of 2008 through 2013.
- Effective January 1, 2015, all current employees shall receive a one-time bonus of **one-half (1/2) additional vacation day** for each full year of service for the years of 2008 through 2013.
- Full year of service shall be defined as having been on the payroll and paid continuously for an entire calendar year. An employee who was continuously employed and paid in a calendar year, but utilized eight (8) hours or less of unpaid leave of absence or who received an approved unpaid leave of absence under the Family and Medical Leave Act shall qualify for the additional vacations days.

- Employees who utilized more than eight (8) hours of leave without pay or in excess of the twelve (12) weeks of protected unpaid leave of absence shall not qualify for the additional vacation day in the year in which the unpaid leave was taken.
- In the event that said bonus causes an employee to exceed the maximum vacation credit accumulation under the contract, such employee shall have until September 1, 2015 to utilize the time or notify the County that they intend to sell back such vacation as provided for in this agreement.

4. Vacation Leave Sell Back Option (Permanent Contract Benefit)

- Effective January 1, 2015 and thereafter, employees shall be eligible to sell back up to forty (40) hours of vacation each year. Such employees must have at least eighty (80) hours of vacation leave in their bank and notify their supervisor by September 1st of each year they wish to sell vacation hours. Payment for such sell back shall be made in payroll period 24.

5. Current Employee Contractual Signing Bonus

- All bargaining unit employees on the payroll upon the date of the Union's ratification vote shall receive a signing bonus of four hundred dollars (\$400) as soon as possible following the successful ratification of this tentative agreement.
- **ECC Employees Only** – ECC bargaining unit employees shall receive their four hundred dollar (\$400) signing bonus third pay period following September 1, 2014 in order to coincide with ECC's fiscal year.

6. Health Insurance During Active County Employment

Current Employees (hired on or prior to the date of ratification)

- Core Plan shall remain the base plan, and shall remain fully paid by the Employer for such employees until December 31, 2014. Employees shall not be required to contribute toward the health insurance premium.
- Effective January 1, 2015 the Value Plan (summary of benefits attached) shall become the base plan, and shall be fully paid by the County. Employees shall not be required to contribute toward the health insurance premium. At this time, no further Health Reimbursement Account contribution from the Employer shall be due to current employees in the Value Plan.

New Employees (hired after the date of ratification)

- Value Plan shall be the base plan for such employees upon successful ratification by the parties. No further Health Reimbursement Account contribution from the Employer shall be due to new employees in the Value Plan.
- Such new employees shall be responsible for a health insurance contribution equal to fifteen percent (15%) of the Value Plan premium. Such contribution shall be made through payroll deduction on a pre-tax basis.
- **For ECC employees:** The employer agrees to make available a high deductible plan for those employees choosing to exercise that option. Contribution rates for the high deductible plan, if selected by the employee, shall be the same as set forth within.

7. Health Insurance Upon Retirement

Current Employees (hired on or prior to the date of ratification)

* The following applies only to pre-Medicare (pre age 65) retiree health insurance coverage. Post-Medicare (Age 65 and above) retiree health insurance coverage remains unchanged for current employees from the terms of the 2002-2006 contract.*

- Core Plan shall remain the base plan, and shall remain paid by the Employer for those current employees who retire on or before December 31, 2014 at the following levels:
 - Ten (10) years of completed service **at the time of the employee's retirement**, but less than fifteen (15) years of completed service: Seventy Five percent (75%) County premium contribution. Twenty Five percent (25%) Retiree premium contribution.
 - Fifteen (15) or more years of completed service **at the time of the employee's retirement**: One Hundred percent (100%) County premium contribution.
- For those current employees who retire after December 31, 2014, the Value Plan shall become the base plan, and shall remain paid by the Employer at the following levels:
 - Ten (10) years of completed service **at the time of the employee's retirement**, but less than fifteen (15) years of completed service: Seventy Five percent (75%) County premium contribution. Twenty Five percent (25%) Retiree premium contribution. (This option ends on December 31, 2016).
 - Fifteen (15) or more years of completed service **at the time of the employee's retirement**: One Hundred percent (100%) County premium contribution.

- Current employees who are retirement eligible and have more than five (5) years of service and do not anticipate reaching ten (10) or fifteen (15) years of service prior to the date of their planned retirement, may exercise their retirement option prior to October 31, 2014 in order to retire under the terms of the 2002 through 2006 collective bargaining agreement, and therefore receive the fully (100%) Employer paid Core Plan Health Insurance option.

New Employees (hired after the date of ratification)

- New employees shall be eligible to participate in the Erie County Health Insurance plan in order to enjoy the group rate upon retirement, however, there shall be no Employer contribution toward the premium of such Health Insurance Plan.

8. Sick Leave Upon Retirement

Current Employees (hired on or prior to the date of ratification)

- No Change to the current benefit detailed in Section 25.6 of the current collective bargaining agreement by and between the parties.

New Employees (hired after the date of ratification)

- New Employees who retire with at least fifteen (15) years of service shall be eligible for the following Sick Leave Bonus Upon Retirement, which shall be placed into a Health Reimbursement Account):

1200 Hours	\$5,000
1800 Hours	\$8,000
2400 Hours	\$10,000

9. Health Insurance Waiver Payment

- Effective January 1, 2015, waiver amounts shall be:

For those otherwise eligible for a single health care plan: \$150 per month
 For those otherwise eligible for a family health care plan: \$300 per month

For employees currently receiving the waiver and eligible to be covered by another County employee, the waiver amount shall remain as in the expired agreement.

- However, effective December 31, 2015, where such employee is eligible to be covered by another County employee, no further waiver payment is due.

10. Summer Hours

- Effective December 31, 2014, summer hours shall be eliminated for all bargaining unit employees.

11. Paid Holidays

- Effective January 1, 2014, eliminate Columbus Day as a paid holiday, and add one (1) personal leave day each year, for all current employees (hired on or prior to the date of ratification).
- **ECC Employees only:** Upon ratification, eliminate Election Day as a paid holiday and add the day after Thanksgiving as a paid holiday. Eliminate Columbus Day as a paid holiday and add one (1) additional personal leave day for employees hired prior to ratification of this agreement.
- **Library Employees only:** Upon ratification, eliminate Columbus Day and Election Day as paid holidays and add two (2) personal leave days for employees hired prior to ratification of this agreement.

12. Extended Sick Leave

- Eliminate the ten (10) year extended sick leave.

13. Reporting Time

- Modify Section 17.5 (a) – to increase time for reporting absences from ½ hour to 1 hour prior to the start of the assigned shift for 24/7 departments.
- Modify the language in Article 17.5 (i) to read: No sick time is allowed without an accompanying Doctor's certificate if an employee calls in sick on their last workday prior to and/or first workday after the day in which the holiday is celebrated, or any combination thereof. It is understood, however, that management's right to investigate sick leave or any duration is not affected by this section.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the 10th day of July 2014.

COUNTY OF ERIE

Mark C. Poloncarz

Mark C. Poloncarz
County Executive

David A. Palmer

David A. Palmer
Commissioner of Personnel

Kristen Klein Wheaton

Kristen Klein Wheaton
Erie Community College
* Subject to approval of ECC Board of Trustees

Jeannine Doyle

Jeannine Doyle
Erie County Library

Bill

12/14

CSEA LOCAL 815

Denise Geier Szymura

Denise Geier Szymura
Unit President

Robert W. Mueller

Robert W. Mueller
Labor Relations Specialist

Agnes Mabins

Agnes Mabins
Committee Member

Rachel Casey

Rachel Casey
Committee Member

Kevin Kumor
Kevin Kumor
Committee Member

Judith A. Knight

Judith A. Knight
Committee Member

David Rosen-Brand

David Rosen-Brand
Committee Member

Jeffrey Brzyski
Jeffrey Brzyski
Committee Member

Gail T. Sharp Zawadzki
Gail T. Sharp Zawadzki
Committee Member

CSEA Tentative Agreement Highlights/Fact Sheet 7/10/14

This fact sheet is intended to be a convenient executive summary for CSEA members to reference. For the full details, please refer to the full tentative agreement.

- **Contract Length** 8 Years (2008-2016)
- **Wage Increase** 1/1/14 2% (Retroactive)
 1/1/15 2%
 1/1/15 2.5%
- **Retroactive Vacation Leave Bonus** – 2008 – 2013 – 1 ½ bonus vacation days for each full year of service (see full tentative agreement for specific implementation dates).
- **40 Hour Annual Vacation Sell Back** starting in 2015 (New permanent contract benefit)
- **Signing Bonus** \$400
- **Health Insurance (Active employment)**
No change for current employees for the remainder of 2014. In 2015, value plan becomes base plan and remains fully paid.
New Employees receive value plan and contribute 15% of health insurance premium.
- **Retiree Health**
Core plan remains in effect and fully paid until 12-31-14
Value Plan becomes base retirement plan in 2015 paid for by the County at the following rates:
 - Between 10 and 15 years of County service at the employee's time of retirement:
75% of premium paid by County
 - 15 or more years of County service at the employee's time of retirement:
100% of premium paid by County
New Hires will not be entitled to County paid retiree health; however such new employees receive an enhanced sick leave buyout at retirement to be placed in a Health Reimbursement Account
- **Health Insurance Waiver Payment**
Current benefit remains in effect for married County couples until 12/31/15
Significant increase to benefit for those eligible employees who receive their health coverage from outside the County
- **Summers hours** conclude as a contractual benefit 12/31/14
- **Paid Holidays** – Columbus Day eliminated in 2014, and an additional personal leave day shall be substituted for current employees thereafter.
(For ECC and Library employees, please see the terms of the full tentative agreement)
- **Extended Sick leave** – eliminate the ten year qualifier (fifteen year category remains unchanged)

**ERIE COUNTY ACTIVE EMPLOYEES
2014 HEALTH INSURANCE RATES**

CSEA

		<u>SINGLE</u>	<u>FAMILY</u>
CORE-POS 203	TOTAL PREMIUM	\$535.63	\$1,510.46
	EMPLOYEE SHARE	\$0.00	\$0.00
ENHANCED-POS 202	TOTAL PREMIUM	\$581.89	\$1,689.57
	EMPLOYEE SHARE	\$46.26	\$179.11
VALU-POS 204	TOTAL PREMIUM	\$479.21	\$1,394.60
	EMPLOYEE SHARE	\$0.00	\$0.00
	HRA ACCOUNT	\$28.21	\$57.93

CSEA CORRECTIONS - Hired Before 1/1/2013

		<u>SINGLE</u>	<u>FAMILY</u>
CORE-POS 203	TOTAL PREMIUM	\$535.63	\$1,510.46
	EMPLOYEE SHARE	\$80.34	\$226.57
ENHANCED-POS 202	TOTAL PREMIUM	\$581.89	\$1,689.51
	EMPLOYEE SHARE	\$126.61	\$405.68
VALU-POS 204	TOTAL PREMIUM	\$479.21	\$1,394.60
	EMPLOYEE SHARE	\$71.88	\$209.19
	HRA ACCOUNT	\$28.21	\$57.93

CSEA CORRECTIONS - Hired After 01/01/2013

		<u>SINGLE</u>	<u>FAMILY</u>
CORE-POS 203	TOTAL PREMIUM	\$535.63	\$1,510.46
	EMPLOYEE SHARE	\$128.35	\$325.05
ENHANCED-POS 202	TOTAL PREMIUM	\$581.89	\$1,689.57
	EMPLOYEE SHARE	\$174.56	\$504.16
VALUE-POS 204	TOTAL PREMIUM	\$479.21	\$1,394.60
	EMPLOYEE SHARE	\$71.88	\$209.19

Labor-Management Healthcare Coalition, Inc.
Active Employees Benefit Compare

COVERAGE	Enhanced POS 202	Core POS 203	Value POS 204
Medical Services			
• Office Visits	\$8	\$10	\$15
• Routine Physicals	\$8	\$10	\$15
• Chiropractic Services (medically necessary)	\$8	\$10	\$15
• 8 maintenance visits for chiropractic care	\$8	\$10	N/A
• Specialist visits	\$8	\$10	\$15
• MRI	\$8	\$10	\$15
• Diagnostic x-rays	\$8	\$10	\$15
• Well child visits and immunizations (up to age 19)	Covered in Full	Covered in Full	Covered in Full
• Laboratory Testing	Covered in Full	Covered in Full	Covered in Full
• Massage Therapy, 12 visits per calendar year	\$8	\$10	N/A
• Acupuncture, 6 visits per calendar year	\$8	\$10	N/A
Women's Services			
• Gynecological office visits	\$8	\$10	\$15
• Routine Mammograms	Covered in Full	Covered in Full	Covered in Full
• Routine pap smear	Covered in Full	Covered in Full	Covered in Full
• Maternity Care (prenatal & post-natal care)	Covered in Full after initial co-pay	Covered in Full after initial co-pay	Covered in Full after initial co-pay
Hospital Care			
• Inpatient stay - semi private room	Covered in Full	\$100 deductible	\$300 deductible
• Outpatient surgery facility	\$8	\$10	\$15
• Chemotherapy, radiation therapy, inhalation therapy	\$8	\$10	\$15
• Cardiac rehabilitation (24 visits per year)	\$8	\$10	\$15
• Occupational, speech, physical therapy	\$8	\$10	\$15
• Emergency room (waived if admitted to hospital)	(30 visits per therapy) \$35	(30 visits per therapy) \$50	(20 visits per therapy) \$100
• Emergency ambulance (medically necessary)	\$35	\$50	\$100
Mental Health Care			
• Inpatient (unlimited if medically necessary)	Covered in Full	\$100 deductible	\$300 deductible
• Outpatient (unlimited if medically necessary)	\$8 copay	\$10 copay	\$15 copay

Labor-Management Healthcare Coalition, Inc.
Active Employees Benefit Compare

COVERAGE	Enhanced POS 202	Core POS 203	Value POS 204
Substance Abuse Treatment			
• Inpatient detoxification (unlimited if medically necessary)	Covered in Full	\$100 deductible	\$300 deductible
• Outpatient (unlimited if medically necessary)	\$8	\$10	\$15
• Inpatient Rehabilitation (unlimited if medically necessary)	Covered in Full	\$100 deductible	\$300 deductible
Other Services			
• Durable medical equipment	20% coinsurance	50% coinsurance	50% coinsurance
• Home health care (unlimited visits)	Covered in Full	Covered in Full	Covered in Full
• Hospice (210 days)	Covered in Full	Covered in Full	Covered in Full
• Prosthetic devices	20% coinsurance	50% coinsurance	50% coinsurance
• Skilled nursing facility non-custodial (unlimited days) For rehabilitation purposes - Not Long Term Care	Covered in Full	Covered in Full	Covered in Full
Prescription Drug Services			
• One Copayment per 30 day supply • Mail Order available per 90 day supply for one copay Please call 601-7980 if interested	\$0/\$7/\$10	\$5/\$7/\$10	\$10/\$15/\$20
Vision Care			
• Routine vision eye exam	\$8 every year	\$10 every year	\$15 every 2 years
Dependent Coverage			
• Dependent Coverage	Age 26	Age 26	Age 26
Out-Of-Network			
Deductible	\$300/\$600	\$500/\$1,000	\$1,000/\$2,000
Coinsurance	20%	20%	25%
Out-of-Pocket maximum	\$2,000/\$4,000	\$2,500/\$5,000	\$2,500/\$5,000
Lifetime Maximum	None	None	None