

SUSPENSION



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COUNTY OF ERIE

MARK C. POLONCARZ

COUNTY EXECUTIVE

May 23, 2017

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

IMMEDIATE CONSIDERATION REQUESTED

**RE: Teamsters Local 264
2017-2018 Successor Collective Bargaining Agreement**

Dear Honorable Members:

Please find enclosed for your consideration a memorandum and a proposed resolution for approval expressing legislative assent and directing implementation of a successor collective bargaining agreement between Erie County and the International Brotherhood of Teamsters Local 264 ("Teamsters") representing sworn and civilian personnel in the Sheriff Office and the Division of Correctional Health Services.

The proposed agreement covers the period between January 1, 2017, and December 31, 2018, and provides Teamsters' members with wage increases, in exchange for work rule and staffing level changes. Erie County and the Teamsters 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 Steven Miller at the Department of Labor Relations. Thank you for your consideration on this matter.

Sincerely yours,

A handwritten signature in black ink, reading "Mark C. Poloncarz".

Mark C. Poloncarz, Esq.
Erie County Executive

MCP/rwk
Enclosure

cc: Commissioner Steven Miller, Department of Labor Relations
Erie County Fiscal Stability Authority

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MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Labor Relations
Re: Teamsters Local 264
2017-2018 Successor Collective Bargaining Agreement
Date: May 23, 2017

SUMMARY

The Department of Labor Relations requests Legislative approval of a successor collective bargaining agreement between Erie County and International Brotherhood of Teamsters Local 264 ("Teamsters"). The Teamsters Unit is comprised of approximately 586 staff, and their contract expired on December 31, 2016.

FISCAL IMPLICATIONS

Under the contract, members will receive cost-of-living adjustments (COLA) of 2% in 2017 (as of April 21, 2017 ratification date) and in 2018. Additionally, shift differential wages will be increased from 85 cents to \$ 1.00 per hour. Dispatchers pay level will be increased by one job grade to assist in job retention.

Savings to Erie County include the replacement of contract agency nursing needs through the hiring of ten part-time Registered Nurses and four part-time Holding Center Medical Aides. In addition kitchen services staffing will be eliminated through attrition and replaced by a contractual arrangement which will result in the eventual elimination of the fourteen kitchen positions and will provide overall savings.

It is projected the net cost to the County in 2017 for these overall changes will be no more than \$780,000. Fund balance of up to \$ 780,000 will be appropriated to cover such 2017 net unbudgeted costs.

REASONS FOR RECOMMENDATION

Erie County and Teamsters have been operating pursuant to an expired collective bargaining agreement since January 1, 2017. The successor agreement provides Teamsters members annual wage increases in exchange for savings to be realized from work rule and process changes. Additionally, the agreement adjusts the wage scale for Dispatchers and makes those positions financially competitive with the market.

BACKGROUND INFORMATION

Erie County and the Teamsters have not had a contract since January 1, 2017 and Teamsters members have been working under an expired contract since that time.

CONSEQUENCES OF NEGATIVE ACTION

The proposed agreement would be deemed null and void and Erie County and Teamsters would continue to negotiate for a new successor agreement with no savings to the County from

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members paying for health insurance and the need to use contracted medical services would continue.

STEPS FOLLOWING APPROVAL

Teamsters' members would work under the new collective bargaining agreement. Budget and Management will take the necessary budgetary actions to fund the agreement.

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A RESOLUTION SUBMITTED BY: DEPARTMENT OF LABOR RELATIONS

**RE: Teamsters Local 264
2017-2018 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 International Brotherhood of Teamsters (“Teamsters”) is an employee union organization and represents employees; and

WHEREAS, the existing collective bargaining agreement between Erie County and Teamsters Local 264 expired on December 31, 2016, but has remained binding pursuant to the Taylor Law; and

WHEREAS, Erie County and negotiated a successor collective bargaining agreement, covering the period between January 1, 2017 and December 31, 2018; and

WHEREAS, the Teamsters membership recently approved the successor agreement.

NOW, THEREFORE, BE IT

RESOLVED, that the Erie County Legislature hereby authorizes the upgrade of the existing Dispatcher (Sheriff) positions from JG 7 to JG 8 – B 100 # 9305, the creation of ten (10) new part-time Registered Nurse positions (JG 8, annualized salary \$ 23,609 – B-100 # 9306 and four (4) new part-time Holding Center Medical Aide positions (JG 7, annualized salary \$ 21,920 – B100 # 9307 at a total pro-rated 2017 cost of \$ 293,576 for the remainder of 2017; and be it further

RESOLVED, the successor agreement between Erie County and the Unit 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 the Director of Budget and Management to appropriate up to \$ 780,000 of fund balance to enable this settlement of the Teamsters contract; and be it further

RESOLVED, that the Division of Budget and Management are hereby authorized to make any necessary budgetary and financial adjustments to the 2017 Budget for this agreement; and be it further

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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 and the Erie County Fiscal Stability Authority.