



EC LEG JUN 17 '22 PM 4:50

COUNTY OF ERIE

MARK C. POLONCARZ

COUNTY EXECUTIVE

June 17, 2022

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

RE: CSEA Local 1000, AFSCME, AFL-CIO, 2022-2027 Collective Bargaining Agreement
Immediate Consideration Requested

Dear Honorable Members:

Please find enclosed for your consideration a memorandum and proposed resolution for approval expressing legislative assent and directing the implementation of a successor collective bargaining agreement between Erie County, Erie County Community College, Erie County Medical Center, the Buffalo and Erie County Public Libraries (collectively referred to as "Employer") and the CSEA Local 1000, AFSCME, AFL-CIO ("CSEA" or "Unit").

The proposed agreement covers the period between July 1, 2022 and December 31, 2027, and provides Unit members with wage increases and work rule changes that provide benefit to both parties regarding retention and recruitment. The proposed agreement for CSEA includes raises that compete with inflation and are on par with wages of other similarly-situated employees. It also includes changes to the contract that will allow departments to better perform their operations by increasing work flexibility, amending the time and attendance policy, and saving money by using alternatives to arbitration for disputes. This agreement also phases out all sick leave bonuses. 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 Josh Pennel at the Department of Labor Relations.

Sincerely yours,

Mark C. Poloncarz, Esq.
Erie County Executive

MCP/jp

cc: Commissioner Josh Pennel, Department of Labor Relations

MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Departments of Labor Relations and Personnel
Re: CSEA Local 1000, AFSCME, AFL-CIO
Date: June 17, 2022

SUMMARY

The Departments of Labor Relations and Personnel request Legislative approval of a newly-created collective bargaining agreement between Erie County, Erie County Community College, Erie County Medical Center, the Buffalo and Erie County Public Libraries (collectively referred to as “Employer”) and the CSEA Local 1000, AFSCME, AFL- representing the “White Collar Unit” at the employer. The agreement will cover the period July 1, 2022 to December 31, 2027.

FISCAL IMPLICATIONS

Under the contract, employees covered by the agreement will receive a one-time \$2.50 increase in their hourly rate in July 2022, 4% annual wage increase in 2023, and 3% annual wage increases in 2024, 2025, 2026, and 2027.

Additionally, members of the unit will receive additional benefits such as the addition of the Juneteenth holiday, parking reimbursement for employees who must pay for parking during work hours, and an increase in both shift differential and on-call pay.

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

The County will fund the estimated net 2022 local share costs associated with this agreement through use of a portion of prior-year casino aid owed to New York State by the Seneca Nation of Indians totaling \$16,050,531.

Future year expenses associated with the contract will be covered via ongoing growth in sales tax revenue and enhanced Federal Medicaid Assistance payments through at least 2023.

Projected net new expenses for the contract are as follows:

Year	Provision	Amount
2022	\$2.50 / hour	\$7,390,349
2023	4%	\$16,108,436
2024	3%	\$5,674,363
2025	3%	\$5,844,594
2026	3%	\$6,019,932
2027	3%	\$6,200,530

REASONS FOR RECOMMENDATION

The collective bargaining agreement between the county and CSEA will expire December 31, 2022.

Three positions, at Erie County only, (Supervising Maintenance Mechanics, Chief Stationary Engineer, and Detention Home Intake Worker) will be upgraded one job group. This is being done due to the AFSCME contract which was approved earlier this year. The upgrades contained in the AFSCME contract disrupted the hierarchy in certain departments and require an adjustment to the above titles to reestablish supervisory structure.

The agreement provides Unit members with wage increases and work rule changes that provide benefit to both parties. Further, this agreement provides stability for both the County and members of the Unit. It will also allow for Erie County to attract and retain employees at a greater rate.

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 1000, AFSCME, AFL-CIO 2022-2027 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, Erie County Community College, Erie County Medical Center, and the Buffalo and Erie County Public Libraries are similarly situated and required to negotiate terms and conditions of employment with duly-elected employee organizations; and,

WHEREAS, the CSEA Local 1000, AFSCME, AFL-CIO (“CSEA” or “Unit”) represents the “White Collar” employees who are employed at Erie County, Erie County Community College, Erie County Medical Center, and the Buffalo and Erie County Public Libraries (collectively referred to as “Employer”); and

WHEREAS, the existing collective bargaining agreement between Employer and the Unit is set to expire on December 31, 2022; and

WHEREAS, Employer and the Unit negotiated a collective bargaining agreement, covering the period between July 1, 2022 and December 31, 2027; and

WHEREAS, Unit membership recently ratified the agreement.

NOW, THEREFORE, BE IT

RESOLVED, the agreement between Employer and the Unit for the period July 1, 2022-December 31, 2027, 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 \$7,500,000 from Fund 110, Funds Center 14010, Account 402520 to cover the 2022 costs of the successor agreement; and be it further

RESOLVED, that the Director of Budget and Management is hereby authorized to make any and all required budgetary adjustments to properly fund the increased costs associated with the Unit 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, Division of Budget and Management, Department of Labor Relations, Department of Personnel, Erie County Community College (Office of the President), Erie

County Medical Center (Department of Labor Relations), the Buffalo and Erie County Public Libraries, and the Erie County Fiscal Stability Authority.