

TENTATIVE AGREEMENT  
HIGHLIGHTS

FOR THE

CSEA/UCS 2011-2017  
COLLECTIVE BARGAINING  
AGREEMENT

ISSUE	CURRENT BENEFIT	TENTATIVE AGREEMENT
<p><b>Article 7</b> Compensation</p>	<p>➤ <b>Longevity Increments</b> Longevity increment value based on grade level paid 4 years and 8 years past max in base salary.</p> <p>➤ <b>Longevity Bonus</b></p> <ul style="list-style-type: none"> <li>• 20 years of service- \$1900</li> <li>• 25 years of service -\$2000</li> <li>• 30 years of service -\$2100</li> </ul>	<p>➤ <b>Across the Board Increases</b> 6 year agreement 2011-2017 2% in October 2014 2% in April 2015 2% in April 2016 3/31/17 \$750 bonus (pensionable)</p> <p>➤ <b>Longevity Payment</b></p> <ul style="list-style-type: none"> <li>• Longevity increments will be paid in April 2015 and added to base salary.</li> <li>• Employees who previously received a longevity increment added to base salary will not lose that money when system converts to a 3 longevity payment structure in April 2016.</li> <li>• Beginning April 2016 will convert to 3 Longevity Payments – <ul style="list-style-type: none"> <li>✓ 1<sup>st</sup> longevity payment will be \$2250 paid 4 years past max on an annual basis.</li> <li>✓ 2<sup>nd</sup> longevity payment will be \$4600 paid 8 years past max on an annual basis.</li> <li>✓ 3<sup>rd</sup> longevity payment will be \$6900 paid 13 years past max on an annual basis.</li> <li>✓ No longer in base salary but pensionable.</li> </ul> </li> </ul> <p>➤ <b>Longevity Bonus</b></p> <ul style="list-style-type: none"> <li>• Longevity Bonus will be paid in April 2015.</li> <li>• Beginning April 2016 Longevity Bonus will be discontinued and convert to a 3<sup>rd</sup> longevity payment payable after 13 years past max.as indicated above.</li> </ul>

**Article 7**  
Compensation

➤ **Performance Evaluation**  
Preparation and storage are hardcopies and manually stored in files.

- **Lag Possibility**
- In an effort to ensure that a workforce reduction is not required during the term of this Agreement, the parties agree that up to a 2 day lag each fiscal year may be implemented if the UCS budget request is not approved as submitted for years 2015-2016 and 2016 - 2017.
  - A determination will be made by UCS on January 15<sup>th</sup> of each fiscal year and CSEA will be notified on that date if there is intent to implement up to a 2 day lag.
  - If a lag is necessary it will be deducted by taking up to ½ day per pay period in the last four pay periods of the fiscal year.
  - The lag will be returned when employee separates from service at their rate of pay upon separation.
- **Performance Evaluation**  
Pilot program that allows preparation and storage of forms electronically. Doesn't change the appeal process for unsatisfactory PE.
- **Direct Deposit**  
**For NEW Employees Only:**
- If employee has a bank account must sign up for direct deposit.
  - If employee doesn't have bank account must sign acknowledgement that check may get lost.
  - Employee no longer allowed to split check (direct deposit a portion and receive a paper check for balance).

<p><b>Article 9</b> Time and Leave</p>	<p>➤ <b>Return to Duty</b> Employee can be required to be examined as a condition of his/her return to duty.</p> <p>➤ <b>SL Bank</b> Minimum sick leave balance of 13 days before eligible to join the Bank.</p>	<p>➤ <b>Return to Duty</b></p> <ul style="list-style-type: none"> <li>• Modified return to work medical form to make it easier for Dr. to complete and to reduce time it takes for employee to return to work.</li> <li>• If the return to work medical form submitted is deemed insufficient, the employee will be notified within 5 work days and asked to provide additional medical.</li> <li>• If additional medical continues to be insufficient or is not provided Local UCS will have 5 work days from receipt of additional medical to determine if employee needs to be examined.</li> <li>• Examination will be scheduled within 20 work days of determination to send employee for exam.</li> <li>• An additional 20 work days may be taken if an employee is required to see a specialist after state exam.</li> </ul> <p>➤ <b>SL Bank</b></p> <ul style="list-style-type: none"> <li>• Minimum sick leave balance is reduced from 13 days to 8 days to be eligible to join the Bank.</li> <li>• There will be an additional open enrollment period from September 11, 2014 to October 9, 2014 to allow employees to join based on new eligibility criteria.</li> </ul>
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<p><b>Article 9</b> Time and Leave</p>	<p>➤ <b>Worker's Compensation</b> Court Officers and Trainees are entitled to Line of Duty Injury Leave when hurt while performing their job duties.</p> <p>➤ <b>Blood Donation</b> Court sponsored blood drive and employee required to return to work received 3.5 hours of comp time.</p> <p>➤ <b>Layoff</b> Permanent employees are laid off in seniority order by title within designated layoff unit. No language concerning notice.</p>	<p>➤ <b>Worker's Compensation</b></p> <ul style="list-style-type: none"> <li>• Line of Duty Injury (LODI) coverage expanded for Court Officers and Trainees to include accident while driving a motor vehicle in the course of providing judicial protection, providing courier service or making bank deposits.</li> <li>• Court Officer Trainees in the Academy for recruit training will only be eligible for LODI if injured during firearms discharge at firearms training or defensive tactics training.</li> </ul> <p>➤ <b>Blood Donation</b> Employee allowed 3.5 hours of leave with pay for blood donation. No more comp time for court sponsored blood drive.</p> <p>➤ <b>Workforce Reduction</b></p> <ul style="list-style-type: none"> <li>• The title will be changed from layoff to workforce reduction to more accurately reflect that all employees who are impacted will receive notification not just those that may be laid off.</li> <li>• All employees impacted by a work force reduction will receive no less than a 30 calendar day written notice prior to the effective date.</li> <li>• Noncompetitive confidential employees who are impacted by a reduction will also receive no less than a 30 calendar day written notice prior to the effective date.</li> </ul>
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<p><b><u>Article 9</u></b> Time and Leave</p>		<p>➤ <b>Grand Jury Leave NEW</b> Peace officers who use deadly physical force pursuant to their official duties as a peace officer who become the subject of a grand jury review will be placed on leave with pay not to exceed 6 months. Employee will not earn pre-tour prep time while on this leave.</p>
<p><b><u>Article 10</u></b> Overtime</p>	<p>➤ <b>Compensatory Time Off</b> Option to receive cash compensation at a straight time rate or compensatory time off for hours between 35- 40. Over 40 hours is paid in cash at 1 ½ times the hourly rate of pay.</p>	<p>➤ <b>Compensatory Time Off</b> On 3/31/17 the option to receive compensatory time off for hours worked between 35-40 hours will end and employees will only be able to receive cash compensation at a straight time rate.</p>
<p><b><u>Article 12</u></b> Disciplinary Procedures</p>		<p>➤ <b>Time and Attendance NEW</b></p> <ul style="list-style-type: none"> <li>• Pilot for time and leave disciplinary process.</li> <li>• Hearings will be in front of a independent time and leave umpire (neutral).</li> <li>• Pilot will be applicable to employees assigned to the trial courts outside of NY City.</li> <li>• Pilot to go into effect in 2015 or later if agreed to by the parties.</li> </ul> <p>➤ <b>Investigatory Notification NEW</b> Employee who was subject of an investigation will receive written notice by letter when final report of UCS Inspector General has been completed and forwarded to Clerk Ct. of Appeals, Presiding Justice of an Appellate Division, the Chief Administrative Judge or the Deputy Chief Administrative Judge.</p>

<b>Article 13</b> Printing of Agreement		The Agreement will only be available on the UCS and CSEA websites.
<b>Article 14</b> Labor/ Management Committee	➤ <b>Funding</b> \$424,085 annually for the Quality through Participation program.	➤ <b>Funding</b> Eliminated for the term of the Agreement. UCS will continue to supply Body Armor.
<b>Article 21</b> Uniform and Equipment Allowance	➤ <b>Pre-Tour Prep</b> <ul style="list-style-type: none"> <li>• Court Officers receive 5 days of pre-tour prep time annually at straight time rate to be taken at the discretion of UCS.</li> <li>• 8 ¾ hours of time is credited on a quarterly basis- April 1, July 1, October 1, and January 1.</li> <li>• Time has to be used by June 30<sup>th</sup> at the latest each fiscal year.</li> </ul>	➤ <b>Pre-Tour Prep</b> <ul style="list-style-type: none"> <li>• Court Officers can now accumulate up to 10 days of pre-tour prep time in a fiscal year.</li> <li>• Any accumulation in excess of 10 days at the end of the fiscal year will be converted to sick leave.</li> <li>• Employee on LWOP, Line of Duty Leave or Grand Jury Leave at the beginning of the quarter will only be credited with pre-tour prep time for days worked in the quarter (8 minutes per day) and will not receive pre-tour prep time if out the entire quarter.</li> </ul>
<b>Article 22</b> Employee Benefit Fund	4/1/10 \$1255 FT \$627.50 PT \$885 Retiree	4/1/14 \$1330 FT \$665 PT \$885 Retiree 4/1/15 \$1340 FT \$670 PT \$885 Retiree 4/1/16 \$1365 FT \$682.50 PT \$885 Retiree
<b>Article 27</b> Child Care - Elder Care Committee	\$180, 976 annually to reimburse for childcare/eldercare costs.	Eliminated for the term of this Agreement.
<b>Article 29</b> Personal History Folders		<ul style="list-style-type: none"> <li>• Pilot program to prepare and store all performance evaluations electronically.</li> <li>• Subcommittee to address any implementation issues.</li> </ul>
<b>Article 33</b> Drug Testing	Drug testing procedure for peace officers only.	Drug Testing procedure expanded to include non-peace officers. Focus on voluntary rehabilitation through Work Life Assistance Program instead of discipline.
<b>Article 34</b> Dress Code	➤ <b>Dress Code</b> <ul style="list-style-type: none"> <li>• Court Clerical Series receives \$925 for cleaning of blazer.</li> <li>• Employees whose duties are performed in workplaces that are accessible or visible</li> </ul>	➤ <b>Dress Code</b> <ul style="list-style-type: none"> <li>• It is no longer a requirement for court clerical series to wear a blazer so \$925 eliminated.</li> <li>• Wearing a suit jacket or sports coat is no longer required during the timeframe of June 22-September 1</li> </ul>

	to general public must wear appropriate business attire which includes business suit or sports coat year round.	each year.
<b><u>Article 38</u></b> Seniority	No language regarding shifts existed previously.	Seniority will be used to determine assignment to new work schedule (shift) or existing work schedule (shift) among employees assigned to same work location.
<b><u>Side Letters</u></b> Automated Time Keeping System	<p>➤ <b>Overtime Eligible Employees</b></p> <ul style="list-style-type: none"> <li>• The Kronos system will register a swipe within the scheduled start of an employee's shift to 5 minutes after and reflect that the employee was present at the start of their shift.</li> <li>• A swipe within 15 minutes preceding the scheduled end of an employee's shift will reflect that the employee worked until the end of his/her shift.</li> </ul>	<p>➤ <b>Overtime Eligible Employees</b></p> <ul style="list-style-type: none"> <li>• An employee may still swipe 5 minutes after the scheduled start of their shift.</li> <li>• An employee can now only swipe within 5 minutes preceding the scheduled end of their shift.</li> <li>• UCS willing to install additional time clocks to make swiping in or out more convenient.</li> </ul>