

# Highlights of CSEA/New York State Unified Court System Contract

## *Duration*

- The new contract runs from April 1, 2007 through March 31, 2011.

## *Compensation*

### Salary Increases:

- April 1, 2007 - 3% or \$950, whichever is greater
- April 1, 2008 - 3% or \$975, whichever is greater
- April 1, 2009 - 3% or \$1,000, whichever is greater
- April 1, 2010 - 4% or \$1,025, whichever is greater

### Salary Deferral:

No employee's current salary will be diminished by this Agreement. Salary deferrals apply to employees whose basic annual salary is at or above \$115,000 on the date the Agreement is executed or employees whose basic annual salary reaches \$115,000 or above by application of any increments, percentage increases or increments upon promotion. Partial increments or percentages will be granted up to \$115,000. Increases to basic annual salary that are deferred will be released when the Governor of the State of New York signs into law a bill authorizing a judicial pay raise, or the earlier of the dates upon which a pay raise for judges is otherwise effectuated or implemented and in no event later than 3/31/2011. The salary of each employee affected by the deferral shall be reconstructed to the level it would have been without the deferral. Should an employee separate from service prior to a judicial pay raise, the employee will still receive all deferred payments that the employee would have been eligible for during the employee's service. All deferred payments shall be pensionable in accordance with law.

## *Longevity Bonuses*

### 20-Year Longevity Bonus:

- April 1, 2008 - \$1,800
- April 1, 2009 - \$1,850
- April 1, 2010 - \$1,900

### 25-Year Longevity Bonus

- April 1, 2008 - \$1,900
- April 1, 2009 - \$1,950
- April 1, 2010 - \$2,000

### *NEW* 30-Year Longevity Bonus

- April 1, 2008 - \$2,000
- April 1, 2009 - \$2,050
- April 1, 2010 - \$2,100

## *Location Pay Benefit*

### **New York City Metropolitan area (New York City, Nassau, Suffolk, Rockland and Westchester)**

Effective April 1, 2006 - \$3,252 (retroactive adjustment for those employees who received less than this amount and are in service on the date the MOU is executed)

Effective April 1, 2007 - \$3,350 (retroactive adjustment for those employees who received less than this amount and are in service on the date the MOU is executed)

Effective April 1, 2008 - \$3,451

Effective April 1, 2009 - \$3,555

Effective April 1, 2010 - \$3,697

### **Mid-Hudson (Dutchess, Putnam and Orange counties)**

Effective April 1, 2006 - \$1,626 (retroactive adjustment for those employees who received less than this amount)

Effective April 1, 2007 - \$1,675 (retroactive adjustment for those employees who received less than this amount)

Effective April 1, 2008 - \$1,725

Effective April 1, 2009 - \$1,777

Effective April 1, 2010 - \$1,848

**Health Insurance**

Court employees will continue to receive the same NYS Health Insurance Plan benefits as CSEA Executive Branch employees. Empire Plan changes have already gone into effect, and will continue to do so for the length of the contract.

— **Health Option Program**

Amount of credit increases to \$450 for 2009, \$500 for 2010.

**Uniform and Equipment Allowance**

Effective April 1, 2008 - \$1,255

Effective April 1, 2009 - \$1,280

Effective April 1, 2010 - \$1,305

**New Benefit: Body Armor Funding**

The State has agreed to purchase body armor for each new officer, including those transferred from local government to UCS from now on, upon completion of six months of service from the date the officer graduates from the academy, or, in the case of a transfer of function, upon completion of six months of employment with UCS.

The State has agreed to provide funding for 25% of the uniformed officers (exclusive of the new officers receiving vests) in each unit as of date of execution of the Agreement to be used for purchase and/or replacement of body armor during the term of Agreement.

**Other Leaves With Pay**

(g) **Death in the Immediate Family.** Add Domestic Partner's parent.

**Overtime:**

(h) There shall be no rescheduling of days off or hours of work to avoid the payment of overtime.

**Labor/Management Committee:**

UCS will contribute \$424,085 to the Quality Through Participation Fund per fiscal year beginning April 1, 2007 and ending on March 31, 2011.

\$250,000 of said QTP funds shall be paid to the CSEA Employee Benefit Fund in years 2008, 2009 and 2010.

**CSEA Employee Benefit Fund:**

UCS will contribute the following amounts to the CSEA Employee Benefit Fund:

2007 - \$50 one time lump sum payment per active employee

2008- \$1,165 per active employee

\$582.50 per part-time or per diem employee

2009- \$1,205 per active employee

\$602.50 per part-time or per diem employee

2010- \$1,255 per active employee

UCS will continue to contribute \$885 per retired employee for each year of the contract.

**Child Care/Elder Care:**

UCS will provide funding in the amount of \$180,976 per fiscal year starting in 2007, ending on March 31, 2011.

**Personal History Folders:**

(b) An employee shall be permitted to view his/her personal history folder **twice** a year upon request.

**Court Reporter Page Rate Agreement:**

CSEA and UCS have made a new page rate agreement similar to those of other unions, including the higher rates. If ratified, the effective date will be determined once the needed changes in law and rule are made.