

CSEA-UNIFIED COURT SYSTEM 2020-2021
TENTATIVE COLLECTIVE BARGAINING AGREEMENT

This Agreement will continue the provisions of the current Collective Bargaining Agreement ('CBA') except as modified by negotiations. The following CBA modifications are effective April 1, 2020:

COMPENSATION:

Annual salary schedule will increase **2%** for all employees in the unit;

Longevity payments will increase as follows:

For employees completing four years or more of continuous service past Max, from \$2250 to **\$2300**; for employees completing eight years or more of continuous service past Max, from \$4600 to **\$4700**; employees completing thirteen years or more of continuous service past Max will continue to receive \$6900.

Location pay increases to **\$4300** for employees in NYC and Long Island areas (Westchester and Rockland included); and employees in Dutchess, Putnam and Orange Counties will see an increase to **\$2150**; Monroe County will continue to receive \$200.

Security and Law Enforcement Differential ('SLED') increases to **\$750** in the Tentative Agreement.

TIME AND LEAVE:

Language improvement to **Annual Leave** for emergency circumstances, specifies that approval by management "**shall not be unreasonably denied.**"

Increased amount of **Sick Leave** which can be used to care for ill family members from 15 to **25** days per annum; and expands use of sick leave to care for ill **siblings** and '**any individual for whom the employee is the primary caregiver.**' In addition, provided the employee is approved for FMLA leave as a caregiver for any person, the employee may charge sick leave beyond the 25 days.

Expands criteria for **Line of Duty** leave for Uniformed Personnel to **include injury while administering Naloxone (Narcan)**. Also extends **Line of Duty** leave to **non-uniformed employees** injured due to an assault at work.

Expands **Paid leave** for **Bar examinations** and review of test results

Expands **Bereavement Leave** to cover absences due to the death of a domestic partner's children; son or daughter in law of a domestic partner; or the brother or sister of the employee's domestic partner.

Makes **Paid Leave** for **Firearms Screening** a permanent part of the CBA.

Makes **Paid Leave** for attorney's **Continuing Legal Education** a permanent part of the CBA.

OVERTIME:

Expands current overtime provisions in two ways: 1) Now, on **Thanksgiving Day**, an employee who works less than two hours will receive four hours of overtime; and 2) in the previous contract, employees only received four hours of overtime when working less than two hours on **Christmas** and **New Year's Day**, IF those two holidays fell on a Saturday or Sunday. This Tentative Agreement entitles employees who work on these three holidays to either Holiday Premium Pay for two hours or more worked on that day, or four hours of overtime if the employee works less than two hours on any of these holidays without regard to the day of the week the holiday falls.

DISCIPLINARY PROCEDURE:

Requires UCS to serve copies of Notices of Discipline (NOD) in **sealed envelopes** and bars management from using CSEA members to serve an NOD on another member.

UNIFORM AND EQUIPMENT ALLOWANCE:

Increases the Allowance for members **with Peace Officer** status to **\$1460**, and for members with **non-Peace Officer** status, the allowance is increased to **\$1180**.

EMPLOYEE BENEFIT FUND:

Increase the employer contribution per active **full-time** employee from \$1420 to **\$1440**; and from \$710 to **\$720** for **part-time** employees.

Requires UCS to provide **lump sum payment** of **\$30,000** to EBF.

DRESS CODE:

Increases the **maintenance allowance** for each employee required to wear the UCS blazer to **\$1200**.

SIDE LETTER:

Adds one side letter that requires Labor Management meeting to address scheduling problems for Local Presidents designees.