

CSEA / UNIFIED COURT SYSTEM
TENTATIVE COLLECTIVE BARGAINING AGREEMENT
HIGHLIGHTS

Duration of Agreement:

- April 1, 2021 through March 31, 2026

Compensation:

- Bonus: A one-time \$3,000 signing bonus will be paid to each employee in active status upon ratification. The bonus is prorated for employees working less than full time. The bonus will not be a part of the employee's basic annual salary but it shall be pensionable.
- Salary Increases:
 - 2% or \$1,000 (whichever is greater) general salary increase retroactive to April 1, 2021
 - 2% or \$1,000 (whichever is greater) general salary increase retroactive to April 1, 2022
 - 3% general salary increase effective April 1, 2023
 - 3% general salary increase effective April 1, 2024
 - 3% general salary increase effective April 1, 2025
- Longevity
 - 2022--\$2,400, \$4,900, \$6,900
 - 2023—All Employees eligible for add'l increment as per Judiciary Law 37.3
 - 2023—Any employee who received \$4,900 in 2022, is eligible for \$5,050; same employees are eligible in 2024 for \$5,200 and in 2025 for \$5,355
 - All employees eligible for \$6,900 in 2022 shall continue to receive it in 2023, 2024 and 2025
 - New Longevity Bonus: Beginning in 2023, employees with 20, 25, & 30 years of service receive service bonus of: \$2,270; \$2,370; \$2,475
2024 service bonus: \$2,340; \$2,440; \$2,550
2025 service bonus: \$2,410; \$2,515; \$2,630
- Location Pay:
 - April 1, 2022: \$200 Monroe Co; \$4,500 downstate and \$2,250 mid-Hudson
 - April 1, 2023: \$200 Monroe Co; \$4,635 downstate and \$2,318 mid-Hudson
 - April 1, 2024: \$200 Monroe Co; \$4,775 downstate and \$2,388 mid-Hudson
 - April 1, 2025: \$200 Monroe Co; \$4,920 downstate and \$2,460 mid-Hudson

Productivity Enhancement Program

- Increased the number of days allowed to be forfeited. Effective January 1, 2023:
 - JG-16 or below may exchange either 4 days annual leave for credit up to \$800 or 8 days annual leave credit up to \$1,600
 - JG-17 up to JG-23 may exchange 2 days annual leave for credit up to \$800 or 4 days annual leave credit up to \$1,600

Leave Time

- Added additional holiday = Juneteenth
- Annual Leave / Comp Time Exchange Program
 - Eligible employees may exchange for cash a minimum of 2 days and maximum of 10 days paid no later than March 31, 2023.
 - August 2023, 2024, 2025 eligible employees may exchange for cash a minimum of 2 days and maximum of 5 days paid by October 31st of each year.

Overtime Meal Allowance

- Increase to \$9

Uniform and Equipment Allowance - *Now pensionable*

- April 1, 2022 Peace Officer = \$1,520; non-Peace Officer = \$1,230
- April 1, 2023 Peace Officer = \$1,565; non-Peace Officer = \$1,270
- April 1, 2024 Peace Officer = \$1,615; non-Peace Officer = \$1,305
- April 1, 2025 Peace Officer = \$1,660; non-Peace Officer = \$1,345

Dress Code Maintenance Allowance - *Now pensionable*

- April 1, 2022 = \$1,250
- April 1, 2023 = \$1,290
- April 1, 2024 = \$1,325
- April 1, 2025 = \$1,365

Health insurance

- No changes to premium contribution percentages
- No increases to Empire Plan medical or prescription co-payments
- Single \$25 office co-payment for Empire Plan
- Maintain Empire Plan \$0 employee cost share for telemedicine program for medical and mental health visits
- Modify out-of-network reimbursement methodology
- Implement site of care for specific infusions and remove enrollee medical and prescription co-payments for those services
- Ends co-pay stacking for multiple tests/procedures at an office visit

Employee Benefit Fund (EBF)

- April 1, 2022 = \$1,500 Fulltime; \$750 less than ½ time
- April 1, 2023 = \$1,545 Fulltime; \$773 less than ½ time
- April 1, 2024 = \$1,600 Fulltime; \$800 less than ½ time
- April 1, 2025 = \$1,640 Fulltime; \$820 less than ½ time
- \$200,000 lump sum payment to the EBF

Disciplinary Procedures

- Days to appeal a NOD increased to 10 days
- Upon an employee's request, removal of records pertaining to the "Alternate Disciplinary Procedure after 18 months

Personnel & Pay Practices

- Notices of termination – Employees in non-competitive confidential (NCCF) or exempt confidential (EXCF) positions shall be given at least five (5) State workdays' written notice of termination
- Creation of Resume Pool for Judges staff
- Creation of Transition Pool for Judges secretaries which provides 90 days of employment following displacement

This is just highlights of the tentative agreement. For detailed information, please visit www.cseany.org where you can view a side-by-side comparison.