

Contract Article	Current Contract (2020-2021)	Tentative Agreement (2021-2026)
Article 4 EOL	Union use of Space in writing Up to 10 employees for AFSCME Convention Up to one hour for new employee orientation	Verbal or Written request for use of space EOL permitted for Union sponsored workshops Up to 15 employees for AFSCME convention One hour for employees new to bargaining unit for orientation
Article 7 Compensation Longevity	2% salary increase \$2300, \$4700, \$6900	2021- 2% or \$1000 whichever is greater 2022- 2% or \$1000 whichever is greater 2023- 3% 2024- 3% 2025- 3% *PLUS- \$3000 bonus to employees in active status as of date of ratification 2021- same as current contract 2022- \$2400, \$4900, \$6900 *2023 – All Employees eligible for additional increment as per Judiciary Law 37.3 2023 – Any employee who received \$4900 in 2022, is eligible for \$5050; same employees are eligible in 2024 for \$5200, and in 2025 for \$5355 All employees eligible for \$6900 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: \$2270; \$2370; \$2475 *2024 service bonus: \$2340; \$2440; \$2550 *2025 service bonus: \$2410; \$2515; \$2630

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Article 9 Time & Leave	9.2 (e)(1): 2 days emergency annual leave 9.5 (m): Grand Jury leave for court officers granted leave for maximum of 6 months 9.9 Holidays- 12 paid holidays 9.17: Early Release when THI is over 80 degrees no later than 4 p.m.; THI is under 60 degrees and no heat by 11 a.m.	*9.3(a)(iii) Sick leave charged during the FMLA period shall not be counted towards the 25 days set forth in 9.3(a)(ii), i.e., these 25 “family sick leave” days remain available for the employees use before and/or after the FMLA period 9.2 (e)(1) equivalent of 2 days EAL which can be used in less than full-day increments 9.5 (m): 6 months limit removed *Paid leave to file an Internal Discrimination Claim or process one 9.9: added Juneteenth for 13 paid holidays *9.14 Conferences. There shall be no prohibition on the employee’s virtual attendance at such conferences and programs where such option is available. Early Release: 60 degrees or less at 9 a.m., if not 60 degrees by noon, early release no later than 1 p.m. if 80 degrees or more at 9 a.m., and not under 80 degrees by noon, early release no later than 1 p.m.
Article 10 Overtime	10.4 (d): no definition of “equitable distribution” 10.10 (a): Meal Allowance \$6	“Equitable distribution” defined as “lowest overtime worked in calendar year to date” Meal allowance increased to \$9

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Article 12 Disciplinary Procedure	12.2- 8 days to file appeal of NOD	Increased appeal days to 10 *Upon employee's request, removal of records pertaining to 'Alternate Disciplinary Procedure' after 18 months
Article 17 No Discrimination	17.1 & 17.2 no discrimination with regard to race, color, creed, disability, marital status, Vietnam Era Veteran status, national origin, age, or sexual orientation	Additional classes added= gender identity, gender expression and Political identification
Article 21 Uniform & Equipment Allowance	Peace Officer \$1460 Non-Peace Officer \$1180 U&E Payments non-pensionable Employees on leave without pay for 5+ days for discipline ineligible for this benefit	2021: same as 2020-2021 2022: P.O. \$1520, non-P.O. \$1230 2023: P.O. \$1565, non-P.O. \$1270 2024: P.O. \$1615, non-P.O. \$1305 2025: P.O. \$1660, non-P.O. \$1345 All Uniform allowances are now pensionable Prohibition removed
Article 22 Employee Benefit Fund	\$1440 for full time, \$720 for less than ½ time Lump Sum Payment of 30,000 to EBF	2021: same as 2020-2021 2022: \$1500 FT, \$750 less than ½ time 2023: \$1545 FT, \$773 less than ½ time 2024: \$1600 FT, \$800 less than ½ time 2025: \$1640 FT, \$820 less than ½ time Lump Sum payment of \$200,000 to EBF
Article 26 Reassignment & Transfers		Added "Change of Assignment" to Article "Reassignment", "Transfers", "Change of Assignment" and "Promotion Unit" defined. Commitment to meet with Union to develop a pilot program for voluntary and involuntary Change in Assignment program for Court Officers

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Side Letters		<p>Allows CLE, training, including union training during 2 days of Court Recess; provides a training and education fund allocation</p> <p>*Ends 2016 Longevity Bonuses as of 4/1/26</p> <p>*Provides flexibility to MHLS staff regarding Dress Code when visiting patients</p> <p>*Provides new benefit to exchange AL and Comp Time for cash once a year, every year of the cba</p> <p>*Requires a Labor/Management meeting to address: Court Reporter issues, a modified light duty policy, and AL requests concerns</p>

*Indicates new benefits/contract language not in previous CSEA-UCS Collective Bargaining Agreements