

| 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 | 2% salary increase | 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 |
| Longevity | \$2300, \$4700, \$6900 | 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 |

Contract Article

Current Contract (2020-2021)

Tentative Agreement (2021-2026)

| | | |
|---|--|--|
| Location Pay | \$200 Monroe Co; \$4300- downstate \$2150- Mid-Hudson | 2021: same as current contract 2022: \$200 Monroe Co; \$4500 downstate, \$2250 Mid-Hudson 2023: \$200 Monroe Co; \$4635 downstate, \$2318 Mid-Hudson 2024: \$200 Monroe Co; \$4775 downstate, \$2388 Mid-Hudson 2025: \$200 Monroe Co; \$4920 downstate, \$2460 Mid-Hudson |
| SLED Payments | \$750 | 2021: same as current year 2022: \$800, 2023: \$825, 2024: \$850, 2025: \$875 *As of 2022, Court Officers no longer need to be authorized to carry a firearm to qualify for SLED; CO Trainees are eligible after one year of service for SLED |
| Article 8 Health Insurance Productivity Enhancement Program | 2020-2021: same as State Exec Co-pays for every individual test & service JG-16 or below may exchange either 3 days of annual credit up to \$600 or 6 days of annual leave credit up to \$1200. Employees at JG-17 up to JG-23 may exchange either 2 days of annual leave for credit up to \$600 or 4 days of annual leave for credit up to \$1200 | 2021-2026: same as State Executive Agencies One \$25 co-pay for all tests/services in one dr. visit Effective 1/1/2023 JG-16 or below may exchange either 4 days annual leave for credit up to \$800 or 8 days annual leave for credit up to \$1600. Employees at JG-17 up to JG-23 may exchange 2 days of annual leave for credit up to \$800 or 4 days for credit up to \$1600 |

| | | |
|--|---|---|
| <p>Article 9 Time & Leave</p> | <p>9.2 (e)(1): 2 days emergency annual leave</p> <p>9.5 (m): Grand Jury leave for court officers granted leave for maximum of 6 months</p> <p>9.9 Holidays - 12 paid holidays</p> | <p>*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</p> <p>9.2 (e)(1) equivalent of 2 days EAL which can be used in less than full-day increments</p> <p>9.5 (m): 6 months limit removed</p> <p>*Paid leave to file an Internal Discrimination Claim or process one</p> <p>9.9: added Juneteenth for 13 paid holidays</p> |
| <p>Article 10 Overtime</p> | <p>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.</p> <p>10.4 (d): no definition of "equitable distribution"</p> <p>10.10 (a): Meal Allowance \$6</p> | <p>*9.14 Conferences: There shall be no prohibition on the employee's virtual attendance at such conferences and programs where such option is available.</p> <p>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.</p> <p>"Equitable distribution" defined as "lowest overtime worked in calendar year to date"</p> <p>Meal allowance increased to \$9</p> |

Contract Article

Current Contract (2020-2021)

Tentative Agreement (2021-2026)

| | | |
|---|--|---|
| 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 | 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 |
| Article 22 Employee Benefit Fund | Employees on leave without pay for 5+ days for discipline ineligible for this benefit \$1440 for full time, \$720 for less than ½ time | Prohibition removed 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 |
| Article 26 Reassignment & Transfers | Lump Sum Payment of 30,000 to EBF | Lump Sum payment of \$200,000 to EBF 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 |

| | | |
|---|---|---|
| <p>Article 29 Personal History Folder</p> | <p>Personal History folder language only</p> | <p>Change Article Title to Personnel & Pay Practices</p> <ul style="list-style-type: none"> *Creation of Resume Pool for Judges staff *Creation of Transition Pool for Judges secretaries which provides possibility of 90 days of employment following displacement *Notice to Beneficiary if employee dies on the job *Provides for itemized paychecks *Limits for withholding of paychecks *Notification to employees if pay to be garnished *Obligation to provide retirement information *Requires 5 days written notice to all employees holding non-competitive Confidential titles or Exempt Confidential titles prior to termination |
| <p>Article 31 Flexible Spending Program</p> | <p>Allowed participation in Dependent Care Advantage Account Program on a pilot basis</p> | <p>2022: This is no longer a pilot program but continues for the life of the cba; a related side letter allows for participation for employees in the Executive Branches Adoption Allowance Account Program and potentially for other Executive Branch pre-tax Programs.</p> |
| <p>Article 34 Dress Code</p> | <p>\$1200 blazer allowance</p> <p>Prohibited employees receiving if disciplined and on unpaid leave for 5+ days</p> | <p>2021: same as 2020-2021 2022: \$1250 2023: \$1290 2024: \$1325 2025: \$1365</p> <p>Ends prohibition if disciplined and unpaid for 5+ days</p> |

Contract Article

Current Contract (2020-2021)

Tentative Agreement (2021-2026)

| 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