

SPECIAL TOWN BOARD MEETING  
UNION CONTRACT

FEBRUARY 2, 2012

Minutes of a Special Town Board Meeting held on the above date beginning at 2:00 pm in the meeting room of the North Elba Town Hall, 2693 Main Street, Lake Placid, New York.

Members Present: Supervisor Politi, Councilman Favro, Councilman Miller, and Councilman Doty

Others Present: Attorney Ron Briggs and Chris Morris

Members Absent: Councilman Rand

Supervisor Politi opened the Special Town Board meeting at 2:00 pm by asking everyone to stand for the Pledge of Allegiance.

Supervisor Politi called the special meeting to order stating the notice was properly published and posted. The purpose of such meeting is for discussing and voting on the Highway and Landfill Union Contract

Supervisor Politi stated we are here to discuss union contract which Councilman Miller and Councilman Doty were kind enough to work on with the union representatives. Although Cathy Gregory has noted several modifications that need to be changed.

Supervisor Politi asked if either Councilman Miller or Doty would like to take the lead.

Councilman Doty stated I don't think we need to summarize item to item but this new contract represents good protection for the Town in the future the major component being health care contribution by new employees during retirement time. We currently have a good scale policy while they are working. We covered a lot of little issues such as safety boots, extra bereavement time for a couple more identified immediate family members.

Supervisor Politi stated one of the modifications made had to do with health insurance requirements.

Councilman Miller stated our current employees pay 23% of health insurance cost and upon retirement they pay 10%. This was something we really wanted to change. The current employees will keep this at time of retirement and new employees going forward will pay 23% at time of retirement.

Supervisor Politi stated so basically new employees will pay the same at time of retirement. The benefit formal basically stays the same except for what has been talked about in terms of the eighty rule.

Councilman Miller stated we changed one thing which is you have to be with the Town for 15 years rather than 10 years. But you still have to be eligible in the state retirement system.

SPECIAL TOWN BOARD MEETING  
UNION CONTRACT

FEBRUARY 2, 2012

Supervisor Politi asked do you want to discuss the general wage increases.

Councilman Miller stated we decided to go four years rather than a three year because we were 13 months overdue in the contract. The wage increase will be 2% in 2011, 2 % in 2012, 2 ½ in 2013 and 2 ½ in 2014. The union fought tooth and nail because they wanted raises to be based on seniority. We felt raises should be based on performance in the end we were able to preserve that.

Supervisor Politi stated there is a grade structure attached to that. One thing Cathy noticed was that in the definitions of immediate family which it says shall mean parents, grandparents, current spouse and children. She noted if that is the case in fact on page 8 Bereavement Leave article 19 19.2 is contradictory. She also noted that on page 14 there were two things. Part time positions in article 32.2 that in the event a part time employee works 13 or more weeks in excess of 32 hours in a 52 hour week be considered full time but 40 hours in considered a full week. So she thinks that there is a typo there and that the 32 hours should say 40.

Councilman Miller states no I don't think so I think we were saying if we use that person that much in those weeks it should be considered full time.

Supervisor Politi stated it contradicts the definition of our policy manual which says to be full time you have to work 40 hours. 32.1 It says the employer will not reduce any employee from full time status to part time status. The employer may hire part time employees provided it does not exceed the limit set forth in article blank. Now I assume that on page 28 that there are three articles. Full Time part ratio it says that employer will maintain bargain unit ratio which shall include no more than 10% part time employees and no less than 90% full time employees. I assume that it would read article 53.

Supervisor Politi stated approval of this contract be subject to these modifications and subject to it being put in book form. We have met and already changed a couple things that were found in error you will contact the union representative and send this back to them, and then they may also change things they may find in error. This is a conditional approval that these modifications are met and subject to final review in book form.

Councilman Derek moved and Councilman Favro seconded the motion to approve the contractual agreement regarding the union contract subject to conditions noted. There being no further discussion, the motion was unanimously carried

There being no further discussion, Councilman Miller moved and Councilman Doty seconded the motion to adjourn the Special Town Board meeting at 2:15 pm.

Respectfully Submitted,

Jessica Scriver

SPECIAL TOWN BOARD MEETING  
UNION CONTRACT

FEBRUARY 2, 2012

Deputy Town Clerk