

ISSUE	CURRENT BENEFIT	TENTATIVE AGREEMENT
<p>Article 7 Compensation</p>	<p>➤ Downstate Adjustment Downstate Adjustment is \$1302 and the Mid-Hudson Adjustment (Dutchess, Putnam and Orange counties) is \$651. ATB increases applied.</p> <p>➤ Longevity Payments</p> <ul style="list-style-type: none"> • 1st longevity equal to \$750 after 5 years at job rate. • 2nd longevity equal to \$1500 after 10 years at job rate. <p>➤ Hazardous Duty \$0.60 per hour</p> <p>➤ Inconvenience Pay \$550 per year if work four hours or more between 6:00 pm and 6:00 am</p>	<p>➤ Across the Board Increases</p> <p>3% in April 2007 (Retroactive) 3% in April 2008 3% in April 2009 4% in April 2010</p> <p>➤ Downstate Adjustment As of April 1, 2008 the Downstate Adjustment will increase to \$1,850 and the Mid-Hudson Adjustment will increase to \$1,000. Effective October 1, 2008 and thereafter, the Downstate Adjustment will increase to \$3,026 and the Mid-Hudson Adjustment increases to \$1,513. Across the board increases do not apply.</p> <p>➤ Longevity Payments</p> <ul style="list-style-type: none"> • The 1st longevity will increase by \$125 in each year of Agreement (\$875, \$1000, \$1125, \$1250). • The 2nd longevity will increase by \$250 in each year of Agreement (\$1750, \$2000, \$2250, \$2500). • Retroactive to April 2007 • Pensionable and included in the overtime rate. • Added to base in years 1-3. Starting year 4 payment will be in a separate check. <p>➤ Hazardous Duty Increased to \$0.75 per hour. Retroactive to April 2, 2007.</p> <p>➤ Inconvenience Pay Increased to \$575 per year retroactive to April 2, 2007.</p>
	<p>➤ Special Assignment to Duty Pay</p> <p>Benefit – Employees who work 50% or more under such conditions in a calendar year will receive a lump sum payment of</p>	<p>➤ Special Assignment to Duty Pay</p> <p>Benefit – Employees who work one-third (1/3) or more under such conditions in a calendar year will</p>

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<p>Article 7 (Continued)</p>	<p>\$500.</p> <p>Pilot - Upon ratification this benefit will begin as a pilot project and will end on March 31, 2007 unless union and management agree to extend it.</p> <p>Committee - Joint Labor Management Committee to review additional activities that may constitute a special assignment to duty.</p>	<p>receive a lump sum payment of \$500.</p> <p>Qualifying Process – No payment if a pending NOD related to safety violation. Benefit will be paid upon dismissal or withdrawal of NOD. Also, can't use loss of eligibility as argument for "double jeopardy"</p> <p>Pilot - Upon ratification this benefit will begin as a pilot project and will end on April 1, 2011 unless union and management agree to extend it.</p> <p>Committee - Joint Labor/Management Committee to review additional activities that may constitute a special assignment to duty such as asbestos removal, pesticide application, working heights, water related assignments, titles working with pressurized systems and high voltage assignments.</p>
<p>Article 9 Health Insurance</p>		
<p>Article 9.2(a)</p>	<p>➤ Emergency Room Services \$50 copayment for emergency room services, waived if admitted.</p> <p>➤ Hospital Outpatient Surgery \$30 copayment for outpatient surgery performed at a network hospital.</p>	<p>Effective January 1, 2010, \$60 copayment for emergency room services, waived if admitted.</p> <p>Effective January 1, 2010, \$40 copayment for outpatient surgery performed at a network hospital.</p>

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<p><u>Article 9</u> 9.4 (m) Cancer 9.2 (d) Transplant 9.9 Infertility</p>	<p>➤ Centers of Excellence Program Centers of Excellence Program currently include Cancer Resource Services, Organ Transplants and Infertility.</p> <p><u>Cancer resource</u> - \$50 reimbursement for meals and lodging (\$100 for 2 or more people). \$10,000 lifetime limit for travel.</p> <p><u>Transplant Center of Excellence</u> – current geographic zone reimbursement per Blue Cross arrangement.</p> <p><u>Infertility Center of Excellence</u> – based on federal reimbursement rate. \$10,000 maximum travel – applied toward lifetime infertility limit.</p>	<p>Effective <u>July 1, 2008</u>, all Centers of Excellence Programs will utilize the federal reimbursement rates for meals and lodging.</p> <p><u>Cancer Resource Services</u> – Maximum travel benefit eliminated as long as the patient remains enrolled and is receiving benefits.</p> <p><u>Transplant Center of Excellence</u> – Reimbursement coincides with parameters of transplant benefit.</p> <p><u>Infertility</u> – No change.</p>
<p><u>Article 9.3</u> <u>(a), (c), (e),</u> <u>and (f)</u></p>	<p>➤ Participating Provider:</p> <ul style="list-style-type: none"> • Office Visit • Outpatient Surgery • Diagnostic/Laboratory Services • Radiology Services <p>All covered office visit charges provided by participating providers during a visit will be subject to a <u>\$12 copayment</u> per covered individual. Copay stacking applies.</p>	<p><u>Effective July 1, 2009</u>, all covered office visit charges provided by participating providers during a visit will be subject to a <u>\$15 copayment</u> per covered individual. Copay stacking continues.</p>
<p><u>9.3 (m)</u></p>	<p>➤ Complementary Alternative Medicine Program A discount arrangement on “employee-pay-all” non-covered services at acupuncturists, massage therapists and nutritionists services.</p>	<p>Effective <u>January 1, 2009</u>, the Complementary Alternative Medicine discount will no longer be offered.</p>
<p><u>9.3(j)</u></p>	<p>➤ Ambulatory Surgery Centers <u>\$15 copayment</u> for facility charges at freestanding ambulatory surgery center. Copay includes anesthesiology, radiology and laboratory tests performed at ambulatory surgery center on same day of surgery.</p>	<p>Effective <u>July 1, 2008</u>, a <u>\$30 copayment</u> will be required for facility charges at freestanding ambulatory surgery center. Copay includes anesthesiology, radiology and laboratory tests performed at ambulatory surgery</p>

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		center on same day of surgery.
<u>Article 9.4(a)</u>	<p>➤ Basic Medical Deductible The basic medical component shall equal <u>\$225</u> per enrollee; <u>\$225</u> per covered spouse or domestic partner; and <u>\$225</u> for one or all-dependent children.</p>	Effective <u>January 1, 2010</u> , the basic medical component shall equal <u>\$250</u> per enrollee; <u>\$250</u> per covered spouse or domestic partner; and <u>\$250</u> for one or all-dependent children.
<u>Article 9.4(b)</u>	<p>➤ Maximum Out-Of-Pocket Expense The maximum enrollee coinsurance out-of-pocket expense under the basic medical component shall equal <u>\$900 per individual or family</u> in any one year.</p> <p>➤ Reduced Out-of-Pocket Maximum Employees in a title Salary Grade 6 or below or an employee equated to a position title Salary Grade 6 or below on January 1st of the year, the <u>\$900</u> maximum coinsurance out-of-pocket expense shall be reduced to \$500.</p>	<p>Effective <u>January 1, 2009</u>, the maximum enrollee coinsurance out-of-pocket expense under the basic medical component shall equal <u>\$500 per enrollee, \$500 per covered spouse or domestic partner, and \$500 for one or all dependent children</u> in any one year. Effective <u>January 1, 2011</u>, the \$500 is increased to <u>\$515.</u></p> <p>Effective <u>January 1, 2009</u>, employees in a title Salary Grade 6 or below or an employee equated to a position title Salary Grade 6 or below on January 1st of the year, the <u>\$500</u> maximum coinsurance out-of-pocket expense shall be reduced to <u>\$300 per enrollee, \$300 per covered spouse or domestic partner and \$300 for one or all dependent children.</u> Effective <u>January 1, 2011</u>, the \$300 is increased to <u>\$309.</u></p>
<u>Article 9.4(d)</u>	<p>➤ Adult Immunizations Influenza, Pneumococcal, Measles, Mumps, Rubella, Meningitis, Varicella and Tetanus Toxoid are covered under par-provider subject to office visit copay.</p>	<u>Effective July 1, 2008</u> , Herpes Zoster (Shingles) will be added to the list of adult immunizations covered under par-provider subject to office visit copay.

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<u>Article 9.4(p)</u>	<p>➤ Diabetic Shoes None</p>	<p>Effective July 1, 2008, an annual diabetic shoe benefit will be available through the Home Care Advocacy Program under United HealthCare. Network Coverage: Benefits paid at 100% with no out of pocket cost up to \$500 maximum. Non-Network Coverage: Basic Medical deductible will apply and remainder paid at 75% of network allowance, up to maximum allowance of \$500.</p>
<u>Article 9.4(q)</u>	<p>➤ Prosthetic Wig One prosthetic wig covered under basic medical, subject to deductible and coinsurance, limited to one wig per lifetime</p>	<p>Upon ratification, retroactive to January 1, 2008, prosthetic wigs shall be a covered basic medical benefit and shall be reimbursed up a lifetime maximum of \$1500, not subject to deductible or coinsurance.</p>
<u>Article 9.4(r)</u>	<p>➤ Diabetes Education Program None</p>	<p>Effective July 1, 2008 or as soon as practicable thereafter, the Empire Plan medical carrier shall contract with Diabetes Education Centers accredited by the American Diabetes Education Recognition Program.</p>
<u>Article 9.6(a)</u>	<p>➤ Empire Plan Benefits Management Program (BMP) Prospective Procedure Review (PPR) requires prior notification of elective outpatient Magnetic Resonance Imaging (MRI). Failure to call BMP will result in \$250 penalty or 50% reduction in payment of charges whichever is less.</p>	<p>Effective July 1, 2008, current PPR requirements will now include elective outpatient MRI, CAT Scans, PET Scans, Nuclear Medicine and MRAs. Current penalty will apply.</p>
<u>Article 9.11</u>	<p>➤ Disease Management Current Empire Plan Disease Management Programs include Cardiovascular Risk Reduction, Asthma and Diabetes.</p>	<p>As soon as practicable, the Empire Plan Disease Management programs shall be expanded to include, but not be limited to, chronic kidney disease, eating disorders, and ADHD. Nutritional services will be covered for those programs identified when clinically appropriate.</p>

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<u>Article 9.14(b)</u>	<ul style="list-style-type: none"> ➤ Prescription Drug Retail /Mail– 30 day supply • \$5 Generic • \$15 Preferred Brand • \$30 Non-Preferred Brand 	<p>Effective July 1, 2008</p> <ul style="list-style-type: none"> • \$5 Generic • \$15 Preferred Brand • <u>\$40</u> Non-Preferred Brand
<u>Article 9.14(b)</u>	<ul style="list-style-type: none"> ➤ Prescription Drug <u>Retail</u> – 31 to 90 day supply • \$10 Generic • \$30 Preferred Brand • \$60 Non-Preferred Brand 	<p>Effective July 1, 2008</p> <ul style="list-style-type: none"> • \$10 Generic • \$30 Preferred Brand • <u>\$70</u> Non-Preferred Brand
<u>Article 9.14(b)</u>	<ul style="list-style-type: none"> ➤ Prescription Drug <u>Mail Order</u> – 31 to 90 day supply ➤ \$5 Generic ➤ \$20 Preferred Brand ➤ \$55 Non-Preferred Brand 	<p>Effective July 1, 2008</p> <ul style="list-style-type: none"> • \$5 Generic • \$20 Preferred Brand • <u>\$65</u> Non-Preferred Brand
<u>Article 9.14(c)</u>	<ul style="list-style-type: none"> ➤ 31-90 Day Supply “New to You” Drugs <p>None</p>	<ul style="list-style-type: none"> • <u>Effective July 1, 2008</u>, “new to you” prescriptions will be limited to a 30-day initial supply at retail/mail prior to the 31-90 day being filled. • The initial prescription will be filled for a 30-day supply (subject to appropriate 30-day copay). When you return to fill the remainder (31-90 day) of the prescription, the balance of the appropriate 31-90 day copayment will be applied.
Non-Network Hospital	<p>Non-network hospitals are reimbursed at 90% with a \$1500 out-of-pocket maximum. Enrollees are eligible to receive up to \$1000 reimbursement under United HealthCare to help offset the \$1500 out-of-pocket costs for non-network hospitals.</p>	<ul style="list-style-type: none"> • No change in \$1500 out-of-pocket maximum for non-network hospitals. • <u>Effective January 1, 2009</u>, the \$1000 reimbursement under United HealthCare to offset the out-of-pocket maximum for non-network hospitals will be reduced to \$500. • <u>Effective January 1, 2011</u>, the \$500 reimbursement under United HealthCare to offset the out-of-pocket maximum for non-network hospitals will be eliminated.

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<u>Article 9.17</u>	<p>➤ Dependent Students Dependent full-time students granted automatic 3-month extension of benefits upon <u>graduation</u> from qualified course of study. (Affects Empire Plan and HMOs)</p>	<p><u>Effective July 1, 2008</u>, Dependent full-time students granted an automatic 3-month extension of benefits <u>following the completion of an academic semester.</u> (Affects Empire Plan and HMOs)</p>
<u>Article 9.21</u>	<p>➤ Workers' Compensation None</p>	<p><u>Effective July 1, 2008</u>, A permanent full-time employee who is removed from the payroll due to an assault, as described in Article 11.5, and is granted workers' compensation for up to 24 months shall remain covered under the State Health Insurance Plan for the same duration and will be responsible for the employee share of premium.</p>
9.26(c) JCHB Endeavors		
	<p>➤ Centers of Excellence None</p>	<p>The JCHB will work with the State to expand the current Centers of Excellence Programs to include, but not be limited to: Centers of Excellence for Bariatric Surgery. Nutritionist coverage will be available when clinically appropriate.</p>
	<p>➤ Copayment Waiver None</p>	<p>The JCHB will work with the State to look at a copayment waiver program for office visits and prescription drugs when related to chronic conditions.</p>
	<p>➤ Flexible Formulary None</p>	<p>The JCHB will work with the State to analyze the concept of a flexible Preferred Drug List.</p>
9.26 JCHB Endeavors (Continued)	<p>➤ Specialty Pharmacy None</p>	<p>The JCHB will work with the State to investigate and analyze a specialty pharmacy program and the parameters of such benefit.</p>
	<p>➤ Alternative Drugs None</p>	<p>The JCHB will work with the State to conduct a comprehensive study for an alternative prescription drug program for Empire Plan enrollees.</p>

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	➤ Hearing Aid None	The JCHB will work with the State in building a network of participating hearing aid providers.
	➤ Participating Provider Guaranteed Access None	The JCHB will work with the State to study participating provider access under the current health program to determine the feasibility of a guaranteed access benefit.
	➤ RFP None	Clarification language covering JCHB's role in the contract procurement process.
	➤ Durable Medical Equipment None	The JCHB shall work with the State to review and monitor the utilization of Durable Medical Equipment under the Home Care Advocacy Program. If necessary, the JCHB and State will take appropriate action to address the issue.
	➤ Nurse Practitioner None	The JCHB and the State will regularly review the potential role of Nurse Practitioners as providers in the Empire Plan. The review will consist of studying provider access issues and the availability of nurse practitioners in specific geographic areas. If the JCHB and State agree that action is needed, the CSEA JCHB is empowered to work with the State and implement a benefit.
Article 10 Attendance and Leave	➤ Productivity Enhancement Program Eligible employees may exchange previously accrued vacation credits and/or personal leave for a dollar credit to be applied toward the employee share of their health insurance premium. The dollar credit is up to a maximum of \$400.	➤ Productivity Enhancement Program The dollar credit up to a maximum of \$450 beginning on January 1, 2008 and up to a maximum of \$500 beginning January 1, 2010. ➤ Pilot Program Expires 12/31/11 unless union and management agree to extend it.
	➤ Sick Leave Accumulation Up to a total of 200 days of sick leave credits can be used for <u>both</u> retirement service credit and to pay for health	➤ Sick Leave Accumulation (Side Letter) Sick leave accumulation to be used for the payment of health insurance in

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	insurance in retirement	retirement and the adequacy of the current 200 day cap shall be reviewed and discussed in Executive Level Labor/Management.
	<p>➤ Leave Donation Program Non-family members can donate across agency lines Effective upon ratification and ends on March 31, 2006 unless the union and management agree to extend it</p>	<p>➤ Leave Donation Program The ability of a non-family member to donate across agency lines is now permanent.</p>
	<p>➤ Medical Documentation Appropriate medical documentation must include a brief statement of diagnosis.</p>	<p>➤ Medical Documentation A brief diagnosis will not be required as part of normally requested documentation unless the employee has been absent from work due to illness or injury for more than 30 consecutive calendar days.</p>
	<p>➤ Hold on Shift, Pass Day and Work Location Three month hold when out for on-the-job injury, maternity leave, extended illness (including SL1/2 pay).</p>	<p>➤ Hold on Shift, Pass Day and Work Location Side letter that allows for local labor/management committee discussion to increase the three-month hold.</p>

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<u>Article 11</u> Workers' Compensation	<ul style="list-style-type: none"> ➤ Employees are entitled to health insurance coverage for up to 12 months due to a work related injury. 	<ul style="list-style-type: none"> ➤ Employees who are granted a two-year leave of absence as a result of an assault will continue to be eligible for health insurance in the second year.
<u>Committee Funding</u>	<ul style="list-style-type: none"> ➤ Funding allocations for the term (2003-2007) of the collective bargaining agreement in each Article: <ul style="list-style-type: none"> • Article 9-\$3,780,000 • Article 14-\$25,963,820 • Article 15-\$1,667,140 • Article 22-\$1,667,140 • Article 29-\$8,497,820 • Article 33-\$1,202,468 • Article 38-\$2,131,812 • Article 40-\$133,720 • Article 43-\$105,000 • Including Article 49 in both the OSU and ISU Contracts. 	<ul style="list-style-type: none"> ➤ Funding allocations for the term (2007-2011) of the collective bargaining agreement in each Article: <ul style="list-style-type: none"> • Article 9-\$4,956,000 • Article 14-\$38,973,000 • Article 15-\$2,689,000 • Article 22-1,955,000 • Article 29-\$9,615,000 • Article 33-\$1,421,000 • Article 38-\$2,412,000 • Article 40-\$152,000 • Article 43-\$119,000 • Including Article 49 in both the OSU and ISU Contracts. ➤ Side letter that continues all committee funding through December 31, 2011, which will permit the parties, if they have not agreed to an on-time contract, to have funding through December.
<u>Article 15</u> Safety and Health	CSEA and the State agreed to discuss five specific safety and health issues in the Statewide Committee: workplace temperatures, imminent danger situations, minimizing/eliminating hazards, ergonomics, and workplace security.	CSEA and the State will develop training programs to implement comprehensive safety and health management systems, and will address (among other issues) ergonomics, imminent danger situations, pressurized heating systems, and safety problems with employee identification badges.
<u>Article 23</u> Overtime Meal Allowances	<ul style="list-style-type: none"> ➤ Overtime Meal Allowance \$5.50 per meal No longer contiguous 	<ul style="list-style-type: none"> ➤ Overtime Meal Allowance \$6.00 per meal - retroactive to April 2, 2007.

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		<p>Three hours (does not need to be contiguous) but must be connected to regular work shift either at the front end or back end</p> <p>Example A - An employee's regular work shift is 7:00 am to 3:00 pm. The employee comes into work at 6:00 am and works to 5:00 pm. This employee is entitled to an overtime meal allowance.</p> <p>Example B – An employee's regular work shift is 7:00 am to 3:00 pm. The employee works from 7:00 am to 6:00 pm. The employee is entitled to an overtime meal allowance.</p> <p>Example C - an employee's regular work shift is 7:00 am to 3:00 pm. The employee works from 7:00 am to 3:00 pm and is recalled to work at 6:00 pm. The employee is <u>not</u> entitled to an overtime meal allowance.</p>
<p><u>Article 24</u> Out-Title- Work</p>		<p>➤ OOT Form Modified the form to make it easier for employees to provide necessary information to ensure timely and successful decisions.</p>

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<p>Article 27 Distribution of Overtime</p>	<p>➤ Compensatory Time Off for Overtime Worked Program</p> <ul style="list-style-type: none"> • Allow certain employees to choose compensatory time in lieu of overtime pay for hours worked over 40 in a week. • Earn 1.5 hours of compensatory time off for every hour of overtime worked (called Over40 CompTime) • Accumulate to a maximum 120 hours <ul style="list-style-type: none"> • Cash-out value is at the rate of pay earned at the time of liquidation <p>Eligibility: Overtime eligible position salary grade 22 and below.</p> <p>Pilot Program Two-year pilot program effective upon ratification. Choose to participate for a one-year period at a time.</p>	<p>➤ Compensatory Time for Overtime Worked Program</p> <ul style="list-style-type: none"> • Allow certain employees to choose compensatory time in lieu of overtime pay for hours worked over 40 in a week. • Earn 1.5 hours of compensatory time for every hour of overtime worked (called Over40 CompTime) • Accumulate to a maximum 240 hours - can cash out up to 120 hours once a year payable in the payroll period closest to December 1. • Cash-out value is at the rate of pay earned at the time of liquidation. • Over40 CompTime can no longer be used to take time off from work. • Over40 Comp Time earned prior to April 2, 2007 can be used based on terms of that program if employee chooses to <u>not</u> enroll in new program. If employee enrolls in the new program, must use prior accumulated comp time prior to July 1, 2008. Any time unused will be placed in bank under terms of new program. <p>Eligibility: Overtime eligible position salary grade 22 and below.</p> <p>Pilot Program Effective July 1, 2008, an employee may choose to participate for a one-year time period each year of the Agreement.</p>

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<p><u>Article 29</u> Family Benefits</p>	<ul style="list-style-type: none"> ➤ Employees can set up Dependent Care Advantage Accounts (DCAA's) to pay costs of child and elder care with Pre-tax dollars. ➤ The State will contribute between \$200-600 (on a sliding scale) to each employee's account, beginning in the second year of the contract. (The dollar amounts may be increased or decreased depending on the amount of negotiated funds remaining and the number of employees participating) <table border="1" data-bbox="391 783 899 999"> <thead> <tr> <th><u>Gross Salary</u></th> <th><u>Employer Contribution</u></th> </tr> </thead> <tbody> <tr> <td>Up to \$35,000</td> <td>\$600</td> </tr> <tr> <td>\$35,001 to 45,000</td> <td>\$500</td> </tr> <tr> <td>\$45,001 to 55,000</td> <td>\$400</td> </tr> <tr> <td>\$55,001 to 65,000</td> <td>\$300</td> </tr> <tr> <td>Over \$65,000</td> <td>\$200</td> </tr> </tbody> </table> <ul style="list-style-type: none"> ➤ Technical support and training for childcare centers continues. ➤ Resource and referral services (helping employees find affordable care providers) will be expanded to cover the entire state upon discussion and approval of the Family Benefits Committee ➤ A joint labor/management advisory board will oversee both family benefits and employee assistance programs 	<u>Gross Salary</u>	<u>Employer Contribution</u>	Up to \$35,000	\$600	\$35,001 to 45,000	\$500	\$45,001 to 55,000	\$400	\$55,001 to 65,000	\$300	Over \$65,000	\$200	<p>Same as before</p> <ul style="list-style-type: none"> ➤ The State will contribute between \$200-700 (on a sliding scale) to each employee's account, for calendar years 2009, 2010 and 2011. (The dollar amounts may be increased or decreased depending on the amount of negotiated funds remaining and the number of employees participating) <table border="1" data-bbox="987 783 1495 1035"> <thead> <tr> <th><u>Gross Salary</u></th> <th><u>Employer Contribution</u></th> </tr> </thead> <tbody> <tr> <td>Under \$30,000</td> <td>\$700</td> </tr> <tr> <td>\$30,001 to 40,000</td> <td>\$600</td> </tr> <tr> <td>\$40,001 to 50,000</td> <td>\$500</td> </tr> <tr> <td>\$50,001 to 60,000</td> <td>\$400</td> </tr> <tr> <td>\$60,001 to 70,000</td> <td>\$300</td> </tr> <tr> <td>Over 70,000</td> <td>\$200</td> </tr> </tbody> </table> <p>Same as before</p> <ul style="list-style-type: none"> ➤ Statewide expansion was accomplished. LifeWorks will be reactivated as soon as practicable. <p>Same as before</p>	<u>Gross Salary</u>	<u>Employer Contribution</u>	Under \$30,000	\$700	\$30,001 to 40,000	\$600	\$40,001 to 50,000	\$500	\$50,001 to 60,000	\$400	\$60,001 to 70,000	\$300	Over 70,000	\$200
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<p><u>Article 30</u> Employee Benefit Fund</p>	<ul style="list-style-type: none"> ➤ 4/1/03 - \$700 ➤ 4/1/04 - \$750 a year per person ➤ 4/1/05 - \$800 a year per person ➤ 4/1/06 - \$850 a year per person 	<ul style="list-style-type: none"> ➤ 4/1/08 - \$900 a year per person ➤ 4/1/09 - \$950 a year per person ➤ 4/1/10 - \$1,000 a year per person and thereafter ➤ 4/1/11 – additional lump sum payment of \$50 per person 																										

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Article 33 Discipline	Discipline Hearings heard in traditional manner that can take significant periods of time to resolve.	Side letter that extends a pilot program to expedite the processing and hearing of discipline cases by a single neutral. Expires on April 1, 2011 unless extended by mutual agreement.
Article 34 Grievance and Arbitration Procedure	Most Step 2 Article 34 grievance hearings are heard in person.	Side letter that encourages the use of video and telephone conferencing and other technological advances to facilitate and expedite Step 2 Article 34 (agency level) hearings.
Article 47 Standby Pay	Employee receives 20% of daily rate of compensation when scheduled for standby.	Employee receives 25% of daily rate of compensation when scheduled for standby.
Appendix Seasonals	<p>➤ Salary Protection</p> <p>Side Letter specific to Office of Parks, Recreation and Historic Preservation, and Department of Environmental Conservation that upon ratification a long-term seasonal employee will receive salary protection when appointed to an annual-salaried position or another seasonal position.</p> <p>Long –term seasonal is an employee with two consecutive years of service (1500 hours in pay status each year) Shall not receive less than the annualized earnings (excluding overtime) for the calendar year immediately preceding the appointment to an annual-salaried position or another seasonal position.</p> <p>➤ Lump Sum Award</p> <p>Side Letter specific to Office of Parks,</p>	<p>➤ Salary Protection</p> <p>Renewed salary protection retroactive to 4/2/07.</p> <p>Improved salary protection upon ratification. Prior non-statutory (N/S) time, including seasonal service, will now be credited for placement on the salary schedule. For example, three years of seasonal service will result in placement at Step 3 upon appointment to a permanent job.</p> <p>Salary protection for movement from a seasonal to another seasonal position has been eliminated</p> <p>➤ Lump Sum Award</p> <p>Same as before and retroactive to April</p>

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	<p>Recreation and Historic Preservation, and Department of Environmental Conservation that upon ratification a lump sum award of \$500 will be paid to an employee who has at least 1500 hours in pay status in a seasonal position during each of the previous five years.</p> <p>➤ Joint Labor–Management Committee A Joint Labor-Management Committee to review the practice of employing seasonal employees. Representatives will include GOER, CSEA, Department of Civil Service, Division of Budget, and agencies that employ seasonals. Make recommendations before the expiration of the current Agreement</p>	<p>2, 2007.</p> <p>➤ Joint Labor–Management Committee On 10/19/06 Parks converted 550 long-term seasonals to permanent status and on 8/23/07 ENCON converted 210 long-term seasonals to permanent status. Committee has been discontinued.</p>
	<p>➤ Downstate and Mid-Hudson Adjustment</p> <p>➤ Inconvenience Pay</p>	<p>➤ Downstate and Mid-Hudson Adjustment Seasonal employees who are credited with at least 1,520 straight-time hours during a fiscal year are eligible for the adjustments on a pro-rated basis pursuant to Article 7.15.</p> <p>➤ Inconvenience Pay Seasonal employees are now eligible for Inconvenience Pay pursuant to Article 7.14 based on an hourly rate of \$.28 (\$575/2,088 hrs).</p>

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<u>Mass Transit</u> Side Letter	CSEA and the State will continue to work towards implementation of tax-saving benefits for use of mass transit	The State will implement the ability for all employees to use pre-tax dollars to pay for commuting expenses incurred through the use of mass transit. (The program is already in place for employees working in NY City) The State estimates the program will be in place six months after ratification of the Agreements.
<u>Pro-rated Seniority Credit</u> Side Letter	➤ Part-time annual salaried employees earn seniority credit based on the payroll percentage they are hired for. During term of Agreement, OMRDD would meet with CSEA representatives to discuss a pilot that would credit employees with seniority based on actual hours worked.	➤ The parties agreed to expand the current OMR program at 3 DDSO's to other OMR facilities. In addition, if other agencies/locals are interested in a similar pilot program they can raise it through the statewide labor-management process.
<u>Employee Identification Card Replacement</u> Side Letter	➤ An employee who replaces his/her card for the first time will be charged \$5 and \$10 thereafter.	➤ An employee who replaces his/her card for the first time will be charged \$7.50 and \$12.50 thereafter. No fee will be charged for cards replaced due to normal wear and tear.
<u>Less Than Full-Time</u> Side Letter		Establishes a joint labor-management committee to review the practice of employing less than full-time annual salaried employees and working them on a full-time basis. Representatives will include GOER, Civil Service, Budget, CSEA and agencies that employ less than full-time annual salaried employees. The committee will make recommendations before expiration of the current agreement.

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<p><u>Institutional Bargaining Unit</u></p>	<p>➤ Uniform Maintenance Allowance Titles eligible: Food Service, Mental Health Therapy Aide, Hospital Attendant, Hospital Clinical Assistant, Licensed Practical Nurse, Youth Division Aide, Cadet Leader 1-4, and Wilderness Challenge Aide Medical Office Assistant</p> <p>\$ 48.00 for part-time employees and \$68.00 for full-time employees</p>	<p>➤ Uniform Maintenance Allowance Updated title name change from Hospital Clinical Assistant to Nursing Assistant.</p> <p>Added title of Teaching Hospital Sterile Supply Tech.</p> <p>As of April 2, 2007 the amount increases to \$58 for part-time employees and \$78 for full-time employees. As of April 2, 2008 and thereafter the amount increases to \$68 for part-time employees and \$88 for full-time employees.</p>
	<p>➤ Work Related Clothing Allowance \$38 for employees in the titles of Farmer, Farm Hand, Industrial Training Supervisor, Housekeeper, Lab Worker, Lab Technician, Lab Aide, Lab Helper, Lab Caretaker, Barber, Beautician, Dental Hygienist, and Dental Assistant.</p>	<p>➤ Work Related Clothing Allowance Added titles of Developmental Disabilities Secure Care Treatment Aide and Secure Care Treatment Aide assigned to a sexual offender treatment program.</p> <p>As of April 2, 2007 the allowance increases to \$48. On April 2, 2008 and thereafter the amount increases to \$58.</p> <p>➤ Employee Identification The statewide safety and health committee will evaluate the means by which employees can wear identification badges so that the risk of injury is minimized.</p> <p>➤ Pre-Shift Briefing (OCFS) Youth Division Aides who are required to report 15 minutes prior to their shift for briefing will be paid \$4.80 or their current overtime rate (whichever is higher).</p> <p>Protocols to be developed and submitted to CSEA for review and comment prior to implementation.</p>

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		Pilot Program that will begin as soon as practicable after the beginning of the 08/09 fiscal year. At least 3 facilities but no more than 8 facilities will participate and will be selected by the Agency.
<u>Operational Services Bargaining</u>	<p>➤ Seniority – Article 44 State Police-length of continuous service in Troop or Division Headquarters.</p> <p>DOT - Region “Special” Crew.</p>	<p>➤ Seniority – Article 44 Agency-wide seniority for State Police.</p> <p>DOT - Removed term “Special” in Articles 44 and 51.</p> <p>➤ Winter Maintenance Clarified contract language regarding the process for work location and shift bidding during snow and ice control</p>
	<p>➤ Shifting Bonus \$375</p> <p>➤ Call-Out Bonus 75% - \$200 85% - \$250 95% - \$400</p> <p>➤ Pass System None</p>	<p>➤ Shifting Bonus \$400 – retroactive to April 2, 2007</p> <p>➤ Call-Out Bonus 75% - \$225 85% - \$300 95% - \$500</p> <p>➤ Pass System Side letter that allows local labor/management discussion concerning the implementation of a pass system during the winter maintenance season.</p>
<u>Administrative Services Bargaining Unit</u>		<p>➤ Vacation Leave Requests Written vacation leave requests must be approved or denied in writing within five (5) working days.</p>

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<u>Division of Military and Naval Affairs</u>	<p>➤ Posting and Job Vacancies</p> <ul style="list-style-type: none"> • Seniority is used as a tiebreaker only when all other factors are equal. • Grievances can only be filed to Step 3 (GOER). 	<p>➤ Posting and Job Vacancies</p> <ul style="list-style-type: none"> • Appointment to vacant positions from among the top three candidates. Must meet posted qualifications, operating needs and performance duties satisfactorily. • Grievances can now be appealed to binding arbitration
	<p>➤ Uniform Maintenance Allowance \$52.00 per year for Security Guards and Firefighters until a cleaning service is provided</p>	<p>➤ Uniform Maintenance Allowance \$52.00 per year for Security Guards and Firefighters until a cleaning service is provided</p> <p>DMNA Headquarters will assist CSEA in the establishment of a cleaning service at each air base as soon as practicable.</p>