

MEMORANDUM OF AGREEMENT this 22nd day of June 2023 by and between the Negotiating Committees for the DORMITORY AUTHORITY OF THE STATE NEW YORK ("DASNY") and the LOCAL 698 OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. – JANITORIAL SERVICES ASSISTANTS & SECURITY GUARDS UNIT ("CSEA");

WHEREAS, the parties have engaged in negotiations in good faith and in an effort to arrive at a successor agreement to the collective bargaining agreement that expired by its terms on March 31, 2021 and;

WHEREAS, the Negotiating Committees have arrived at a tentative agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the parties hereby Stipulate and Agree as follows:

A. The provisions of this Agreement are subject to ratification by the membership of the CSEA and the approval of the Board of Directors of DASNY.

B. The respective Negotiating Committees agree to recommend this Agreement (see attached) for ratification and/or approval.

C. A copy of this original document has been furnished to the representative(s) of the DASNY and the CSEA.

D. All proposals not covered herein, made by either party during the course of negotiations shall be withdrawn.

E. The provisions of the prior Agreement shall be extended from April 1, 2021 through March 31, 2026, except as modified in the attached Exhibit A or have expired or terminated pursuant to the terms of the collective bargaining agreement that expired March 31, 2021. Exhibit A includes the language from the expired collective bargaining agreement with the underlined words reflecting specifically agreed to new language and strike-throughs reflecting deletions from the expired collective bargaining agreement necessary due to the agreement.

F. Unless otherwise noted, all dates involving the duration of the Agreement shall be conformed to the duration of the negotiated agreement.

G. Unless otherwise noted, all effective changes shall be prospective from the signing of the new Agreement.

FOR THE CSEA

FOR DASNY

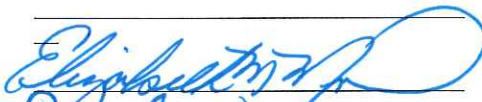



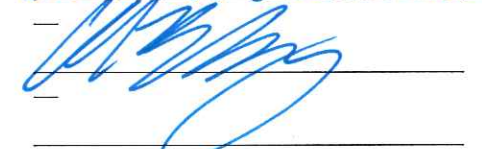
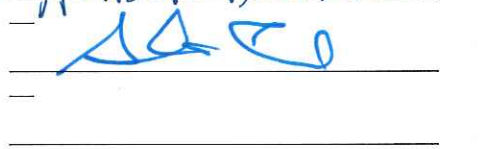
	
	
	
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EXHIBIT "A"

Agreed Modifications

To

Collective Bargaining Agreement Expired March 31, 2021

1. Article 6.1(b), Classification and Compensation – Amend Article 6.1(b) as follows and re-number the remaining sections accordingly:

(b) Terms of the Salary and Step Program

1. Schedule B, which is attached to the Agreement, reflect the Salary and Step program in effect from April 1, 20146 – March 31, 20212.
2. Schedule B established for each grade a hiring rate and job rate, with 12 annual steps. ~~2016-2017, 2017-2018, 2018-2019, 2019-2020 and 2020-2021 2021-2022 and 2022-2023~~ fiscal years include Cost of Living Adjustments (COLAS) in the following amounts 2% (effective April 1, 2021) and 2% (effective April 1, 2022) (effective April 1, 2016), 2% (effective April 1, 2017), 2% (effective April 1, 2018), 2% (effective April 1, 2019), 2% (effective April 1, 2020).

In order to be eligible to receive any retroactive increases, employees have to be on the active payroll on both the date the retroactive payroll is schedule to take effect, and on the date this Agreement is fully ratified by the parties.

- ~~3.~~ Effective April 1, 2023, Schedule C, which is attached to this Agreement, reflect the Salary and Step program in effect from April 1, 2023 – March 31, 2024.
- ~~4.~~ Schedule C establishes for each grade a hiring rate and job rate, with 12 annual steps. Employees shall remain on the same step on Schedule C as they were on Schedule B as of April 1, 2023. 2024-2025 and 2025-2026 fiscal years include COLAS in the following amounts: 3% (effective April 1, 2024) and 3% (effective April 1, 2025). ; 2% (effective April 1, 2016), 2% (effective April 1, 2017), 2% (effective April 1, 2018), 2% (effective April 1, 2019), 2% (effective April 1, 2020).
- ~~5.~~ In addition to the above, employees on DASNY's active payroll on the date this Agreement is fully ratified by the parties, shall receive a one-time, lump sum payment of \$1,000 that shall not be included in their base salary.

2. Article 10.4(a), Holiday Observance – Amend Article 10.4(a) as follows:

(a) The following holidays shall be observed by DASNY:

1. New Year's Day
2. Dr. Martin Luther King, Jr. Day

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- 3. Washington's Birthday
- 4. Memorial Day
- 4.5. Juneteenth
- 5.6. Independence Day
- 6.7. Labor Day
- 7.8. Columbus Day
- 8.9. Election Day
- 9.10. Veteran's Day
- 10.11. Thanksgiving Day
- 11.12. Day After Thanksgiving
- 13. Christmas Day

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3. Article 13.4, Clothing – Amend Article 13.4 as follows:

DASNY agrees to provide shirts and fleece jackets identified with appropriate logos to all Employees. Employees will be required to wear such identifiable clothing.

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Commencing upon ratification of this Agreement, DASNY shall reimburse Janitorial Services Assistants and Supervising Janitorial Service Assistants up to \$300 per contract year (April 1-March 31) to purchase appropriate work clothing and work shoes. In order to receive such reimbursement, such members must provide DASNY with an itemized receipt showing in the contract year (April 1-March 31) that they purchased such appropriate work shoes and work clothing.

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Effective upon ratification of this Agreement, DASNY shall provide its Security Guards with two (2) long sleeved and two (2) short sleeved shirts.

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Should a Security Guard need additional shirts, such employees can request up to two additional shirts per contract year (April 1 – March 31). DASNY will provide such additional shirts as soon as practicable following such a request.

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4. New Article 13.5, Training & Licensure Costs - Add the following as a new 13.5.

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Employees will be eligible to receive reimbursement for all fees and other membership costs associated with any required licensure/training that is required to be completed or maintained in order to satisfy the minimum qualifications in the job description for the employee's current job title.

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