

**Business of the Village Board
Village of Saranac Lake**

SUBJECT: Teamsters Local 687 Agreement

DATE: 12-12-2022

DEPT OF ORIGIN: Mayor Williams

BILL # 178-2022

DATE SUBMITTED: 12-8-2022

EXHIBITS: _____

APPROVED AS TO FORM:

Village Attorney

Village Administration

EXPENDITURE
REQUIRED

AMOUNT
BUDGETED

APPROPRIATION
REQUIRED:

Resolution to approve and authorize the Village Manager to sign Collective Bargaining Agreement between the Village and Teamsters Local 687

MOVED BY: Scollin _____ SECONDED BY: Shapiro _____

VOTE ON ROLL CALL:

MAYOR WILLIAMS yes _____

TRUSTEE BRUNETTE yes _____

TRUSTEE CATILLAZ yes _____

TRUSTEE SCOLLIN yes _____

TRUSTEE SHAPIRO yes _____

**Approve and authorize the Village Manager to sign Collective Bargaining Agreement
between the Village and Teamsters Local 687**

WHEREAS, The Village and Teamsters Local 687 have negotiated modifications and provisions to the current Collective Bargaining Agreement, and,

WHEREAS, the negotiations resulted in an agreed upon outline of revisions between the Village of Saranac Lake and Teamsters Local 687, and,

WHEREAS, The Union Membership has ratified and approved the agreed upon revisions.

NOW, THEREFORE BE IT RESOLVED, The Village Board of Trustees hereby approves the agreed upon revisions by and between the Village of Saranac Lake and Teamsters Local 687, and authorizes the Village Manager to sign the Collective Bargaining Agreement incorporating the stated provisions.

Outline of Revisions

Between the Village of Saranac Lake and Teamsters Local 687

Regarding a 2023-2026 Collectively Bargained Contract

1. Effective June 1st 2023 and each successive June 1st for the term of the contract the salary schedule shall increase by 2.00%.
2. Teamsters Local 687 elect health insurance coverage by New York State Teamsters Council Health and Hospital Fund – HRA Plan. Employees will be required to contribute 5% of the premiums of their health insurance. The Employer agrees to contribute the full deductible and co-insurance: \$3600/yr. for single and \$7200/yr. for 2-person and family to take effect January, 1st 2023.
3. Clothing allowance will remain \$425 (\$300 for office employees) and boot allowance will increase to \$200. Members can elect to have their clothing and boot allowance put onto a gift card for use at IBC OR direct deposited into their 1st paycheck of June. Individuals may also opt to purchase boots and be reimbursed up to \$200 with proof of receipts. Office employees can opt to receive a direct deposit for their clothing allowance or they can return receipts for reimbursement of items purchased up to the clothing allowance. Mechanics clothing arrangement remains unchanged.
4. Teamsters Local 687 elects to amend Article 9 of the contract to omit Section 75 of the Civil Service Law as an option available to union members for disciplinary grievances.
5. The contract term shall be 3 years.
6. If an individual leaves the Village's service during the middle of the fiscal year, that individual shall reimburse the village for the clothing and boot allowance used prorated for the remainder of the year.
7. If an individual receives licensing training that is paid for by the Village and then leaves the village's employment, the individual shall reimburse the village for the cost of training (including travel expenses) according to the following schedule:
 - Within 1 year of training – 100% of costs
 - 2 years – 75%
 - 3 years – 50%
 - 4 years – 25%