

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

SUBJECT: Teamsters Contract Amendment

DATE: 1-22-2024

DEPT OF ORIGIN: Village Manager

BILL # 19-2024

DATE SUBMITTED: 1-17-2024

EXHIBITS: \_\_\_\_\_

APPROVED AS TO FORM:

\_\_\_\_\_  
Village Attorney

\_\_\_\_\_  
Village Administration

EXPENDITURE  
REQUIRED

AMOUNT  
BUDGETED

APPROPRIATION  
REQUIRED:

Resolution to approve amendment to the Teamsters Local 687 Contract

**TABLED**

MOVED BY: Scollin      SECONDED BY: Shapiro

VOTE ON ROLL CALL: TO TABLE

MAYOR WILLIAMS

yes

TRUSTEE BRUNETTE

yes

TRUSTEE CATILLAZ

yes

TRUSTEE SCOLLIN

yes

TRUSTEE SHAPIRO

yes

**RESOLUTION TO APPROVE AMENDMENTS TO  
THE TEAMSTERS LOCAL 687 CONTRACT**

**WHEREAS**, the current Collective Bargaining Agreement between the Village and Teamsters Local 687 states longevity will increase on June 1<sup>st</sup> for members, and;

**WHEREAS**, the Village has integrated a new accounting software that requires longevity to increase on an employee's hire date anniversary, and;

**WHEREAS**, the Village and Teamsters Local 687 have agreed upon changing the language of the contract to reflect the new longevity calculation.

**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. A copy of the redlined contract is included here.

When specific training or certification is needed, the Village agrees to pay for any courses or certification that is required.

Any reclassification that results in an upgrade shall result in the amount of difference between the grades on the salary scale being added to the salary of the person/s who hold the position which was reclassified.

#### **ARTICLE 29 - LONGEVITY**

Effective June 1, 2017, any employee who has been a permanent employee of the Village of Saranac Lake for more than nine (9) months on June 1 (beginning of fiscal year) will be eligible for an increment and shall be paid at the rate of \$104 per year for years 1 through 15. Effective June 1, 2017, members of the bargaining unit shall be paid \$124.80 per year after 15 years of service, for all years of service (including 1 through 15). The number of years shall be multiplied by the longevity rate divided by the yearly regular hours of the employee. All full-time employees' yearly hours shall be 2,080 hours and fire drivers shall be 3,504 hours. Yearly hourly rate shall be used for regular and overtime hours worked.

The Village will add the increment to the employee's yearly base pay on the employee's hire date anniversary first pay period in June.

Employees shall receive an increment for each year of service while employed by the Village of Saranac Lake. This longevity clause is based solely on the number of years of service of an employee with the Village.

#### **ARTICLE 30 - PHYSICALS**

If the Village of Saranac Lake requires a physical of any employee, within the bargaining unit, the Village agrees to pay any cost not covered by the employee's health insurance, including deductibles associated with that physical. This does not apply to any requirement made in connection with the Village of Saranac Lake Drug and Alcohol Policy. The Village also agrees to pay up to, but not more than, two (2) hours pay at the employee's present hourly rate for travel to and from the doctor's office and time spent at the doctor's office. The time spent during travel and the office call shall count as time worked for calculating overtime, but still should not exceed two (2) hours.

#### **ARTICLE 31 - WATER/SEWER LICENSE FEES**

##### Section 1.

An individual with the following licenses shall receive the following rates in addition to their hourly base pay:

- CDL B - \$.50 or CDL A - \$1.00
- Water System: D-Distribution System - \$1.25
- Water System: II B- SW with Filtration Avoidance Plant - \$1.25
- 2A Wastewater Treatment Plant Operator - \$1.25
- 3A Wastewater Treatment Plant Operator - \$2.00

If an individual receives training for one of the licenses above that is paid for by the Village, 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%