

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

BILL #14-2026

SUBJECT: Approve Teamsters Contract MOA

Date: 2/9/2026

DEPT OF ORIGIN: Village Manager

DATE SUBMITTED: 1/30/2026

**SUMMARY STATEMENT**

**RECOMMENDED ACTION**

MOVED BY: Ryan SECONDED BY: Scollin

VOTE ON ROLL CALL:

MAYOR WILLIAMS	<u>yes</u>
TRUSTEE BRUNETTE	<u>yes</u>
TRUSTEE RYAN	<u>yes</u>
TRUSTEE SCOLLIN	<u>yes</u>
TRUSTEE WHITE	<u>no</u>

**MEMORANDUM OF AGREEMENT**

*By and Between*

*The Village of Saranac Lake  
(hereinafter referred to as "Village")*

*and*

*Teamsters Local 687  
(hereinafter referred to as "Union" or the "Teamsters")*

**WHEREAS**, the Village and the Teamsters are parties to a Collective Bargaining Agreement for the term June 1, 2023 through May 31, 2026; and

**WHEREAS**, the Village and Teamsters have mutually agreed upon amending the current Collective Bargaining Agreement.

**NOW, THEREFORE**, the Village and the Teamsters agree as follows:

1. All terms and conditions of the existing Collective Bargaining Agreement shall continue in full force and effect unless specifically modified by this Memorandum of Agreement and/or the terms of the expired Agreement.

2. All amendments reflected below shall be effective June 1, 2026, unless otherwise noted.

3. This Memorandum of Agreement is subject to ratification by the Teamsters membership and the Village Board of Trustees.

4. **Appendix A** shall be amended to reflect the following:

- Effective February 9, 2026, all current unit employees shall receive a pay increase of \$2.00 on base, followed by a 3% increase.
- Effective June 1, 2027, all current unit employees shall receive a pay increase of 3%.
- Effective June 1, 2028, all current unit employees shall receive a pay increase of 3%.

5. **Article 7 – Wages and Classification** shall be amended to add a new final section, reading:

*Capital Project compensation shall be determined at the sole discretion of the Village Manager. A project may be designated as a Capital Project when it is expected to be completed within a reasonable timeframe, as determined by the Village Manager. All Capital Projects must be established by the Village Manager and approved by the Village Board. Factors the Village Manager and Village Board will consider in determining whether a project constitutes a Capital Project include, but are not limited to, whether the project is expected to take over two weeks to complete, requires engineering plans, requires work that is different in character or scale from normal operations, involves replacement or installation of infrastructure, and will cost more than \$200,000 to complete.*

*Employees assigned to designated Capital Projects shall be compensated at a premium rate of one and a half (1.5) times their base rate of pay for all hours worked on such projects, in accordance with applicable law and this Agreement. This premium pay rate may be excludable from overtime calculation under applicable provisions of the Fair Labor Standards Act. In no event shall premium rate labor costs on Capital Projects exceed \$25,000 per year. In the event premium rate pay exceeds \$25,000 in any fiscal year, employees shall be paid at their normal rate of pay for the remainder of any Capital Project. Staff assignment to Capital Projects shall be at the discretion of the Department Head.*

*The Village retains the right to contract out for Capital Projects at its discretion.*

6. **Article 8, Section 5 – Transfer and Promotion** shall be amended as follows:

Section 5. When an employee is temporarily assigned to work in the capacity of a nonunion/administrative employee, said employee shall receive an additional \$2.00 per hour for each hour worked in such capacity. *Such temporary assignment must be authorized in advance by the Department Head and Village Manager and reported to payroll in accordance with Village procedures.* For overtime purposes the formula will be: Employee's Regular Wage Plus \$2.00 X 1.5 = Overtime Rate.

7. **Article 11, Section 1 – Work Schedules** shall be amended as follows:

Section 1. Each employee shall be scheduled in each payroll week to work for five (5) tours. These tours will be from Monday through Friday except for the Fire Department. *During winter*

*months, employees assigned to Mt. Pisgah may be required to work nights and weekends.*

8. **Article 13, Section 3 – Payment for Time Worked Definition of Hourly Rate for Computing Wage Payment** shall be amended as follows:

Section 3. Opportunity for overtime work shall be rotated within a department provided the employee has the skill and ability to perform the required work. Qualified employees who refuse overtime shall be charged as if they had worked and will be rescheduled accordingly. Except in emergencies, overtime schedules shall be posted twenty-four hours in advance. The Village Manager or Superintendent of Public Works shall have the right to require overtime work for a public emergency, and employees may not without just cause refuse assignments in a public emergency. *Department heads will establish an equitable system for mandatory overtime and on-call responsibilities. The system shall prioritize employees with the least amount of mandated overtime worked, modifying the existing inverse seniority rotation as necessary to ensure equitable distribution.*

9. **Article 13 – Payment for Time Worked Definition of Hourly Rate for Computing Wage Payment** shall be amended to add a new Section 7, reading:

Section 7. *Employees may elect to convert earned overtime hours into compensatory time at a rate of one and one-half (1.5) hours for each overtime hour worked, subject to Department Head approval and operational needs. All elections and allocations (e.g., twenty (20) hours of overtime split as ten (10) hours overtime pay and ten (10) hours compensatory time) must be clearly documented on employee timecards. Compensatory time shall be accrued and used in one (1) hour increments and shall not exceed eighty (80) hours at any time.*

10. **Article 13 – Payment for Time Worked Definition of Hourly Rate for Computing Wage Payment** shall be amended to add a new Section 8, reading:

Section 8. *Employees who work beyond midnight shall be provided an eight (8) hour rest period prior to the start of their next regularly scheduled shift, except where operational necessity requires otherwise, as determined by the Department Head.*

11. **Article 16, Section 1 – Holidays** shall be amended as follows:

Section 1. The following holidays shall be paid holidays by the Village with the exception of the Fire Department. The day before Christmas or the day after Christmas will be given to everyone.

- New Year's Day
- Martin Luther King Day
- ~~½ day on Good Friday~~
- Memorial Day
- *Juneteenth*
- Independence Day
- Labor Day
- Columbus Day
- *Veterans Day*
- Thanksgiving Day
- Friday following Thanksgiving Day
- Christmas Day
- The day before or the day after Christmas

12. **Article 16, Section 3 – Holidays** shall be amended as follows:

Section 3. Employees who do not work on a holiday shall receive holiday pay computed at their regular hourly rate for the number of hours for which they are normally and regularly scheduled to work immediately prior to the holiday up to a maximum of eight (8) hours (~~Good Friday is one-half (1/2) day~~). Employees who work on any of the holidays listed above shall be paid time and one-half for the number of hours actually worked in addition to their regular holiday pay *with the exception of Christmas, Thanksgiving, Fourth of July, Labor Day and Memorial Day, for which employees required to work shall be compensated at double time (2.0) for hours actually worked.*

13. **Article 16, Section 5 – Holidays** shall be amended as follows:

Section 5. Holiday time shall be counted as time worked for the purposes of calculating overtime. Fire Drivers ~~will be granted six (6) tours vacation each year in lieu of holidays~~ *shall receive twelve (12) lieu days per year to correspond with the number of recognized holidays. Lieu time shall accrue each pay period at a rate of 2.7692 hours, with an annual cap of two hundred eighty-eight (288) hours. Fire Drivers may elect to cash out accrued lieu time on their final paycheck in May of each fiscal year.*

14. **Article 18, Section 10 – Sick Leave** shall be amended as follows:

Section 10. While on sick leave, the employee will not engage in other paid employment or other strenuous recreational activity. Fire Drivers will get fourteen (14) hours sick time per month

(seven (7) tours per year) to a total accumulation of 1608 or 67 tours. *Fire Drivers' use of sick leave shall be counted as time worked for purposes of this Agreement.*

15. **Article 18 – Sick Leave** shall be amended to add a new section 11, reading:

*Section 11: All union-represented employees approved for leave under the Family and Medical Leave Act (FMLA) shall be required to exhaust all available accrued sick leave prior to utilizing any other form of paid leave, including but not limited to vacation or personal leave, during the FMLA leave period, in accordance with applicable law and Memorandum of Understanding, Bill #57-2025.*

16. **Article 24 - Health, Life and Dental Insurance and Prescription Plan** shall further be amended to add a new Section 8, reading:

*Section 8. Employees who have completed thirty (30) years of service with the Village shall be eligible to retain health insurance coverage upon retirement, subject to the following conditions:*

- *The retiree shall utilize up to eighteen (18) months of COBRA coverage.*
- *Coverage shall be limited to the single plan and shall not extend to dependents.*
- *Retirees shall not be eligible for participation in a Health Savings Account (HSA).*
- *Coverage shall be provided under the health plan in effect at the time coverage is utilized, not the plan in effect at the time of retirement.*

17. *Coverage shall continue until the retiree becomes eligible for Medicare, at which time Village coverage shall become secondary.* **Article 27, Section 1 – Clothing Allowance** shall be retitled “Clothing and Boot Allowance” and shall be amended as follows:

Section 1.

The mechanics shall retain the current benefits and clothing. Mechanics shall also receive up to a ~~\$200~~ \$300 boot allowance per year paid upon submission of a paid receipt.

Office personnel shall receive a yearly clothing allowance of ~~\$300.00~~ \$400.00. 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. ~~All other Department of Public Works employees shall receive a yearly clothing and boot allowance of \$725.00 \$425.00 and a boot allowance of \$200. Fire Drivers shall receive a yearly clothing allowance of \$725.00.~~ 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 separately and be reimbursed up to \$200 with proof of receipts. In order to be eligible to receive the allowance, the employee must be on the payroll on the payment date. All newly hired employees shall receive the yearly allowance pro-rated at the time of hire. The allowance provided for in this provision shall be for the purchase of all uniforms, boots, dry cleaning, etc. All employees *shall be required to wear appropriate work and/or business attire. Employees electing to receive the clothing and boot allowance via gift card shall be required to retain and submit receipts documenting all purchases made with the gift card, in accordance with Village policy.*

The Village shall continue to provide t-shirts, winter/foul weather outerwear, and turn out gear for fire drivers. 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 and prorated for the remainder of the year.

18. **Article 29 – Longevity** shall be amended as follows:

Effective June 1, ~~2017~~ 2026, 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~~ \$208 per year (~~\$0.10/hour~~) for years 1 through 15. Effective June 1, ~~2017~~ 2026, members of the bargaining unit shall be paid ~~\$124.80~~ \$228.80 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.

[remainder unchanged]

19. **Article 31 – Water/Sewer License Fees** shall be retitled “License Fees” and shall be amended as follows:

Section 1.

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

- CDL B - ~~\$.50~~ \$1.00 or CDL A - ~~\$1.00~~ \$2.00

- Water System: D-Distribution System - ~~\$1.25~~ \$1.75
- 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
- ~~4A Wastewater Treatment Plant Operator~~ - \$2.75
- *Inspection Mechanic* - \$1.75
- *Tanker Endorsement* - \$0.50

*Employees must be performing duties related to the license to receive pay differential. No employee shall receive more than one (1) license differential within the same license category. For example, an employee holding both a CDL B and CDL A license will only receive the pay rate for the CDL A, and an employee holding both a 4A and 3A Wastewater Treatment Plant Operator certification will only receive the pay rate for the 4A certification.*

*The license rates provided in this section shall become effective and retroactive to February 9, 2026.*

[remainder unchanged]

20. **Article 32 – Duration of Agreement** shall be amended as follows:

Section 1. This printed Agreement contains the contract provisions for ~~June 1, 2023 through May 31, 2026~~ *February 9, 2026, through May 31, 2029*. Each party hereto shall notify the other concerning those matters which are to be subject to negotiations prior to the first negotiation session for the new contract period which shall be no later than the 30th of May 2025~~8~~, immediately prior to the next contract period notice shall be in writing and mailed to the Village of Saranac Lake, 39 Main Street, Saranac Lake, New York 12983. All provisions of this contract shall continue in full force and effect for the full term of the contract. If there is no Agreement for the next contract period by the expiration date, this contract will remain in full force and effect until such Agreement is made. Upon acceptance of this Agreement, all prior written and verbal agreements shall be terminated.

[remainder unchanged]

21. **Article 34, Section 1 – On-Call Provisions** shall be amended as follows:

Section 1. When an employee volunteers to be on call within the DPW, the employee will be notified by the Village that he/she has been placed on call. At that time, the employee will:

- A. Be restricted from consuming any alcohol or using any substance which would impair their ability to operate equipment or vehicles.
- B. Remain within a thirty (30) minute radius of the Village, *exceptions are to be approved by the Department Head.*
- C. Will receive ~~one two~~ (\$1.25 \$2.50) dollars and ~~twenty-five~~ *fifty* cents per hour while on call and continue to do so until relieved from on call status including time he/she works in addition to regular, or other pay, if any, ~~and~~.
- D. *Receive a 3-hour minimum, not in addition to hours, when called in while they are on call, and*
- E. Individuals who are called from the Volunteer list and respond to work will receive one (\$1.00) dollar per hour in addition to regular, or other pay, for hours worked, excepting pay identified in (d) above.

22. **Article 34 – On-Call Provisions** shall be amended to add a new Section 4, reading:

*Section 4. On-Call employees who are within the Village boundaries will be allowed to take home a Village of Saranac Lake truck, if available. One truck shall be designated for this purpose. This truck is to not leave the Village while outside of working business hours and may only be used for work-related purposes. Personal use of the truck is prohibited. Waste Water Treatment Plant employees are excluded from this section.*

23. The Collective Bargaining Agreement shall be amended to create a new **Article 36, titled Staffing of Special Events**, reading:

*Article 26 – Staffing of Special Events*

*Section 1. The bargaining unit shall be required to staff the following designated special events annually outside of regular business hours. All other minor events shall be coordinated with volunteer organizations and/or the Chamber of Commerce. The required special events are:*

- 1. *Winter Carnival*
  - a. *Parade and both fireworks displays*
- 2. *First Night*
- 3. *July 4<sup>th</sup>*
- 4. *St. Patrick’s Day*
- 5. *Memorial Day*
- 6. *Kiddie Parades*

a. *Memorial Day and July 4<sup>th</sup>*

7. *Halloween*

8. *Pride*

*Section 2. For minor events, DPW shall deliver barricades and signage either the evening prior to the event or the preceding Friday. Placement of barricades and signage shall not be the responsibility of DPW. DPW shall retrieve all barricades and signage on the next regularly scheduled workday.*

IN WITNESS WHEREOF, the parties have hereunto set their hands this 9th day of February, 2026.

**VILLAGE OF SARANAC LAKE**

**TEAMSTERS LOCAL 687**

By: \_\_\_\_\_

By: *[Signature]*