



SUMMARY OF TENTATIVE NEW CONTRACT

EXCEPT AS MODIFIED BY THIS AGREEMENT, ALL OTHER TERMS & CONDITIONS OF EMPLOYMENT FROM EXISTING CONTRACT CONTINUE

EXCEPT AS SET FORTH BELOW, ALL CHANGES ARE EFFECTIVE UPON RATIFICATION

TERM:

- 5 Years (April 1, 2021 – March 31, 2026)

SALARIES:

> 13.5% Increase in Base Salaries Over the Life of the Contract

- Effective April 1, 2021 – increase of 2% (salary schedule attached) (Full Retro)
- Effective April 1, 2022 – increase of 2% (salary schedule attached) (Full Retro)
- Effective April 1, 2023 – increase of 3% (salary schedule attached)
- Effective April 1, 2024 – increase of 3% (salary schedule attached)
- Effective April 1, 2025 – increase of 3% (salary schedule attached)

SIGNING BONUS:

- **\$3,000 one-time, lump sum payment** to each employee in active status upon ratification
- Payment is pensionable

LOCATION PAY:

> 14% increase in Location Pay Over the Life of the Contract

- Effective April 1, 2022 – increase of \$200 to \$4,500 per annum (Full Retro)
- Effective April 1, 2023 – increase of \$135 to \$4,635 per annum
- Effective April 1, 2024 – increase of \$140 to \$4,775 per annum
- Effective April 1, 2025 – increase of \$145 to \$4,920 per annum

JUDICIAL LONGEVITY / SERVICE BONUS:

> 14% increase in Judicial Longevity / Service Bonus Over the Life of the Contract

- Effective April 1, 2022 – increase of \$100 at each of 20, 25, and 30 Years as follows:
 - At least 20 Years – increased from \$2,100 to \$2,200
 - At least 25 Years – increased from \$2,200 to \$2,300
 - At least 30 Years – increased from \$2,300 to \$2,400
- Effective April 1, 2023 – increases at each of 20, 25, and 30 Years as follows:
 - At least 20 Years – increased from \$2,200 to \$2,270
 - At least 25 Years – increased from \$2,300 to \$2,370
 - At least 30 Years – increased from \$2,400 to \$2,475
- Effective April 1, 2024 – increases at each of 20, 25, and 30 Years as follows:
 - At least 20 Years – increased from \$2,270 to \$2,340
 - At least 25 Years – increased from \$2,370 to \$2,440
 - At least 30 Years – increased from \$2,475 to \$2,550
- Effective April 1, 2025 – increases at each of 20, 25, and 30 Years as follows:
 - At least 20 Years – increased from \$2,340 to \$2,410
 - At least 25 Years – increased from \$2,440 to \$2,515
 - At least 30 Years – increased from \$2,550 to \$2,630

ECONOMIC BENEFITS PROTECTION:

- Right to reopen negotiations during term of the Agreement if any Court System unit negotiates / ratifies general salary increases or increases to the economic benefits set forth in the Agreement in excess of those agreed to with the Association

WELFARE FUND:

- Effective April 1, 2022, increase of \$60 per full-time active employee (increase from \$1,440 per year to \$1,500 per year)
- Effective April 1, 2023, increase of additional \$45 per full-time active employee (increase from \$1,500 to \$1,545 per year)
- Effective April 1, 2024, increase of additional \$55 per full-time active employee (increase from \$1,545 to \$1,600 per year)
- Effective April 1, 2025, increase of additional \$40 per full-time active employee (increase from \$1,600 to \$1,640 per year)
- \$20,000 one-time lump sum payment

PRODUCTIVITY ENHANCEMENT PROGRAM (PEP) ENHANCEMENTS:

- Effective January 1, 2023, employees at or below JG-16 may exchange:
 - Four days (21 hours) of annual leave for credit up to \$800; or
 - Eight days (42 hours) of annual leave for credit up to \$1,600.
- Effective January 1, 2023, employees at JG-17 up to and including JG-23 may exchange:
 - Two days (14 hours) of annual leave for credit up to \$800; or
 - Four days (28 hours) of annual leave for credit up to \$1,600.

Credits shall be used to defray cost of NYSHIP premiums on a bi-weekly basis.

Same rules and other conditions continue - election to participate subject to NYS Department of Civil Service rules; eligibility limited to employees who will have a certain minimum balance after forfeiture is taken; and program's continuation remains at discretion of NYS Department of Civil Service.

LEAVE DURING COURT RECESS – BENEFIT EXTENSION:

- During 2021 through 2025 court recess periods, employee may report to work for up to 2 days and shall not be required to charge leave credits.
- Labor Relations Memo will clarify for local administration that they can exercise discretion in permitting employees to work up to 4 days, as necessary, if, for example, there is backlog or for other work

HOLIDAYS:

- Incorporate Juneteenth as 13th Paid Holiday

MAINTENANCE (BLAZER) ALLOWANCE:

- Effective April 1, 2022 – increase of \$50 to \$1,250 annually
- Effective April 1, 2023 – increase to \$1,290 annually
- Effective April 1, 2024 – increase to \$1,325 annually
- Effective April 1, 2025 – increase to \$1,365 annually
- Allowance remains pensionable

FAMILY SICK LEAVE:

- Unlimited Family Sick Leave during FMLA caregiver leave
- In other words, 25-day cap not applicable to FMLA caregiver leave and the 25 “family sick leave” days remain available for the employee’s use before and/or after the FMLA period.

EMERGENCY ANNUAL LEAVE:

- Up to 14 hours (2 days) of Annual Leave per calendar year for full-time employees (pro-rated if less than full-time) can be used on an incremental, hourly basis

PROFESSIONAL CONFERENCE LEAVE:

- Such leave can be used during Court Recess
- No prohibition on virtual attendance where offered/available
- Also applies to such leave for Continuing Legal Education (CLE) for attorneys

FLEXIBLE BENEFIT SPENDING PROGRAM:

- Dependent Care Advantage Account (DCAA) program made permanent

- Adoption Advantage Account – Court System agrees to pursue opting into the program provided no cost to UCS
- Pre-Tax Parking Program – Court System agrees to pursue opting into the program provided no cost to UCS

ANNUAL LEAVE / COMPENSATORY TIME EXCHANGE PROGRAM:

- In January 2023, employees may elect to exchange a minimum of 2 and no more than 10 days of annual leave / compensatory time (combined) for a cash payment to be made no later than March 31, 2023.
- In August 2023, August 2024, and August 2025, employees may elect to exchange a minimum of 2 and no more than 5 days of annual leave / compensatory time (combined) for a cash payment to be made no later than October 31st of the given year.
- Exchange must be in full day increments
- Payment is based upon employee's daily rate in effect at time of payment
- Employee is eligible if exchange does not result in employee's combined annual leave and/or compensatory time falling below 10 days in total

OTHER TERMS & CONDITIONS OF EMPLOYMENT:

- Modified Early Release Language – tied to temperature in courtroom or facility rather than temperature outside
- Disciplinary Procedures – (1) Increased time to Answer Disciplinary Charges and (2) 5 workdays' notice in event of termination for non-competitive confidential and exempt confidential employees
- Overtime Meal Allowance – increased to \$9
- All applicable Side Letters Continue – e.g., access to information, eligible lists and protection of employees; sick leave credits and health insurance; four hour minimum for weekend arraignments

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