



Southampton Town Board

116 Hampton Road
Southampton, NY 11968

ADOPTED

TOWN BOARD RESOLUTION 2021-426

Meeting: 04/13/21 01:00 PM

Department: Personnel

Category: Personnel

Prepared By: Sandra Cirincione

Initiator: Sandra Cirincione

Sponsors: Supervisor Jay Schneiderman

DOC ID: 36275

Ratify MOA with CSEA and Authorize Supervisor to Execute Contract

WHEREAS, the Town of Southampton ("Town") is a party to a collective bargaining agreement with the Civil Service Employees Association, Local 1000 AFSCME, AFL-CIO (the "CSEA") which expires December 31st, 2021; and

WHEREAS, in a Memorandum of Agreement dated March 1, 2021, representatives for the Town and the CSEA reached a tentative agreement for the current contract to be extended through December 31, 2023; now, therefore, be it

RESOLVED, that the Town Board hereby ratifies the Memorandum of Agreement between the Town and the CSEA dated March 1, 2021; and be it further

RESOLVED, that upon incorporation of the Memorandum of Agreement into a collective bargaining agreement, the Town Supervisor is hereby authorized to execute said collective bargaining agreement.

Financial Impact

Funding is provided in the 2021 Adopted Budget

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Jay Schneiderman, Supervisor
SECONDER:	Julie Lofstad, Councilwoman
AYES:	Schneiderman, Lofstad, Martel, Bouvier, Schiavoni

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between the Town of Southampton, (the "Town"), and CSEA, Local 1000 AFSCME, AFL-CIO Southampton Town Unit # 8756-00, (the "CSEA") dated this 1 day of March, 2021.

WHEREAS, the Town and CSEA are parties to a collective bargaining agreement which expires December 31, 2021; and

WHEREAS, authorized representatives for the Town and CSEA met pursuant to the Taylor Law to negotiate an extension to the agreement; and

WHEREAS, the parties have reached a tentative agreement to extend the current contract through December 31, 2023, which is subject to ratification by the membership of the CSEA and the Town Board, it is stipulated and agreed as follows:

1. Wages – Article 13

- a) Effective January 1, 2022 increase the salary of all bargaining unit titles by 2.0%
- b) Effective January 1, 2023 increase the salary of all bargaining unit titles by 2.0%
- c) The Salary Schedules for the term January 1, 2022 through December 31, 2023 are attached hereto as Exhibit A.

2. Grievance and Arbitration Procedure – Article 24

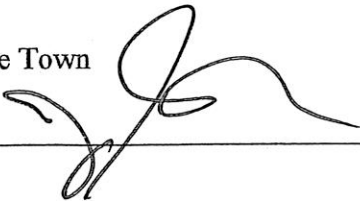
Section 1, paragraph (f), subparagraph (b) shall be amended as follows (strikethrough language deleted, underlined language added):

(b) Arbitration. Arbitration shall be invoked by the CSEA or the Town with notice to the other party. "Submission to Arbitration" hereunder, shall be accomplished by serving a written request for arbitration by one party upon the other. The ~~arbitration~~ arbitrator shall be appointed by mutual consent of the parties. In the event the parties are unable to agree on an arbitrator within seven (7) working days after arbitration is invoked, they shall petition the ~~Suffolk County Department of Labor~~ New York State Public Employment Relations Board and request a panel of seven (7) qualified arbitrators and the parties shall select a single arbitrator from such panel by each striking one name until a single name remains as the arbitrator.


3. Sick Leave Donation

The Town and the CSEA shall formalize a policy governing sick leave donations, which shall be added to the Town's Employee Handbook.

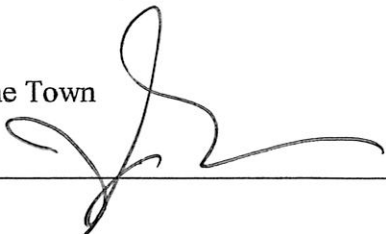
For the Town



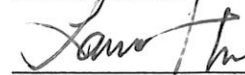
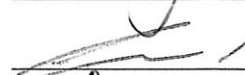
For the CSEA



For the Town



For the CSEA

 Sam Smith, Pres. CSEA
 Matt LRS CSEA
Laura Pettit.
Barbara Baum, Secretary CSEA
