

MEMORANDUM OF UNDERSTANDING

By and between the City of Albany

and

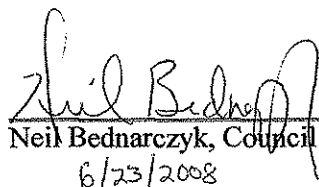
AFSCME Local 2909

RE: Article 18 – Wages, Section 1 – Longevity

The City and AFSCME acknowledge that during negotiations for their current (2007-2012) Collective Bargaining Agreement, new language was added to Article 18, Wages, Section 1, providing longevity awards for employees reaching twenty-two (22) years of continuous regular status employment and twenty-seven (27) years of continuous regular status employment. This Memorandum of Understanding provides clarification regarding the intent of this new language and how those provisions will be implemented.

1. On July 1, 2008, all employees who have at least 22 years of continuous regular status employment with the City shall be provided with forty (40) hours of administrative leave. This leave must be used by June 30, 2009. If not used by June 30, 2009, the hours will be cashed out. The employee may request that the hours be cashed out prior to June 30, 2009.
2. After July 1, 2008, employees will be awarded forty (40) hours of administrative leave upon reaching 22 years of continuous regular status employment with the City. This leave must be used within twelve (12) months of being awarded. If not used within 12 months, the hours will be cashed out. An employee may request that the hours be cashed out prior to the end of the 12-month period.
3. On July 1, 2008, all employees who have at least twenty-seven (27) years of continuous regular status employment with the City shall, in addition to the 40 hours of administrative leave, also be provided with a two percent (2%) longevity increase added to their base pay. This 2% increase shall remain part of the employee's pay for the remainder of the employee's continuous employment, as a regular status employee, with the City.
4. After July 1, 2008, employees will be awarded the two percent (2%) longevity increase upon reaching 27 years of continuous regular status employment with the City. This 2% increase shall remain part of the employee's pay for the remainder of the employee's continuous employment, as a regular status employee, with the City.
5. It is the intent of the Parties that an employee will only receive one award of 40 hours of administrative leave and one 2% increase in pay under Article 18, Section 1. That is, once an employee receives the award upon reaching 22 years of continuous regular status employment, s/he will not receive additional awards of administrative leave in following years. Similarly, the 2% increase in pay for reaching 27 years of continuous regular status employment with the City shall remain part of the employee's pay in successive years; however, the employee will not receive additional 2% increases in successive years.

For AFSCME:


Neil Bednarczyk, Council Representative
6/23/2008

For the City:


David Shaw, Human Resources Director