



## **VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA**

<b>MEETING DATE:</b> OCTOBER 12, 2021
<b>AGENDA ITEM SECTION:</b> DISCUSSION ITEMS
<b>AGENDA ITEM NO. :</b> 2
<b>AGENDA ITEM:</b> CONSIDER RESOLUTION TO APPROVE A STIPULATION OF AGREEMENT WITH TEAMSTERS
<b>ITEM BACKUP DOCUMENTATION:</b> 1. STIPULATION OF AGREEMENT 2. DRAFT RESOLUTION

**ITEM BACKUP DOCUMENTATION:**

1. STIPULATION OF AGREEMENT
2. DRAFT RESOLUTION

**STIPULATION OF AGREEMENT** ("Stipulation") made and entered into this 7<sup>th</sup> day of August, 2021, by and between the negotiating committees for the Village of Dobbs Ferry ("Village") and Local 456, International Brotherhood of Teamsters ("Teamsters").

WHEREAS, the Village and Teamsters have engaged in negotiations in good-faith in an effort to arrive at a successor contract to a collective bargaining agreement that expired on May 31, 2020 ("Agreement"); and

WHEREAS, the Village and Teamsters have arrived at a tentative agreement for a successor contract,

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Village and Teamsters hereby stipulate and agree as follows:

1. The provisions of this Stipulation are subject to ratification by the Teamsters membership (for the Dobbs Ferry bargaining unit) and Village Board of Trustees.
2. The signatories below and/or any members of the parties' respective negotiating committees agree to recommend, support, and vote for, this Stipulation for ratification.
3. A copy of this original document has been furnished to representatives of the Teamsters.
4. All proposals not covered herein made by either the Village or Teamsters during the course of negotiations, discussions or mediation shall be deemed dropped.
5. The language of all parts of this Stipulation shall be construed as a whole, according to its fair meaning, and not strictly for or against either party, regardless of by whom it was drafted.
6. The provisions of the prior Agreement shall be carried forward, except as modified below.
7. Unless otherwise noted, all dates involving the length of the successor contract shall be conformed to the duration of the negotiated successor contract.
8. Unless otherwise noted, all changes shall be prospective from the date of full/final ratification of this Stipulation.
9. The duration of the successor contract shall be from June 1, 2020 through May 31, 2024.

10. Article II(1) & Schedule "A" – Salaries – Change to reflect annual base salary increases in accordance with the following percentage increases:

Effective June 1, 2020 – 2.25% (including back pay retroactive to June 1, 2020)

Effective June 1, 2021 – 2.50% (including back pay retroactive to June 1, 2021)

Effective June 1, 2022 – 2.50%

Effective June 1, 2023 – 2.75%

11. Article IV – Personal Leave – Effective June 1, 2021, add one (1) personal leave day for a maximum of six (6) days during any fiscal year, of which three (3) days shall be granted for the specific reasons outlined in Section 1(b)(1)-(5). Change all references to five (5) personal days to six (6) personal days throughout Article IV.

12. Article VIII – Vacations – Add the following new paragraph:

Effective January 1, 2022, vacations shall be granted in accordance with the following schedule:

<u>Length of Service</u>	<u>Vacation Time Due</u>
6 months continuous service	5 working days
1 year continuous service	15 working days
10 years continuous service	20 working days
20 years continuous service	25 working days

13. Article IX(1) – Hospital/Medical Insurance – Add the following new subsection "D":

Employees hired on or after *[the date of final ratification of this Stipulation]* shall pay fifteen percent (15%) of the annual premium for health insurance for the plan in which they are enrolled (individual or family) for the first twenty-four (24) months of employment. Upon reaching twenty-four (24) months of employment, the employee shall then pay eighteen percent (18%) of the annual premium for health insurance for the plan in which they are enrolled (individual or family) while actively employed and in retirement.

14. Article XI – Longevity – Add the following new paragraph:

Effective June 1, 2021, the schedule is amended as follows:

After 10 consecutive years:	\$1,200
After 15 consecutive years:	\$1,300
After 20 consecutive years:	\$1,400


After 25 consecutive years: \$1,500

15. Article XIV – Uniforms – Effective June 1, 2021, increase from \$650 per year to \$700 per year.

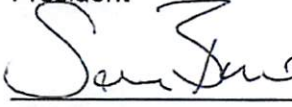
IN WITNESS WHEREOF, the Village and Teamsters have hereunto set their hands and acknowledge that this Stipulation may be executed in more than one counterpart, each of which shall be deemed an original, but all of which shall constitute the same instrument, and that a fully-executed copy of this Stipulation (including hard copies, facsimile and electronic (PDF) copies) shall have the same force and effect as the original.

LOCAL 456, I.B.T.

VILLAGE OF DOBBS FERRY

  
Louis A. Picani 8/20/2021  
President (Date)

  
Richard A. Leins 9/18/21  
Interim Village Administrator (Date)

  
8/24/21  
(Date)

  
8/24/21  
(Date)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Date)

## **RESOLUTION**

WHEREAS, the Village of Dobbs Ferry ("Village") and Local 456, International Brotherhood of Teamsters ("Teamsters") engaged in good-faith negotiations to arrive at a successor contract to their collective bargaining agreement that expired on May 31, 2020; and

WHEREAS, the Village and Teamsters arrived at an agreement for a successor contract in the form of the attached Stipulation of Agreement dated September 7, 2021 and executed by the Interim Village Administrator on September 7, 2021 ("Agreement"); and

WHEREAS, the Village has been notified by Teamsters counsel that the Agreement was successfully ratified by the Teamsters membership,

NOW, THEREFORE, BE IT RESOLVED that the Village Board of Trustees hereby approves and ratifies the attached Agreement executed by the Interim Village Administrator on September 7, 2021, including all terms set forth therein.

BE IT FURTHER RESOLVED that the Village Mayor is hereby authorized to execute a new collective bargaining agreement consistent with the terms of the prior collective bargaining agreement and Agreement when such document has been prepared and finalized.

Date: October \_\_, 2021

AYES:

NOES: