

TENTATIVE 2019 – 2021 CONTRACT SUMMARY

**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 APRIL 1, 2019

TERM:

- 2 Year Extension (April 1, 2019 – March 31, 2021)

SALARIES:

- Effective April 1, 2019 – increase of 2% or \$1,000, whichever is greater
- Effective April 1, 2020 – increase of 2% or \$1,000, whichever is greater

GEOGRAPHIC/LOCATION PAY:

- Effective April 1, 2020 – increase of \$100 to \$4,300 per annum
- Total 16.3% (or \$603) total increase from April 1, 2018 to April 1, 2020 (combined with prior contract)

JUDICIAL LONGEVITY / SERVICE BONUS:

- Effective April 1, 2019 – increase of \$50 at each of 20, 25, and 30 Years
- Effective April 1, 2020 – increase of another \$50 at each of 20, 25, and 30 Years

SECURITY & LAW ENFORCEMENT DIFFERENTIAL (“SLED”):

- Effective April 1, 2019 – annual payment of \$500
- Effective April 1, 2020 – increase of annual payment by \$250 to \$750
- In order to be eligible each year, employee must: (1) be a uniformed officer; (2) be in a security series title on April 1st; (3) have served 120 work days in a securities title in the FY for which eligibility is being determined; and (4) authorized to carry a firearm on duty between January 1 of the year prior to the SLED payment and March 31 of the calendar year in which SLED payment is made
- SLED payment is prorated for employees working less than full time
- Not to be included in basic annual salary but pensionable

UNIFORM & EQUIPMENT ALLOWANCE:

- For employees with peace officer status required to wear uniform:
 - Effective April 1, 2019 – increase of \$50 (from \$1,390 to \$1,440)
 - Effective April 1, 2020 – increase of additional \$20 (to \$1,460)
- For employees in title of Driver Messenger or Court Aide required to wear uniform:
 - Effective April 1, 2019 – increase of \$24 (from \$1,140 to \$1,164)
 - Effective April 1, 2020 – increase of additional \$16 (to \$1,180)

ANNUAL BLAZER ALLOWANCE:

- Effective April 1, 2019 – increase of \$75 to \$1,000 annually
- Effective April 1, 2020 – increase of another \$200 to \$1,200 annually
- Blazer Allowance Pensionable effective 2018

ECONOMIC BENEFITS PROTECTION:

- 2019-2021 “Me Too” Side Letter

WELFARE FUND:

- Effective April 1, 2019, increase annual amount by \$30 per full-time active employee
- Effective April 1, 2020, increase of annual amount by \$20 per full-time active employee
- Part-time employees who work more than 50% but less than 100% of full-time hours will be treated as full-time for purposes of annual Welfare Fund payments

HEALTH INSURANCE:

- Codifies that Association members receive health and prescription drug benefits, which is administered by the Department of Civil Service, “to the same extent, at the same contribution level, in the same form and with the same co-payment structure that applies to Executive Branch employees represented by the Civil Service Employees Association, Inc.”
Previously, benefits were tied to “majority of represented Executive Branch employees covered by such plans in the Professional, Scientific and Technical Services Unit (PS&T), represented by the New York State Public Employees Federation (PEF).”
- Continued protect against future unilateral changes to health and prescription drug benefits: “Notwithstanding the foregoing, the State shall not increase the employee contribution level, co-payments and/or deductibles during the interim period between the expiration date of this Agreement and the execution of a successor agreement.”
- Modifications to co-payments and/or deductibles effective January 1, 2020

PRODUCTIVITY ENHANCEMENT PROGRAM (PEP) ENHANCEMENTS:

- Effective January 1, 2020, employees at or below JG-16 may exchange:
 - Three days (21 hours) of annual leave for credit up to \$600 (was \$500); or
 - Six days (42 hours) of annual leave for credit up to \$1,200 (was \$1,000)
- Effective January 1, 2020, employees at JG-17 up to and including JG-23 may exchange:
 - Two days (14 hours) of annual leave for credit up to \$600 (was \$500); or
 - Four days (28 hours) of annual leave for credit up to \$1,200 (was \$1,000)

SICK LEAVE:

- Increase “family sick” from 15 to 25 days
- Expand categories of family members covered by “family sick” to include natural, foster or step: sibling.

BEREAVEMENT LEAVE:

- Expand categories of family members covered to include:
 - Natural, foster or step child of the employee’s domestic partner (4 days)
 - Parent or step parent of the employee’s domestic partner (4 days)
 - Son-in-law or daughter-in-law of the domestic partner (2 days)
 - Confirmed that domestic partner’s brother and sister covered (1 day)

LEAVE DURING COURT RECESS – BENEFIT EXTENSION (VIA SIDE LETTER):

- During 2019 and 2020 court recess period, employee may report to work for up to 2 days and shall not be required to charge leave credits.

FLEXIBLE BENEFIT SPENDING PROGRAM:

- Pilot program to provide an employer contribution to each Dependent Care Advantage Account enrollee for 2020 calendar year (up to \$800 / year)
- Same rules and same contribution formula as CSEA Executive Branch employees

WORKERS COMPENSATION LEAVE:

- Expand leave benefit for uniformed employees injuries incurred through the administration of Narcan
- NEW – Leave benefit for non-uniformed employees injured in the line of duty through “assaultive circumstances”
- NEW – DCAJ may exercise discretion to make non-uniformed employees eligible for leave for injuries incurred as a result of extraordinary circumstances

LEAVE FOR FIREARMS SCREENING:

- Eligible peace officers shall be granted up to two work days (not to exceed 14 hours) of leave with pay for purposes of participating in required firearms screening procedures. Primarily for clerks seeking to carry.

INVESTIGATION / DISCIPLINARY PROCEDURES:

- Investigatory Notifications will be copied to “counsel” and/or “union counsel”
- Charges must be (1) in a sealed envelope and (2) served by DCAJ or designee provided the designee is not from the same bargaining unit as employee served

OTHER TIME & LEAVE:

- Tardiness excused for members who are certified “search and rescue personnel” for participating in direct emergency duties

SIDE LETTERS

- Senior Officer Series Differential
 - Effective April 1, 2019 – SOS Differential shall be \$3,098
 - Effective April 1, 2020 – SOS Differential shall be \$3,160
- Employee Organization Leave – one time infusion of 750 hours and increase in annual additional pool by 200 hours
- Weekend Overtime Assignments – continuation of side letter and expand it to the 3 premium holidays of Thanksgiving, Christmas, and New Year’s
- Continue Grandfathered Benefits – Pay of Accrual Upon Separation from Service – continues from previous contract and also includes transferred members
- CLE Seminars – attorneys may attend continuing legal education programs or other educational seminars up to 4 days per year without charge to leave accruals
- Uniformed Shirts – continued permission for uniformed personnel to have the option to wear either the Class (B) summer uniform shirt or Class (B) winter uniform shirt with tie from November through April of each year
- Annual Ethics Commission Financial Disclosure - agreement to discuss joint recommendation to change the rules/pay thresholds regarding who covered
- Continued Side Letters –
 - Sick Leave Credits and Health Insurance
 - Court Clerks’ Firearms
 - Hospital Time

APRIL 2019 SALARY SCHEDULE

Grade	Increment	Hiring Rate	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	Maximum	1st Longevity	2nd Longevity
JG-501	1,320	22,638	23,958	25,278	26,598	27,918	29,238	30,558	31,878	33,198	34,518
JG-502	1,387	23,459	24,846	26,233	27,620	29,007	30,394	31,781	33,168	34,555	35,942
JG-503	1,447	24,648	26,095	27,542	28,989	30,436	31,883	33,330	34,777	36,224	37,671
JG-504	1,525	25,729	27,254	28,779	30,304	31,829	33,354	34,879	36,404	37,929	39,454
JG-505	1,614	26,883	28,497	30,111	31,725	33,339	34,953	36,567	38,181	39,795	41,409
JG-506	1,676	28,438	30,114	31,790	33,466	35,142	36,818	38,494	40,170	41,846	43,522
JG-507	1,749	30,069	31,818	33,567	35,316	37,065	38,814	40,563	42,312	44,061	45,810
JG-508	1,820	31,798	33,618	35,438	37,258	39,078	40,898	42,718	44,538	46,358	48,178
JG-509	1,911	33,574	35,485	37,396	39,307	41,218	43,129	45,040	46,951	48,862	50,773
JG-510	1,995	35,545	37,540	39,535	41,530	43,525	45,520	47,515	49,510	51,505	53,500
JG-511	2,088	37,672	39,760	41,848	43,936	46,024	48,112	50,200	52,288	54,376	56,464
JG-512	2,167	39,905	42,072	44,239	46,406	48,573	50,740	52,907	55,074	57,241	59,408
JG-513	2,269	42,266	44,535	46,804	49,073	51,342	53,611	55,880	58,149	60,418	62,687
JG-514	2,368	44,786	47,154	49,522	51,890	54,258	56,626	58,994	61,362	63,730	66,098
JG-515	2,464	47,452	49,916	52,380	54,844	57,308	59,772	62,236	64,700	67,164	69,628
JG-516	2,588	50,112	52,700	55,288	57,876	60,464	63,052	65,640	68,228	70,816	73,404
JG-517	2,717	52,981	55,698	58,415	61,132	63,849	66,566	69,283	72,000	74,717	77,434
JG-518	2,849	56,045	58,894	61,743	64,592	67,441	70,290	73,139	75,988	78,837	81,686
JG-519	2,978	59,158	62,136	65,114	68,092	71,070	74,048	77,026	80,004	82,982	85,960
JG-520	3,110	62,261	65,371	68,481	71,591	74,701	77,811	80,921	84,031	87,141	90,251
JG-521	3,245	65,652	68,897	72,142	75,387	78,632	81,877	85,122	88,367	91,612	94,857
JG-522	3,394	69,219	72,613	76,007	79,401	82,795	86,189	89,583	92,977	96,371	99,765
JG-523	3,530	73,020	76,550	80,080	83,610	87,140	90,670	94,200	97,730	101,260	104,790
JG-524	3,661	77,054	80,715	84,376	88,037	91,698	95,359	99,020	102,681	106,342	110,003
JG-525	3,824	81,402	85,226	89,050	92,874	96,698	100,522	104,346	108,170	111,994	115,818
JG-526	3,984	85,806	89,790	93,774	97,758	101,742	105,726	109,710	113,694	117,678	121,662
JG-527	4,118	90,661	94,779	98,897	103,015	107,133	111,251	115,369	119,487	123,605	127,723
JG-528	4,271	95,606	99,877	104,148	108,419	112,690	116,961	121,232	125,503	129,774	134,045
JG-529	4,435	100,801	105,236	109,671	114,106	118,541	122,976	127,411	131,846	136,281	140,716
JG-530	4,588	106,274	110,862	115,450	120,038	124,626	129,214	133,802	138,390	142,978	147,566
JG-531	4,742	112,170	116,912	121,654	126,396	131,138	135,880	140,622	145,364	150,106	154,848
JG-532	4,890	118,435	123,325	128,215	133,105	137,995	142,885	147,775	152,665	157,555	162,445
JG-533	5,042	125,143	130,185	135,227	140,269	145,311	150,353	155,395	160,437	165,479	170,521
JG-534	5,195	132,110	137,305	142,500	147,695	152,890	158,085	163,280	168,475	173,670	178,865
JG-535	5,340	139,266	144,606	149,946	155,286	160,626	165,966	171,306	176,646	181,986	187,326
JG-536	5,506	146,527	152,033	157,539	163,045	168,551	174,057	179,563	185,069	190,575	196,081
JG-537	5,646	154,619	160,265	165,911	171,557	177,203	182,849	188,495	194,141	199,787	205,433
JG-538		157,317									

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JG-501	1,346	23,094	24,440	25,786	27,132	28,478	29,824	31,170	32,516	33,862	35,208
JG-502	1,415	23,927	25,342	26,757	28,172	29,587	31,002	32,417	33,832	35,247	36,662
JG-503	1,476	25,141	26,617	28,093	29,569	31,045	32,521	33,997	35,473	36,949	38,425
JG-504	1,556	26,241	27,797	29,353	30,909	32,465	34,021	35,577	37,133	38,689	40,245
JG-505	1,646	27,423	29,069	30,715	32,361	34,007	35,653	37,299	38,945	40,591	42,237
JG-506	1,710	29,000	30,714	32,424	34,134	35,844	37,554	39,264	40,974	42,684	44,394
JG-507	1,784	30,671	32,455	34,239	36,023	37,807	39,591	41,375	43,159	44,943	46,727
JG-508	1,856	32,437	34,293	36,149	38,005	39,861	41,717	43,573	45,429	47,285	49,141
JG-509	1,949	34,248	36,197	38,146	40,095	42,044	43,993	45,942	47,891	49,840	51,789
JG-510	2,035	36,256	38,291	40,326	42,361	44,396	46,431	48,466	50,501	52,536	54,571
JG-511	2,130	38,424	40,554	42,684	44,814	46,944	49,074	51,204	53,334	55,464	57,594
JG-512	2,210	40,706	42,916	45,126	47,336	49,546	51,756	53,966	56,176	58,386	60,596
JG-513	2,314	43,114	45,428	47,742	50,056	52,370	54,684	56,998	59,312	61,626	63,940
JG-514	2,415	45,685	48,100	50,515	52,930	55,345	57,760	60,175	62,590	65,005	67,420
JG-515	2,513	48,403	50,916	53,429	55,942	58,455	60,968	63,481	65,994	68,507	71,020
JG-516	2,640	51,113	53,753	56,393	59,033	61,673	64,313	66,953	69,593	72,233	74,873
JG-517	2,771	54,043	56,814	59,585	62,356	65,127	67,898	70,669	73,440	76,211	78,982
JG-518	2,906	57,166	60,072	62,978	65,884	68,790	71,696	74,602	77,508	80,414	83,320
JG-519	3,038	60,339	63,377	66,415	69,453	72,491	75,529	78,567	81,605	84,643	87,681
JG-520	3,172	63,508	66,680	69,852	73,024	76,196	79,368	82,540	85,712	88,884	92,056
JG-521	3,310	66,965	70,275	73,585	76,895	80,205	83,515	86,825	90,135	93,445	96,755
JG-522	3,462	70,603	74,065	77,527	80,989	84,451	87,913	91,375	94,837	98,299	101,761
JG-523	3,601	74,478	78,079	81,680	85,281	88,882	92,483	96,084	99,685	103,286	106,887
JG-524	3,734	78,597	82,331	86,065	89,799	93,533	97,267	101,001	104,735	108,469	112,203
JG-525	3,900	83,034	86,934	90,834	94,734	98,634	102,534	106,434	110,334	114,234	118,134
JG-526	4,064	87,520	91,584	95,648	99,712	103,776	107,840	111,904	115,968	120,032	124,096
JG-527	4,200	92,477	96,677	100,877	105,077	109,277	113,477	117,677	121,877	126,077	130,277
JG-528	4,356	97,522	101,878	106,234	110,590	114,946	119,302	123,658	128,014	132,370	136,726
JG-529	4,524	102,815	107,339	111,863	116,387	120,911	125,435	129,959	134,483	139,007	143,531
JG-530	4,680	108,398	113,078	117,758	122,438	127,118	131,798	136,478	141,158	145,838	150,518
JG-531	4,837	114,413	119,250	124,087	128,924	133,761	138,598	143,435	148,272	153,109	157,946
JG-532	4,988	120,803	125,791	130,779	135,767	140,755	145,743	150,731	155,719	160,707	165,695
JG-533	5,143	127,645	132,788	137,931	143,074	148,217	153,360	158,503	163,646	168,789	173,932
JG-534	5,299	134,752	140,051	145,350	150,649	155,948	161,247	166,546	171,845	177,144	182,443
JG-535	5,447	142,050	147,497	152,944	158,391	163,838	169,285	174,732	180,179	185,626	191,073
JG-536	5,616	149,459	155,075	160,691	166,307	171,923	177,539	183,155	188,771	194,387	200,003
JG-537	5,759	157,711	163,470	169,229	174,988	180,747	186,506	192,265	198,024	203,783	209,542
JG-538		160,464									