

We are providing some additional information about the Memorandum of Understanding (MOU) that we signed yesterday. Under our procedures, the Executive Assembly must review and approve the Memorandum of Understanding before it can be sent to the membership, so it wouldn't be appropriate to publish it now, before the Assembly has seen it. The Assembly will meet on January 6. If the MOU is approved, the membership will then, before voting, have access to the complete MOU, a full explanation of its contents, salary schedules and back pay calculations. A full schedule of regional meetings is being developed so that we can present the contract to you and address all of your questions.

The press release sent out by the Governor's office obviously highlighted what they considered important, but there is another side to the story. The MOU contains these features:

- Health insurance – The co-pay increases we agreed to will result in millions of dollars annually being returned to our members in the form of premium reductions that other state employees do not receive. There are no reductions to our coverage and no increase in the percentage of premium that we pay. Our dental program has been enhanced, with substantial increases in the annual maximum coverage and orthodontic limits.
- Hazardous Duty Pay – This is a completely new payment, above and beyond the across-the-board increases, that reaches \$1500 per year for corrections members by the end of the agreement.

- 25-Year Longevity Step – We added \$500 to the 25-year step in the last year of the contract.
- Discipline – We made changes to the disciplinary system that we believe enhance our members' position in disciplinary arbitration cases. For patient/inmate abuse allegations, we created a three-member arbitration panel *that we can have our own attorney sit on*, giving us a direct voice to the neutral arbitrator who will chair the panel. *We continue to have binding arbitration in all disciplinary cases.* Our employer cannot unilaterally impose discipline. Also, we have for the first time created a process to quickly appeal a suspension we feel is unwarranted.
- Location Pay – The MOU increases location pay for our Mid-Hudson and Downstate members.
- One Pay Scale – In 2019, all Law Enforcement members move onto the corrections pay scale. For the first time in more than ten years, there will be one pay scale for our entire membership.
- Overtime – We agreed to technical changes on how the overtime rate is calculated. (Other bargaining groups, including the State Troopers, have also agreed to this change.) We didn't change how overtime is assigned or how much. The State remains obligated to pay time and one-half for all overtime worked. Every dollar of savings generated by the change in the overtime calculation method was returned to us in the form of compensation enhancements.

- Compensation – Under the MOU, the increases to the corrections salary schedule, when the newly created Hazardous Duty Pay is factored in, are between 12.6% and 13.5% over five years, *before considering any step movement*. For Law Enforcement, the results are similar. Because all members will move up at least one step over the five years, however, here's an example of what that would look like. A corrections officer now on the 15-year longevity step, currently making \$65,878, will be at the 20-year step making \$78,577 at the end of the five years of the MOU when Hazardous Duty Pay is included. Similar increases apply to Law Enforcement.
- "Me Too" Clause – We have secured a reopener agreement to protect us if other bargaining units get higher across-the-board increases.

Yes, there are savings that the State realizes under this MOU. However, between "soft money" and other compensation enhancements (over and above the across-the-board increases) and health insurance premium reductions, in effect, the savings the State realizes on one hand are offset by an even larger amount of new money coming back to the membership on the other hand.

In agreeing to a five-year contract, we were well aware that another state bargaining unit (PEF) has recently accepted a three-year contract. We believe that the agreement we negotiated makes better sense for our members, and we will fully explain our reasons why to the Assembly and to the membership. We urge you to wait until you have all of the information about this MOU before coming to any

conclusions. We are moving as fast as possible, given the holidays, to get the full package to the Assembly and then to you.

Thank you!