



Law Enforcement Officers Union, Council 82

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

HOLLIS V. CHASE BUILDING

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ALES Contract Update

January 9, 2008

The ALES Negotiations Team met with the State on January 9, 2008 to resolve any outstanding issues regarding contract language for the ALES Unit. The State has taken the position of refusal to negotiate any financials for April 1, 2005 forward until language for the contract years of 2003 to March 31, 2005 were resolved. Council 82 has filed an Improper Practice Charge with the Public Employee Relations Board for a failure to negotiate. The Improper Practice has been heard through a stipulation of facts and is waiting for the Administrative Law Judge to set dates for the briefs to be returned. After the briefs are submitted there is no set time frame as to when the Administrative Law Judge has to render her decision. We can only say that it will be sometime before we receive a final decision.

As for the status of the contract talks, the ALES Team has been trying to resolve the outstanding contract language issues. We have resolved all articles except the following that will include the ALES team position and the State position:

Article 1 Term

State position

Contract term of April 1, 2003 to March 31, 2005

ALES team position

Contract term of April 1, 2003 to March 31 2007.

Article 8 Discipline

State position

Present language except a new provision for command discipline.

ALES team position

Present contract language

Article 11 Salary language

State position

Present language to incorporate the arbitration decision and Memorandums of Understanding agreed upon on October 31, 2006. Language only up to March 31, 2005

ALES team position

Present language to incorporate the arbitration decision and Memorandums of Understanding for the Forest Ranger. The Memorandums to include the MOU's for all money agreed on October 31, 2006 and the MOU on Pre-Shift Briefing on August 10, 2006. All financials for April 1, 2005 forward yet to be determined.

Article 13 Education and Training

State position

Present language with modification in the dollar amounts for tuition assistance and employee assistance. If a new employee leaves the ALES unit within three (3) years of hiring, they would be required to reimburse the state for academy training cost up to \$17,000.

ALES team position

Present language with modification in the dollar amounts for the tuition assistance and employee assistances as the State has proposed. The team offered as a counter proposal to resolve this issue, that if an employee leaves state employment on his or her own choice in the first three (3) years they would be required to reimburse the state for academy cost up to two (2) pay periods of their base salary.

Article 22 Safe Working Conditions

State position

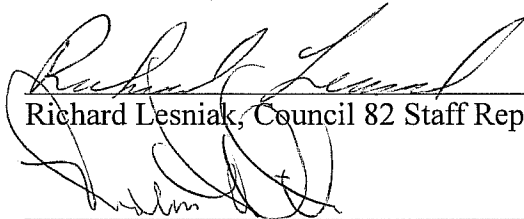
Present language with a provision for random drug testing of 8 percent of the ALES unit as many times in a calendar year as the State wishes to for all drugs including prescription drugs.

ALES team position

Present language with a counter offer of a provision for random drug testing of 8 percent of the ALES Unit, no more that three (3) times in a calendar year for illegal drugs. We also had issue of procedure and employee confidentiality.

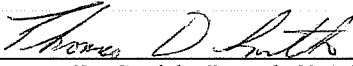
At present there are no further negotiations scheduled as the State will not move off their positions. We will continue to fight the Improper Practice. We have scheduled a meeting with AFSCME representatives and Kathy McCormick to discuss other avenues of resolution.

Sincerely You're ALES Negotiation Team




Richard Lesniak, Council 82 Staff Representative. Lead Negotiator

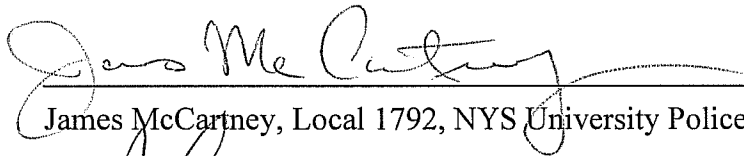
Manuel M. Vilar, Local 102, NYS Park Patrol Supervisors



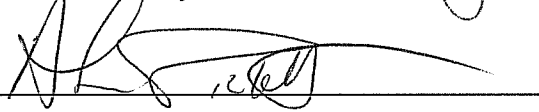
Thomas D. Smith, Local 635, NYS University Police Supervisors



Shawn Plaisted, Local 1210, Forest Ranger Lieutenants



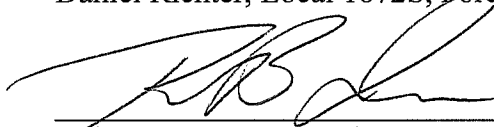
James McCartney, Local 1792, NYS University Police Officers and Investigators



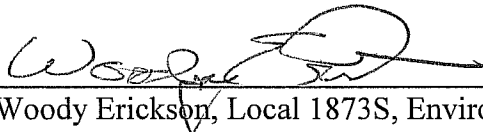
Adam Pickett, Local 1872, Forest Rangers 1



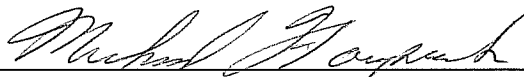
Daniel Richter, Local 1872S, Forest Ranger Captains



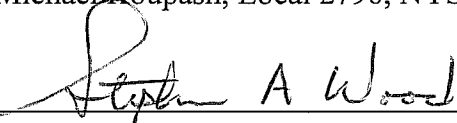
Robert B. Inman, Local 1873, Environmental Conservation Officers and Investigators



Woody Erickson, Local 1873S, Environmental Conservation Captains



Michael Koupash, Local 2796, NYS Park Patrol Officers



Stephen A. Wood, Local 3810, Environmental Conservation Lieutenants