



## **New York State Law Enforcement Officers Union, Council 82**

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

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### **MEMORANDUM**

**TO:** All Members of the New York State Security Supervisors Unit (SSUP)

**FROM:** SSUP Negotiating Team

**DATE:** February 11, 2019

**RE:** Report on Contract Negotiations

We write to advise you that our contract negotiations with the State are officially at impasse, and we are now at the second stage of negotiations. These negotiations began in December of 2015, and our negotiating team met with the State's negotiating team regularly for over the past three years in an effort to come to an agreement on a successor contract. (The prior contract, which technically expired at the beginning of March 31, 2016, remains by law in full force and effect until a successor contract is reached). While some progress was made at the bargaining table on several issues, including increases to salary, longevity, location pay, and family sick leave, and limited changes to some health insurance co-pays, the parties are still far apart on the State's demands for changes to the contractual disciplinary procedure in sexual misconduct, contraband, excessive force cases and changes to the overtime denominator, and the Union's demands for significant increases to command pay and other pay.

The Union has declared impasse and formal paperwork in that regard will be filed with the New York State Public Employment Relations Board (PERB) this week. Once PERB appoints a mediator, which we expect in the next few weeks, we will meet with the mediator to see whether a negotiated settlement can be achieved. The mediator, who will either be a member of PERB's full-time staff of professional mediators or an independent professional mediator, will have experience and expertise in helping public sector unions and employers resolve their bargaining impasses. He or she will bring the negotiating teams together to try to "jump start" the stalled negotiations and come to a tentative agreement, but can only assist the teams in reaching their own voluntary agreement. He or she cannot impose an agreement on the teams. If a tentative agreement is reached by the parties, the Union and the State will bring that tentative agreement back for ratification vote by the Union membership and the State Legislature. In the interim, we'll keep you posted on the progress of the mediation and we'll advise you on the next steps in the process should the mediation be unsuccessful.