

AFSCME COUNCIL 82

NEW YORK STATE SECURITY SUPERVISORS UNIT

Contract Negotiations Update

As you know, contract negotiations are at impasse and the parties are in mediation. The mediation process is nearing its end and we are still quite a bit apart on significant issues.

During the course of negotiations and through the mediation process, our negotiating team has made it clear that we would agree to some of the concessions that were prioritized by State's negotiating team only in exchange for fair wages and soft money increases which addresses and remedies the salary compression that has been occurring since 2011 between our members and their subordinates in the NYSCOPBA union. Rectifying this compression requires 2% annual increases (the pattern raises given to other State bargaining units) and a significant soft money package for the contract term of 4/1/16 through 3/31/23. The State's last offer in mediation amounted to a soft money package that was less than the soft money package offered to and accepted by NYSCOPBA.

The other point of contention between the parties is the issue of who would be eligible for retroactive pay based on the new contract. Historically, anyone who worked any period during the term of the successor contract was entitled to and received full retroactive pay for their service, even if they were no longer employed by the State at the time of ratification of the successor contract – whatever the reason for leaving State service. The State's negotiators are, however, insisting during this contract round that four classes of former employees be precluded from receiving retroactive payments: (1) those who separated from service with the State before ratification of the successor contract because of their death; (2) those who separated from service with the State because of a non-work related illness or injury; (3) those who separated from service with the State to pursue a better retirement pension with another public employer; and (4) those who separated from service with the State because of misconduct. It is our estimate that this would affect about 50 individuals.

What's Next?

If our bargaining impasse is not resolved in mediation, we will petition PERB to refer the dispute to interest arbitration for those in Correction Lieutenant titles and fact finding for those in CSSO and SHTA Supervisor titles, in accordance with the Taylor Law. If and when that occurs, we will give you a more detailed briefing about post-mediation steps in this process. Thank you for your continued patience and solidarity in these negotiations.