

**Approving And Executing A Five-Year Collective Bargaining Agreement Dated September 1, 2022 Through August 31, 2027 Between The County Of Ulster And The Organization Of Professional And Administrative Personnel (OPAP) – Ulster County Community**

Referred to: The Economic Development, Planning, Education, Employment, Arts and Agriculture Committee (Chairman Cahill and Legislators Corcoran, Criswell, Hewitt, Litts, Maloney and Sperry), and The Ways and Means Committee (Chairman Gavaris and Legislators Cahill, Roberts, Ronk, and Walter)

Chairman of the Economic Development, Planning, Education, Employment, Arts and Agriculture Committee, Brian B. Cahill, and Deputy Chair Herbert Litts, III offer the following:

WHEREAS, the Ulster County Community College labor attorney William Wallens and members of the executive staff have negotiated a five-year collective bargaining agreement with the SUNY Ulster Organization of Professional and Administrative Personnel (OPAP), beginning September 1, 2022 and ending August 31, 2027; and

WHEREAS, such collective bargaining agreement has been approved by the SUNY Ulster Board of Trustees pursuant to resolution #23-02-02; and

WHEREAS, the changes to the OPAP contract incorporated into the five-year collective bargaining agreement which commenced on September 1, 2022 include a new salary and step schedule aimed at provided uniform titles and accompanying level and step placement. The agreement also includes longevity components that do not roll into base salaries; and

WHEREAS, the agreement also includes a retirement incentive for employees who are currently eligible for retirement. Such incentive provides that employees who were hired prior to September 1, 1980 and who are retirement eligible as of August 31, 2023, and who notify the College of their irrevocable intent to retire by noon on June 1, 2023, with a retirement date prior to August 31, 2023, shall be eligible to receive seventy-five percent of their current base salary as of August 31, 2022. Employees hired after September 1, 1980 who are retirement eligible as of August 31, 2023, and who notify the College of their irrevocable intent to retire by noon on June 1, 2023, with a retirement date prior to August 31, 2023, shall be eligible to receive seventy-five percent of their sick time accruals, and

WHEREAS, for the 2023/24 fiscal year and for the duration of the contract, employees, who are eligible for retirement will receive sixty percent of their sick time accruals upon retirement, after giving six-months irrevocable notice of intent to retire; and

**Resolution No. 156      April 18, 2023**

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WHEREAS, the agreement clarifies that employees must retire from the College to be eligible for retiree health insurance. In addition, the agreement defines retirement as meeting the retirement criteria as established by the New York State Employee Retirement System or the Teacher’s Retirement System or having reached an age of fifty-five and satisfying the years of service requirement. Provided however, that those who currently meet the service year requirement, and are enrolled in the SUNY Optional Retirement Program and are currently under the age of fifty-five shall be grandfathered in; and

WHEREAS, the agreement also eliminates the OPAP’s participation in the New York State Paid Family Leave program; now, therefore, be it

RESOLVED, that the Ulster County Legislature hereby approves the five-year collective bargaining agreement between the County of Ulster and the Ulster County Community College Organization of Professional and Administrative Personnel (OPAP) beginning September 1, 2022 and ending August 31, 2027; and, be it further

RESOLVED, that the County Executive of the County of Ulster is hereby authorized to execute a Memorandum of Agreement with the Ulster County Community College Organization of Professional and Administrative Personnel (OPAP), as filed with the Clerk of the Ulster County Legislature or as modified with the approval of the County Attorney,

and move its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 22                      NOES: 0  
(Absent: Legislator Fabiano)

Passed Committee: Economic Development, Planning, Education, Employment, Arts and Agriculture on April 3, 2023

Passed Committee: Ways and Means on April 11, 2023

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FINANCIAL IMPACT:

\$146,462.00 - 2022-2023 BUDGETED ULSTER COUNTY COMMUNITY COLLEGE COST

\$181,023.00 - 2023-2024 ANTICIPATED ADDITIONAL ULSTER COUNTY COMMUNITY COLLEGE COST

\$116,948.00 - 2024-2025 ANTICIPATED ADDITIONAL ULSTER COUNTY COMMUNITY COLLEGE COST

\$119,948.00 - 2025-2026 ANTICIPATED ADDITIONAL ULSTER COUNTY COMMUNITY COLLEGE COST

\$122,488.00 - 2026-2027 ANTICIPATED ADDITIONAL ULSTER COUNTY COMMUNITY COLLEGE COST

STATE OF NEW YORK

ss:

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 18<sup>th</sup> Day of April in the year Two Thousand Twenty-Three, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 21<sup>st</sup> Day of April in the year Two Thousand Twenty-Three.

[s] Victoria A. Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

Submitted to the County Executive this  
21<sup>st</sup> Day of April 2023.

Approved by the County Executive this  
24<sup>th</sup> Day of April 2023.

[s] Victoria A Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

[s] Jen Metzger  
Jen Metzger, County Executive