

**Approving And Executing A Two-Year Collective Bargaining Agreement Between The County Of Ulster And The Ulster County Community College Organization Of Professional And Administrative Personnel (OPAP) – Ulster County Community College**

Referred to: The Legislative Programs, Education and Community Services Committee (Chairman Delaune and Legislators Corcoran, Criswell, Parete, and Wawro), and The Ways and Means Committee (Chairman Gavaris and Legislators Archer, Bartels, Haynes, Maio, Parete, Ronk, and Walter)

Chairman of the Legislative Programs, Education and Community Services Committee, James Delaune, and Deputy Chair Thomas Corcoran offer the following:

WHEREAS, the Ulster County Community College labor attorney William Wallens and members of the executive staff have negotiated a two-year collective bargaining agreement with Ulster County Community College Organization of Professional and Administrative Personnel (OPAP), beginning September 1, 2020 and ending August 31, 2022, and recommend the agreement to the College's Board of Trustees and the Ulster County Legislature; and

WHEREAS, the President recommends affirmative action by the College's Board of Trustees on the two-year collective bargaining agreement; and

WHEREAS, the two-year collective bargaining agreement has been reviewed and adopted by the College's Board of Trustees pursuant to Resolution #21-03-19 dated March 16, 2021; and

WHEREAS, the changes to the collective bargaining agreement incorporated into the two-year extension which commenced on September 1, 2020 include a longevity increase for full time unit members as well as a 1.5% increase in salary for hourly unit members; and

WHEREAS, the two-year agreement also includes a retirement incentive for employees who are currently eligible for retirement. Such incentive provides that the College will cover 100% of the retiree's health insurance prior to eligibility for Medicare and 100% of the cost of the College's Medicare Advantage Plan thereafter; and

WHEREAS, the two-year agreement also includes enrollment in the New York State Paid Family Leave program upon certification from the New York State Worker's Compensation Board. Such time shall run concurrent with other leaves; now, therefore be it

**Resolution No. 168      April 20, 2021**

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RESOLVED, that the Ulster County Legislature hereby approves a two-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, 2020 and ending August 31, 2022; 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 Maio)

Passed Committee: Legislative Programs, Education and Community Services on April 6, 2021

Passed Committee: Ways and Means on April 13, 2021

FINANCIAL IMPACT:

\$79,063.00 – BUDGETED 2020-21 ULSTER COUNTY COMMUNITY COLLEGE EXPENSE

\$79,998.00 – ANTICIPATED 2021-22 ULSTER COUNTY COMMUNITY COLLEGE EXPENSE

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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 20<sup>th</sup> Day of April in the year Two Thousand Twenty-One, 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 22<sup>nd</sup> Day of April in the year Two Thousand Twenty-One.

/s/ Victoria A. Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

Submitted to the County Executive this  
22<sup>nd</sup> Day of April 2021.

Approved by the County Executive this  
27<sup>th</sup> Day of April 2021.

/s/ Victoria A. Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

/s/ Patrick K. Ryan  
Patrick K. Ryan, County Executive