OGDENSBURG BRIDGE AND PORT AUTHORITY PERSONNEL COMMITTEE MONDAY, JULY 31, 2023 – 5:00PM

1) Business Items

- a) Compare new CSEA Agreement Changes to Management Personnel Handbook
- b) Wage Transparency Law
- c) Sexual Harassment Law Update
- d) Part Time Position at the Airport
- 2) Other Such Matters



COMPARISON OF NEW CSEA AGREEMENT TO OPBA MANAGEMENT HANDBOOK

HOLIDAYS:

- CSEA added Juneteenth as its 12th legal holiday
- The OBPB Management Handbook, also, includes Juneteenth

PROBATIONARY PERIOD

- The new CSEA agreement lowered the probationary period from one (1) year to six (6) months
- Management/Confidential employees have a 180-day initial employment period (same as 6 months)

VACATION LEAVE

Management/Confidential employee lagged behind the CSEA hourly employees in vacation time. In 2016, management/confidential adopted the CSEA vacation policy just to be equal to the CSEA employees.

Years of Service	Vacation Hours -Annually	Bi-weekly Accrual	
Hire Date - 1 year	104 hours	4.00 hours/pay period	
2 years- 3 years	112 hours	4.31 hours/pay period	
4 years	120 hours	4.61 hours/pay period	
5 years	128 hours	4.92 hours/pay period	
6 years	136 hours	5.23 hours/pay period	
7 years - 8 years	144 hours	5.54 hours/pay period	
9 years	152 hours	5.85 hours/pay period	
10years +	160 hours	6.15 hours/pay period	

The new CSEA agreement changed the 10+ years as follows:

0	10-14 years	160 hours	6.15 hours/pay period
0	15-19 years	168 hours	6.46 hours/pay period
0	20-24 years	176 hours	6.77 hours/pay period
0	25+ years	184 hours	7.08 hours/pay period

- CSEA employees cannot carry over more than 280 vacation credits (hours) to the next year (anniversary year) up from 240 vacation credits.
- Management/confidential employees have this statement: "Unused vacation may be accumulated from on year to the next in accordance with policy". I do not see the policy
- CSEA employees ow have the ability to cash in up to forty (40) hours of vacation time once per year. Vacation requests must be made by the 31st of October for payment in the 1st payroll in December.
- Management/Confidential employees can buy-back up to 50% of unused vacation hours once per year

- There is no statement in the CSEA agreement restricting use of vacation time during the probationary period
- Management/Confidential employees have a four (4) month of continuous employment clause in which they cannot take vacation time.

PERSONAL LEAVE

- CSEA employees may not use personal leave during the first ninety (90) days of employment
- Management/Confidential employees have the same four (4) month clause as stated in vacation time.
- OVERTIME/COMPENSATORY TIME
 - CSEA Employees may not accumulate overtime credits compensable by equivalent time off in excess of thirty (30) days or 240 hours.
 - CSEA Employees receive a minimum of four (4) hours if called-in. If the employee chooses to take the call-in time as comp time, the four (4) hours is banked at a rate of time and a half per hour (1.5). Therefore, a four (4) hour call-in will result in an employee receiving six (6) compensatory hours.

HEALTH INSURANCE BUY-OUT

- The new CSEA contract has reduced the health insurance buy-out from ½ of the policy premium to a flat \$5,000 per insurance year
- ✤ As of 2017, Management/Confidential employees were eligible for a buy-out as follows:
 - \$10,500 (family plan)
 - \$7,000 (two-person plan)
 - \$3,500 (Individual plan)

