

October 1, 2020 – June 30, 2025

AGREEMENT

by and between

**CENTRAL AND NORTHERN NY BUILDING TRADES
COUNCIL AND SIGNATORY LOCAL UNIONS**

and the

SYRACUSE REGIONAL AIRPORT AUTHORITY

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ARTICLE I - UNION RECOGNITION

The Syracuse Regional Airport Authority (“SRAA”) recognizes the Central and Northern NY Building Trades Council and signatory Local Unions (referred to collectively as the “Union”) as the collective bargaining representative for the building trades workers employed by the SRAA in the job titles Carpenter, Painter, Electrician, Plumber and Steamfitter, excluding employees hired on a temporary or seasonal basis.

ARTICLE II - UNION RELATIONSHIP

1. The Union affirms that it does not assert the right to strike nor to assist nor to participate in any strike nor to impose an obligation to conduct, assist or participate in any strike, slowdown, or work stoppage pursuant to Section 210 of NYS Civil Service Law.

2. Productivity: The Union recognizes the necessity of continuous improvement in productivity throughout the SRAA's operations covered by this collective bargaining agreement and, to this end, will urge its representatives and members to cooperate with the SRAA in accomplishing this result.

3. Union Stewards: The Union shall be permitted to appoint one (1) steward and (1) alternate steward in the bargaining unit. The Union Steward may investigate disputes or complaints arising under this Agreement, process grievances, and participate in negotiations for collective bargaining agreements during working hours without loss of time or pay. It is the intent of the parties that this section shall not result in unreasonable amounts of time being taken and will be subject to the operating needs and requirements of the SRAA.

ARTICLE III - MANAGEMENT RIGHTS

1. It is agreed that the SRAA has the complete authority over the policies and administration of all Airport operations which it shall exercise under the provisions of law and in fulfilling its responsibilities under this Agreement.

2. Said authority shall include the establishment of work rules and regulations consistent with the terms of this Agreement. The SRAA retains the authority, including but not limited to, the right to establish, eliminate or modify operations, the right to determine the size of the work force, the work performed and its place of performance. Any matter involving the SRAA and not specifically covered by this Agreement is in the province of the SRAA. The SRAA retains and reserves unto itself all rights, power, authority, duty, and responsibility confirmed on and vested in it by Title 34 of Article 8 of the New York Public Authorities Law; and of other laws and Constitution of the State of New York and/or the United States of America.

3. The exercise of any such right, power, authority, duty, or responsibility by the SRAA and the adoption of such rules, regulations, and policies as it may deem necessary, and as they apply to employees represented by the Council, shall be limited only by the specific and express terms of this Agreement.

ARTICLE IV - DUES CHECKOFF

1. The SRAA shall, upon thirty (30) days notice and receipt of written and signed direction from each employee, deduct from the wages due such employee the regular union dues and fees fixed by the applicable Local Union and shall remit such amounts to the Local Union treasury on a regular monthly basis. Employees may revoke such payroll deduction authorization at any time upon thirty (30) days notice to the designated SRAA official.

2. The applicable Local Union shall indemnify the SRAA against any and all liability which may arise by reason of the check-off by the SRAA of Local Union dues, fees, and assessments from an employee's wages in accordance with this Agreement.

ARTICLE V - WAGES

1. The hourly wage schedules are set forth in Appendix A.

2. Employee checks or direct deposit advices and W-2 forms shall be placed in sealed envelopes prior to distribution to employees.

3. Work Clothes

Each skilled tradesperson shall be allotted \$225.00 per year for work uniforms payable in the regular payroll check on or near September 15th. Rain gear, protective clothing, gloves, protective devices, and safety shoes shall be provided by the SRAA for employees requiring such outfitting.

4. Authority Cell Phone

All members of the bargaining unit will be provided an Authority cell phone for use for SRAA business.

ARTICLE VI - FOREPERSON

Whenever three or more employees (to include temporary and seasonal skilled trades) of the same trade and within the same department perform a job where a layout is necessary and ordering materials is required, then one of the employees shall be designated as Foreperson only for the duration of that specific job and is not to be considered as permanent title.

ARTICLE VII - PAID LEAVE BENEFITS

Employees of the SRAA shall be entitled to the following benefits:

1. Holidays

a. The following days shall be recognized as paid holidays under this Agreement: New Year's Day, Martin Luther King, Jr.'s Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

b. The Authority will recognize two (2) paid "Floating" holidays, the second of which shall be in recognition of Juneteenth, which shall be used during the calendar year in which they occur. Employees shall submit a written request to take a floating holiday not less than three (3) days prior to the requested date. Approval for such intended date shall be given by the employee's supervisor. Such approval shall be subject to the operational needs of the airport. Employees who are hired on or after July 1, will receive one (1) floating holiday until their next calendar year of employment.

c. Subject to operational requirements, employees will be released from work upon completion of four (4) hours after the start of their regular work shift on Good Friday and either the day before Christmas or the day before New Year's Day.

If operational requirements prevent release on those days, employees may take, subject to approval of their supervisor, four (4) hours at a later time subject to the following conditions for Good Friday, within the same calendar year, for the day before Christmas or the day before New Year's Day, within the following calendar year.

2. Personal Leave

Three (3) paid, non-cumulative, personal leave days per year for the purpose of attending to personal matters which cannot be taken care of during other than scheduled working hours. Prior authorization must be received from the employee's supervisor. They may be used in quarter (.25) hour increments, per the supervisor's approval. Personal leave days will be pro-rated for new hires with less than one year of service according to the following proration: For these employees hired between:

January - April	3 days (24 hours)
May - August	2 days (16 hours)
September - December	1 day (8 hours)

3. Sick Leave with Pay

a. Each employee shall be entitled to sick leave with pay for absence due to illness up to his/her accumulation of sick time. The SRAA may require the production of a physician's certificate for any absence due to illness where an employee has been absent due to illness eight (8) days during the calendar year or three (3) consecutive days during the calendar year as a condition of receipt of sick time pay.

b. Employees shall earn one and one-quarter (1-1/4) day per month of service.

4. Vacation Time

a. Vacation days with pay pursuant to the following schedule:

Seniority as of July 1	Vacation Allowance
6 months	5 days
1 year or more	10 days
5 years or more	15 days
15 years or more	21 days
20 years or more	22 days
25 years or more	25 days

b. To be eligible to take vacation an employee must have completed his/her probationary period.

c. The vacation period shall begin on July 1 of a given year and end on June 30 of the following year. At the exclusive discretion of the SRAA Executive Director, an employee may be permitted to take some or all of the vacation prior to July 1 that he or she would be entitled to as of July 1. To be eligible for a vacation, the employee must have had earnings in at least half (1/2) the payroll periods in the twelve (12) months prior to the July 1 in question. In the case of an employee with less than twelve (12) months of continuous service, this requirement will be met if an employee has had earnings in at least half (1/2) of the payroll period since the commencement of his/her employment.

d. Insofar as practicable, vacations will be granted at the time most desired by the employee, consistent with operational needs. Where it is necessary to limit the number of employees on vacation at a given time, preference normally will be given on the basis of seniority.

e. An employee may accumulate vacation up to the amount of his/her entitlement based on seniority as of July 1st provided said accumulation is approved by the Executive Director or his/her designee and such approval will not be unreasonably denied.

f. Working During Vacation. Any employee who is required to work on his/her vacation period because of any emergency shall receive time and one-half for any hours worked and the regular

vacation pay for that day or shall receive time and one-half for any hours worked and a vacation day(s) off in lieu of any vacation day(s) lost as a result of such emergency.

g. An employee, except a probationary employee, who is laid off, discharged, retired, or separated from service of the Authority for any reason after July 1, but prior to taking his/her vacation, shall be compensated in cash for the unused vacation he or she has become entitled to on July 1. In the case of a death of such an employee, such payment shall be made to his/her estate.

5. Family Illness Leave

a. Employees covered by this Agreement shall be allowed to take six (6) family illness leave days from work in the event of illness in the employee's family (spouse, parents, children, sister, brother, grandchildren, grandparents, and mother/father-in-law) upon prior approval of the supervisor; however, in the event of extenuating circumstances such prior approval shall be waived.

b. Satisfactory medical documentation of such family illness may be requested by the supervisor where the illness leave exceeds three (3) days in a calendar year.

6. Bereavement Leave

a. Each employee in the defined bargaining unit shall be allowed up to four (4) working days for each death of members of the family on satisfactory evidence of such. For purposes of this section, the following relations shall be defined and shall be eligible for such time off: spouse, parents, children, sister, brother, grandchildren, grandparents, mother/father-in-law, and daughter/son-in-law.

b. In the event of death of an employee's brother/sister-in-law, aunt and uncle, or niece and nephew, the employee will be given the day of the funeral off without loss of pay provided such day is a regularly scheduled work day and the employee actually attends the funeral.

7. Jury Duty

All employees covered by this Agreement shall be granted time off with pay, less any amount received by the employee as juror fees, when they are required to report for jury duty. If called for jury duty, the employee must notify and show proof of such notice to his/her supervisor no later

than the first scheduled work day following receipt of such notice of jury duty. Employees serving jury duty who are released or dismissed by court officials shall report to work on the day of such release or dismissal unless the release or dismissal occurs within two (2) hours of the end of the employee's shift.

8. Absence Due to Workers Compensation Injury

Any employee who is absent on a work-related injury for a period of twelve (12) continuous months shall be terminated in accordance with provisions of the NYS Civil Service Law and informed of his/her recall rights.

ARTICLE VIII - MEDICAL, DENTAL AND VISION PLANS

1. Medical/Dental/Vision Benefits

The OCEBA Plan M Medical, Dental, and Vision plans will be made available to all bargaining unit employees. Employee health insurance contributions during each year of the Collective Bargaining agreement are set forth in Appendix B.

AMOUNT OF PAYMENT

1. All employees covered by this Agreement shall contribute to healthcare coverage in accordance with the rates set forth in Appendix B of this Agreement.
2. It is understood that the Authority's obligation is limited to making required payments for those eligible employees who have actually enrolled in an Authority health plan. Employee contributions for medical, dental, and vision coverage shall be deducted on a pre-tax basis and shall be deducted weekly.

2. Retiree Medical Insurance

Bargaining unit members who retire from employment with the Authority during the term of this collective bargaining agreement and who satisfy the following eligibility criteria shall be eligible to participate in the Authority's medical insurance plan for retirees.

Eligibility Criteria: The following are the eligibility criteria for participation in the Authority's medical insurance plan for retirees:

1. He/she/they must have ten (10) years of employment (full or part-time) with the Authority;
2. He/she/they must be eligible to retire with a pension from the NYS Employees Retirement System;
3. He/she/they must immediately apply for and thereafter collect the pension upon leaving Authority payroll; and
4. He/she/they must be currently enrolled in the Authority's medical plan.

3. Retiree Contributions

A retiree shall contribute to the cost of health insurance coverage in an amount equal to that paid by an active employee of the bargaining unit. The parties recognize that a retiree's contribution toward the cost of health insurance may change and is not fixed. Whenever an active employee's contribution toward the cost of health insurance changes (provided such changes are negotiated, effected in accordance with the collective bargaining agreement then in effect, or mandated by state or federal law), including any such changes in future years beyond the expiration of this collective bargaining agreement, the retiree's contribution shall also change to an equivalent amount.

4. Plan Design Changes/Adjustments in Co-Payments, Deductibles and Out-of-Pocket Costs

The Authority retains the right to implement retiree health insurance plan design changes and to adjust co-payments and deductibles and out-of-pocket costs on terms that are commensurate with plan design changes and co-payments, deductibles, and out-of-pocket costs for active employees (provided that such changes are effected in accordance with the collective bargaining agreement, negotiations, or mandated by state or federal law). The Union acknowledges that actives and retirees may have different plans and, therefore, these provisions shall be broadly construed to give

the Authority the right to make changes that are similar to those made for actives under the active health insurance plan in effect for active employees; such changes do not have to mirror the active plan or plans in areas where the plans differ as long as the plan design changes for both actives and retirees are commensurate on the whole. Retiree health benefits under this provision will also be coordinated with Medicare eligibility and any other governmental health insurance program that may subsequently replace, supplement, or coordinate with Medicare, with Medicare and any other such health insurance being primary at all times. Upon becoming Medicare eligible, retirees must elect and obtain Medicare and any other governmental health insurance program that may subsequently replace, supplement, or coordinate with Medicare to continue participation in the Authority's health insurance plan.

5. Survivor Benefits

In order to remain eligible to continue enrollment in a health insurance plan offered by the Authority, a retiree who reaches age 65 must enroll in Medicare Parts A & B.

A person, being the spouse of the retiree at the time of retirement, who survives the retiree may continue to enroll in any health insurance plan offered by the Authority, under the same terms as the retiree, if they:

- i. were enrolled at the time of the retiree's death,
- ii. have not re-married, and
- iii. are under the age of 65.

Coverage for surviving spouse ends on the earlier of the last day of the month in which the surviving spouse reaches age 65 or remarries. Once a surviving spouse becomes ineligible to continue coverage, any dependents of the surviving spouse are also ineligible to continue coverage.

Retirees/spouses/dependents not otherwise eligible to continue health insurance coverage may choose to do so according to applicable COBRA provisions.

ARTICLE IX - HOURS AND PREMIUM PAY (OVERTIME)

1. The normal work week shall consist of five (5) consecutive eight (8) hour days, Monday through Friday inclusive from 7:00 a.m. till 3:30 p.m. Should the SRAA determine that a schedule requiring regular Saturday and/or Sunday work is necessary for employees on the payroll, the SRAA will discuss the change with the Union and attempt to reach Agreement with the Union with respect to premium pay, if any, for work performed on Saturdays and/or Sundays.

2. All employees covered by this Agreement shall be paid a premium rate of one and one-half times their regular rate of pay for all work performed:

- a. in excess of eight (8) straight time hours in any work day, and
- b. in excess of forty (40) straight time hours in any one work week.

3. All employees covered by this agreement shall be paid a premium rate of one and one-half times their regular rate of pay for all work performed on the sixth (6th) consecutive day of actual work. All employees covered by this Agreement shall be paid a premium rate of double their regular rate of pay for all work performed on the seventh (7th) consecutive day of actual work.

a. Scheduled overtime shall be offered first to permanent full-time bargaining unit employees.

b. However, any work already in progress and/or beyond the 8 hr. and 40 hr. limitations of Subsections 2(a) & (b) above shall be offered to the employee performing such work regardless of such employee's permanent or temporary/seasonal status. Work already in progress shall include special projects of any duration which may be offered to the employee already performing such work regardless of his/her permanent or temporary/seasonal status.

c. Notwithstanding the above, in any overtime situation, management reserves the right to offer such overtime to any employee in a specific trade, regardless of the employee's permanent or temporary/seasonal status, based on that employee's skill level, knowledge of and/or familiarity with such specific job.

4. For the purpose of computing premium pay under this Article, time lost from regularly scheduled work for which an employee is compensated through any paid leave provision of this Agreement shall be considered as time actually worked.

5. There shall be no pyramiding of overtime.

6. No overtime shall be worked unless the overtime work has been specifically ordered by the SRAA supervisor overseeing the work or his/her designee.

7. If an employee of this bargaining unit is appointed to a permanent position on the second *or* third shift schedule, the SRAA agrees to reopen negotiations on the subject of a shift differential.

8. Rest Break

All employees shall receive a fifteen (15) minute rest period during each one-half of the work shift, which shall be scheduled as close to the middle of each half of the work shift as reasonable depending on the work situation existing at that time.

9. Standby Time

An employee who is required to be available for call and thereby is placed on "standby" by the SRAA shall be compensated at the rate of three (3) hours pay for every twenty-four (24) hour period occurring Monday through Friday, four (4) hours pay for Saturdays and six (6) hours pay for Sundays and holidays. Said pay shall be at the employee's regular hourly pay rate.

10. Call Time

a. Any employee called for emergency duty for working time not contiguous to his/her regular working hours, shall receive not less than four (4) hours pay.

b. The employee shall receive premium pay for the time actually worked upon such call in and if four (4) hours is not worked, straight time shall be paid for the remaining time to the minimum of four (4) hours.

c. This minimum shall not apply to an employee called out for emergencies while under an established standby arrangement.

11. Eating Break

The normal workday from 7 a.m. to 3:30 p.m. shall include a one-half (1/2) hour meal break. When circumstances permit, any employee required to work four (4) hours of overtime following

his/her regular full day shall be granted one-half (1/2) hour off with pay for the purpose of eating. A similar one-half (1/2) hour with pay shall be granted for each such subsequent four (4) hour period of overtime to be followed by additional overtime.

ARTICLE X - SENIORITY

1. Definition:

a. Seniority shall constitute the length of continuous, full-time service as an employee of the SRAA in a job, or jobs, covered by this contract, and shall accrue from the date the person was first hired or following a break in seniority from a date the employee was re-hired. In the case of those employees who were hired on a temporary/seasonal basis who subsequently receive permanent appointment by the SRAA to a job covered by this Agreement, seniority shall include the most recent continuous service as a temporary/seasonal employee immediately prior to and contiguous to permanent appointment. Such seniority shall not exceed six (6) months.

b. Employees who are actively employed in the City of Syracuse/Union bargaining unit at time of the transfer of all bargaining unit employees working at the Airport from the City to the SRAA, and who elect to accept such transfer at that time, shall be credited with their existing seniority dates with the City of Syracuse, subject to all applicable provisions of this Article.

2. Termination of Seniority

All seniority rights shall be terminated by:

- a. A quit or retirement;
- b. Justifiable discharge or termination;
- c. Absence due to layoff of one year or longer;
- d. Absence due to disability which continues for a period of leave provided as a reasonable accommodation to the disability or a cumulative period of one year, whichever is longer, subject to applicable law;
- e. Failure to return to work after recall from layoff;
- f. Failure to return to work at the expiration of a leave of absence;
- g. Three (3) days unauthorized absence (unless, due to serious accident or hospitalization or other bona fide emergency, it is physically impossible for an employee to provide the required notice, subject to applicable law).

3. Probationary Employees:

a. It is agreed by and between the parties that any employee covered by this Agreement working in a Probationary status may be discharged at the sole discretion of the SRAA and shall not have the right to such relief pursuant to the grievance procedure contained herein. Employees shall be probationary for a maximum period of fifty-two (52) weeks commencing on the date of the permanent appointment. The probationary period for temporary/seasonal employees who receive permanent appointment shall be reduced by up to twenty-six (26) weeks for prior continuous temporary/seasonal employment.

ARTICLE XI - JOB VACANCIES

1. Whenever a job opening occurs in any skilled classification, the SRAA will notify the respective Local Union of its intention to fill such vacancy. The SRAA will provide such notice in advance of any action to seek referral from other sources.

2. Upon such notification, the Local Union so notified shall submit the names of at least three (3), but not more than six (6), skilled tradespersons to the SRAA for consideration. Individuals so referred shall promptly make themselves available to be interviewed.

3. This Section is not intended to limit the right of the SRAA to pursue other referral sources as a means of locating candidates for employment where the Local Union fails to submit names within a reasonable time following such notice or where the individuals referred by the Local Union are rejected following their interviews. Furthermore, the SRAA reserves its appointing authority to make the final determination in the selection of appropriate candidates for employment in the skilled trades position.

4. The Authority is committed to the Union as the primary work force for trades work covered under this Agreement. Accordingly, the Authority will not use subcontracting as a method to abolish occupied, regular positions or to fill or replace regular positions that become vacant due to retirement, resignation, discharge, etc.

ARTICLE XII - LAYOFF AND RECALL

1. The word "layoff" means a reduction in a work force for any reason, including but not limited to, a reduction in the number of employees in a trade classification or classifications as defined by the SRAA, the elimination of jobs because of consolidation of duties, the installation of new equipment or machinery, or the curtailment or replacement of the existing facility or because of any other reason.

2. In the event of a layoff, the following procedure will be followed:

- a. Temporary and seasonal employees in the classification involved will be first laid off;
- b. Probationary employees in the classification involved will be the next laid off;
- c. Seniority employees in the classification involved will be laid off in the reverse order of seniority.

3. When the work force is increased after a layoff, employees will be recalled in the reverse order of layoff, provided that in all cases the employee recalled must be able to perform the work in the classification from which he or she was laid off. Notice of recall shall be sent to the employee at then last known address by registered or certified mail. If any employee fails to report for work by the fifth day from the date of mailing of the notice of recall, they shall be considered a "quit". Recall rights of an employee who has not been recalled after layoff shall expire 18 months from the date of the layoff.

4. During the term of this Agreement, the Authority will not contract out or sub-contract any work performed by employees covered by this Agreement that would result in the layoff of an employee.

ARTICLE XIII - EMPLOYEES RIGHTS OF PROTECTION AND REPRESENTATION

1. Nothing contained in this Agreement shall be construed to deny any employee their rights under applicable New York State Civil Service Laws and Regulations. Every employee shall have the right to present their grievances to the SRAA free from interference, coercion, restraint, discrimination, or reprisal, and shall have the right to be represented at all stages thereof.

2. Grievance Defined:

A grievance shall mean all alleged violation, misapplication, or misinterpretation of an express provision of this Agreement. The filing or pendency of any grievance shall in no way operate to impede, delay, or interfere with the right of the SRAA to take the action complained of, subject, however, to the final decision of the grievance.

3. Grievance Procedure:

Step 1 - (a) Any grievance under this Agreement between an employee or a group of employees and the SRAA shall be initiated in the first instance by the employees involved and their representative, if any, with the local or immediate supervisor. A grievance submitted in writing shall be answered in writing within one week from the time the grievance was received by the supervisor.

(b) A grievance shall not be initiated later than two weeks after the event, act or occurrence giving rise to the grievance or no later than two weeks after the grievant reasonably became aware of the event constituting the alleged grievance. Such limitation can be raised at any step throughout the grievance procedure.

Step 2 - Any grievance unresolved in Step 1, or any grievance involving a contract interpretation question of general application (i.e., involving or affecting employees of a number of different supervisors), shall be reduced to writing, signed by a Union representative and a copy served on the Chief Operations Officer or his/her designee within one (1) calendar week of the conclusion of Step 1. There will be a meeting between the Chief Operations Officer and up to two (2) representatives of the Authority, and up to three (3) authorized representatives of the Union at a time mutually convenient to the parties, but within five (5) work days of the service of the written grievance. It is understood that grievances settled in Steps 1 and 2 shall be without precedent or prejudice as to future grievances.

Step 3 - (a) If the grievance remains unresolved after Step 2, the Union President or his/her

designee may, within five (5) days following the Step 2 meeting, appeal in writing (copy of grievance attached) to the Authority Executive Director or his/her designee. Within five (5) working days of the receipt of such appeal there will be a meeting at a mutually convenient time between the Executive Director and his/her representatives and the Union President or his/her designee and up to three (3) additional Union representatives. The Authority shall serve a written answer to the grievance upon the Union within five (5) work days after this meeting and such time requirement may be extended by the mutual consent of the parties. If the parties mutually agree, there may be an additional meeting between the Executive Director and/or his/her designee and the representatives of the Union.

(b) A grievance dispute arising under any term of this Agreement involving SRAA policy or discretion may be submitted to the Executive Director only on the question whether the SRAA policy was disregarded, or was applied in such discriminatory, arbitrary, or capricious manner.

Step 4 -

(a) If the grievance is not adjusted at the conclusion of Step 3, the aggrieved may request the appointment of an arbitrator by requesting the American Arbitration Association or the Public Employment Relations Board (PERB) within five (5) working days after receipt of the decision rendered at the conclusion of Step 3.

(b) It is understood by the parties that the cost of such arbitration shall be borne equally by the parties.

(c) The Arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto. If the grievance concerns matters not covered by this Agreement or the procedures contained herein have not been adhered to, said grievance shall be returned to the parties without decision.

(d) The award of the Arbitrator for resolution of the grievance shall be binding on all parties to the proceeding.

ARTICLE XIV - SICK LEAVE CONSERVATION PLAN

It is hereby understood and agreed between the SRAA and the Union that the following Sick Leave Conservation Plan shall apply to those employees whose titles are represented by the Union and who are employed by the SRAA. The Sick Leave Conservation Plan has its purpose to promote the judicious use by eligible employees of the sick leave benefits. As such, the Plan shall consist of the following provisions:

1. Eligibility:

To be eligible under the Plan an employee must be eligible for Retirement under the New York State Employees Retirement System.

2. Notice of Retirement:

An eligible employee must submit an irrevocable letter of retirement no less, than 90 days of the effective date of retirement.

3. Entitlement Computation:

The entitlement payment for an eligible employee will be computed by multiplying the employee's accumulated and unused sick leave, in excess of 165 days preceding the effective date of retirement, by the rate of twenty dollars (\$20.00) per full time day at the time of retirement, not to exceed a maximum of \$1,200.00.

Example:

A. Dollar value of full time sick day	\$ 20.00
B. Accumulated and unused sick leave	200
C. Less 165 days for 41j	35
D. Final entitlement payment	\$700.00

4. Payment:

Payment will be considered part of the employee's regular compensation for the final year of employment and shall be part of the employee's regular salary for retirement purposes.

ARTICLE XV - APPLICABLE LAW

This Agreement and its component provisions are subordinate to any present or future Federal or New York State laws and regulations. If any Federal or New York law or regulation, or the final decisions of any Federal or New York Court or administrative agency, affects any provision of this Agreement, each such provision will be deemed amended to the extent necessary to comply with such law, regulation or decision, but otherwise this Agreement will not be affected.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XVI - DURATION

The term of this Agreement shall be effective commencing October 1, 2020 and shall continue in full force and effect until June 30, 2025.

**SYRACUSE REGIONAL AIRPORT
AUTHORITY**



H. Jason Terreri

**CENTRAL AND NORTHERN NY
BUILDING TRADES COUNCIL AND
SIGNATORY LOCAL UNIONS**



Gregory R. Lancette

Appendix A

WAGES

Job Classification	10/1/2020	1/1/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Carpenter	\$32.80	\$34.11	\$34.62	\$35.66	\$36.73	\$37.83
Carpenter Foreperson	\$35.58	\$36.99	\$37.54	\$38.67	\$39.83	\$41.03
Cement Mason	\$32.12	\$33.40	\$33.90	\$34.92	\$35.97	\$37.04
Cement Mason Foreperson	\$33.63	\$34.97	\$35.49	\$36.56	\$37.66	\$38.79
Electrician	\$34.01	\$35.36	\$35.89	\$36.97	\$38.08	\$39.22
Electrician Foreperson	\$37.11	\$38.58	\$39.16	\$40.33	\$41.54	\$42.79
Mason/Bricklayer	\$33.29	\$34.61	\$35.13	\$36.18	\$37.27	\$38.39
Mason/Bricklayer Foreperson	\$34.48	\$35.86	\$36.40	\$37.49	\$38.61	\$39.77
Painter	\$31.60	\$32.86	\$33.35	\$34.35	\$35.38	\$36.45
Painter Foreperson	\$34.94	\$36.32	\$36.86	\$37.97	\$39.11	\$40.28
Plasterer	\$32.55	\$33.84	\$34.35	\$35.38	\$36.44	\$37.53
Plumber	\$33.41	\$34.73	\$35.25	\$36.31	\$37.40	\$38.52
Plumber Foreperson	\$35.47	\$36.88	\$37.43	\$38.56	\$39.71	\$40.90
Roofer	\$33.63	\$34.97	\$35.49	\$36.56	\$37.66	\$38.79
Roofer Foreperson	\$35.68	\$37.10	\$37.66	\$38.79	\$39.95	\$41.15
Sheetmetal Journeyman	\$34.01	\$35.36	\$35.89	\$36.97	\$38.08	\$39.22
Sheetmetal Foreperson	\$35.86	\$37.28	\$37.84	\$38.97	\$40.14	\$41.35
Steamfitter	\$33.41	\$34.73	\$35.25	\$36.31	\$37.40	\$38.52
Steamfitter Foreperson	\$35.47	\$36.88	\$37.43	\$38.56	\$39.71	\$40.90

Appendix B

HEALTH INSURANCE

Coverage	10/2020	1/2021	7/2021*	7/2022*	7/2023*	7/2024*
<u>Medical (Plan M)</u>						
Individual	130.00	158.58	18%	18%	18%	18%
Family	260.00	342.75	15%	16%	17%	18%
<u>Dental</u>						
Individual	8.35	7.42	18%	18%	18%	18%
Family	16.52	17.82	18%	18%	18%	18%
<u>Vision</u>						
Individual	0.00	0.72	18%	18%	18%	18%
Family	0.00	1.59	18%	18%	18%	18%

**Each year in July the employee contribution will be increased to the percentage of premium indicated above.*

Appendix C

MEMORANDUM OF AGREEMENT

RE: VACATION

The Authority and the Union agree that all employees in the Central and Northern NY Building Trades Council bargaining unit who transfer from employment with the City of Syracuse to employment with the Authority on October 1, 2020 will receive the balance of their vacation with the City credited as of April 1, 2020 plus an additional pro-rated vacation entitlement for the period from April 1, 2020 to September 30, 2020 determined in accordance with the vacation schedule set forth in the current collective bargaining agreement between the City of Syracuse and Central and Northern NY Building Trades Council. The vacation schedule set forth in the 10/1/2020-6/30/2025 collective bargaining agreement between the Authority and the Union will become effective July 1, 2021.

Appendix D

SYRACUSE REGIONAL AIRPORT AUTHORITY SICK LEAVE BANK

Sick Leave Bank

a. *Eligibility Criteria for Recipient*

- i. Employee must have a serious protracted illness or injury that is confirmed by a physician's statement.
- ii. Employee must have exhausted all of his/her paid time off (i.e., sick, vacation, personal and floating holiday, etc.)
- iii. Employee cannot be awarded more than thirty (30) paid days from the sick leave bank.
- iv. Employee must use sick time awarded in either 4.00 or 8.00-hour increments (depending on employee's standard workday).

b. *Donation Criteria*

- i. Only those employees with a minimum of thirty (30) accrued sick leave days may donate to the bank. A maximum of five sick days per year may be donated.
- ii. Donations must be made in writing and, once made, may not be withdrawn.

c. *Procedures*

An eligible employee may request additional sick leave credit from the bank by submitting a written request to the HR Manager. The HR Manager will inform the employee if the request has been approved or disapproved. Once approved, the approved amount will be transferred to the employee's sick time accruals. Any unused time will be returned to the bank. The decision of the Executive Director will be final as regards to any questions on the administration of the sick leave bank program.

Appendix E

MEMORANDUM OF AGREEMENT

RE: NYS PAID FAMILY LEAVE

1. Overview

New York State Paid Family Leave (PFL) benefits provided through the Authority’s statutory disability carrier are available to all eligible employees, and guarantees the following when leave is taken due to caring for a newborn child/adopted child with 12 months of birth/placement, caring for a family member with a serious medical condition, or helping with family obligations when a family member is on active military duty:

- i. Wage replacement (see benefit schedule below)
- ii. Job protection upon return from PFL; and
- iii. Continuation of health insurance while out on PFL

2. Eligibility

- i. Employees with a regular work schedule of 20 or more hours per week are eligible after 26 weeks of employment.
- ii. Employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked.

3. Benefits

Paid Family Leave provides partial wage replacement only. Payments are subject to Social Security and tax withholding. The program is funded by employees through a minimal payroll deduction set by New York State.

The benefit schedule as assigned by New York State is listed below:

Year	Benefit	Length of Leave
2021	67% of average weekly wage	12 weeks

4. Use/Accrual of Paid Leave

Employees do not have to take all of their family illness and/or vacation before using paid family leave. Employees may request to use family illness or vacation leave for full pay while on leave, although it is not required. The combination of all benefits paid to an employee may not exceed the employee’s regular earnings.

If the employee goes out on unpaid leave, the benefit will be paid directly to the employee. If the Authority continues to pay the employee while on PFL through the use of family illness leave and/or vacation, the benefit will be paid to the Authority.

Employees will accrue paid time leave while out on PFL.

5. Family and Medical Leave Act (FMLA) Coordination

Where leave is taken for a reason specified for both FMLA and PFL, the Authority may designate the leave to be counted simultaneously against the employee's entitlement under both FMLA and PFL, with prior notice to the employee.

6. Claim Procedure

When an employee has a foreseeable situation, they should provide the Authority with 30 days advance notice of their intention to use Paid Family Leave, along with any required documentation. If the event was not foreseeable, the employee must notify the Authority as soon as practical.

It is the employee's responsibility to submit a completed claim package to the Authority's Paid Family Leave insurance carrier within 30 days of their first day of paid leave. The insurance carrier will process the claim and issue a determination within 18 days.

A claim form is available from Human Resources, the Authority's Paid Family Leave insurance carrier, or on the Paid Family Leave website.

7. Family Members as defined for the purposes of PFL as:

- i. Spouses
- ii. Domestic Partners
- iii. Children
- iv. Parents
- v. Parents-in-law
- vi. Grandparents
- vii. Grandchildren

8. Serious Health Condition

A Serious Health Condition as defined by the New York State PFL regulations includes an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential health care facility; or continuing treatment or supervision by a health care provider.

Ordinarily, conditions such as the common cold, the flu, earaches, upset stomach, minor ulcers, routine dental or orthodontia problems, periodontal disease, etc. do not meet the definition of a serious health condition.

9. Health Insurance Continuation

As with FMLA, employees taking leave under PFL are entitled to receive health benefits during the leave at the same level and terms of coverage as if they had been working throughout the leave. If applicable, arrangements will be made for employees to pay their share of health insurance premiums while on leave. In some instances, the Authority may recover premiums it paid to maintain health coverage for an employee who fails to return to work from PFL leave.

10. Job Restoration

An employee will be restored to the position held when the leave began or to a comparable position with comparable employment benefits, pay, and other terms and conditions of employment, provided he or she returns to work within the time period allowed.

The Authority will not discriminate or retaliate against employees for taking or inquiring about Paid Family Leave. For more information or to file a claim, contact the Human Resources Manager.

Appendix F

MEMORANDUM OF AGREEMENT

RE: SENIORITY

The Authority and the Union agree that all employees in the Trades bargaining unit who transfer from employment with the City of Syracuse to employment with the Authority on October 1, 2020 will be credited with overall years of service with the City since date of hire for all purposes.

Employees who are contemplating retirement from the City of Syracuse on or before March 1, 2022 may retain the right to transfer to employment with the Authority after October 1, 2020 credited with years of service with the City for all purposes provided that:

- a. they have submitted, on or before September 30, 2020, a formal notice of such intent to retire, and
- b. they transfer to employment with the Authority on or before February 28, 2022.

MEMORANDUM OF AGREEMENT

Made this 10th day of February, 2022 by and between Syracuse Regional Airport Authority (hereinafter referred to as "the SRAA") and the Central and Northern NY Building Trades Council (hereinafter referred to as "the Union").

WHEREAS, the SRAA assigned additional work to Electricians in the Union's bargaining unit effective October 1, 2021 upon the termination of a contract with an outside vendor for certain electrical services; and

WHEREAS, the SRAA and the Union thereupon entered into negotiations over an increase in the Electrician wage rates set forth in their 2020-2025 Collective Bargaining Agreement; and

WHEREAS, as the result of good faith bargaining between the SRAA and the Union, the parties have reached agreement on increased hourly wage rates for the Electrician and Electrician Foreperson job classifications,

IT IS HEREBY AGREED:

1. The SRAA will increase the hourly wage rates set forth in Appendix A of the Collective Bargaining Agreement for the Electrician and Electrician Foreperson job classifications by ten percent (10%) to following levels, retroactive to October 1, 2021:

- Electrician - \$39.48
- Electrician Foreperson - \$43.08

2. The Electrician and Electrician Foreperson hourly wage rates for each year of the Collective Bargaining Agreement going forward will include the following increases to the foregoing newly established wage rates:

- Effective July 1, 2022: 3% increase to \$40.66 (Electrician), \$44.37 (Foreperson)
- Effective July 1, 2023: 3% increase to \$41.88 (Electrician), \$45.70 (Foreperson)
- Effective July 1, 2024: 3% increase to \$43.14 (Electrician), \$47.07 (Foreperson)

3. The SRAA will implement the newly established hourly wage rates effective with the February 18, 2022 payroll, for hours worked beginning with the February 6, 2022 to February 12, 2022 workweek.

4. The SRAA will provide retroactive compensation to Electricians with separate checks to be issued on April 14, 2022 reflecting the increase in their wage rate for all hours worked from October 1, 2021 through February 5, 2022. No Electrician Foreperson was employed by the SRAA during this time period.

5. All other terms and conditions of the 2020-2025 Collective Bargaining Agreement are continued forward without change.

SYRACUSE REGIONAL AIRPORT
AUTHORITY

CENTRAL AND NORTHERN NY BUILDING
TRADES COUNCIL AND SIGNATORY LOCAL
UNIONS

