

AGREEMENT  
BETWEEN  
THE TOWN OF GREECE  
AND  
THE TOWN OF GREECE  
GUARDIANS' CLUB

*January 1, 2014 – December 31, 2016*

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## **ARTICLE 1 – AGREEMENT**

*AGREEMENT* made this 1<sup>st</sup> day of January, 2014 by and between the *TOWN OF GREECE, NEW YORK*, hereinafter referred to as the “*TOWN*”, and *TOWN OF GREECE GUARDIANS’ CLUB*, affiliated with Local 1170 C.W.A., hereinafter referred to as the “*CLUB*”.

## **ARTICLE 2 – APPLICABLE LAW**

The Public Employment Act, the provisions of the Civil Service Law, and the Local Laws of the Town of Greece, hereinafter known as the “Town”, shall govern the terms and provisions of this Agreement. Where there is an inconsistency, the Civil Service Law shall govern the terms and provisions of this Agreement.

## **ARTICLE 3 – RECOGNITION**

**Section I** The Town recognizes the Town of Greece Guardians’ Club, hereinafter known as the Club, as the sole and exclusive representative for all the employees in the unit described in Article 4.

**Section II** The Town agrees that the Club shall be the sole and exclusive representative for all employees described in Article 4, for the purpose of collective negotiations and grievances.

**Section III** The Club affirms that it does not assert the right to strike against the Town, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist, or participate in such a strike.

## **ARTICLE 4 – COLLECTIVE NEGOTIATING UNIT**

The unit shall consist of all School Traffic Guards employed by the Town.

## **ARTICLE 5 – MANAGEMENT RIGHTS**

It is understood and agreed that all functions of management of the Town which are not specifically limited by the express language of this agreement are retained by the Town. The functions limited in this article are illustrations of the responsibilities retained by the Town and are not intended as an all-inclusive list. The management of the operations; methods; the direction of the work force, including but not limited to, the right to direct and control all the operations or services to be performed in or at the facilities of the Town, to decide what work if any shall be performed in the facilities by employees; to schedule working hours (including overtime work); hire, promote, demote, and transfer; to suspend, dismiss, discharge for cause; to relieve employees because of lack of work or for other legitimate reasons; to make and enforce

reasonable rules and regulations; to establish standards and rates for new or changed jobs; to introduce new and improved methods , materials, equipment or facilities; to change or eliminate existing methods, materials, equipment or facilities, are among the responsibilities vested exclusively in the Town management.

## ARTICLE 6 – COMPENSATION

1. **Rate of Pay**

Effective with the first pay period of 2014, the 2013 pay schedule will not be increased.

Effective with the first pay period of 2015, the 2014 pay schedule will not be increased.

Effective with the first pay period of 2016, the 2015 pay schedule will not be increased.

2. **Minimum Hours**

Each officer shall receive a minimum of three (3) hours pay per day when on duty twice a day and a minimum of four (4) hours pay per day when on duty three (3) times a day. These minimum hours will also apply during the summer hours. In addition, officers required to cover a post only one time per day shall receive a minimum of one and one-half (1 ½) hours of pay.

Each relief officer shall receive one hour pay at the regular rate of pay for each day of required on call work.

3. **Longevity**

The Town of Greece will make a Longevity payment to employees after five (5) years of service as a permanent School Crossing Guard. Longevity payment will be made each year to employees in the pay period in which their anniversary date occurs.

<u>Years of Service</u>	<u>Amount of Longevity</u>
1-4 years	\$0.00
5 years	\$50.00
6 years	\$75.00
7 years	\$100.00
8 years	\$125.00
9 years	\$150.00
10 – 14 years	\$225.00
15 – 19 years	\$250.00
20 years	\$325.00

4. **Staff Development Days**

On the days when the Greece School District schedules “Staff Development Days” and the schools are closed, employees will participate in in-service training programs for which they will receive two (2) hours pay. There will be a maximum of two (2) in-service training days under this provision during each school year.

**ARTICLE 7 – SICK LEAVE**

7.1 **Sick Leave**

In addition to all other time off, each member of the Club shall be entitled to five (5) days annual sick leave with pay after one (1) year of service.

Those members with five (5) or more years service shall be entitled to (10) days of annual sick leave with pay.

Sick leave shall be credited each January to all employees who have a minimum of one (1) year of service with the Town by January 1.

Sick leave shall be granted for the following reasons:

1.     Sickness or injury to the employee
2.     Serious illness in the employee’s immediate family requiring the care and attendance by the employee.
3.     Quarantine regulations.
4.     Medical and dental visits.

Immediate family for these purposes shall include mother, father, spouse, child, brother, sister, grandparents, or a person occupying the position of the parent or employee’s spouse, or another relative who is an actual member of the employee’s household.

Except in an emergency, at least 48 hours notice is to be given to a supervisor for sick leave taken due to medical or dental visits. Medical and dental visits which are not emergencies shall be made during working hours only under circumstances where an appointment cannot be made during non-working hours.

Sick leave days shall be allowed to accumulate to a maximum of one hundred and eighty (180) hours.

In cases where absence due to illness is of a duration of more than three (3) consecutive working days, a certificate issued by an attending physician shall be filed with the

supervisor. If an employee fails to submit proof of illness or reason for an absence when required to do so, such absence shall not be considered sick leave.

Relief guards will be credited with sick days on the first of January, after they have completed one (1) year of service. Relief guards will be eligible to use sick days once they have worked ninety (90) days in a school year. Sick days for relief guards will be granted for illness occurring on scheduled work days, and not for days they are on call-in status and decline to work because of illness.

## 7.2 Half Pay Sick Leave

Permanent School Crossing Guards who have been employed by the Town on a regular basis (not temporary nor relief) for a minimum of five (5) years shall be eligible to be considered for half pay sick leave for a non-occupational disability, sickness or accident for a period not to exceed three months under the following conditions:

- a. All paid sick leave that the employee is eligible to receive is exhausted;
- b. The employee has produced a statement from the attending physician indicating the reason for and anticipated length of the disability;
- c. The employee has not abused the sick leave privilege during the course of employment with the Town;

Half pay will be calculated based upon the regular number of scheduled hours for the employee for a standard pay period. If an employee is on half pay sick leave during one of the defined vacation periods in Article 8, and has vacation credit, the employee must use the vacation during that period and then may return to half pay sick leave as long as the eligibility requirements continue to be met.

Employees will be eligible to receive half pay sick leave for a cumulative total of 3 months in a twelve month period. The 12 month period will commence on the first use of half pay sick leave.

Employees will also only be eligible to receive half pay sick leave for one 12 month period out of every 24 months. The 24 month period will commence when the employee has returned to work having exhausted their half pay sick leave eligibility as defined above.

## ARTICLE 8 – VACATION

Each member of the Club shall receive vacation with pay as follows:

- after one (1) year of service: 5 days
- thereafter, an increase of one (1) day per year to a maximum of seventeen (17) days per year.

Relief guards will be required to work a minimum of ninety (90) days during the previous calendar year in order to qualify for vacation credit.

Vacation days will be credited to employees on January 1<sup>st</sup> of each year. With the exception of two (2) days, vacation for all employees will be scheduled to coincide with the major vacation periods: Christmas, mid-winter, spring and end of school year. Employees must notify their supervisor of the specific dates that they want to schedule their vacation days. For the two (2) days scheduled outside of the major vacation periods, employees must submit their request in writing at least one week prior to the dates requested. Requests for use shall be determined by seniority. Vacation will not be carried over from year to year.

### **ARTICLE 9 – SNOW DAYS**

In the event the Greece Central School District cancels regularly scheduled classes due to snow conditions, members of the Club will be paid the rate of pay for the hours normally worked that day.

### **ARTICLE 10 – HOLIDAYS**

#### **10.1 – Pre-Scheduled Holidays**

Each employee covered by this agreement shall receive 11 holidays each year. Employees will be paid at their regular rate of pay for said 11 holidays. The relief officers shall receive the guaranteed on call pay for the 11 holidays. The 11 holidays shall be as follows:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Memorial Day
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

#### **10.2 – Personal Days**

After three (3) years of service as a permanent School Crossing Guard, the employee shall receive two (2) "personal days"; after five years of service as a permanent School Crossing Guard, the employee shall receive three (3) "personal days". Request for use shall be determined by seniority with one week prior written request to the Crossing Guard Supervisor. Personal days must be used within the calendar year and will not be paid off or carried over into subsequent years.

**ARTICLE 11 – LIFE INSURANCE**

The Town shall provide at no cost to the employee group life insurance in the amount of fifteen thousand dollars (\$15,000) for each employee covered by this contract.

**ARTICLE 12 – HEALTH INSURANCE**

**12.1- Employees**

Employees of this unit will be provided coverage under the following plans:

Town of Greece Mid Option Plan  
Town of Greece Core Option Plan

The base health plan will be the Town of Greece Core Option Plan.

Employees of this unit will be provided coverage under the following conditions:

- 1) The Employee shall have worked for the Town of Greece in a regular part-time or a full time position for a two year period (service as a substitute School Traffic Guard will not count).
- 2.) The Town’s health insurance program must be the sole source of coverage available to the Employee. If coverage is available elsewhere (including COBRA), whether comparable or not; whether fully or partially paid by another source, the Employee will not be eligible for Town coverage. Employees wishing to participate in Town coverage must provide written, verifiable information to attest to this eligibility factor on an annual basis.
- 3.) The Town will contribute seventy-five percent (75%) of the total premium of the base plan selected for all employees hired prior to January 01, 2001 (Coates, Falkner, Parsons, Sharkey, and Statt).

Employees hired between January 1, 2001 and August 02, 2006 (Cometa, DeLucia, LaBounty, O’Brien, Rossney, Schulmerich, Stio, and Young) will pay fifty percent (50%) of the total premium of the base plan selected.

Employees hired after August 02, 2006 will pay fifty-five percent (55%) of the total premium of the base plan selected.

All premiums will be made through payroll deduction whenever possible. In the event a payroll deduction is not taken, the Employee must submit the amount of the deduction to the Town by check or money order. Cash will not be accepted. This payment must be received (not post

marked) by the Town Personnel Department by five o'clock (5:00) p.m. on the thirtieth (30<sup>th</sup>) of each month to ensure the continuation of health insurance into the subsequent month. The Town will not "front" premium payments under any circumstances. In the event full premium payment is not received by the thirtieth (30<sup>th</sup>) of the month the Town will take the necessary steps to cancel the policy at the end of the current month.

Any employee who does not meet the above conditions may participate in the Town's health insurance program on a one hundred percent (100%) self-pay basis.

It shall be the employee's responsibility to initiate membership in a health insurance plan offered by the Town and to notify the Town of any change in family status or other qualifying event as described:

- Change in family status (marriage or divorce/annulment)
- Change from single, two-person or family coverage
- Addition/removal of a spouse and/or dependent
- Loss of coverage (under another plan or under spouse's plan)
- Change in work hours
- Medicare eligibility of self or spouse or dependent
- Change due to death

Changes in family status or qualifying events must be reported within 30 days of such change/event.

### 12.2 - Retirees

Employees hired subsequent to August 02, 2006 are not eligible for retiree health insurance benefits through the Town.

Employees who retire from this unit who were hired prior to August 02, 2006 may participate in the Town's Health Insurance Program under the following conditions:

- 1.) The employee must leave employment with the Town for retirement under the New York State Retirement System; or if not a member of the Retirement System, the employee must leave employment with the Town no earlier than the minimum age for full retirement of the Tier they would have entered into had they joined the Retirement System upon initial hire.
- 2.) Employees hired after January 1, 1975 must have at least ten (10) years of continuous service with the Town.
- 3.) Retirees shall continue to contribute toward the premium under the same formula established for them as an employee.
- 4.) For Employees hired January 1, 1989 or later, retiree coverage shall be extended only if Town coverage is the sole source of health insurance available to the retiree.

- 5.) Surviving spouses of deceased retirees may participate in the Town's health insurance group plans as self-payers.
- 6.) The minimum age requirement (1) will be waived for employees who have worked for the Town for ten (10) years or more, and are approved for disability retirement by the NYS Retirement System, or for disability Social Security benefits.

### **ARTICLE 13 – BEREAVEMENT LEAVE**

Employees will be eligible for paid bereavement leave between the day of the death and the day following the funeral, for the following family members:

- three (3) days for death in the immediate family (employee's mother, father, spouse, or child, brother, sister, or grandchild);
- three (3) days for death of parents of the employee's spouse;
- one (1) day for the death of a grandparent or spouse's grandparent or any other family member residing in the employee's household.

Upon request, the employee shall submit to the Department Head or his designee a notice of death or other evidence attesting to the validity of such absence.

### **ARTICLE 14 – SENIORITY**

Seniority shall commence on the date of the employee's first hiring by the Town as a School Traffic Guard, and only actual time in service will be considered. Application of this section shall be governed by Section 80 of the Civil Service Law.

A current seniority list showing the names and length of service of each member shall be maintained for inspection by Club representatives.

An employee shall forfeit his seniority rights only for the following reasons:

1. Resignation without reinstatement in one year.
2. Termination for just cause.
3. Retirement.

Seniority shall be a factor in filling post openings provided employee is deemed qualified to fill the post. The judgment of qualification shall be the prerogative of the administration. Only when new or old posts are available will assignments be changed according to seniority. Should

a post be eliminated, the guard whose post is being eliminated shall be given post assigned to the newest guard at the option of the guard with more seniority.

Assignments of guards to extra posts and extra duties falling outside normal working hours shall be governed by seniority. Examples of such instances are the Saturday Religious Instruction posts, the summer playground posts, assisting at bike rodeos and other assigned duties falling outside of normal working hours. The most senior guard will be afforded the opportunity to work and if he refuses, the next most senior person will be asked and so on down the line until the job is filled.

### **ARTICLE 15 – GRIEVANCE PROCEDURE**

Each employee shall have the right to present his grievance to representatives of the Town free from interference, coercion, restraint, discrimination or reprisal and shall have the right to representation in all steps of the grievance procedure.

A grievance shall be defined as an acclaimed violation of an express provision of this agreement; provided, however, that such term shall not include any matter involving an employee's rate of compensation, retirement benefits, position classification, or any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law, (or as to any matter which the Town is without authority to act).

A pending grievance shall in no way operate to impede, delay or interfere with the right of the Town to take the action being grieved.

***Step 1:*** A grievance as defined herein above between an employee and the Town shall be initiated in the first instance by the employee involved and/or the employee's representatives with the Chief of Police. The grievance shall be submitted in writing and signed by the aggrieved party or in the event of a grievance on behalf of a group of employees by the representative of such group of employees. A grievance, if it is to be considered, must be presented within twenty-five (25) business days from its known occurrence.

The grievance shall stipulate the specific provision or provisions of the contract which is alleged to have been violated by the Town.

The Chief of Police shall serve a written reply to the aggrieved party or parties within three (3) business days of the submission of the grievance.

***Step 2:*** In the event the grievance is not disposed of under Step 1, the grieved employee may request a review of the grievance with the Town Supervisor or his representative. Such request shall be submitted to the Town Supervisor in the manner provided for in Step 1 of the Grievance procedure within five (5) business days of the conclusion of Step 1.

The Town Supervisor or his authorized designee shall conduct an informal hearing, in which all parties involved may present oral or written statements in support of their position.

The Town Supervisor or his authorized designee shall serve a written reply to the aggrieved employee within five (5) business days following the close of the hearing.

**Step 3:** In the event the grievance is not disposed of under Step 2 of this procedure, the aggrieved employee may request a review of the grievance with the Town Board or its representatives. Such request shall be submitted in the same manner provided for in Step 2 of this procedure and shall be submitted within five (5) business days following the conclusion of Step 2.

**Step 4:** In the event the grievance is not disposed of under Step 3 of the grievance procedure, the aggrieved employee may submit the grievance to arbitration in the manner provided for below within five (5) business days from the conclusion of Step 3.

Should the parties be unable to agree upon a mutually acceptable arbitrator, a request from the grieving party shall be submitted to the New York Stat Public Employment Relations Board, with a simultaneous copy to the Town Supervisor, requesting a panel of 5 names to be submitted to both parties to the dispute. The parties shall select an arbitrator from the panel submitted by alternately striking the names from the panel until one name remains. The remaining person shall be the arbitrator in the dispute.

The arbitrator after reviewing oral and written statements and testimony presented at such hearing, shall respond in writing to both parties to the dispute within 30 days following the close of such hearings. The decision of the arbitrator shall be final and binding upon both parties to the dispute.

The arbitrator shall act in a judicial, not legislative capacity, basing his decision upon the express language, not implied meanings of this agreement. He shall apply the express language of this agreement to the claim of the grievance and no more, without adding to, subtracting from or in any way amending the express terms of this agreement it being understood that the parties intended nothing more than that which is expressly set forth in this agreement or any written supplement to it, executed by the parties. Past practices may be considered in interpreting an ambiguous provision of this agreement where it applies directly to such provision. Past practices, regardless of their nature, may not be considered by an arbitrator for the purpose of creating an employee or Union right or Town obligation or liability unless expressly recognized and affirmed in writing by the Town.

The arbitrator's decision shall cover only the issue in dispute without recommendation or comment on other matters, and no liability shall accrue against the Town for a date prior to the date the grievance was presented in

writing. If the dispute as presented does not involve an obligation assumed by the Town under this agreement or application of the expressed terms of this agreement, the arbitrator shall so rule in his award, and the matter shall be entertained no further by him.

The fees and expenses of the arbitrator shall be shared equally between the parties hereto.

### **ARTICLE 16 – RECIPROCAL RIGHTS**

The Town recognizes the right of the guards to designate representatives limited to the President, Chairman of Negotiation Committee, and Attorney for the Club, or any other person designated by them to represent them, to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of the contract. Such guard representatives shall also be permitted to appear at public hearings before the Town Board. The said representative shall be dressed in civilian clothing. The Club will give the names of the representatives and attorney to the Town of Greece, each year when they are designated.

16.1 The Club shall have the right to post notices and communications relative to Club business on a bulletin board maintained on the premises of the Town. The Chief or his/her designee will approve the bulletin board and make arrangements for installation by the Town. All notices, communication, pictures, etc. posted on the bulletin board must be approved by the Chief or his designee prior to posting.

16.2 The Town recognizes the right of the employees to designate representatives of the Club to appear on their behalf, to discuss salaries, working conditions, grievances and disputes, as to the terms and conditions of this Agreement consistent with the Taylor Law (see Section 16.3).

Employees who are designated or elected for the purpose of adjusting grievances shall be permitted a reasonable amount of time free from regular duties, without loss of pay to fulfill these obligations, which have as their purpose the maintenance of harmonious and cooperative relations between the Town and its employees, and the uninterrupted operation of government. (see Section 16.3)

The Town and the Club agree to submit to each other the names of their chosen representatives and to notify each other properly as changes occur.

16.3 Any member of the Club or a Club representative shall have the right to present a grievance to representatives of the Town, without loss of pay. Further, representatives of the Club will be allowed a reasonable amount of release time without loss of pay for the purpose of investigating grievances and representing employees in a grievance at any stage of the procedure.

Club representatives shall be allowed a reasonable amount of release time without loss of pay for the purpose of meeting with Town representatives to discuss contract compliance

and for discussion (on the employees' behalf) on salaries, working conditions, grievances and disputes relating to the terms and conditions of this agreement. Release time will not be used for preparation of contract negotiations.

- 16.4 The parties of this agreement agree to the following procedure for Club Business:
- a. Club representative shall notify his immediate supervisor in writing of the requirement for release time, and shall document the place of intended visitation, the general purpose of release time, and the estimated duration of absence.
  - b. Upon arrival at destination, the Club representative shall notify the supervisor of that department of his presence, the fact that the person is on Club business, and the estimated duration of his stay.
  - c. The Club representative shall upon return to his department, document the time of his return.
  - d. Release time for Club business shall not be unreasonably denied.

#### **ARTICLE 17 – MEMBERS RIGHT**

To insure the rights of the members regarding this agreement, questions may arise from time to time regarding the conduct of the Guards. Such questions may require prompt action on the part of the Chief of Police or his designates. To insure that such investigations are conducted in a manner conducive to good order and discipline, while observing the rights of each member, the following rules of procedure are hereby established:

1. The interrogation will be at a reasonable hour, preferably during the daylight hours.
2. Such investigation will be conducted at the Police Department. Investigations will not be conducted at a member's home if he so requests.
3. Employees shall be informed of the name and rank of the investigating officer and that of anyone else present.
4. The employee will be informed of the nature of the investigation before any interrogation begins. If known, employees will be provided with sufficient information relating to the alleged allegations. If it is known that the employee being interviewed is only a witness in the matter, the employee shall be advised of this fact.
5. Interrogations will be as brief as possible, but should they require more time, reasonable time will be provided for respites for necessities, meals, phone calls, etc.
6. The employee shall not be subjected to offensive language, nor be threatened with transfer, dismissal, or any other disciplinary punishment. No offer of rewards shall be

made as an inducement to answer questions. The investigating officer may inform the employee that his conduct can become the subject of disciplinary action.

7. In all cases, where an employee is to be interrogated concerning an alleged violation of bureau rules and regulations which, if proven may result in dismissal, suspension, or the infliction of any other punishment upon him, the employee shall be afforded reasonable time to consult with an attorney of his own choosing and/or a representative of the Club before being interrogated.

In all cases, the employee shall have the right to have an attorney of his own choosing and/or a representative present during the interrogation as an advisor. However, in such cases, the member has a right to postpone the interrogation for a period of twelve (12) hours from the time of such notification.

#### **ARTICLE 18 – SEVERABILITY**

Should any part hereof, or any provision herein contained, be rendered or declared illegal or an improper practice by reason of an existing or subsequently enacted legislation or by any decree of a Court of competent jurisdiction, or by the decision of any authorized government agency, such invalidation of such part or portion of the agreement shall not invalidate the remaining portions thereof, provided, however, upon such invalidation, the parties agree to meet and negotiate substitute provision for such parts or provision rendered or declared illegal or an improper practice. The remaining parts of provisions shall remain in full force an effect.

#### **ARTICLE 19 – COMPLETE AGREEMENT**

The parties acknowledge that during the negotiations that preceded this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiations and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, for the life of this agreement, the employer and the Club, each voluntarily and unqualifiedly, waives the right and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to, or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in the agreement, even though such subjects or matters may not have been within the knowledge of contemplation of either or both of the parties at the time they negotiated and signed this agreement.

This agreement shall represent all employee rights, privileges and benefits granted by the Town to its employees and unless specifically and expressly set forth in this agreement, all practices and benefits previously granted are not in effect.

**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.**

It is further agreed and understood by both parties that this agreement and all provisions herein are subject to all applicable laws, and in the event any provisions of this agreement are held to violate such law, such provisions shall not bind either of the parties, but the remainder of this agreement shall remain in full force and effect, as though the invalid or illegal provisions had not been a part of this agreement.

**ARTICLE 20 – FUTURE NEGOTIATIONS**

The parties mutually agree that negotiations for the contract for the year 2017 will commence on July 1, 2016.

In the event that a new contract is not consummated and signed at the time that this contract expires, the terms and conditions of this contract will remain in effect until such time that a new contract has been negotiated and signed.

Club officers shall be afforded reasonable time with pay for the purpose of contract negotiations.

**ARTICLE 21 – DEFERRED COMPENSATION**

Effective January 1, 1993, employees of this unit will be allowed to participate in the Town's deferred compensation plan.

**ARTICLE 22 – JURY DUTY**

Any employee required to serve as a Juror and who provides a copy of their summons and verification of service will continue to receive regular base pay for standard scheduled hours. Any compensation received by the employee for service as a juror, excluding mileage and parking fees, for days the employee would have been scheduled for work will be reimbursed to the Town. It is expected that employees who receive notice to serve as jurors will advise their supervisors promptly and will cooperate in the rescheduling of jury service should the initial period be a hardship on the department.

**ARTICLE 23 – FOOTWEAR**

Each employee shall be reimbursed up to seventy-five dollars (\$75.00) toward the purchase of approved footwear with the submittal of original receipt. Such receipt must be provided by

February 1<sup>st</sup> of each year. Reimbursement will be made in a separate check at the time of the issuance of the second payroll check in February.

**ARTICLE 24 – JOB SECURITY**

For the duration of the January 1, 2014 through December 31, 2016 contract no bargaining unit employee shall be laid off. The Town shall also maintain the current level of ten (10) school traffic guards for the duration of the January 1, 2014 through December 31, 2016 contract. This provision will sunset on December 31, 2016.

**ARTICLE 25 – TERM OF AGREEMENT**

This Agreement shall become effective on January 1, 2014, and shall terminate at the close of business on December 31, 2016.

IN WITNESS WHEREOF, the parties hereto have hereunto affixed their hands and seals this 6<sup>th</sup> day of March, 2014.

**Town of Greece**

Will D. [Signature]  
Nancy A. Eastaugh  
\_\_\_\_\_

**Guardians' Club**

John P. Pusloskie  
Sharon Med Lucia  
Carole Zussig