

MEMORANDUM OF AGREEMENT

By and Between

The Town of New Paltz

And

The United Public Service Employees Union

The January 1, 2010 through December 31, 2011 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions remain unchanged except modification of dates where applicable.

1. **Term of Agreement.**

January 1, 2012 through December 31, 2015.

2. **Article 7, Compensation.**

Effective January 1, 2012	0%
Effective January 1, 2013	1.5%
Effective January 1, 2014	2.0%
Effective January 1, 2015	2.0%

3. **Article 1, Recognition, Section 3.**

NEW Sections 3 and 4 shall be added to read as follows:

Section 3 For the purposes of this Agreement, a full-time employee will mean an employee who is regularly scheduled to work at least thirty (30) hours per week throughout the year. Such employee shall receive full contractual benefits as set forth herein.

Section 4 For the purposes of this Agreement, a part-time employee shall mean an employee who is regularly scheduled to work less than thirty (30) hours, but more than twenty (20) hours per week throughout the year on a regular basis. Such employees shall receive one-half of the leave time accruals and paid holidays if scheduled to work said holiday.

4. Article 2, Collective Bargaining Unit.

ADD: Municipal Code Aide to included titles.

5. Article 11, Health Insurance, Section 1.C.

Employees hired on or after July 1, 2013 shall pay 20% of the health insurance premium (individual and/or family).

6. Article 16, Uniforms/Work Clothing.

Modify to provide as follows:

An employee who is required to wear a uniform must wear such uniform in accordance with the Town Board's requirements. The Employer shall provide all necessary uniforms and safety clothing as required, at no cost to the employee. The Municipal Code Enforcement Officer shall receive up to \$1,000 an on annual basis for the purchase of required uniforms and work boots. Reimbursements shall be made upon the submission a vouchers and subject to approval.

Dated: July 24, 2013

TOWN OF NEW PALTZ

By: Susan Zimet

Dated: July 25, 2013

UNITED PUBLIC SERVICE EMPLOYEES UNION

By: [Signature]

SIDE LETTER

Michael Kutski
United Public Service Employees Union
21 Aviation Road
Albany, New York 12205

RE: Town of New Paltz

This Side Letter shall confirm the agreement between the Town of New Paltz and United Public Service Employees Union regarding the following employees. The wage increases for said employees for 2013 shall be based upon the following:

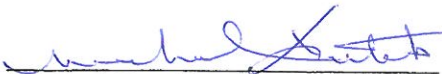
Maureen Corcoran	\$14.00
Patricia Masterson	\$14.50
Christina Schmalz	\$13.50
Stacy Delarede	\$23.57
Rebecca Seward	\$18.00
Carol West	\$14.84

This shall also confirm that upon retirement, Patricia Kane and Lynn Karge shall continue pay in retirement the same health insurance premium percentage contribution that they pay at the time of retirement.

This will further confirm that Carol West who is currently the secretary to the Highway Superintendent, shall be in the collective bargaining unit and shall receive benefits contained in the Collective Bargaining Agreement, but that her employment is at the pleasure of the Highway Superintendent (Article 14, Disciplinary Procedure, shall not apply). Upon Carol West leaving the position of Secretary to the Highway Superintendent, the position shall not be included within the collective bargaining unit.

AGREED TO:


FOR THE UPSEU


Michael Kutski

Dated: 7/24/2013

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FOR THE TOWN


Susan Zimet, Supervisor

Date: 7/24/2013