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**Contract Database Metadata Elements**

Title: **Alden Central School District and Alden Cafeteria Unit, CSEA Local 1000, AFSCME, AFL-CIO, Local 868 (2006)**

Employer Name: **Alden Central School District**

Union: **Alden Cafeteria Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Local 868**

Effective Date: **07/01/06**

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CAF/4454

**CONTRACT**

**Between**

**ALDEN CENTRAL SCHOOL DISTRICT**

**and**

**Civil Service Employees Association, Inc.**

**Local 1000, AFSCME, AFL-CIO**

**of**

**LOCAL 868**

**JULY 01, 2006 – June 30, 2010**

**RECEIVED**

**FEB 06 2008**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

24

## **Preamble**

This agreement is made between the Alden Central School District, hereinafter referred to as the "District" and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Alden Cafeteria Unit of Local 868, hereinafter referred to as "CSEA".

## **ARTICLE 1 - RECOGNITION**

### **Section 1.0**

The District agrees and hereby recognizes the CSEA as the sole and exclusive representative for all employees within the designated bargaining unit for the maximum period permitted by law and for the purpose of collective negotiations and the administration of grievances arising there under.

### **Section 1.1**

The CSEA asserts that it will not strike against the District pursuant to Section 210 of the Civil Service Law.

## **ARTICLE 2 - BARGAINING UNIT**

### **Section 2.0**

The bargaining unit shall consist of all permanent employees within the cafeteria. The School Lunch Manager is excluded from the Unit.

## **ARTICLE 3 UNION SECURITY AND CHECK**

### **Section 3.0**

The District shall deduct from the wages of employees who have signed authorization cards to do so, membership dues and other authorized deductions. Said deductions shall commence the first payroll period in September and continue for twenty (20) consecutive payroll periods. Such deductions shall be sent to the Civil Service Employees Association, Inc., and/or its designated agent(s) within five (5) working days from the date of the deductions at the address set forth in Section 3.3 of this Article or at an address (es) indicated by the Union for itself or its designated agent(s).

### **Section 3.1**

The CSEA shall have the right to designate a representative of the CSEA Insurance Plans to visit the employees covered under this Agreement after working hours or during employees' lunch period for the purpose of explaining the Plans and/or adjusting claims, providing that the employer is notified and assurance is given that no interruption in the work of the employee will be involved.

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### **Section 3.2**

Employees may join and take active role in CSEA without fear of reprisal from the employer. An employee may bring matters of personal concern to the attention of the employer in accordance with applicable laws and rules and may choose his own representative or appear alone in a grievance or appeal proceeding, with the exception that the CSEA must be permitted attendance to all such proceedings and must be informed of any decision surrounding the case.

### **Section 3.3.**

**AGENCY SHOP** – CSEA having been recognized or certified as the exclusive representative of employees within the negotiating unit, shall be entitled to have deductions made from the wage or salary of employees of said bargaining unit who are not members of the CSEA, the amount equivalent to the dues levied by CSEA and the fiscal or dispersing officer shall make such deduction and transmit the sum so deducted to CSEA. The fiscal officer making such deduction will transmit these amounts to CSEA, 143 Washington Avenue, Albany, NY 12224. This deduction will be accompanied by a listing indicating the name and address of those employees who are not members of the CSEA. CSEA agrees to hold the (Employer) safe and harmless because of said deductions.

### **Section 3.4**

The CSEA shall have the right to post notices and other material on bulletin boards maintained by the employer. Such material shall not be controversial or derogatory. Location of bulletin boards will be designated by the District

### **Section 3.5**

The agents of the CSEA shall have the right to visit employees for the purpose of adjusting grievances and administering the terms and conditions of employment and also of this agreement. These visitations shall not conflict with working hours.

### **Section 3.6**

All cafeteria employees shall have the same protection from discipline or dismissal that is provided by Section 75 of the Civil Service Law of the State of New York.

### **Section 3.7**

A seniority list will be provided to the Union President showing name and date of hire.

## **ARTICLE 4 - WAGES**

### **Section 4.0 Hiring Wage**

Effective 7/1/2006, the Cook Manager minimum and hiring rate of pay will be \$13.50 per hour.

Effective 7/1/2008, the Cook Manager hiring rate of pay will be \$13.75 per hour.

Effective July 1, 2006, the minimum and hiring wage for Food Service Helper will be \$7.15 or the minimum wage set by statute, whichever is higher.

### **Section 4.1 2006-2010 Wage Increase**

Effective 7/1/06 – 6/30/07, each employee covered under this agreement and employed by the District on July 01, 2006 shall receive an increase of \$.40 over their 2005-2006 hourly rate.

Effective 7/1/07 – 6/30/08, each employee covered under this agreement and employed by the District on July 01, 2007 shall receive an increase of \$.35 over their 2006-2007 hourly rate.

Effective 7/1/08 – 6/30/09, each employee covered under this agreement and employed by the District on July 01, 2008 shall receive an increase of \$.35 over their 2007-2008 hourly rate.

Effective 7/1/09 – 6/30/10, each employee covered under this agreement and employed by the District on July 01, 2009 shall receive an increase of \$.35 over their 2008-2009 hourly rate.

### **Section 4.2 – Extra Work**

Extra work (special events) shall be distributed equally among employees in accordance with Section 4.2.1 after designated work hours when extra work is to be performed.

#### **Section 4.2.1**

Extra work shall first be offered to employees in the same job classification as the extra work to be performed, in the building where the extra work is originally scheduled to occur, on a rotational basis based on District seniority within that building. Prior approval of the School Business Administrator or his/her designee is required in the event that acceptance of an extra work opportunity would cause an individual to work over 40 hours in any week. If no employee within that building elects to accept the extra work, or more employees are needed than have accepted the extra work, then the extra work shall be offered district-wide by seniority within the job classification as the extra work to be performed. For purposes of the rotational process, any employee who declines an opportunity for extra work offered to him/her shall be treated as if he/she had accepted

the extra work. Determination as to the number of employees and the appropriate job classification(s) to complete such extra work shall be made by the District.

**Section 4.3**

Employees who are temporarily assigned to perform the duties of a higher salary grade position shall be paid, the hiring rate of pay, of the higher salary grade position for all hours worked in the higher salary grade position.

Employees who are temporarily assigned to perform the duties of a lower salary grade position will continue to receive the pay for the position to which the employee is permanently appointed.

No additional benefits are to be included for employees temporarily working out of title.

**Section 4.4**

Upon an employee completing 15 years of continuous service to the District, the employee shall receive a one time award in the last check of the fiscal year, in one lump sum in the amount of \$300 for a Cook Manager, or \$200 for a Food Service Helper. Such payment shall not be paid during any fiscal year other than the year in which the employee celebrates their 15<sup>th</sup> anniversary with the District. This section shall not apply to any employee hired subsequent to June 30, 2002.

**ARTICLE 5 - RIGHTS OF THE EMPLOYER**

Except as otherwise limited by the express provisions of this Agreement, the District reserves the right to unilaterally determine the standards of service to be offered by it; to set the standards of selection for employment; to direct and assign its employees and to regulate work schedules, even if thereby increases hours; to take disciplinary action; to relieve its employees from duty because of lack of work or for other legitimate reasons; to maintain the efficiency of governmental operations; to determine the methods, means, and personnel by which its operations are to be conducted; to determine the content of job classifications; to allocate positions to pay grades; to take all necessary actions to carry out its mission in emergencies and at other times; and to exercise complete control and direction over its organization and the facilities, methods, means, and technology of performing its work.

**ARTICLE 6 - FRINGE BENEFITS**

\*These benefits apply only to employees working twenty-five (25) or more hours per week. Full time employees are defined as those working twenty-five or more per week. Part time employees are those working less than twenty-five (25) hours per week. (Employees currently working more than twenty (20) hours per week as of June 1, 1995 who continue to work more than twenty (20) hours per week will continue to receive these benefits.

**\*Section 6.0 – Holidays**

Day After Thanksgiving  
Veteran's Day

Patriot's Day  
Memorial Day

**Section 6.1**

All employees in the bargaining unit will receive Columbus Day, Thanksgiving Day, Christmas Day, and Martin Luther King Day off with pay.

**Section 6.2**

In order to receive salary credit for holidays, the employee must work on his assigned work day prior to such holiday and the day after except for a specific reason such as: personal sickness, jury duty and bereavement leave.

**Section 6.3**

The District will provide for Disability Insurance for all employees in this bargaining unit.

**Section 6.4**

All employees will be paid their normal day's salary, up to a maximum of one (1) day per school year, if school is closed due to conditions beyond their control. (Examples: snow day, heating repairs, water repairs, etc.). In the event that this emergency day has already been used, and school is declared closed after an employee has reported to work at his/her regularly scheduled start time but prior to the earliest student start time in the building, the employee shall be paid two (2) hours pay for that day.

In the event that an employee is directed to leave work because of conditions beyond their control after the earliest student start time in the building but prior to the end of their shift, they shall be paid their normal day's salary.

**Section 6.5**

In the event that there has been no emergency closing during the school year, and as a result the District declares school closed on day on which it was not previously scheduled to be closed in the adopted calendar, all employees covered by this agreement who were otherwise scheduled to work that day shall be given that day off with pay.

**Section 6.6**

Employees will be paid their normal day's salary for holidays, personal leave, and sick leave. The normal day's salary shall be defined as being paid for the number of hours they are normally scheduled to work on that day.

**ARTICLE 7 - SICK LEAVE**

\*These benefits apply only to employees working twenty-five (25) or more hours per week. Full time employees are defined as those working twenty-five (25) hours or more per week. Part time employees are defined as those working less than twenty-five (25) hours per week. (Employees currently working more than twenty (20) hours per week as of June 1, 1995 who continue to work more than twenty (20) hours per week will continue to receive these benefits.)

**\*Section 7.1**

Sick leave shall be provided for all employees in the bargaining unit and will be earned on a monthly basis at the rate of one (1) day per month.

**\*Section 7.2**

Sick leave that is not used during the year shall be allowed to accumulate to the employee's credit to one hundred sixty-five (165) days maximum.

**Section 7.3**

Examination by the employer's physician or the employee's physician shall be required after five (5) consecutive workdays.

**\*Section 7.4**

Sick leave is intended for employees' personal illness or illness in their immediate family only. Request for other reasons will be denied. Immediate family shall be defined as spouse, child, father, mother, father-in-law, mother-in-law, brother or sister of the employee. It does not include married children or unmarried children over the age of twenty-one (21) who have established a resident other than in the employee's household. It shall include, however, children for whom no other assistance is available.

**\*Section 7.4.1**

Employees shall be limited to five (5) sick days per year for the purpose of family illness.

**Section 7.5**

Employees working less than twenty-five (25) hours per week shall retain sick leave accumulated prior to the signing of this agreement.

**Section 7.6**

Employees working less than twenty-five (25) hours per week will receive six (6) sick leave days per year cumulative to one hundred sixty-five (165) days provided the employee is continuously employed by the District.



## **ARTICLE 8 - LEAVE OF ABSENCE**

\*These benefits apply only to employees working twenty-five (25) or more hours per week. Full time employees are defined as those working twenty-five (25) hour or more per week. Part time employees are defined as those working less than twenty-five (25) hours per week. (Employees currently working more than twenty (20) hours per week as of June 01, 1995 who continue to work more than twenty (20) hours per week will continue to receive these benefits.)

### **\*Section 8.1**

All employees shall receive three (3) days personal leave per year for personal business which cannot be reasonably accomplished other than during the normal workday or week.

### **Section 8.2**

Employees who work less than twenty-five (25) hours per week shall receive two (2) days personal leave per year for business which cannot be reasonably accomplished other than during the normal work day or week.

### **Section 8.3**

Unused personal leave days shall accumulate into sick leave. Once accumulated into sick leave, all such days shall become sick days and shall not be used for personal leave.

### **Section 8.4**

Requests for personal leave must be made to the employee's immediate supervisor three (3) day in advance of use, except in the case of emergency, when a phone call shall be made.

### **Section 8.5**

Upon the death of a member of the employee's immediate family the employee (regardless of hours worked) will be considered to be on bereavement leave for five (5) consecutive days commencing with the date following the death. The employee will be paid only for those days the employee normally would have worked or received holiday pay.

The employee's supervisor shall be notified as soon as practicable that the employee will be on bereavement leave. (Immediate family for purposes of Section 8.5 shall consist of Parent, spouse, brother, sister, children, stepchildren, grandparent, grandchildren, brother-in-law, sister-in-law, son-in-law, daughter-in-law, parent-in-law, or other relative who is an actual member of the employee's household)

Upon the death of an employee's aunt or uncle, the employee (regardless of hours worked) shall be entitled to one (1) day of bereavement leave with pay to attend the funeral (if the employee normally would have worked on the day of the funeral).

Regardless of the type of bereavement leave, employees shall submit appropriate written documentation regarding the death and/or funeral arrangements, if requested by the District.

**\*Section 8.6**

All employed personnel shall receive their full wages minus Jury pay when serving on jury duty or required court appearance in which he or she is not a party. However, if the Jury Duty or Court Appearance pay is greater than the wages received by the employee, such employee shall be allowed to retain Jury Duty or Court Appearance pay if he or she so desires but shall then not be entitled to their wages from the District.

**\*Section 8.7**

Requests for leaves of absence without pay are to be made in writing to the Superintendent of Schools or his/her designee who will submit them to the Board of Education with a recommendation for approval or denial. Such requests must be submitted at least 30 days prior to the commencement of the leave, unless emergency circumstances beyond the control of the employee prevents such notice. Leaves of absence without pay will be considered only for employees who have had at least one (1) full year of service to the District. Duration of the leave must be specified with the reasons in the request. The Board of Education shall make the final determination of leave of absence as per Board of Education Policy #6540.

**ARTICLE 9 - RETIREMENT PLAN**

**Section 9.1**

The District shall continue the New York State Employees Retirement System Plan (41j with credit for unused sick leave up to 165 days) for eligible employees.

**Section 9.2**

In the event Section 75i of the New York State Employees Retirement System becomes available for all other employees of the District, the District shall make the plan available to all eligible cafeteria employees.

**ARTICLE 10 - HEALTH INSURANCE**

**Section 10.1**

- (a) The District shall provide basic health insurance coverage for all full time Association members in the District. It shall be the obligation of members to make all additional payments above and beyond the amount set forth for the insurance to any other insurance company through payroll deductions. The District and the members recognize that there may be changes to the insurance policies in effect as a result of modifications by the insurance company. The District and the members agree to meet to negotiate the impact of such changes and to negotiate possible alternatives to any insurance coverage. The District agrees that it shall not unilaterally change the insurance product offered to the

members. In the event that changes occur as a result of the actions of the insurance company, the District will notify the Association President of such changes as soon as possible. The District shall not, however, be responsible for changes in health insurance products offered by any insurance company, including but not limited to any changes in co-payments, deductibles and/or specific coverages. No grievances shall be entertained in the event of a change of coverages the insurance carrier.

**Health Insurance (continued)**

<u>School Year</u>	<u>Single Coverage</u>	<u>Family Coverage</u>
2006-2007	\$3000	\$6100
2007-2008	\$3050	\$6200
2008-2009	\$3100	\$6300
2009-2010	\$3150	\$6400

(b) In the event that an employee who is eligible for health insurance coverage elects not to participate during an entire fiscal year, he/she shall be entitled to the following amount which shall be added to the employee's last paycheck for the fiscal year:

Single	\$150.00	Family	\$300.00
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**Section 10.2**

Internal Revenue Code #125 cafeteria benefits plan is available on an annual basis for all employees covered by this agreement.

**Section 10.3**

When both husband and wife are employees of the District and eligible for insurance, they will be granted the total of only one (1) family or two (2) single coverage plans in accordance with the above payment schedules, at the option of the District.

**Section 10.4**

In the event that a husband and wife are covered under this article and there exists no other dependents for whom this coverage would apply then the District may provide for either one (1) family or two (2) single coverages, at the option of the District.

**Section 10.5**

The District shall provide for all employees who have retired from the District the opportunity to continue to participate in the insurance plan as outlined above. Such retired employees shall pay their own premiums. Notification of such continuation shall be given at the time notice of retirement is given to the District.

**Section 10.6**

The employee's payments, if any, for health insurance will be made by payroll deduction.

**Section 10.7**

Upon mutual agreement between the parties, the District may modify the health insurance plans offered to the employee.

**Section 10.8**

Substitute personnel shall not be allowed to participate in any form of this Article.

**Section 10.9**

The District shall contribute 100% of the rate for single plan for all employees to participate in the CSEA EBF Dental Plan. Employees shall have the opportunity to obtain family dental coverage; however, the employees shall be responsible for all costs of such coverage in excess of the single plan rate.

**Section 10.10**

The District shall contribute 100% of the rate for single plan for all employees to participate in the CSEA EBF Vision Plan. Employees shall have the opportunity to obtain family vision coverage; however, the employees shall be responsible for all costs of such coverage in excess of the single plan rate.

**Section 10.11**

Employees working less than twenty-five (25) hours weekly shall be entitled to participate in the above health insurance plans. The entire premium will be paid by the employee. All employees shall be eligible to join these insurance plans at the earliest possible eligible date.

**Section 10.12**

When an employee is granted a leave due to personal illness, their active membership in the above plans will be extended by the length of the leave plus thirty (30) days, at the employee's expense.

**Section 10.13**

Payments for health insurance shall be made effective September 1 and ending August 31.

## ARTICLE 11 - GRIEVANCE PROCEDURE

### PURPOSE

The employer and the CSEA mutually recognize the importance of an orderly, clearly defined procedure for the processing of disputes.

### DEFINITIONS

**"Board"** shall mean the Board of Education of the Alden Central School

**"Association"** shall mean the Alden School Unit. Civil Service Employees Association, Inc.

**"Employee"** shall mean all employees as defined in Article 2.

**"Grievance"** shall mean any claimed violation, misinterpretation or inequitable application of this contract.

**"Days"** shall mean business days.

### Principles

Every employee shall have the right to present his grievance as herein provided, free from restraint, interference, coercion, discrimination, or reprisal. Every employee shall have the right to be represented at any stage by a CSEA representative only. Any employee shall have the right to process his grievance but CSEA shall be notified and have the right to be present. It shall be the fundamental responsibility of supervision of all lines to take prompt, appropriate action when a grievance is presented. The essence of a grievance procedure is swift, fair action to resolve the same.

**Step 1 –Formal Discussion** The Food Service Helper has the right and the obligation to present a grievance, in writing, to meet and discuss the matter with the Cook Manager and School Lunch Manager in an attempt to resolve the grievance.

The Cook Manager has the right and the obligation to present a grievance, in writing, to meet and discuss the matter with the School Lunch Manager in an attempt to resolve the grievance.

The School Lunch Manager shall provide a written response to the grievance.

**Step 2** – If the employee is not satisfied with the results of Step 1, within five (5) days thereafter, the employee shall submit a copy of the grievance and the School Lunch Manager's response to the Business Official and CSEA. The Business Official shall reply in writing within five (5) days.

**Step 3** – If the employee and the CSEA are not satisfied with the reply given in Step 2, the matter shall be presented to the Superintendent within five (5) days. The Superintendent shall consider the matter and reply in writing to the employee and the CSEA within five (5) days.

**Step 4** – If the employee and the CSEA are not satisfied with the reply given in Step 3, the matter shall be presented to the Board of Education within five (5) days. The Board of

Education shall consider the matter and reply in writing to the employee and the CSEA within five (5) days following the next regular meeting.

**Step 5** – If the employee and CSEA are not satisfied with the answer in Step 4, CSEA may submit the grievance to arbitration. The District and CSEA will attempt to mutually select an arbitrator. If the parties are unable to agree, then CSEA may request a list of seven (7) arbitrators from the Public Employment Relations Board. The District and CSEA shall select an arbitrator by striking names alternately until one remains who shall be designated the arbitrator for the grievance in question. The fees and expenses of the arbitrator will be shared equally between the District and CSEA.

The decision of the arbitrator shall be advisory.

The parties may mutually agree to extend any time limits required by this article.

## **ARTICLE 12 – JOB BIDDING, LAYOFF, RECALL, SENIORITY PROCEDURE**

### **Section 12.1**

If a vacancy occurs within the bargaining unit, the following procedure shall be followed:

1. Permanent vacancies, newly created positions and unencumbered positions shall be posted with seven (7) calendar days.
2. The position to be filled will be posted for a period of fourteen (14) calendar days in the following manner:
  - A. When school is in session the posting will be placed on each school building bulletin board dedicated to postings and notices.
  - B. When school is not in session, bargaining unit employees will be notified by mail of such postings. The notification shall be sent one (1) day prior to the beginning of the fourteen (14) day posting period.

The Unit President shall be notified by regular and certified return receipt mail.

3. The posting shall show:
  - A. Job Title
  - B. Rate of Pay
  - C. Location of Job Assignment and general description of duties
  - D. Date of Posting.

Permanent appointment will be made within thirty (30) days from the close of the posting.

4. Seniority will be the deciding factor, all other things being equal, in all job assignments.

### **Section 12.1.1**

If a temporary vacancy occurs within the bargaining unit, the following procedure shall be following:

- 1) Short term temporary vacancy, a vacancy of five (5) days or less, shall be filled from among interested, qualified employees rotating on a daily basis. The rotation will be among those interested employees in the building where the temporary vacancy exists beginning with the most senior employee.
- 2) Long-term temporary vacancy, a vacancy of more than five (5) days, shall be filled from among interested, qualified employees rotating on a weekly basis. The rotation will be among those interested employees in the building where the temporary vacancy exists, beginning with the most senior employee.

### **Section 12.2**

Seniority shall be defined as length of continuous service in the bargaining unit. Layoffs shall be in inverse order of seniority.

### **Section 12.3**

A promoted employee may revert to a position they held on a permanent basis previous to their promotion.

### **Section 12.4**

Recall shall be in the inverse order of layoff.

### **Section 12.5**

Vacancy is defined as an unencumbered position.

Temporary vacancy is defined as a vacancy which is encumbered by a permanent employee who is unable to work due to no fault of the employee or an employee on an approved leave of absence.

Transfer is defined as a change in location.

A voluntary transfer is defined as an employee requested transfer.

An involuntary transfer is defined as the District's right to assign an employee to an equivalent position in the District.

## **ARTICLE 13 GENERAL CONSIDERATION**



**Section 13.1**

If any Article or part thereof of this agreement or any addition hereto should be decided as in violation on any Federal, State or Local Law, or if adherence to or enforcement of any Article, or part thereof should be restrained by a Court of Law, the remaining Articles of the Agreement or any addition to shall not be affected.

**Section 13.2**

All employees shall receive a copy of this Agreement provided by the School District.

**Section 13.3**

The District will make at least two smocks /cobblers' aprons available for employee use during the workday. It shall be the responsibility of the employee to clean and maintain each smock after wear. Employees shall wear the smocks over their own clothing during all duty periods.

**Section 13.4**

The District will pay dues for all unit members to the Erie County School Nutrition Association and the New York School Nutrition Association.

**ARTICLE 14**

It is recognized that the work that is presently performed by the employees covered under this agreement is of mutual concern to the District and the Association. The District agrees to discuss the impact of any final decision by the District to subcontract work presently performed by the unit employees.

In an extreme emergency or financial difficulty, the District will make an honest attempt for the employees to be employed by a subcontractor.

**ARTICLE 15**

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 THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE 16**

**Section 16.1**

There shall be a Labor-Management Committee to discuss issues that are of mutual concern to the parties. Each party shall appoint at least two members to serve on the Committee.

**Section 16.2**

The committee shall meet on a monthly basis at a mutually agreed upon time and location.

**Section 16.3**

The parties shall also meet within five business days upon written request of either party.

**ARTICLE 17**

**Section 17.1**

This Agreement constitutes the full and complete Agreement of the parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written, signed amendment to this Agreement. The Association agrees that all negotiable items have been discussed during the negotiations and will not have to be reopened on any item, whether contained in this Agreement or not, nor will negotiations be opened on the impact of any permissible management action, during the life of this Agreement. The operating of schools and the direction of staff are left exclusively with the School Administration and the Board of Education.

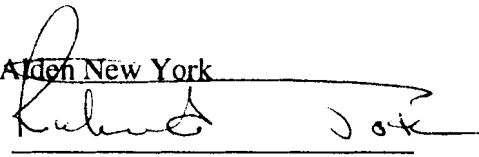
**Section 17.2**

The Agreement shall become effective July 1, 2006 and shall continue in full force and effect until June 30, 2010.

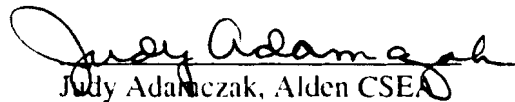
The District and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and therefore unless mutually agreed by the parties, negotiations will not be reopened on any item, whether contained herein or not, during the term of this Agreement.

Signed and accepted the 30<sup>th</sup> day of *November* 2006, Alden New York

Representing  
Alden Cafeteria School Unit

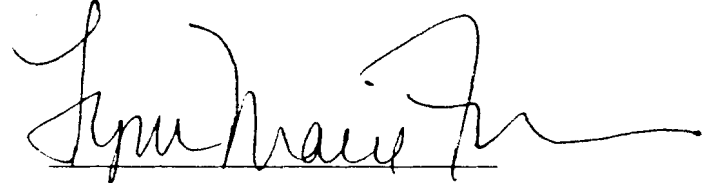


Richard Toth, CSEA Labor Relations



Judy Adamczak, Alden CSEA

Representing the  
Alden Central School District



12/8/2006  
11:42 AM

Lynn Marie Fusco, Ph.D.

12/8/2006  
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18

## Addendum to Contract

A listing of all CSEA employees including employee names, position titles, wages for the life of the contract, and dates of continuous service will be updated and distributed to all members of the unit once annually for the life this contract. The members are to be listed in order of seniority.

**ALDEN CENTRAL SCHOOL DISTRICT  
CAFETERIA PERSONNEL  
SENIORITY LIST 2006-2007 SCHOOL YEAR**

EMPLOYEE NAME	POSITION	START DATE	2006-07 WAGES	2007-08 WAGES	2008-09 WAGES	2009-10 WAGES
Annibali, Freddie	Cook Manager	10/10/1966	\$15.01	\$15.36	\$15.71	\$16.06
Adamczak, Judith	Cook Manager	9/6/1977	\$14.99	\$15.34	\$15.69	\$16.04
Gattuso, Jennifer	Cook Manager	8/23/2005	\$13.50	\$13.85	\$14.20	\$14.55
Walter, Mary	F.S. Helper P.T.	9/5/1979	\$13.08	\$13.43	\$13.78	\$14.13
Bemis, Alice	F.S. Helper P.T.	4/11/1983	\$12.18	\$12.53	\$12.88	\$13.23
Wiepert, Sandra	F.S. Helper P.T.	10/4/1991	\$10.67	\$11.02	\$11.37	\$11.72
Pierson, Lavonne	F.S. Helper P.T.	9/14/1995	\$9.67	\$10.02	\$10.37	\$10.72
Rogowski, Tracey	F.S. Helper P.T.	9/9/1998	\$9.42	\$9.77	\$10.12	\$10.47
Skrowon, Patricia	F.S. Helper P.T.	11/5/1998	\$9.42	\$9.77	\$10.12	\$10.47
Dorner, Silvana	F.S. Helper P.T.	11/16/2000	\$8.42	\$8.77	\$9.12	\$9.47
Sciandra, Sharon	F.S. Helper P.T.	9/1/2002	\$7.80	\$8.15	\$8.50	\$8.85
Graczyk, Agnes	F.S. Helper P.T.	1/1/2003	\$7.80	\$8.15	\$8.50	\$8.
Incorvia, Maureen	F.S. Helper P.T.	9/2/2003	\$7.50	\$7.85	\$8.20	\$8.55
Levan, Colleen	F.S. Helper P.T.	9/1/2004	\$7.20	\$7.55	\$7.90	\$8.25
Woronowski, Gail	F.S. Helper P.T.	9/1/2004	\$7.20	\$7.55	\$7.90	\$8.25
Barbarits, Elizabeth	F.S. Helper P.T.	9/14/2004	\$7.20	\$7.55	\$7.90	\$8.25
Keenan, Mary	F.S. Helper P.T.	8/30/2005	\$7.15	\$7.50	\$7.85	\$8.20
Sosnowski, Connie	F.S. Helper P.T.	8/30/2005	\$7.15	\$7.50	\$7.85	\$8.20
Stockweather, Amy	F.S. Helper P.T.	8/30/2005	\$7.15	\$7.50	\$7.85	\$8.20
Borgosz, Sandra	F.S. Helper P.T.	8/30/2005	\$7.15	\$7.50	\$7.85	\$8.20
Jakubowski, Patricia	F.S. Helper P.T.	11/15/2005	\$7.15	\$7.50	\$7.85	\$8.20
Dombrowski, Lynn	F.S. Helper P.T.	9/11/2006	\$7.15	\$7.50	\$7.85	\$8.20
Muscoreil, Michelle	F.S. Helper P.T.	9/25/2006	\$7.15	\$7.50	\$7.85	\$8.20
Pastuszynski, Kathy	F.S. Helper P.T.	12/4/2006	\$7.15	\$7.50	\$7.85	\$8.20