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Contract Database Metadata Elements

Title: **Buffalo, City of and Buffalo Crossing Guards Association (2010)**

Employer Name: **Buffalo, City of**

Union: **Buffalo Crossing Guards Association**

Local:

Effective Date: **07/01/2010**

Expiration Date: **08/31/2015**

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Agreement
Between
CITY OF BUFFALO
And
BUFFALO CROSSING GUARDS ASSOCIATION, INC.

Contract Term - 5 years - July 1, 2010 to August 31, 2015

Article I

RESIDENCY

Effective July 1, 2012, the following shall apply:

(A) All employees must maintain residency and domicile in the City of Buffalo at the time appointment and must continue to be a resident through the lifetime of his employment

Article 5

A) For the period between July 1, 2010 through August 31, 2012 no retroactive increases or retroactive step increases.

B) Effective with the school year beginning in September 1, 2012 through August 30, 2015 the Step 5 hourly rates of each employee represented by the Association shall be eleven dollars and five cent (\$11.05).

C) All employees hired on or after July 1, 1984, into positions represented by the Association shall have a starting salary and four steps. The employee will reach the maximum hourly rate as outlined below:

Steps	1	2	3	4	5
Fall Term 2012	10.78	10.83	10.94	11.00	11.05

Wage Increase:	
Fall Term 2013	2%
Fall Term 2014	2%

Article 6

Paid Holiday

Modified as follows:

Members of the Association shall be entitled to six (6) paid holidays: Martin Luther King Day, Good Friday, Memorial Day, Columbus Day (retroactive to 2012), Thanksgiving Day and Christmas Day.

Article 9.4

Health Insurance

Add - Health insurance contributions for active members shall not be deducted for the month of July and August and the cost shall not be spread through the working season.

Effective immediately all new hires having single or family medical insurance coverage shall have deducted monthly from each paycheck the sum equal to (20%) of the cost monthly medical insurance premiums, which sum represent the employee's contribution toward medical insurance coverage.

Article 9

Drug and Alcohol Testing Policy

The City has a long-standing practice of prohibiting the use of alcohol and illegal drugs on the job, during working hours, or on City premises.

Therefore, no City employee shall report to work unfit for duty at the beginning of a shift or upon returning from any break, lunch, or rest period, as a result of consuming alcohol, illegal drugs, or other intoxicants. In addition, many City employees, including Police and Fire Department employees, and employees in safety sensitive positions, are subjected to alcohol and/or drug testing.

Any City employee may be directed to undergo a medical examination under Section 72 of the New York State Civil Service Law if there is reasonable suspicion that the employee is not able to perform his or her duties as a result of a disability which may be caused by alcohol or a controlled substance.

The term "City premises" means all City property including offices, work locations, eating areas, parking lots, lockers, desks, City vehicle and trucks, and privately owned vehicles being used for City business during working hours.

The term "illegal drugs" means all controlled substances, narcotics, and other drug-related materials whose use without specific medical authorization is a criminal offense under State or Federal Law.

Illegal drugs include, but are not limited to: marijuana, cocaine, barbiturates, benzodiazepine, opiates, amphetamines, and PCP. Violation of these rules may result in disciplinary action up to and including termination.

U.S. Department of Transportation regulations regarding testing of safety sensitive employees and policies regarding testing of Police and Fire Department employees are available from applicable collective bargaining representatives, or the Compensation and Benefits office.


Article 9.1

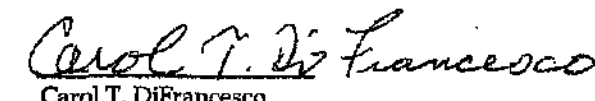
Performance Policy

As a matter of public safety all members must be able and willing to perform the duties of a crossing guard. Any City employee may be directed to undergo a medical examination under Section 72 of the New York State Civil Service Law if there is reasonable suspicion that the employee is not able to perform his or her duties as a result of a disability and may be required to provide medical documentation supporting the members' fitness for duty.

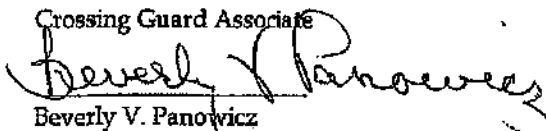
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties hereto have set their hands this 25, day of October, 2012.

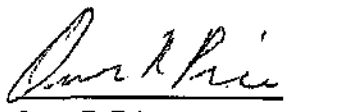

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