

AGREEMENT, made and entered into this \_\_\_\_ day of February 2022

by and between

FULTON-MONTGOMERY COMMUNITY COLLEGE

(hereinafter referred to as "Employer"), and

FULTON-MONTGOMERY COMMUNITY COLLEGE

EDUCATIONAL SUPPORT PERSONNEL

(Hereinafter referred to as "ESP").

1. The September 1, 2018 – August 31, 2022 Agreement of the parties hereto is extended, in all particulars except as herein contained, to August 31, 2023.
2. Article 6, paragraph A of the 2018 -2022 Agreement is amended to read as follows:

ARTICLE 6

HEALTH INSURANCE BENEFITS

A. All full-time employees with five (5) or more years of continuous service shall be eligible for health insurance for themselves and their dependents, pursuant to the then applicable terms and conditions of the plan or program provided by the Blue Shield of Northeastern NY PPO 835 without cost of premium. Coverage shall commence upon date of hire.

New full time employees hired on or after September 1, 2018 shall pay 10% of health insurance premium for the duration of employment.

Any employee hired prior to September 1, 2018 who is retrenched and eligible for recall per Civil Service and who is recalled shall return to his/her contribution level that existed at the time of his/her retrenchment. Any and all costs or expense arising out of changes, modifications, deletions, substitutions and/or additions to coverage, co-pays and or any other terms and conditions of the Blue Shield of Northeastern NY PPO 835, plan or program shall be borne by the bargaining unit member without any recourse against the College.

- B. In the event the College shall provide dental insurance to employees of the College in other bargaining units, such benefits shall be extended to the employees covered hereunder on comparable terms and conditions.
- C. A full-time employee who is insured under another health insurance plan may elect to refuse participation in the College's hospitalization and major-medical insurance plan. Such employee shall receive \$30.00 for each month the employee is eligible but does not elect coverage. Payment shall be made the last pay period of each month. The health insurance buyout shall be modified to provide \$100.00 individual and \$150.00 family for each month so long as seven (7) members of the bargaining unit maintain the health insurance buyout. To be eligible for the health insurance "buy-back", the employee must document that the employee is covered under another health insurance plan. Thereafter, such employee must provide documentation on, or immediately before, September

1st of each year. Retirees are not eligible for the health insurance buy-back. An employee may resume coverage only during the Open Enrollment Period. The employee shall be subject to any terms, conditions and/or limitations pertaining to pre-existing medical conditions as set forth in the contracts issued by the carrier. An employee whose spouse is employed by the College is not eligible for the health insurance “buy-back”.

D. In the event that the College negotiates a change in health insurance plans with the Faculty Association, said changes shall be applicable to the ESP Unit. However, this provision will be suspended for the period of time that the College maintains the insurance pursuant to the Blue Shield of Northeastern NY PPO 835.

3. Article 7, paragraph L of the 2018 -2022 Agreement is amended to read as follows:

1. All full-time salaried employees and regularly employed hourly employees shall receive the following paid holidays.

Columbus Day	Veterans’ Day
Thanksgiving Day	Friday after Thanksgiving Day
President’s Day	Good Friday
Memorial Day	Independence Day
Labor Day	Martin Luther King Day
Juneteenth	

4. Article 12 of the 2018 -2022 Agreement is amended to read as follows:

This contract shall be effective as of September 1, 2018 and shall continue in effect as amended through August 31, 2023.

5. Schedule A, part A of the 2016 –2018 Agreement is amended to read as follows:

A. Starting Salaries. All new employees will be compensated as follows for the first year of employment:

Position:	9/1/18- 8/31/19	9/1/19- 8/31/20	9/1/20- 8/31/21	9/1/21- 8/31/22	9/1/22- 8/31/23
Clerk	\$ 29,324	\$ 29,910	\$ 30,509	\$ 31,119	\$ 31,741
Library Clerk	\$ 29,324	\$ 29,910	\$ 30,509	\$ 31,119	\$ 31,741
Typist	\$ 29,324	\$ 29,910	\$ 30,509	\$ 31,119	\$ 31,741
Stenographer	\$ 30,279	\$ 30,884	\$ 31,502	\$ 32,132	\$ 32,775
Account Clerk	\$ 30,279	\$ 30,884	\$ 31,502	\$ 32,132	\$ 32,775
Senior Clerk-Records	\$ 30,988	\$ 31,607	\$ 32,239	\$ 32,884	\$ 33,542
Senior Library Clerk	\$ 30,988	\$ 31,607	\$ 32,239	\$ 32,884	\$ 33,542
Senior Typist	\$ 30,988	\$ 31,607	\$ 32,239	\$ 32,884	\$ 33,542
Senior Account Clerk	\$ 31,960	\$ 32,599	\$ 33,251	\$ 33,916	\$ 34,594
Senior Stenographer	\$ 31,960	\$ 32,599	\$ 33,251	\$ 33,916	\$ 34,594
Computer Operator	\$ 32,810	\$ 33,467	\$ 34,136	\$ 34,819	\$ 35,515
Principal Clerk	\$ 32,810	\$ 33,467	\$ 34,136	\$ 34,819	\$ 35,515
Technical Asst/Enrollment Mgmt	\$ 32,810	\$ 33,467	\$ 34,136	\$ 34,819	\$ 35,515
Technical Assistant/Admissions	\$ 32,810	\$ 33,467	\$ 34,136	\$ 34,819	\$ 35,515

Technical Assistant/Student Dev.	\$	32,810	\$	33,467	\$	34,136	\$	34,819	\$	35,515
Computer Operator/Programmer	\$	33,365	\$	34,033	\$	34,713	\$	35,407	\$	36,115
Financial Aid Clerk	\$	34,961	\$	35,660	\$	36,373	\$	37,100	\$	37,842
Principal Account Clerk	\$	34,961	\$	35,660	\$	36,373	\$	37,100	\$	37,842
Principal Stenographer	\$	34,961	\$	35,660	\$	36,373	\$	37,100	\$	37,842
Purchasing Clerk	\$	34,961	\$	35,660	\$	36,373	\$	37,100	\$	37,842
Campus Activities Asst.	\$	39,227	\$	40,012	\$	40,812	\$	41,628	\$	42,461
Administrative Assistant	\$	39,227	\$	40,012	\$	40,812	\$	41,628	\$	42,461
Computer Services Coordinator	\$	39,227	\$	40,012	\$	40,812	\$	41,628	\$	42,461
Computer Programmer/Analyst	\$	41,884	\$	42,722	\$	43,576	\$	44,448	\$	45,337
Electronics Technician	\$	44,799	\$	45,695	\$	46,609	\$	47,542	\$	48,493
Senior Computer Svcs Coord.	\$	44,799	\$	45,695	\$	46,609	\$	47,542	\$	48,493

6. Schedule A, part C of the 2016 – 2018 Agreement is amended to read as follows:

C. During the terms of this Agreement, the salaries of employees employed as of or subsequent to 9/1/18 shall be increased as follows:

9/1/18	2% (On base, after longevity pulled out)
9/1/19	2% (On base, after longevity pulled out)
9/1/20	2% (On base, after longevity pulled out)
9/1/21	2% (On base, after longevity pulled out)
9/1/22	2% (On base, after longevity pulled out)

7. Except as herein provided all the terms and provisions of the 2016 -2018 Agreement of the parties are hereby ratified, reaffirmed, and extended.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized representatives in the manner following as of the day and date first written above.

FULTON-MONTGOMERY  
COMMUNITY COLLEGE  
EDUCATIONAL SUPPORT  
PERSONNEL UNIT

By: Debra J. Shany

By: Marlene D. Bennett

FULTON-MONTGOMERY  
COMMUNITY COLLEGE

By: \_\_\_\_\_

President