

July 1, 2022 to June 30, 2027 Canal Corporation Agreement (PEF Division 504) - Gains and Tradeoffs

	GAINS	TRADEOFFS	OTHER CHANGES												
Preamble	Titles added to Unit V: <ul style="list-style-type: none"> • Administrative Specialist 1 • Information Technology Specialist 3 	Titles removed from Unit V: <ul style="list-style-type: none"> • Canal Traffic Agent 													
Article 3 – Term of Agreement	July 1, 2022 to June 30, 2027														
Article 8 – Compensation	<p>General Salary Increases</p> <ul style="list-style-type: none"> • July 1, 2022 – 3% • July 1, 2023 – 3% • July 1, 2024 – 3% • July 1, 2025—3% • July 1, 2026 – 3% • \$1,000 lump sum <p>Promotional Increases</p> <ul style="list-style-type: none"> • Employees promoted from within the Corporation or from State service shall be paid at the hiring rate of the higher grade or will receive a percentage increase in base pay determined as indicated below, whichever results in a higher salary. <table border="1" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: center;"><u>For a promotion of</u></th> <th style="text-align: center;"><u>An increase of</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><u>1 grade</u></td> <td style="text-align: center;"><u>3%</u></td> </tr> <tr> <td style="text-align: center;"><u>2 grades</u></td> <td style="text-align: center;"><u>4.5%</u></td> </tr> <tr> <td style="text-align: center;"><u>3 grades</u></td> <td style="text-align: center;"><u>6.0%</u></td> </tr> <tr> <td style="text-align: center;"><u>4 grades</u></td> <td style="text-align: center;"><u>7.5%</u></td> </tr> <tr> <td style="text-align: center;"><u>5 grades or more</u></td> <td style="text-align: center;"><u>9%</u></td> </tr> </tbody> </table> <ul style="list-style-type: none"> • All off step employees will see a bump to put them to the next highest step on the salary schedule. 	<u>For a promotion of</u>	<u>An increase of</u>	<u>1 grade</u>	<u>3%</u>	<u>2 grades</u>	<u>4.5%</u>	<u>3 grades</u>	<u>6.0%</u>	<u>4 grades</u>	<u>7.5%</u>	<u>5 grades or more</u>	<u>9%</u>	<ul style="list-style-type: none"> • No retroactivity for those who retire before April 17, 2023. 	<ul style="list-style-type: none"> • The new structure of promotional increases provides for a “partial step” earlier in one’s career than previously, but the dollar amount gain through using the percentage system rather than the flat experience payment means everyone comes out ahead. This new system should eliminate confusion about the pay scale in the future.
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<p>Article 8 – Compensation cont.</p>	<p>Stipends</p> <ul style="list-style-type: none"> • The navigation season stipend will convert to an annual operations stipend and increase by \$720 dollars per year. (\$120 per pay period = \$3,120 per year). The stipend will also now be paid to the <i>Navigation Manager</i> title, and the <i>Canal Maintenance Supervisor</i> title, in addition to the <i>Floating Plant</i> and <i>Canal Electrical Supervisor</i> titles. • A water manager stipend will be added which will be paid at \$300.00 per pay period (\$7,800 a year) for anyone in a title doing water management duties. 	<ul style="list-style-type: none"> • Weekend and holiday overtime by water managers, will only get a 2-hour minimum, rather than a 4-hour minimum. 	
<p>Article 9 - Retirement</p>	<ul style="list-style-type: none"> • Previous contract language provided that employees who were hired after August 7th, 2018, and then retire would pay 16% and 31% premium contributions. This language was eliminated leaving them paying 6% and 25% as their healthcare premium contribution. 		<p>Employees must provide written notice of their intent to retire to the Director of Canal Human Resources at least 10 business days prior to their retirement date.</p>
<p>Article 10 – Insurance</p>	<ul style="list-style-type: none"> • Effective on or around January 2024, Canals will convert from GHI/Emblem dental, to Delta Dental. 	<ul style="list-style-type: none"> • Employees who previously paid a 10% / 25% health insurance premium contribution, will need to pay: • 12%/27% in 2025 and; • 16%/31% starting in 2026. 	<ul style="list-style-type: none"> • No change in insurance premium contribution rates for those hired after August 7th, 2018.

<p>Article 11 – Workday, work week</p>	<ul style="list-style-type: none"> • A change to Article 11 will allow Grade 24 employees to receive overtime with fewer restrictions than previously existed in appendix A of the contract. 		
<p>Article 12 – Leave</p>	<ul style="list-style-type: none"> • Added Juneteenth as a holiday • Added the ability to convert 10 more days of sick leave to use for family illness in a year. • Effective, January 1, 2024, employees with one year of service may take 4 weeks of Paid Parental Leave for an adoption or birth. 		<ul style="list-style-type: none"> • Distribution of floating holidays was adjusted to meet the current practice. • Name of workers compensation administrator was changed to match the current administrator (PMA Companies).
<p>Article 13 – Employee Benefits</p>	<ul style="list-style-type: none"> • Increase monies towards safety gear and footwear. • Canal Corp. agrees to pay all licensure and renewal fees for professional licenses required for an employee’s job. • Canal Corp. commits to becoming an affiliate of the Transportation Research Board to gain access to continuing education for employees to utilize. 	<ul style="list-style-type: none"> • Changed tuition reimbursement program so that employees had to show a passing grade before tuition would be reimbursed • Canal Corp. gains the right to make changes to the telecommuting program upon only consultation with the union, not negotiation. 	<ul style="list-style-type: none"> • Changed posting article to include virtual job posting. • Removed moot articles on Thruway and Canal passes. • Courses provided by TRB must be done off work time unless approved by management.

Article 14 – Grievance Procedure		<ul style="list-style-type: none">• The deadline to file, and appeal grievances will be reduced from 90 days to 30 days from an incident.	
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