

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made by the City of Long Beach ("City") and Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Long Beach Part-Timer Unit #7569-03, representing the City's permanent, part-time employees ("PT Unit").

WHEREAS, after negotiations the parties have determined it is in their best interest to modify and extend the collective bargaining agreement as follows:

1. Term of Agreement: July 1, 2023 through June 30, 2026

2. Increases over life of Agreement: None.

3. Recognition/Members of the Unit: All permanent part-time employees, excluding any employees of the City's police department and fire department, seasonal employees, exempt employees, employees already represented by another bargaining unit, and any other City employees not specifically listed in Appendix A.

4. Workweek/Hours: covered employees are expected to work an average equal to or below thirty (30) hours per week.

5. Paid Time Off Program:
 - a. Covered employees will accrue Paid Time Off ("PTO") which incorporates vacation, sick and personal leave into one program/category of leave as follows:
 - i. Employees shall receive .0384615385 hours of PTO for every hour actually worked. Employees must work to receive PTO.
 - ii. The maximum amount of PTO an employee can accrue in a pay period is 2.30769231 hours per pay period.
 - iii. Employees may carry over their unused PTO from year to year, but no employee can accrue more than a total of 15 days (*i.e.*, 90 hours which is based on a 6 hour workday and 5 day workweek). Continuous employment is required to be eligible for this carry over.
 - iv. PTO shall have no monetary value upon separation from employment. No draw down of PTO permitted.

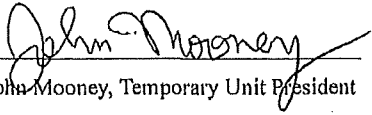
6. Holidays: covered employees, except for those on leaves of absence without pay, shall be entitled to leave with pay for Independence Day and Christmas Day. Employees required to work on a paid holiday shall receive pay at the double time rate for all hours worked on said holiday.

7. General Terms and Draft Contract: The representatives of the City and the PT Unit have agreed upon the remaining general terms and conditions of a collective bargaining agreement, and are finalizing edits, which will be presented to their respective decision-making bodies separately and subsequent to the execution of this MOU.

8. Each individual executing this MOU represents and warrants that he or she is fully authorized to execute and deliver this MOU.

9. This MOU may be executed in counterparts, each constituting a duplicate original, and all such counterparts shall constitute one and the same MOU. The parties agree that an electronic copy (i.e., transmission by facsimile or electronic mail) of the signed MOU has the same force and legal effect as a contract executed with an original ink signature.

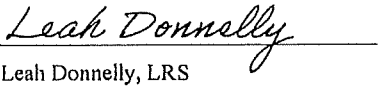
CSEA



John Mooney, Temporary Unit President

12/15/22

Date

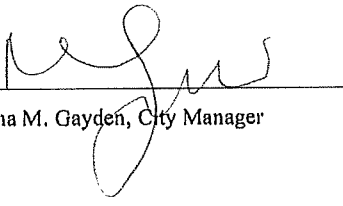


Leah Donnelly, LRS

12/16/22

Date

CITY OF LONG BEACH



Donna M. Gayden, City Manager

12/21/22

Date

Authorizing Resolution Detail: 191/22

Appendix A

Part-Time Unit Covered Positions and Corresponding Civil Service Title

| <u>Position</u> | <u>Civil Service Title</u> |
|-----------------------------------|---|
| Part-time Bus Driver | Bus Driver |
| Part-time Cashiers | Cashier (part-time) |
| Part-time Cleaners | Cleaner |
| Part-time Clerk | Clerk (part-time) |
| Part-time General Mechanic | General Mechanic (plumber) ¹ |
| Part-time Laborer | Laborer |
| Part-time Lifeguard (Indoor Pool) | Lifeguard (indoor pool)(part-time) |
| Part-time Maintenance Worker | Maintenance Worker |
| Part-time Program Specialist | Program Specialist (part-time) |
| Part-time Recreation Specialist | Recreation Specialist (part-time) |

¹ Present Incumbent Only (upon that individual's separation, this position/title must be re-negotiated).

December 20, 2022

Item No. 1
Resolution No. 191/22

The following Resolution was moved by Ms. Posterli
and seconded by Ms. Treston :

Resolution Voluntarily Recognizing the CSEA as the
Exclusive Collective Bargaining Representative of Certain
Permanent Part-Time Employees and Authorizing the City
Manager to Enter into a Memorandum of Understanding
With the CSEA Long Beach Part-Timer Unit.

WHEREAS, the Civil Service Employees Association, Inc., Local 1000,
AFSCME, AFL-CIO ("CSEA") has requested, by letter dated September 23, 2022, that the City
of Long Beach ("City") voluntarily recognize the CSEA as the exclusive collective bargaining
representative of certain permanent part-time employees; and

WHEREAS, The City Manager, as chief executive, responded by letter dated
October 18, 2022, which acknowledged the request and designated Corporation Counsel as the
City representative for the purpose of discussing the CSEA's request and negotiating any terms
and conditions of employment for said employees; and

WHEREAS, following extensive negotiation and discussion, the CSEA and the
City have agreed in principal upon the scope of the covered employees in the proposed unit, as
well as the general terms and conditions for this proposed bargaining unit which are set forth in a
Memorandum of Understanding; and

WHEREAS, continued collective bargaining between the parties shall continue to
finalize their consensus on the terms and conditions of employment in the form of a full and final
collective bargaining agreement;

NOW, THEREFORE, be it

RESOLVED, by the City Council of the City of Long Beach, New York that the
City hereby voluntarily recognizes the Civil Service Employees Association, Inc., Local 1000,
AFSCME, AFL-CIO, Unit 7569-03 ("CSEA Part-Timer Unit") as the exclusive representative of
the City's permanent part-time employees for the purposes of collective bargaining; and be it
further

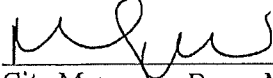
RESOLVED, by the City Council of the City of Long Beach, New York that the
City Manager be and hereby is authorized to enter into a Memorandum of Understanding with
the CSEA Part-Timer Unit; and be it further

RESOLVED, that the parties shall present any agreed upon collective bargaining
agreement to the City Council for approval as required by applicable state law.

December 20, 2022

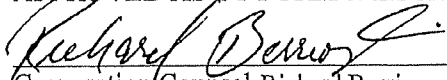
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Item No.)
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APPROVED:



City Manager – Donna M. Gayden

APPROVED AS TO FORM & LEGALITY:



Corporation Counsel-Richard Berrios

VOTING:

Council Member Posterli - AYE
Council Member Lester - AYE
Council Member Bendo - AYE
Vice President Treston - AYE
President McInnis - AYE