

# ULSTER COUNTY RESOURCE RECOVERY AGENCY

## RESOLUTION NO. 2633

**RE: Amending Collective Bargaining Agreement with Teamsters Local 445**

**WHEREAS**, The Ulster County Resource Recovery Agency (the "Agency") is engaged in Solid Waste Management and Recycling in Ulster County, and

**WHEREAS**, the Agency has entered into a collective bargaining agreement the ("Agreement") with Teamsters Local 445 (the "Union") ending December 31, 2025, and

**WHEREAS**, the Agency and the Union desire to amend the Agreement to provide that the Agency will provide retiree health insurance benefits to Local 445 members as described in the Agency's personnel policy and to clarify the length of a new employee's probation period, and

**WHEREAS**, the proposed amendment to the Agreement is annexed hereto and made a part of this resolution, and now, therefore be it

**RESOLVED**, that the Ulster County Resource Recovery Agency does hereby authorize and approve the amendment of the Agreement in the same form and substance as annexed hereto, and be it

**FURTHER RESOLVED**, that the Executive Director and Agency staff are hereby authorized to take all steps necessary to implement these amendments to the Agreement, and be it

**FURTHER RESOLVED**, that this Resolution shall take effect immediately.

Moved by: \_\_\_\_\_ Seconded by: \_\_\_\_\_

Vote: Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Absent: \_\_\_\_\_

Date: November 21, 2024

Financial impact: See Resolution 2632

## FIRST AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Amendment to Collective Bargaining Agreement dated as the \_\_\_\_ day of November, 2024 by and between the Ulster County Resource Recovery Agency (the "Agency") and Teamsters Local 445, International Brotherhood of Teamsters, AFL-CIO (the "Union") together (the "Parties") amend the Collective Bargaining Agreement dated as of the 26<sup>th</sup> day of July, 2021 (the "CBA").

WITNESSETH:

WHEREAS, the Agency and Union have previously entered into a CBA, and

WHEREAS, the Agency's Board of Directors approved Resolution 2632 adding retiree health insurance benefits to the Agency's Personnel Policy, and

WHEREAS, it is the intent of the Agency's Board of Directors to provide all qualifying employees, including Union members, with the benefit of retiree health insurance, and

WHEREAS, there has been confusion in the CBA's section on probationary period for new employees and management has interpreted "365 consecutive days" to mean 365 days without interruption which was not the intent of the Union during CBA negotiations, and

WHEREAS, it is the intent of the Agency and the Union to amend the CBA to achieve the purposes described above,

NOW THEREFORE, the parties hereto agree as follows:

1. ARTICLE IV Section 2 is deleted in its entirety and replaced to read as follows:

ARTICLE IV Section 2: New Employees must serve a one-year probationary period. During the probationary period, a new employee shall be paid ninety per cent (90%) of the regular wage rate of the position for which they are hired. New Employees shall not receive the benefits of Articles IX, XI, or XXI during the probationary period.

2. ARTICLE XIV Section 4 is added, to read as follows:

ARTICLE XIV Section 4: The Employer will offer retiree health insurance benefits as defined in the Agency's Personnel Policy to qualifying employees.

3. In all other aspects, the parties agree that the Collective Bargaining Agreement remains in full force and effect in accordance with its original terms.

SIGNATURE PAGE TO FOLLOW

IN WITNESS WHEREOF, the Agency and the Union have executed this First Amendment to the Collective Bargaining Agreement by their authorized officers on the \_\_\_\_\_ day of November, 2024.

ULSTER COUNTY RESOURCE  
RECOVERY AGENCY

TEAMSTERS LOCAL 445

By: \_\_\_\_\_  
Marc Rider  
Executive Director

By: \_\_\_\_\_  
Mike Pitt  
Business Agent