

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2655

RE: Approving the Second Amendment to the 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, which was amended on November 21, 2024 and

WHEREAS, the Agency has had difficulty recruiting and retaining staff, specifically for the positions of Driver Class A and B, and

WHEREAS, the current Agreement states that a new employee will receive a ten percent reduction in the rate of wages during their probationary period, and

WHEREAS, the Agency and the Union desire to amend the Agreement to provide that new employees will no longer receive a ten percent reduction in wages during their probationary period, and

WHEREAS, the proposed Second 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 Second 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: June 12, 2025

SECOND AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Amendment to Collective Bargaining Agreement dated as the ____ day of June, 2025 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 26th day of July, 2021 (the "CBA"), and amended on 19th day of December, 2024.

WITNESSETH:

WHEREAS, the Agency and Union have previously entered into a Collective Bargaining Agreement ("CBA"), and

WHEREAS, On December 19, 2024, the Agency Board voted to amend the CBA to include retiree health benefits and clarify the timing of the probationary period, which was ratified by the membership, and

WHEREAS, it is in the best interest of both management and employees to amend the CBA to remove the ten percent reduction in wages for employees during their probationary period in order to improve recruitment of new employees, 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:

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

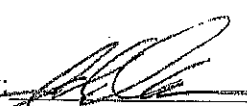
ARTICLE IV Section 2: New Employees must serve a one-year probationary period. New Employees shall not receive the benefits of Articles IX, XI, or XXI during the probationary period.

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 June, 2025.

ULSTER COUNTY RESOURCE
RECOVERY AGENCY

TEAMSTERS LOCAL 445

By: _____
Marc Rider
Executive Director

By: 
Joan Clineman
Business Agent