

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2666

**RE: Authorizing and Approving Collective Bargaining Memorandum of Agreement
between UCRRA and Local 445, International Brotherhood of Teamsters**

WHEREAS, the most recent Collective Bargaining Agreement (“CBA”) between the Ulster County Resource Recovery Agency (“Agency”) and Local 445, International Brotherhood of Teamsters (“Teamsters”) expires on December 31, 2025; and

WHEREAS, representatives of the Agency and the Teamsters have negotiated certain terms and conditions to renew and modify the CBA; and

WHEREAS, negotiations regarding the CBA have concluded and the Parties have reached a mutual agreement with the new CBA, a Memorandum of Agreement has been presented to this meeting, and is made a part hereof;

NOW, THEREFORE, BE IT

RESOLVED, that the Agency Board does hereby authorize and approve the Memorandum of Agreement, in the same form and substance as presented to this meeting, and be it

FURTHER RESOLVED, that the Board hereby authorizes the Executive Director and Agency Counsel to draft a new Collective Bargaining Agreement that reflects this Memorandum of Understanding

FURTHER RESOLVED, that the Chairman of the Agency is authorized to sign such Collective Bargaining Agreement and the Executive Director and Agency staff are hereby authorized to take all steps necessary to implement the new Collective Bargaining Agreement, and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes: _____

Nays: _____ Absent: _____

Date: December 11, 2025

Financial impact:

See attachment

MEMORANDUM OF AGREEMENT

By and Between

Ulster County Resource and Recovery Agency

(“Agency” or “UCRRA”)

and

International Brotherhood of Teamsters,

Local Union No. 445

(“Union” or “Teamsters”)

The January 1, 2021 through December 31, 2025 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions shall remain unchanged except modification of dates where applicable and other housekeeping items. This Memorandum of Agreement is subject to approval by the UCRRA Board of Directors and the membership of the Teamsters. Members of the respective bargaining teams affirm to support the Memorandum of Agreement.

1) *Term of Agreement:*

January 1, 2026 through December 31, 2030

2) *Wages, Section 1:*

All wages shall be adjusted and increased as follows:

January 1, 2026 - \$1.00, July 2026 - \$1.00

January 1, 2027 - \$2.00

January 1, 2028 - \$2.00

January 1, 2029 - \$1.00

January 1, 2030 - \$1.00

3) **Wages, Section 4: Longevity Bonus**

Modify the Longevity Bonus Schedule as follows:

One Thousand (\$1000.00) Dollars to Employees who reach their 3rd anniversary date.

One Thousand Five hundred (\$1,500.00) Dollars to employees who reach their 5th anniversary date.

Two Thousand (\$2000.00) Dollars to employees who reach their 10th anniversary date.

Three Thousand (3,000.00) Dollars to employees who reach their 20th anniversary date.

4) **Uniforms and Tools:**

Modify section to reflect an increase to the safety shoe allowance of Seventy-five (\$75.00) Dollars to a total of Two hundred (200.00) Dollars annually.

The Agency shall provide a clothing allowance of Two hundred (200.00) Dollars annually for pants.

The Agency shall provide annually: Hi-Viz sweatshirts, long sleeve t-shirts, 3 season jacket, short sleeve t-shirts.

New employees shall receive all allowances and Agency provided uniforms within thirty (30) days of hire.

5) **Health Insurance:**

The Agency shall have the option to change health insurance plans, provided:

1) *The Union is notified at least sixty (60) days prior to proposed plan change*

2) *The Union reviews and agrees to change*

3) *The plan will be equivalent to or greater than the current plan and shall not diminish in coverage*

4) *The plan shall have no additional cost to employee, above and beyond current plan's renewal cost.*

6) **Add: Amendment: Lifetime Insurance:**

(Amendment voted and ratified by Agency December 2024)

7) **Add: Employees Spouse** – *Employees Spouse shall be added to the Lifetime Insurance Amendment*

***ULSTER COUNTY RESOURCE
RECOVERY AGENCY***

BY: _____

Title _____

Dated _____

TEAMSTERS LOCAL 445

BY: _____

Title _____

Dated _____