

ERIE COUNTY WATER AUTHORITY
INTEROFFICE MEMORANDUM



November 16, 2021

TO: Jerome D. Schad, Chair
Peggy A. LaGree, Vice Chair
Michele M. Iannello, Treasurer
Terrence D. McCracken, Secretary to the Authority

FROM: Daniel NeMoyer, Director of Human Resources

RE: Proposed CSEA CBA 4/2022 through 3/2027

At the July 8, 2021, Board Meeting, in executive session, we reviewed the topics which ECWA management sought to address in our upcoming contract negotiations with the representatives of our CSEA membership. At that time, we also sought guidance from the Board on these negotiations.

Using those discussions as our guide, the ECWA management team of: Karen Prendergast, CFO; Len Kowalski, Executive Engineer; John Catanzaro, Director of Operations; Dan NeMoyer, HR Director and James Domagalski as outside labor attorney; conducted several negotiation sessions with the CSEA representatives. Attached are the signed Tentative Agreement (TA) documents, which the CSEA members ratified on 11/9/2021. These are the same documents which we reviewed in executive session with the Board on 11/10/2021.

We are seeking the Board's approval to complete and sign an updated collective bargaining agreement based on the tenets of the attached TA. This agreement would run from 4/1/2022 through 3/31/2027.

**ERIE COUNTY WATER AUTHORITY
AUTHORIZATION FORM**
For Approval/Execution of Documents
(check which apply)

| | |
|--|---------------------|
| Contract: | Project No.: |
| Project Description: <u>Accept the Tentative Agreement with the CSEA Local 1000 and Amend</u> | |
| <u>The Authority's Career and Salary Plan Relative to the White Collar Bargaining Unit</u> | |

Item Description:

Agreement Professional Service Contract Amendment Change Order
 BCD NYSDOT Agreement Contract Documents Addendum
 Recommendation for Award of Contract Recommendation to Reject Bids
 Request for Proposals
 Other Accept the Tentative Agreement with the CSEA Local 1000 & Amend Career and Salary Plan

Action Requested:

Board Authorization to Execute Legal Approval
 Board Authorization to Award Execution by the Chairman
 Board Authorization to Advertise for Bids Execution by the Secretary to the Authority
 Board Authorization to Solicit Request for Proposals
 Other Accept the Tentative Agreement with CSEA and Amend the Career and Salary Plan

Approvals Needed:

APPROVED AS TO CONTENT:

| | | |
|---|----------------------------------|-------------------------|
| <input checked="" type="checkbox"/> Director of HR | <u><i>David M. Myer</i></u> | Date: <u>11/16/21</u> |
| <input checked="" type="checkbox"/> Chief Operating Officer | <u><i>Russell J. Holt</i></u> | Date: <u>11/16/21</u> |
| <input checked="" type="checkbox"/> Executive Engineer | <u><i>Jeanne F. Kovalic</i></u> | Date: <u>11/16/2021</u> |
| <input type="checkbox"/> Director of Administration | _____ | Date: _____ |
| <input type="checkbox"/> Risk Manager | _____ | Date: _____ |
| <input checked="" type="checkbox"/> Chief Financial Officer | <u><i>Karen A. Bendegast</i></u> | Date: <u>11/16/2021</u> |
| <input checked="" type="checkbox"/> Legal | _____ | Date: <u>11-16-2021</u> |

APPROVED FOR BOARD RESOLUTION:

| | | |
|--|---------------------------|-----------------------|
| <input checked="" type="checkbox"/> Secretary to the Authority | <u><i>[Signature]</i></u> | Date: <u>11/16/21</u> |
|--|---------------------------|-----------------------|

Remarks: _____

Resolution Date: _____ **Item No:** _____