RESOLUTION OF THE TOWN BOARD OF THE TOWN OF ULSTER

WHEREAS, the Town of Ulster ("Town") and the Laborers' International Union Local 17 ("Local 17"). are signatories to a Collective Bargaining Agreement for the term January 1, 2022 - December 31, 2025; and

WHEREAS, the Town and Local 17 entered into good faith negotiations resulting in a Memorandum of Agreement for a successor Collective Bargaining Agreement for the term January 1, 2026 – December 31, 2029, a copy of which is attached hereto; and

WHEREAS, the Town Board and Local 17 have ratified and approved the Memorandum of Agreement attached hereto.

NOW THEREFORE, IT IS HEREBY RESOLVED that the Town Board authorizes Town Supervisor, James E. Quigley 3rd to execute the Collective Bargaining Agreement for the term January 1, 2026 – December 31, 2029 incorporating the terms and provisions of the attached Memorandum of Agreement.

Dated: August 6, 2026

MOTION: Councilman Schatzel
SECOND: Councilwoman DeGroodt

ROLL CALL VOTE:

Councilman Michael Schatzel	YES
Councilwoman Laura Hartmann	YES
Councilwoman Maryann DeGroodt	YES
Supervisor James E. Quigley 3rd	YES

CARRIED

6. Amend Article VII, "Wages" as follows:

Effective January 1, 2026, increase wages retroactively by 5.0% for all steps and grades over wages in effect on December 31, 2025.

Effective January 1, 2027, increase wages by 3.5% for all steps and grades over the wages in effect on December 31, 2026.

Effective January 1, 2028, increase wages by 3.5% for all steps and grades over the wages in effect on December 31, 2027.

Effective January 1, 2029, increase wages by 3.5% for all steps and grades over the wages in effect on December 31, 2028.

Retroactive wage payments for all current employees at the time of ratification and approval of the MOA will be made within sixty (60) days of ratification and approval of this MOA.

Additional Stipends, increases to existing Stipends, or elimination or consolidation of existing stipends shall be at the discretion of the Supervisor.

7. Amend Article VIII, Section "2," as follows:

Section 2. Overtime shall be paid at the rate of **time and one half for all hours worked on Saturday,** double time for all hours worked on Sundays and double time and one half for all hours worked on a Holiday for all employees working a regular Monday—Friday schedule. When employees work week is not the normal Monday through Friday the sixth day is time and a half and the seventh day is double time.

8. Amend Article XII, Section "5(B)," as follows:

B. All unused personal leave days as of December 31st of each year shall be converted into the employee's sick leave accumulation. However, at the option of the full-time employee, he/she may carry forward from year to year ~~one (1)~~ **two (2)** unused personal leave days to be used the following year, for a maximum of ~~five (5)~~ **six (6)** days to be used.

Employees exercising the carryover shall provide written notice to the Department Head and Payroll by December 15th of the expiring year.

9. Amend Article XIII, "Longevity Provisions," as follows:

Employees hired after June 1, 2002, shall receive longevity as follows, which shall not be cumulative:

Years of employment	**Amount**
Start of 6th year through 10th year	**$1,250**
Start of 11th year through 15th year	~~$1,250~~ **$1,500**
Start of 16th year through 20th year	~~$1,750~~ **$2,000**
Start of 21st year through 25th year	~~$2,250~~ **$2,500**
Start of 26th year through 30th year	~~$2,750~~ **$3,000**
Start of 31st year and each year after	~~$3,250~~ **$3,500**

10. Amend Article XIV, Section 2, as follows:

Section 2 - Health Insurance:

A. The employer agrees to maintain the present level of medical and dental coverage for covered employees and eligible dependents, and is prohibited from reducing the quality or increasing the employee cost of the plan.

~~Effective January 1, 2022 through August 17, 2022, employees hired before 6/ 6/ 2013 (Tier 1) will contribute $ 1, 400 pre- tax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.~~

~~Effective August 18, 2022, employees hired before 6/6/2013 (Tier 1) will contribute $ 1, 600 pretax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.~~

~~Effective January 1, 2023, employees hired before 6/6/2013 (Tier 1) will contribute $ 1, 800 pretax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.~~

~~Effective January 1, 2024, employees hired before 6/6/2013 (Tier 1) will contribute $2,000 pretax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.~~

~~Effective January 1, 2025, employees hired before 6/6/2013 (Tier 1) will contribute $ 2, 200 pretax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.~~

~~Employees hired between June 6, 2013 and December 31, 2014 (Tier 2) shall contribute 15% of the health insurance premium with a maximum of $2,900 for family or dependent coverage and $1,900 for individual coverage for the time period January 1, 2022 through August 17, 2022.~~
~~Employees hired between June 6, 2013 and December 31, 2014 (Tier 2) shall contribute 15% of the health insurance premium with a maximum of$ 3, 000 for family or dependent coverage and $2, 000 for individual coverage beginning August 18, 2022 through December 31, 2022, a maximum of$3,100 for family or dependent coverage and$ 2, 100 for individual coverage in 2023, a maximum of$ 3, 200 for family or dependent coverage and $ 2,200 for individual coverage in 2024, a maximum of $3,300 for family or dependent coverage and $2,300 for individual coverage in 2025.~~

~~Employees hired between June 6, 2013 and December 31, 2014 (Tier 3) shall contribute 15% of the health insurance premium with a maximum of $ 3,200 for family or dependent coverage and $2,200 for individual coverage for the time period January 1, 2022 through August 17, 2022.~~
~~Employees hired after December 31, 2014 (Tier 3) shall contribute 15% of the health insurance premium with a maximum of: $3, 300 for family or dependent coverage and$ 2, 300 for individual beginning August 18, 2022 through December 31, 2022; $ 3, 400 for family or dependent coverage and $2,400 for individual in 2023; $ 3,500 for family or dependent coverage and $ 2,500 for individual in 2024; $ 3,600 for family or dependent coverage and $2,600 for individual in 2025.~~

Effective January 1, 2026 Employees hired before 6/6/2013 (Tier 1) will contribute $2,200 pre-tax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.

Effective January 1, 2027 Employees hired before 6/6/2013 (Tier 1) will contribute $2,450 pre-tax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.

Effective January 1, 2028 Employees hired before 6/6/2013 (Tier 1) will contribute $2,700 pre-tax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.

Effective January 1, 2029 Employees hired before 6/6/2013 (Tier 1) will contribute $2,950 pre-tax per year towards health insurance premiums and the Town shall pay the balance of the health insurance premiums.

All non-Tier 1 Employees will contribute $3,600 for a family or dependent coverage and $2,600 for individual coverage in 2026. $3,850 for a family or dependent coverage and $2,850 for individual coverage in 2027. $4,100 for a

family or dependent coverage and $3,100 for individual coverage in 2028. $4,350 for a family or dependent coverage and $3,350 for individual coverage in 2029.

Employees hired after ~~the ratification of the Agreement (~~ June 6, 2013~~)~~ shall enroll in either the Town' s MVP or equal plan.

Upon modification or elimination of plan co-pays by the carrier, the Town shall provide the best replacement copay offered by the carrier.

The Dental plan shall be Guardian Dental Life.

11. Amend Article XV, "Uniforms," as follows:

Section 1. The Town shall provide and maintain at its expense, eleven (11) sets of uniforms, two (2) spring/fall jackets, two (2) coveralls and work shoes for all employees of the Highway, Water, Wastewater, Transfer Station, and Custodial Departments. The mechanics will also receive an additional two (2) coveralls, for a total of four (4). Employees must wear uniforms the Town provides.

The Town shall provide eleven (11) sets of uniforms for all employees of the Highway, Water, Wastewater, Transfer Station, and Custodial Departments. Uniforms shall consist of jeans, pants, short and long sleeve shirts, sweatshirts, two (2) spring/fall jackets and two (2) coveralls. The mechanics will receive seven (7) sets of fire-retardant coveralls. All employees must wear uniforms or other Town approved clothing.

A. The Town will make an effort to provide the option of work jeans or work pants. Should a dispute arise, the Town agrees to Labor/Management to resolve.

B. The Town will provide an allowance of up to $150.00 per , for required work shoes which are O.S.H.A. approved upon presentation of valid receipts. Effective August 18, 2022, the Town will reimburse up to $200.00 per year, for required work shoes which are O.S.H.A. approved upon presentation of valid receipts. Purchase and reimbursement must take place in the 4th quarter of the year. This paragraph shall sunset on December 31, 2026 and be replaced by paragraph E below.

C. The Town will provide the following O.S.H.A. approved safety colored clothing for each eligible employee: three (3) t-shirts, one (1) sweatshirt, two (2) mechanic coveralls, and one pair of insulated coveralls each year. This paragraph shall sunset on December 31, 2026 and be replaced by paragraph E below.

D. The Town will provide the Municipal Code Enforcement Officer with up to three (3) pairs of jeans, up two (2) pairs of Khakis, up to two (2) Long sleeve shirts, up to