

# **CSEA LOCAL 830**

## **FACT SHEET**

*September 21, 2017*

## **LONGEVITY**

In order to ensure that the longevity payments frozen by Nassau County and NIFA in March 2011 would be restored in 2018, all five major unions met with the County on September 15, 2017. The purpose of the meeting was to discuss all sections of the MOU signed by all five unions in 2014 in order to become unfrozen, and then prepare proposals to Nassau County such that unfrozen longevity payments would begin again. At some point in the afternoon, we all met with the County and after many hours of negotiations we were able to successfully come to an agreement. By structuring the deal in the manner described below, we were able to get Nassau County to agree to budget enough money to get our longevity moving again. **This list of facts should be kept by all members.** There will be upcoming unit meetings throughout the County to discuss this agreement in the coming weeks. After we make our rounds of unit meetings, Local 830 will call for a ratification vote by the membership as is required. If ratified, we expect the longevity plan to move forward as explained.

### **IF YOU WERE RECEIVING LONGEVITY PRIOR TO THE NIFA WAGE FREEZE:**

1. On or about April 1, 2018 members who have been receiving longevity at the frozen rate since 2011 will receive the same amount they did last year.
2. On July 1, 2018 those members will be placed in the longevity step as if they were never frozen.
  - a. These members will receive 50% of the difference of what they were receiving and what they should have been receiving had they not been frozen.
  - b. The remaining 50% will be deferred, and will be paid to those members upon separation. The amount of money deferred will be a static number. The dollar amount on July 1, 2018 to be "banked", will remain that amount without any interest or increase regardless of how long the member remains in service.
3. On or about April 1, 2019. Those members mentioned above will be placed in the next longevity step and receive the full amount of longevity as if they were never frozen.
4. NO Back Pay will be paid for the frozen years unless CSEA were to win this in our pending litigation.

### **IF YOU NEVER RECEIVED LONGEVITY DUE TO THE NIFA WAGE FREEZE:**

1. On or about April 1, 2018, you will still not receive any longevity pay.
2. On July 1, 2018, these members will be placed into the longevity step as if they were never frozen.
  - a. These members will receive a check for 50% of the longevity they are now entitled to, as if they had never been frozen.

- b. The remaining 50% will be deferred, and will be paid to those members upon separation. The amount of money deferred will be a static number. The dollar amount on July 1, 2018 to be "banked", will remain that amount without any interest or increase regardless of how long the member remains in service.
3. On or about April 1, 2019. Those members mentioned above will be placed in the next longevity step and receive the full amount of longevity as if they were never frozen.
4. NO Back Pay will be paid for the frozen years unless CSEA were to win this in our pending litigation.

**PART TIME WORKERS WITH 15 YEARS OF SERVICE WHO WORKED AT LEAST 700 HOURS PER YEAR WILL ALSO BECOME UNFROZEN WITH REGARDS TO LONGEVITY IN THE SAME MANNER AND SCHEDULE AS ALL FULL TIME MEMBERS.**

This agreement saves Nassau County approximately \$5 million in 2018, while preserving this benefit for our members upon separation. Furthermore, this agreement makes it more likely to restore our contractual longevity benefits without a major court battle.

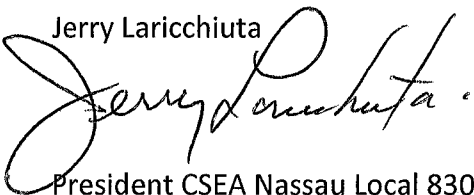
In further consideration for the approximately \$5 million in savings to Nassau County in 2018, **CSEA was able to receive a one year no layoff provision from September 15, 2017 to August 31, 2018.**

PLEASE READ THIS FACT SHEET CAREFULLY.

This is the information you will use to decide your vote. A simple ballot box vote will take place in the near future. If ratified, and I expect it will be in great numbers, we should be back on the road to longevity.

In Complete Solidarity and Unity,

Jerry Laricchiuta



President CSEA Nassau Local 830