

## **BUFFALO FISCAL STABILITY AUTHORITY**

### **RESOLUTION 08-29**

#### **APPROVAL OF COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, Chapter 122 of the Laws of 2003, Section 3858(2)(e), requires that during a control period the Buffalo Fiscal Stability Authority (“BFSA”) shall approve or disapprove any collective bargaining agreements binding or purporting to bind the City of Buffalo (“City”); and

WHEREAS, the BFSA is required to promptly review a collective bargaining agreement that is submitted to it and shall disapprove any collective bargaining agreement that is not in compliance with the approved financial plan; and

WHEREAS, the City and AFSCME Local 650 (“Local 650”) commenced negotiations in October 2007 and fully and completely bargained with respect to the terms and conditions of employment of union members; and

WHEREAS, on June 9, 2008, the members of Local 650 approved an Agreement Amending the Collective Bargaining Agreement between the City and Local 650; and

WHEREAS, the City submitted such agreement with supporting materials to the BFSA for approval under Section 3858(2)(e) of the Act, and has fully and promptly complied with all information requests of the BFSA; and

WHEREAS, the agreement provides for salary increases that are partially offset by savings in each year through changes to work rules, more efficient staffing, restructuring of paid leave time, reductions in overtime, transition to the lower cost 204 health insurance plan, reduced future OPEB costs, health insurance contributions in retirement for new and some existing employees, and requires all Local 650 employees to live in the City; and

WHEREAS, as per the City’s Charter Article 24-14 section (c), the City’s exempt employees are awarded salary increases consistent with members of Local 650 and the City’s exempt employees currently all participate in the lowest cost 204 health insurance plan and this provision will continue without change; and

WHEREAS, the proposed agreement is in all respects in accordance with the approved financial plan and is in compliance with the draft guidelines established by the BFSA for review and approval of collective bargaining agreements; and

WHEREAS, the agreement provides for the terms and conditions of employment for the period from July 1, 2004 through June 30, 2011 and supersedes any other terms and conditions for that period, including any changes due to contract, Interest Arbitration, judgment or otherwise, now in effect or hereinafter existing; and

WHEREAS, the City will pay for the increased costs of this collective bargaining agreement through the use of preexisting savings in the current budget and four-year financial plan; and

WHEREAS, all Local 650 litigation against the City and BFSA concerning the steps upon the lifting of the wage freeze will be withdrawn and discontinued; and  
WHEREAS, on June 10, 2008, the agreement was approved by the Buffalo Common Council.

NOW, THEREFORE, BE IT RESOLVED, that the BFSA hereby finds that the agreement between the City and Local 650 provides an acceptable and appropriate contribution towards alleviating the fiscal crisis of the City; and be it further

RESOLVED, the BFSA does hereby approve the aforementioned agreement between the City and Local 650, which is to be effective for the period from July 1, 2004 through June 30, 2011.

This Resolution shall take effect immediately.

Approved July 2, 2008

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/S/ George K. Arthur, Secretary