



CLINTON COUNTY LOCAL 884

Plattsburgh International Airport
INFO UPDATE October 17, 2011

In April 2011, CSEA pursued two (2) class action grievances on behalf of the Airport Firefighters as violations of the CBA. One involved CSEA's objection to duties assigned to FF which appeared to be out-of-title. The other grievance involved FF being left out of overtime opportunities assigned only to Maintenance for snow removal.

The questions raised about the Airport FF position description were resolved with reassignment of some duties and a Civil Service desk audit on the remaining. While there is no reclassification of the Airport FF, the position descriptions for the title will be revised to more accurately reflect the scope of duties performed.

Qualified Airport FF are eligible for OT assignments for snow removal only after the exhaustion of the Maintenance employees.

Also in April 2011, two (2) grievances were filed on behalf of the Cleaners assigned to the Airport where CSEA objected to the work hours scheduled (in the absence of a shift agreement as to hours of work) and 39 hour appointments for Cleaners to skirt contractual benefits.

The Cleaners will follow the same shift configuration as the rest of the Airport Operations with part-time employees to work as scheduled.

It is anticipated that one employee with a 39 hour appointment will be moved to a 40 hour appointment in 2012. The other will continue at 39 hours at this time.

Also in April 2011, one (1) grievance was filed on behalf of the Maintenance Workers (Airport) in failing to assign additional hours to meet the Spirit Airlines equally to Maintenance and Airport FF.

The County maintains its right to schedule additional hours for the Airport FF only for this AARF coverage.

Also in April 2011, two (2) grievances were filed on behalf of Maintenance Workers (Airport) and Airport FFs objecting to the "mini schedule" for night shift hours for Spirit Airline flight coverage and the assignment of only a single individual to this coverage as an unsafe act.

In resolution of the scheduling of the hours in the middle of the night shift to meet Spirit Airlines, the County has agreed to keep the additional hours scheduled as a minimum of 4 hours. The staffing will continue as a single Airport FF. Only if there is no Airport FF available would a qualified Maintenance employee be assigned.

In August 2011, additional issues arose regarding how travel and training for the Rochester Fire School arose. Two (2) individual grievances were filed by affected employees and were resolved with a Memorandum of Agreement confirming past practices as to how training travel will be scheduled and paid. This Training MOA was signed off in August 2011.

In September 2011, additional issues arose at the Airport about clothing allowances and uniforms. Though there is no written language in the current CBA, a \$175 clothing allowance has been paid to Maintenance employees for many years. With the creation of the Airport Firefighter title, this title also received the \$175 clothing allowance. These amounts will continue to be paid and the County will be formulating its ideas for any "dress code" or uniforms for Airport Staff. So far, only the Hi-Vis storm jackets have been issues to the Airport FF. At this time, CSEA is awaiting the County's proposal for such items as the County develops its budget for 2012.

Upon resolution of the training MOA in September, it soon became apparent that there was a modification to the shift schedule from the 2008 Memorandum of Agreement as to the Airport Fire Department. The shift times at Airport Fire Department were changed by ½ hour and the tours were modified from the 5-on; 2-off cycle in 2011. It was understood that this modification was made so as not to split weekends and allow an employee to have a full weekend off. After CSEA offered repeatedly to confirm the alternative shift times and tours of work being used by the Firefighters since January 2011 for the department, the County refused to record the shift arrangement into writing. The County spokesperson said that it was of no advantage to the County to make the changes and would return the Department to the negotiated agreement. Accordingly, the Firefighters will return to the shift times and tours in the 2008 MOA at the start of next payroll period.

Finally, the 4 hours scheduled in the night shift to meet Spirit Airline flights had been reduced to 3 hours sometime in August 2011. It has been requested that these hours be restored to a 4 hour minimum. An answer is expected shortly.

There is a new contract grievance which is being reviewed for arbitration involving a Maintenance Worker (Airport) who was determined ineligible from performing AARF due to a change in training requirements. It is expected that this issue will move to arbitration shortly.

If you have any questions regarding the disposition of these issues or any other issues, please contact a Local 884 officer: Joe Musso, Peggy Clifford, Jim Courson, Bill Badger, Deanna Rock or Pat Baker.

Annual shift bid is coming up (November 1 – 15) for employees under the 2008 MOA. Please look for the posting.
Thank you.