

MEMORANDUM OF AGREEMENT

(“Memorandum”)

Memorandum of Agreement by and between the negotiating committees of the Village of Scarsdale (the “Village”) and the Uniformed Firefighters Association of Scarsdale, Inc. Local 1394, ALF-CIO (the “Association”) dated this ____ day of November, 2020.

WHEREAS, the Village and the Association are parties to a Collective Bargaining agreement (“Agreement”) which expired on May 31, 2017 and an Arbitration Award (“Award”) which expired on May 31, 2019; and

WHEREAS, authorized representatives of the Village and the Association have engaged in negotiations in good faith in an effort to arrive at a successor agreement; and

WHEREAS, the parties have reached a tentative agreement which is subject to ratification by the membership of the Association and the Village Board of Trustees;

WHEREAS, the signatories below agree to recommend this Memorandum for ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is hereby stipulated and agreed as follows:

1. The terms of the expired Agreement and Award that are not modified by the terms of this Memorandum shall be carried forward into the successor agreement.
2. All proposals made by either party during the course of negotiations that are not addressed in this Memorandum shall be deemed withdrawn.
3. Duration of Agreement: Article XVIII A of the Agreement shall be amended to reflect a two (2) year term commencing on June 1, 2019 and expiring on May 31, 2021. The other dates in the Agreement involving the

terms of the Agreement shall be conformed to the duration of the negotiated successor agreement.

4. Compensation: Article IV shall be amended by including the following:
 - a. Effective June 1, 2019, First Grade Firefighters salaries shall be increased by 2.75%, all in-grade Fire Fighters hired before June 1, 2019 shall receive a salary increase of \$2,887,63, and Fire Captains shall receive 28% above the rate of First Grade Fire Fighter; and
 - b. Effective June 1, 2020, First Grade Firefighters salaries shall be increased by 0%, all in-grade Fire Fighters shall receive a salary increase of \$0, and Fire Captains shall receive 28% above the rate of First Grade Fire Fighter.
5. Longevity: Article XIV, Paragraph N shall be amended by adding the following longevity schedule effective June 1, 2021:

Years Completed	Amount
7	\$750
12	\$850
17.5	3% of First Grade Firefighter Salary in effect at the time of payment

6. Vacation: Article VI shall be amended by adding the following:

“Effective January 1, 2021, employees will be granted vacations as follows: eleven (11) working days per year after completion of one (1) year of service; sixteen (16) working days per year after completion of three (3) years of service; twenty-one (21) working days per year after completion of ten (10) years of service.”

7. Insurance: Article XI shall be amended by adding paragraph I as follows:

“If a bargaining unit member was employed on or hired after June 1, 2019, and has completed ten (10) years of continuous service with the Village, predeceases his/her dependents during employment or after retirement, the Village shall continue, if permissible under the Empire Plan or other applicable insurance policy, to provide coverage to the bargaining unit member’s dependents under such plan until the spouse remarries and/or is Medicare eligible and/or the children reach the age of 26, so long as the dependents contribute 25% of premium.

For UFFA:

For Village of Scarsdale:
