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RESOLUTION NO. 16 – 2024

AMENDMENT TO WORK RULES REGARDING ACCRUED SICK LEAVE

WHEREAS, the Town Board of the Town of Newfane is desirous to amend the previously adopted Work Rules implemented by Resolution 3-2024, in order to align those rules with the Town employees covered under Teamsters Local 264 bargaining agreement of January 1, 2024 - December 31, 2027, specifically with reference to sick leave credits to retiring employees who have accumulated unused sick days.

WHEREAS, it is necessary to AMEND the “CREDITED SICK LEAVE” paragraphs in said Work Rules in order to accomplish this objective,

NOW THEREFORE, BE IT RESOLVED, that Paragraphs 8 and 9 of the “CREDITED SICK LEAVE” paragraphs, which state “For retirement purposes only, the employer will grant to a retiring employee who has accumulated unused sick days, compensatory time off computed on a ratio four (4) days compensatory time off for every ten (10) days of unused sick leaves up to a maximum of sixty (60) days compensatory time off (e.g., 150 days divided by 10 x 4 = 60 days). Compensatory time off pursuant to this provision will be granted only to a retiring employee and only upon the employee having a fixed date for retirement, having submitted all necessary documents to the New York State Retirement System to implement his or her retirement on the date fixed, and upon acknowledgment by the New York State Retirement System to implement his or her retirement on the date fixed, and upon acknowledgment by the New York State Retirement System that the retirement of the said employee is fixed to commence upon the date of

retirement specified. Any compensatory time off due to an employee pursuant to this provision shall be fully depleted prior to the date fixed for retirement or such compensatory time off shall be forfeited.”

are hereby REMOVED, and replaced by the following Paragraph:

“Upon retirement, the Town will grant a retiring employee who has accumulated unused sick days pay for such days on a ratio of four (4) days of pay for every ten (10) days of accumulated unused sick time up to a maximum of sixty (60) days of pay (e.g., 150 days divided by 10 x 4 = 60 days). Such benefit will only be granted to employees having a fixed date for retirement who have submitted all necessary documents to the New York State Retirement System to implement retirement on the date fixed and who have received acknowledgement from the New York State Retirement System that the retirement of the employee is fixed to commence upon the specified retirement date. Such benefit will be paid on the last regular pay date following the employee’s last day of employment.”

BE IT FURTHER RESOLVED THAT it is in the best interests of the Town of Newfane to make this change.

AYE _____ NAY _____

John Syracuse, Supervisor

AYE _____ NAY _____

Richard Coleman, Councilman

AYE _____ NAY _____

Robert Horanburg, Councilman

AYE _____ NAY _____

Sue Neidlinger, Councilwoman

AYE _____ NAY _____

Peter Robinson, Councilman

DATED: May 22, 2024