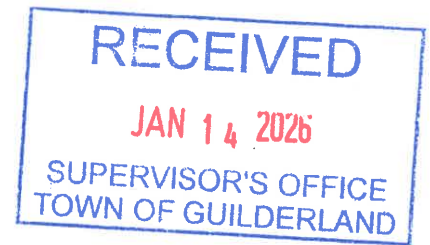


AGENDA ITEM <sup>#</sup>5

TOWN OF GUILDERLAND  
P.O. BOX 339  
GUILDERLAND, NY 12084  
(518) 356-1980



INTER-OFFICE MEMORANDUM

TO: Peter G. Barber, Town Supervisor and Board Members  
FROM: Darci Efaw, Comptroller  
DATE: January 14, 2026  
RE: Town Board Agenda item(s)

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Please consider approval of the Memorandum of Agreement between the Town and the CSEA Unit B regarding clarification of Section 7 – Recall Pay of the current contract. The MOA was negotiated by both parties and ratified by the membership and is now being submitted to the Board for review and approval.



## MEMORANDUM OF AGREEMENT

Agreement made this 9 day of ~~December~~<sup>January</sup>, 2025 by and between the Town of Guilderland (hereinafter referred to as the "Town", and the Town of Guilderland Unit "A" Unit of Albany County Local #801 of the Civil Service Employees Association, INC., Local 1000, AFSCME, AFL-CIO (hereinafter referred to as "CSEA")

WHEREAS, the parties to this agreement are parties to a collective bargaining agreement covering the terms and conditions of employment from January 1, 2025 through December 31, 2028 and

WHEREAS, Article VII Section 7 of the collective bargaining agreement provides recall pay for Telecommunicators and Animal Control Officers when they are recalled to duty; and

WHEREAS, the parties wish to increase the minimum guarantee of hours for recall pay to Telecommunicators and Animal Control Officers; and

WHEREAS, the parties wish to clarify the application of recall pay to Telecommunicators and Animal Control Officers; and

NOW, THEREFORE, the parties agree that:

1. Article VII Section 7 "Recall Pay" of the collective bargaining agreement shall be deleted and replaced with the following:

"Employees who qualify for recall pay will receive a minimum of three (3) hours of pay at their overtime rate, regardless of the actual time worked. If the time worked exceeds three (3) hours, employees will be paid for all hours worked in accordance with applicable overtime provisions.

Three (3) hours of recall pay shall be paid to Telecommunicators who have left the workstation and are called back into work when such notice of recall is four (4) hours or less.


Three (3) hours of recall pay will be paid to Animal Control Officers when they are called back to work before or after their regularly scheduled shift or on a regularly scheduled day off, provided the employee has already left the workplace or has not yet reported for a scheduled shift. The call-back must occur outside of the employee's normal working hours. Recall pay does not apply when an employee remains at work beyond their scheduled hours, which will be treated as overtime in accordance with applicable policies.

Recall pay does not apply when an employee is on a paid day off, such as vacation, sick leave, personal leave, pass leave or comp leave. In these situations, any hours worked

will be credited back to the employee's leave bank on an hour-for-hour basis, and no recall pay or minimum pay guarantee will be provided."

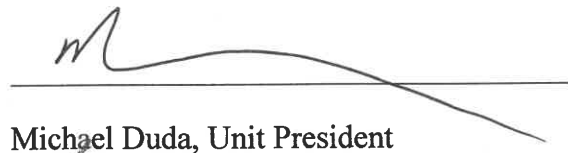
2. This Memorandum of Agreement shall not become effective unless and until approved and ratified by the Town Board and ratified by the members of CSEA.
3. All provisions of the January 1, 2025-December 31, 2027 collective bargaining agreement not specifically modified above shall be continued.

**Town of Guilderland**

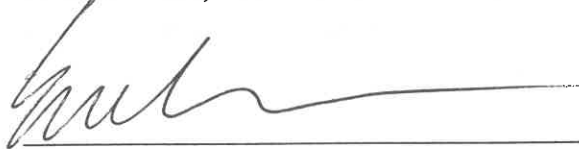
 12/08/25

Peter Barber, Supervisor

**CSEA Town of Guilderland Unit "A"**



Michael Duda, Unit President



Eric Muldoon, CSEA Labor Relations Specialist

1/9/28