



New York State Correctional Officers & Police Benevolent Association, Inc.

102 Hackett Blvd. - Albany, NY 12209
(518) 427-1551 nyscopba@nyscopba.org



To: Chief Sector Stewards
From: Mike Marro, NYSCOPBA Staffing / Grievance
Re: New Seniority Calculation under Article 24
Date: May 3, 2019

NYSCOPBA has begun the process of identifying employees whose Article 24 contractual seniority should be adjusted accordingly with the new contract definition language.

The new language now reads as follows:

24.1 For the purposes of this Article, seniority shall be defined as the length of an employee's service in title including sick leave, military leaves not to exceed four years, and other leaves of absence which do not exceed one year and Workers' Compensation Leave.

The word "continuous" was removed prior to word "service". This language only affects Article 24 seniority used for bidding jobs, time off, reassignments and other processes which utilize Article 24 seniority calculations. It does not affect longevity, civil service classified seniority or Civil Service anniversary dates such as for Personal Leave. Nor does it affect service credit for retirement purposes.

This language change means that members should receive Article 24 seniority credit for any amount service in a given title, regardless of the length of any break in that service.

For example, Employee A serves 5 years as a Correction Officer (CO) and leaves the department for 3 years, and then returns to the CO title. Previous to the language change, because it was not considered continuous service, that officer would start over again with 0 years credited to their seniority upon return to the CO title. With the language change, that employee will now receive credit for the previous service time in title as a CO, and return with 5 years of Article 24 seniority upon return to the CO title. This change is applicable to all titles in our Bargaining Unit.

I ask that you be proactive in providing me with names of members who believe they are affected by this language change, along with any information specific to the sought adjustment. I will then review the information and will contact the respective agency to seek the adjustment where warranted.

I anticipate that seniority lists will be updated as adjustments are made. Feel free to contact me for clarification or if you have any questions.