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**CSEA 6322 WAGE AND RELATED BENEFITS INFORMATIONAL SHEET**

**4/20/2022**

The following information is intended to summarize the core wage and related benefits that are available to CSEA 6322-covered employees. Full details of these items and other terms of employment and benefits can be found within the CSEA 6322 Agreement (Union Contract).

**Wages:**

* Paid on a bi-weekly basis and only by direct deposit.
* Wages are fixed by a salary schedule.
* **Steps** - there are salary steps that will be attained as follows:
  + **Step 1**- $20.27/hr.
  + **Step 2**- $21.26/hr. The first day of January or July, whichever comes first after the employee has completed at least six months of employment.
  + **Step 3**- $21.79/hr. Set one year after an employee obtained the Step 2 increment.
* **Shift Differential-** All employees who work a shift where 2 or more hours of basic work hours are between 6 P.M. and 6 A.M. shall earn a shift premium. This shift differential is 6% of the base pay for hours worked between 6 P.M and 6 A.M.
* **Holidays**
  + Employees shall receive time and one-half their normal hourly rate for all hours worked on one of the holidays listed below:
    - New Year’s Day
    - Martin Luther King Jr Day
    - Presidents Day
    - Good Friday
    - Memorial Day
    - Independence Day
    - Labor Day
    - Columbus Day
    - Election Day
    - Veterans Day
    - Thanksgiving Day
    - Christmas Day
* **Jury Duty**

State law provides that an employer must pay the employee $40 for each day of work missed due to jury duty for the first 3 days of their jury assignment. Meaning, the $40 dollars is payable as a daily wage ONLY for scheduled days missed due to being excused to attend jury duty AND ONLY for the first 3 days of the jury duty assignment