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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