

Correction Captain's Association, Inc.*

DEPARTMENT OF CORRECTION CITY OF NEW YORK

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July 14, 2008

RONALD W. WHITFIELD
President

To: All CCA Members

Subject: Reopener Agreement

Our Collective Bargaining Agreement, that the membership ratified, has a reopener clause that may be used in case another uniformed union agrees or is awarded a change in overall terms and conditions of employment inconsistent with the contract we reached. On May 22, 2008, the PBA got an Interest Arbitration Award which raised their salaries 4.5% and 5% during the same contract period in which we received 3% and 3.15%. The PBA Award required give backs for the newborn in the salary schedule and vacation days. It also required five additional rescheduled tours, going to the range on their RDO, and the reduction of notice to reschedule six holiday tours each year for all police officers. On May 22, 2008, we requested to meet to negotiate the difference between the PBA Award and our contract.

During the last few weeks, the LBA, SBA, and the UFOA all agreed to settle their reopener clauses. The LBA agreed to increase the 4.5% and 5% raises to top pay. In order to obtain these raises, above the 3% and 3.15% they had already received, they gave up five additional rescheduled tours and delayed the 4.5% and 5% increases above the amounts they already received by 14 1/4 months. The SBA did the same as the LBA but delayed their increase by 24 months. The UFOA got their raises in the same manner as the LBA and SBA and also delayed their raises by 24 months. The UFOA also agreed to reduce one holiday and \$290 in Annuity Compensation.

On Friday, July 11, 2008, we came to an agreement on our reopener clause. We got the 4.5% and 5% increases at top pay (basic maximum step) after 14 1/4 months delay which for us is January 19, 2007. This means your pay is increased to \$83,833 retroactive to January 19, 2007, as compared to \$81,174, a difference of \$2,659 annually.

In order to obtain this increase, we had to agree to the following:

1. Forego the \$1,000 lump sum annuity payment that would have been effective 12/16/09.
2. Reduce the longevity pay increase that was to be effective 12/16/09 from \$145 to \$71.
3. Annuity Fund Contribution reduced by \$264 per year, effective 9/1/08-

In addition, to address a salary compression issue between a new] v promoted Captain and a Correction Officer, the following increase will be effective 6/1/06:

Entry Level + \$750
Step I + \$500

These increases will remain in effect until January 19, 2009, at which time the salaries for the entry level and Step I will revert to the contract amounts. We did not have to give up anything to obtain the Entry level and Step I salary increases.

TOP PAY RETROACTIVELY

For Captains in rank on January 19, 2007 who are at top pay, an estimate of the retroactive pay is indicated below:

January 19, 2007
January 18, 2008
\$83,833 - \$81,174 = \$2,659

January 19, 2008
August 31, 2008
224 days - .6137% (\$2,659) \$1,632
365 days

Total \$4,291

A new Captain, as of 6/1/06, will receive \$750 for entry level increase for the first year and \$500 for the Step I year, for a total of \$1,250 in retro pay.

Your Executive Board is very happy to be able to conclude the reopener negotiations in such a speedy fashion. Our strategy proved

beneficial to us since we got the initial 3% and 3.15% and have had the use of these monies and now we received the same raises as the PBA. We did not have to give up additional rescheduling, vacation days for the newborn, or go to the range on our day off. In addition, we kept the credit of .16% which becomes available for us to use in 2012.

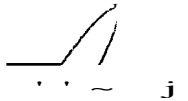
Today we informed the delegates of this agreement.

We are working hard to get the retroactive pay and salary increase to you as soon as possible. As soon as we get a payroll date for the retroactive monies and increases in salary, we will let you know.

Fraternally,

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Ronald W. Whitfield
President