

AGREEMENT
BETWEEN
NIAGARA FRONTIER TRANSPORTATION AUTHORITY
AND
BUFFALO NIAGARA AIRPORT FIREFIGHTERS ASSOCIATION

APRIL 1, 2022 – MARCH 31, 2026

	<u>PAGE</u>
ARTICLE VI – IDENTIFICATION BADGES/UNIFORM AND CLEANING ALLOWANCE/NFTA PROPERTY	
Section 1 – Identification Badges	11
Section 2 – Uniform Allowance	11
Section 3 – Cleaning Allowance	12
Section 4 – NFTA Property	12
ARTICLE VII – HOSPITAL, SURGICAL, DENTAL, OPTICAL AND PRESCRIPTION INSURANCE	
Section 1 – Medical Insurance	12
Section 2 – Waiver of Medical Insurance	13
Section 3 – Dental Insurance	14
Section 4 – Optical Insurance	14
Section 5 – Equivalent Coverage	14
Section 6 – Medical Insurance Upon Retirement	13
ARTICLE VIII – RETIREMENT BENEFITS	
Section 1 – New York State Retirement System	17
ARTICLE IX – SENIORITY, LAYOFF AND RECALL	
Section 1 – Seniority Defined	17
Section 2 – Promotion	17
Section 3 – Layoff/Demotion	18
Section 4 – Recall	18
Section 5 – Probationary Period (New Employees)	18
ARTICLE X – LEAVES OF ABSENCE WITH PAY	
Section 1 – Personal Leave	18
Section 2 – Sick Leave	19
Section 3 – Union Leave	20
Section 4 – Military Leave	20
Section 5 – Bereavement Leave	20
ARTICLE XI – SICK LEAVE BANK	20
ARTICLE XII – GRIEVANCE AND ARBITRATION PROCEDURE	
Section 1 – Definition	21
Section 2 – Procedure	21
Section 3 – Matters Relevant to Grievance Procedure	22
ARTICLE XIII – DISCIPLINARY PROCEDURE	
Section 1 – Disciplinary Action	23
Section 2 – Procedure	23
Section 3 – Bill of Rights	23
ARTICLE XIV – SAFETY AND WELFARE	
Section 1 – Safety Committee	24
Section 2 – Safety Devices	24
Section 3 – Drug and Alcohol Testing	24

THIS AGREEMENT made and entered into on the day of , by and between Niagara Frontier Transportation Authority, a body corporate and politic, constituting a public benefit corporation, organized and existing pursuant to Chapter 717 of the Laws of 1967 of the State of New York, as amended, with its principal office for the transaction of business at 181 Ellicott Street, in the City of Buffalo, County of Erie and State of New York, (hereinafter referred to as "NFTA") and the Buffalo Niagara Airport Firefighters Association.

WITNESSETH:

ARTICLE I – RECOGNITION/UNION MEMBERSHIP

SECTION 1 – RECOGNITION

Pursuant to PERB Case No. C-2735, the NFTA recognizes the Association as the representative of its Aircraft, Rescue and Firefighting Officers.

The functions of the employees in the bargaining unit shall be to provide Aircraft, Rescue and Firefighting services for the NFTA at the Buffalo Niagara International Airport. These duties shall include fire protection and prevention, dispatching, training, fire inspection, fire equipment inspection, rescue at the scene of an airplane crash or fire and the assistance of individuals at the Airport who are in need of medical attention. Individuals in the bargaining unit shall be known as NFTA Aircraft, Rescue and Firefighting Officers.

It is agreed that, from time to time, employees is the bargaining unit hired prior to 1/28/08, may be asked to assist in performing security functions for crowd control, aircraft and structural building related fires at the Buffalo Niagara International Airport complex and for other emergencies where there is not sufficient staff of the NFTA Police at the Airport to perform the functions.

The terms "employees," "member" or "Association member" are used interchangeably herein to refer to permanent employees of the NFTA on a full-pay status, who are represented by the Association and whose terms and conditions of employment are governed by this Agreement.

SECTION 2 – PURPOSE OF AGREEMENT

The parties hereto desire to provide through this Agreement: methods for orderly collective bargaining between the NFTA and the Association; to secure prompt and equitable disposition of grievances that may arise; to establish fair wages, fringe benefits and working conditions for personnel in the negotiating unit and to promote, to the highest degree, efficiency providing service to the public.

SECTION 7 – NEW JOB CLASSIFICATIONS

The NFTA agrees that in the event it establishes any new classifications, within the scope of the bargaining unit, the NFTA will furnish the Association with the new job description and will confer and negotiate with the Association the basic annual salaries for each such position.

ARTICLE II – HOURS OF WORK

SECTION 1 – WORK WEEK AND WORK DAY

The standard work week shall be four (4) days on and four (4) days off which shall be two (2) work days from 7:00 am to 5:00 pm (days) and the other two (2) work days 5:00 pm to 7:00 am (nights). The foregoing work schedule shall not be changed unless the changes are mutually agreed upon.

SECTION 2 – OVERTIME

Overtime shall be all work beyond a regular scheduled tour of duty and any work beyond a regular scheduled workweek and shall be paid at time and one-half the employee's hourly rate.

SECTION 3 – OVERTIME DISTRIBUTION

Overtime shall be equally divided among the employees insofar as it is practicable to do so. The distribution of overtime will be considered on a quarterly basis in order that appropriate adjustments may be made during the next quarter. Employees understand that they have the obligation to work a reasonable amount of overtime at the discretion of the NFTA. A rotating overtime wheel shall be established, and its method of operation shall be determined by and between the Association and the NFTA.

SECTION 4 – CALL-IN PAY

When an employee is called to work other than as scheduled, i.e. from home, not on premises, he/she will be guaranteed a minimum of five (5) hours pay at the appropriate rate. When the employee is requested to continue working, he/she will be paid for the actual hours worked at the appropriate rate.

SECTION 5 – LUNCH AND REST PERIODS

Every employee scheduled to work a full shift will be allowed a thirty (30) minute meal period, with pay, which may be taken at any designated time after working five (5) hours. Every employee will

SECTION 1 – HOLIDAYS

The following are to be paid holidays, whether or not they fall within the scheduled work week: New Year's Day, Martin Luther King Jr. Day, President's Day, Good Friday (6 hours), Memorial Day, Juneteenth, Independence Day, the first Monday in August, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day and Christmas Day. In order to be paid for a holiday, an employee must be on active full pay status. Employees who are not on active full pay status, including those on unpaid leave, disability or disciplinary suspension, or are on sick leave, when a holiday occurs, or is observed, will not be paid for that holiday. In any fiscal year, an employee must have worked the last scheduled day/night prior to the holiday and the next scheduled day or night after the holiday in order to be paid for such holiday.

SECTION 2 – HOLIDAY PAY

In the event an employee is scheduled to work on one of the aforementioned holidays, he/she is to be paid at his/her regular hourly rate for the shift worked, plus the holiday.

In the event an employee is not scheduled to work, but is required to work on one of the aforementioned holidays, he/she is to be paid twice his/her regular hourly rate for the shift worked, plus the holiday.

When an Aircraft, Rescue, Firefighting Officer is scheduled to work a holiday and calls in sick, he/she will be paid sick time for this day and will not be eligible for holiday pay.

SECTION 3 – VETERANS

Employees are entitled to the benefits of Public Officers Law §63. Employees who meet the eligibility requirements of that statute and who are scheduled to work on Memorial Day and/or Veteran's Day will be entitled to the day(s) off with pay and without being required to charge vacation leave.

If an eligible employee is scheduled to work on Memorial Day and/or Veteran's Day and is required to work one or both of those days by NFTA because his/her absence would endanger the public safety, then the employee shall be entitled to a leave of absence with pay on another day approved by his or her supervisor in lieu of Memorial Day and/or Veteran's Day.

Otherwise, eligible employees who are scheduled to work Memorial Day and/or Veteran's Day and who do work will not be entitled to any additional compensation or time off.

ARTICLE IV – VACATION

SECTION 1 – VACATION ENTITLEMENT

Twenty-seventh year through Thirty-first year
Thirty-second year or more

Up to 24 days (240 hours)
Up to 25 days (250 hours)

SECTION 3 – VACATION CREDITS

Basic and anniversary vacation credits in a fiscal year shall only accrue while an employee is on active full-pay status. In those instances in which an employee is on unpaid leave of absence, or receiving workers' compensation benefits, disability or on disciplinary suspension, the accrual or issuance of basic and anniversary vacation credits shall stop. The credits shall resume if and when the employee returns to active full-pay status.

SECTION 4 – VACATION CARRY-OVER

Vacation credits may be carried over to the next fiscal year providing the total does not exceed thirty days (300 hours).

SECTION 5 – MONETARY EQUIVALENT

An employee who resigns (upon two (2) weeks prior notice), retires or is laid off, shall be compensated for vacation that has been earned and unused in the immediately preceding fiscal year and in the current fiscal year. All vacation benefits accrued will be paid to the estate of an employee who becomes deceased while on full-pay status or who is receiving disability or workers' compensation benefits.

SECTION 6 – VACATION DURING HOLIDAY

An employee who is otherwise eligible for holiday pay and who is on vacation when a holiday occurs, shall be entitled to such holiday pay and marked accordingly in the time records and not charged nor paid for vacation time.

SECTION 7 – VACATION PAY

Upon request, the NFTA shall provide the employee with his/her vacation paycheck on the last day worked prior to commencement of his/her vacation if such request is made at least two (2) calendar weeks prior to the commencement of the vacation and such vacation check is for a minimum of two (2) weeks.

During the period of time that the employee is receiving course of duty injury pay from the NFTA, workers' compensation payments received by the employee in connection with the injuries shall be paid over to the NFTA.

During the period of time that the employee is receiving course of duty injury pay from the NFTA, the amount of such pay shall be reduced by any amount the employee receives for work performed for another employer or entity or as a result of self-employment, except for amounts received for part-time employment in which the employee has been engaged before the date of the injury; provided however that such part-time employment must be approved by the NFTA and its Medical Department as consistent with the employee's work restrictions for the individual to receive course of duty injury pay.

An individual who is injured or takes ill at work not in the performance of his or her duties may be eligible for workers' compensation benefits under the standards set forth in the law but the individual is not eligible for course of duty injury pay.

SECTION 3 – JURY DUTY AND TESTIMONY

Upon certification from the Commissioner of Jurors, NFTA agrees to pay all employees summoned to serve on jury duty, the difference between the fees they receive and their regular straight time rate. It is understood that the aforementioned compensation shall be paid to all employees who will be assigned by NFTA to the day and evening shift during the period of jury service.

In any litigation involving testimony on behalf of NFTA, the NFTA will pay an employee his/her regular pay for all time lost from work as a witness in a court or other administrative proceeding. This provision will not be applicable to an employee who is a party to the action or proceeding.

SECTION 4 – OUT-OF-TITLE PAY

Whenever an employee is assigned to perform the duties of a higher paid job classification, he/she shall be paid the sum of \$5.00 per hour for all hours actually worked in the higher paid job classification. Any employee who is a member of the Association's Executive Board may refuse a request to work in the position of Assistant Chief. All other employees may refuse a request to work as an Assistant Chief unless no other qualified Aircraft, Rescue, Firefighting Officer working the shift accepts such assignment. In that case, the Chief shall have the discretion to order a qualified Aircraft, Rescue, Firefighting Officer to work in the position of Assistant Chief. Training provided by Union members as directed by the Chief or his designee to assist other employees, non-Union employees of the NFTA, or to individuals not employed by the NFTA is not considered out-of-title work and is agreed to be part of the regular duties of members of the Union.

the employee returns to full duty. An employee on light duty will receive uniform and cleaning allowance. Upon returning to full duty from workers' compensation, injury on duty pay, light duty, an employee who provides documentation that his/her certification for EMT, Peace Officer (for employees hired prior to 1/1/08) has been retained and approved will receive the stipend in the next pay period.

SECTION 9 – EMT CERTIFICATION PAY

Effective April 1, 2010, all Aircraft Rescue Firefighting Officers who obtain and retain his/her EMT Certification shall receive one hundred sixty (160) hours pay payable in separate checks, eighty (80) hours pay which shall be paid in the first pay period in September and eighty (80) hours pay which shall be paid in the last pay period in February of each fiscal year.

In order to receive said stipend, Aircraft Rescue Firefighting Officers must be active full-pay status employees on the payroll when said stipend is issued.

Each Aircraft Rescue Firefighting Officer hired after January 1, 2008, must obtain and retain his/her EMT Certification for continued employment.

SECTION 10 – PEACE OFFICER CERTIFICATION PAY

Effective April 1st of each year, each Officer who qualifies annually for peace officer certification shall receive a separate check in the amount of sixteen (16) hours pay in the first pay period of October.

ARTICLE VI – IDENTIFICATION BADGES/UNIFORM AND CLEANING ALLOWANCE

NFTA PROPERTY

SECTION 1 – IDENTIFICATION BADGES

All employees will be issued identification badges. These badges will be carried by all employees while they are at work or on NFTA business. Employees may be required to wear their identification badges appropriately displayed on their outer garments at all times.

Additional equipment, such as helmet, boots, turnout gear and uniform insignia will be issued upon appointment.

SECTION 2 – UNIFORM ALLOWANCE

Effective upon ratification and approval any new employee hired as an Airport Rescue Firefighter shall receive a voucher for the following items, NFPA and OSHA compliant uniforms designated by the Chief or his/her designee to include:

2 polo shirts

NFTA shall invoice the percentage or portion of medical insurance to the individual who shall pay the NFTA directly the amount due and owing by the first of each month. If the individual fails to pay such percentage or portion for sixty (60) days or more, the NFTA shall cancel medical insurance retroactively.

In all events no individual shall be eligible to more than eighteen (18) months of health insurance coverage (i.e., an individual who is initially on sick leave for six months, and then is not on active full-pay status, will be eligible only for up to twelve more months of coverage (for 18 months in total)).

Employees hired prior to March 19, 2002, will be required to contribute twenty percent (20%) of the monthly premium cost for either single or family coverage in the Traditional Blue POS 298 (POS 205) plan or a replacement plan. Employees hired prior to March 19, 2002 will be required to contribute ten percent (10%) of the monthly premium cost for either single or family coverage in the HDHP Plan, if selected. The NFTA will establish a debit account (105H) of three thousand dollars (\$3,000) for a family plan and refill that account once each year thereafter to a maximum of three thousand dollars (\$3,000). Example: Officer with Family Coverage utilizes \$2,000 from 1-1-15 through 12-31-15. \$2,000 will be placed in the 105H account on 1-1-16, totaling \$3,000. For a single plan, fifteen hundred dollars (\$1,500) will be placed in the employee account and refilled that account once each year thereafter to a maximum of fifteen hundred dollars (\$1,500). Example: Officer utilize \$1,000 from 1-1-15 through 12-31-16, \$1,000 will be placed in the 105H account on 1-1-16, totaling \$1,500.

All employees hired after March 19, 2002, will contribute twenty percent (20%) of the monthly premium cost for either single or family coverage in the HDHP, the Traditional Blue POS 298 (POS 205) or a replacement plan. Examples set forth in the above paragraph applies to this paragraph.

All medical benefit coverage for newly hired employees will be effective the first day of the month following thirty (30) days from the date of hire.

The NFTA reserves the right to opt out of the Traditional Blue PPO 6398 (HDHP PPO 6312) and or the Traditional Blue POS 298 (POS 205) effective the date of ratification and replace that coverage with a comparable "replacement plan" coverage, which the NFTA will submit to the Buffalo Niagara Airport Firefighters Association for its review and comment.

SECTION 2 – WAIVER OF MEDICAL INSURANCE

- The retiree loses his/her eligibility if he/she becomes employed or re-employed and becomes eligible for medical benefits as a result of this employment.

Upon death of the retiree, their surviving spouse will be eligible for the NFTA's 50% premium contribution for single coverage only for a maximum of eighteen (18) months provided they retain their eligibility per the above listed conditions. After the 18 month period, the spouse may elect to remain in the NFTA's retiree's group and pay full cost of medical premiums.

At the time of retirement, eligible employees may redeem unused sick time in values listed below to apply toward their 50% share of the medical benefits cost or may opt to use the cash value buy-out, the value of which is equal to the cash equivalent of the schedule listed below. Employees who opt to use the cash value buy-out will not be eligible for medical insurance with the NFTA.

0 – 10 days	one month's premium cost
11 – 20 days	two month's premium cost
21 – 30 days	three month's premium cost
31 – 40 days	four month's premium cost
41 – 50 days	five month's premium cost
51 – 60 days	six month's premium cost
61 – 70 days	seven month's premium cost
71 – 80 days	eight month's premium cost
81 – 90 days	nine month's premium cost
91 – 100 days	ten month's premium cost
101 – 110 days	eleven month's premium cost
111 – 120 days	twelve month's premium cost
121 – 130 days	thirteen month's premium cost
131 – 140 days	fourteen month's premium cost
141 – 150 days	fifteen month's premium cost
151 – 160 days	sixteen month's premium cost
161 – 170 days	seventeen month's premium cost
171 – 180 days	eighteen month's premium cost
181 – 190 days	nineteen month's premium cost
191 – 200 days	twenty month's premium cost
201 – 210 days	twenty-one month's premium cost
211 – 220 days	twenty-two month's premium cost
221 – 230 days	twenty-three month's premium cost
231 – 240 days	twenty-four month's premium cost

A. Age Pre-65/Pre-Medicare Eligible Retirees

Effective upon ratification and approval, there are three (3) plans for age Pre-65/Pre-Medicare Eligible Retirees who retire on or after that date:

1. The HDHP 6312, \$1,500 single, \$3,000 family (deductible responsibility of the retiree(s))
2. The Traditional Blue POS 298 (POS 205)
3. The Traditional Blue PPO 812 Plan.

Age Post-65 Medicare Eligible/Enrolled Retirees may elect coverage under Option E who has spouses under the age of 65 and/or eligible covered dependents, may elect family coverage as appropriate under Option E, and if they do so, they will be responsible for paying the difference between 50% of the monthly premium cost of the most expensive plan among Option A, B, C, or D and the monthly premium cost of Option E.

ARTICLE VIII – RETIREMENT BENEFITS

SECTION 1 – NEW YORK STATE RETIREMENT SYSTEM

- A. For employees who elected to remain in the New York State and Local Employees Retirement Plan, the NFTA shall continue to contribute on behalf of the employees and provide benefits under Sections 75-i and 41-j.
- B. For employees hired on or after the effective date of this agreement shall be enrolled in the New York State Police and Fire Retirement System in accordance with the terms, conditions and requirements set by Laws as of the date of hiring and the NFTA shall make the required employer contributions on behalf of the officers to Plans under § 384(d) and § 384(e) with Section 375 backup plans, as required by law.

ARTICLE IX – SENIORITY, LAYOFF AND RECALL

SECTION 1 – SENIORITY DEFINED

Seniority shall be based entirely upon an employee's uninterrupted service with the NFTA either in the position of Aircraft, Rescue, Firefighting Officer or Communications Technician, and shall be broken if he/she leaves active service, for any period of time, for any reason, except authorized sick leave, military leave or an authorized leave of absence. Any individual who is not on active full-pay status for more than eighteen (18) months following the first day of such status shall be deemed to have resigned and shall not have continued seniority rights. Seniority shall be based upon date of appointment. Where more than one (1) appointment was made on the same date, the seniority list Appendix "B" showing the employee's position shall determine seniority within this Agreement. Seniority shall be used solely for layoff and recall.

SECTION 2 – PROMOTION

Employees in the bargaining unit who are promoted to positions outside the bargaining unit shall have a trial period not to exceed six (6) months in order to determine whether they like and are able to

(1) year seniority shall be entitled to a pro-rated share of personal leave hours, based on their date of hire, commencing April 1st.

Personal leave shall be granted for such personal business as arises from time to time and as approved by NFTA; in accordance with the Award of Dennis Campagna concerning grievance 2020-02 dated November 22, 2021. Personal leave shall be granted only upon at least forty-eight (48) hours prior written notice (when possible) to NFTA. At the start of each fiscal year, any personal leave time not used by an employee during the previous fiscal year will be converted into sick leave in equal increments and added to the employee's accumulated sick leave time, providing it does not exceed the maximum allowed. Effective April 1, 2019 and each year thereafter, each employee (s) with seniority of at least one (1) year, personal leave may be taken in not less than five (5) hour increments.

SECTION 2 – SICK LEAVE

An employee on full-pay status who is unable to report for work because of illness or injury, will be paid sick time at his/her regular hourly rate and any other benefits, starting with the first scheduled workday on which the employee is absent, subject to the limitations hereinafter provided. Earnings for sick days will be included in the employee's regular pay. Sick leave is exclusively to help compensate employees who are unable to work due to a bonafide illness or injury.

Sick days shall be earned on a per week basis as follows:

- a. 48 hour week – 2.86 hours leave time
- b. 38 hour week – 2.26 hours leave time
- c. 34 hour week – 2.02 hours leave time

while an employee is on full-pay status, up to a maximum of thirteen (13) days (130 hours) per fiscal year. Sick days may accumulate up to 2,400 hours. For the purpose of determining the number of sick days earned, the following days shall be considered as having been worked: vacation days, days lost by reason of temporary leave of absence for Association business up to a maximum of five (5) working days per year, paid personal days, or any other days off or leave while an employee is on full-pay status.

Of the maximum thirteen (13) sick days each year, an officer may use up to five (5) paid sick days without medical documentation in accordance with the conditions set forth above. In order to receive paid sick leave in excess of five (5) days in any fiscal year, an officer may be requested to present medical documentation from the physician verifying the illness or injury.

For any illness in excess of four (4) consecutive workdays, the NFTA may require a doctor's statement as to the employee's health prior to returning to work.

Employees have the responsibility to notify their supervisor one (1) hour prior to the start of their shift when they are sick.

3. Each year, employees will contribute ten (10) additional hours to the bank, between March 1st and March 31st, in order to continue as a participant in the sick leave bank.
4. If at any time the accumulated number of hours in the sick bank falls below five hundred (500), the NFTA will contribute a sufficient number of hours to bring the total number of hours in the sick bank to five hundred (500).
5. Employees who enter the sick bank after it is established and who have been previously qualified to participate, will be required to contribute the same number of accumulated hours as they would have contributed had they become a participant when first qualified to enter the sick leave bank.
6. An employee who is a participant in the sick bank and who has exhausted all of his/her accumulated sick leave and any other accumulated time, may apply for additional sick leave from the sick bank, created herein, to a committee consisting of a designee of the Association and a designee of the NFTA. The minimum number of days which may be requested is five (5) days, (50 hours). The maximum will be two times the number which the employee has accumulated in his/her sick leave account at the time when an illness or disability began. If needed, the committee may grant an additional sixty (60) days (600 hours). The committee's decision to deny the granting of sick leave to an employee cannot be grieved or be the subject of the grievance and arbitration procedure herein.
7. In the event both members of the committee cannot agree to accept or reject the granting of such sick leave, then, in that event, the committee shall select a third person in accordance with the procedure for the selection of an arbitrator, as provided in the grievance and arbitration procedure in this Agreement.

ARTICLE XII – GRIEVANCE AND ARBITRATION PROCEDURE

SECTION 1 – DEFINITION

A grievance is any dispute between the parties to the Agreement with respect to the interpretation or application of, or compliance with, the terms and conditions of this Agreement. Either the Association or any employee in the bargaining unit shall be allowed to file a grievance. Only the Association shall be allowed to seek arbitration of a grievance. The grievance and arbitration procedure hereby established shall be the exclusive remedy for the resolution of a grievance.

SECTION 2 – PROCEDURE

Grievances must be presented in writing within ten (10) calendar days after the circumstances giving rise to such grievance has occurred or should have been known about, or shall not be considered valid. Grievances must be signed by an employee and Association Officer. Class action grievances must be signed by an Association Officer. All grievances will be handled in accordance with the following procedure.

- (a) Neither the Manager of Labor Relations nor the arbitrator may consider any evidence or facts which have not been previously discussed between the parties unless otherwise agreed upon by the parties.
- (b) In the case of a group, policy or organization type grievance, the grievance may be submitted directly to the Manager of Labor Relations.
- (c) An employee may have present at all steps of the grievance procedure the Association President, the Association's Grievance Chairperson and/or the Association's legal counsel.

ARTICLE XIII – DISCIPLINARY PROCEDURE

SECTION 1 – DISCIPLINARY ACTION

Upon completion of a one (1) year probationary period, an employee shall become permanent and shall not be terminated or otherwise subjected to any discipline except for just cause. The only procedure for taking disciplinary action shall be set forth in this Article.

SECTION 2 – PROCEDURE

An employee against whom disciplinary action is taken shall be served with written notice of the reasons for such discipline and the penalty imposed. A copy of the discipline will also be forwarded to the President of the Association. The discipline may be the subject of a grievance, which shall be filed in accordance with the procedures set forth under the grievance and arbitration Article of this Agreement.

SECTION 3 – BILL OF RIGHTS

- (a) An employee who is under investigation for a matter which would not constitute a crime, must be informed of the nature of the investigation before any interrogation begins. The information must be sufficient to reasonably inform him/her of the investigation which is being conducted.
- (b) An employee who is under investigation has the right to have a representative of the Association present and also has the right to the presence of an attorney with him/her during any questioning.
- (c) Interrogation of an employee for any disciplinary investigation will be recorded, either mechanically or by a stenographer, and there will be no off-the-record statements. The employee shall be furnished with a copy of any statement he/she has signed or made.
- (d) No employee shall be given a polygraph examination.
- (e) No employee shall use or be subject to offensive language and shall not be threatened with transfer as an inducement to answer questions. Nothing herein is to be construed as to

If complaints or charges lodged against an employee and maintained in his/her personnel file are subsequently found to be unsupported, all record thereof shall be removed from the employee's personnel file.

SECTION 3 – INSPECTION

Upon request of the employee concerned, his personnel file shall be made available to him for review. The personnel file cannot be removed from its regular place of maintenance or storage at 181 Ellicott Street, Buffalo, New York and must be reviewed in the presence of the normal custodian of such file.

ARTICLE XVI – MISCELLANEOUS BENEFITS

SECTION 1 – BULLETIN BOARDS

NFTA agrees to allow authorized employees of the Association to use the designated bulletin boards for posting official Association notices, which must be signed by an authorized Association official. The Association agrees to use these designated bulletin boards for the posting of notices and announcements of meeting, elections, appointments to offices and results of elections, social, educational or recreational affairs of the Association.

SECTION 2 – PRINTING OF AGREEMENT

NFTA agrees to reproduce a sufficient number of copies of this Agreement for distribution by Association Officers to the membership.

SECTION 3 – MILEAGE ALLOWANCE

If an employee is requested by the NFTA to use his or her personal vehicle during the course of work and the employee agrees, the Employer will reimburse mileage to the employee at the established IRS rate for the use of an employee's personal vehicle.

SECTION 4 – INDEMNIFICATION

The NFTA will indemnify each employee for claims against him/her arising during work hours based upon false arrest, detention or imprisonment or malicious prosecution.

SECTION 5 – PHYSICAL FITNESS EQUIPMENT

The NFTA shall maintain an exercise room to be housed at the CFR building for use of Aircraft, Rescue, Firefighting Officers. The equipment in the exercise room will be maintained by the NFTA and,

SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL

LONGEVITY PAY

Effective April 1st, for employees who have completed or will complete seven (7) years of continuous service for the NFTA during the fiscal year April 1 through March 31, \$700 will be added to the employee's salary rate. Effective April 1st of the fiscal year in which such employee shall have completed eleven (11) years of continuous service for the NFTA, an additional \$200 shall be added to the employee's salary rate (making the total longevity pay \$900). Effective April 1st of the fiscal year in which such employee shall have completed fifteen (15) years of continuous service for the NFTA, an additional \$200 shall be added to the employee's salary rate (making the total longevity pay \$1100). Effective April 1st of the fiscal year in which such employee shall have completed twenty (20) years of continuous service for the NFTA, an additional \$200 shall be added to the employee's salary rate (making the total longevity pay \$1300). Effective April 1st of the fiscal year in which such employee shall have completed twenty-five (25) years of continuous service for the NFTA, an additional \$200 shall be added to the employee's salary rate (making the total longevity pay \$1500). Effective April 1st of the fiscal year in which such employee shall have completed thirty (30) years of continuous service for the NFTA, an additional \$200 shall be added to the employee's salary rate (making the total longevity pay \$1700).

FYE24

	Step 1	Step 2	Step 3	Step 4	Step 5
ARF Officer	\$19.4499	\$21.2473	\$23.0447	\$24.8423	\$26.6394

Year 3 -

FYE25 2.35%

	Step 1	Step 2	Step 3	Step 4	Step 5
ARF Officer	\$19.9069	\$21.7467	\$23.5863	\$25.4261	\$27.2654


Year 4 -

FYE26 2.35%

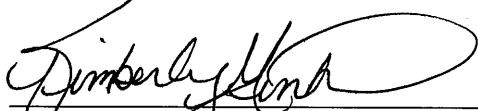
	Step 1	Step 2	Step 3	Step 4	Step 5
ARF Officer	\$20.3748	\$22.2577	\$24.1405	\$26.0236	\$27.9061

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 11/16 day
of 2022.

BUFFALO NIAGARA AIRPORT FIREFIGHTERS ASSOCIATION

President Andrew LaForce 

NIAGARA FRONTIER TRANSPORTATION AUTHORITY



Kimberley Minkel
Executive Director

ARFO SENIORITY LIST

1. Maxwell, Fay
2. Roll, Roger
3. Napierala, Gregory
4. Flynn, William
5. Herdzik, Joseph
6. Szymanski, Martin
7. Walsh, Michael
8. Turner, Anthony
9. Sweetland, George
10. O'Connor, Mike
11. Powers, Brian
12. Kaminski, Robert
13. Griffin, Michael
14. Pieczynski, Walter
15. Meldrum, Jessica
16. Guerra, Michael
17. LaForce, Andrew
18. Andrews, Paul
19. Basinski, David
20. Szalay, Timothy
21. Locher, William
22. Acome, James
23. Corson, Eric
24. Waziak, Steven
25. Tavano, Nicholas
26. Tower, Jeffrey
27. Carrubba, Michael
28. Kegler, Michael
29. Brenon, John
30. Marshanke, Alexander
31. Zook, Michael
32. Fugate, Damien
33. Beale, Brian
34. Foster, Mitchell
35. Kane, Steven