

Labor Relations Services for Member Associations

The New York State Deputies Association, Inc. (NYSDA) provides local associations with an option to select from either **Associate**, **Basic** or **Full Service** membership. Each of these categories provides the local association with a seat on the Board of Directors, affording every member organization the opportunity to participate in formulating policy and directing NYSDA.

ASSOCIATE MEMBERSHIP

1. **No fees for NYSDA seminars.** NYSDA conducts seminars on a variety of topics. Some examples are: Contract negotiations; contract administration; civil service law; duty of fair representation and managing association finances.
2. **Active voice in Lobbying and Political Action.** Your association is assured of having a voice in the legislative agenda developed by NYSDA. NYSDA retains the services of a professional lobbyist.
3. **Advisory Letters.** NYSDA routinely distributes informational letters and information when advised of changes in laws or policies that may have an effect on the membership.
4. **Newsletters.** Member organizations receive the NYSDA Newsletter which provides information on many labor and employee relations problems.
5. **Annual Conference.** You will have an active voice in the development and production of the annual conference.
6. **Contract Administration.** Basic members receive telephone advice on administration of their contract (e.g. grievances), and on any potential violations of the Taylor Law. (This assistance is limited to telephone advice without research.)
7. **Contract Negotiations.** Basic members may receive telephone advice on preparing for and conducting contract negotiations. (This assistance is limited to telephone advice without research.)
8. **Public Relations.** Advice and counsel to assist the local association in the preparation and implementation of public relations campaigns. Assistance has been provided in building support for the association during contract negotiations, and in cases where efforts have been made to eliminate member's positions. (This assistance is limited to telephone advice without extensive preparation of materials.)
9. **Political Information.** Member associations receive assistance and counsel from our professional lobbyist.

BASIC MEMBERSHIP

Associations that choose Basic Membership receive all of the benefits of Associate Membership, plus the following:

1. **Free on-site seminars for your organization.** NYSDA will provide on-site seminars for basic and full service members covering topics like Collective Bargaining, Contract Administration and Grievance Processing, Disciplinary Cases and The Taylor Law. Local organizations must provide a location. This service is designed to train your local officers, bargaining teams, stewards and members. On-site seminars are scheduled at the convenience of the local organization.
2. **Expenses paid for attendance at NYSDA meetings.** NYSDA will pay for hotel rooms for members who travel to scheduled NYSDA meetings. NYSDA will also reimburse costs for mileage and tolls for travel to and from these meetings.
3. **Scholarship.** Each Basic and Full Service member association is eligible to receive two scholarships per year (one scholarship each semester) to be awarded to an association member or dependent seeking a degree in a criminal justice field.

FULL SERVICE MEMBERSHIP

Associations that choose Full Service Membership receive all of the benefits of Associate and Basic Membership, plus the following:

1. **Contract Negotiations.** Our professional will work directly with your association's negotiating team to prepare for contract negotiations. He will conduct the negotiations through all phases up to, and including, legislative determination.
2. **Improper Practices.** Should the need arise to file or defend against an improper practice charge, we will provide the assistance that you need, including sending a representative to all PERB appearances. With approval of the NYSDA Executive Board, an attorney selected by NYSDA will represent full service members in hearings before PERB.
3. **Grievance advice and analysis.** We will counsel your association on problems as they arise to determine an appropriate course of action.
4. **Grievance Arbitration.** NYSDA will prepare and present your case before an arbitrator. This includes assessment of the need to arbitrate, presentation of the case, and preparation of briefs. *The local association will be responsible for additional costs including but not limited to, fees and expenses for arbitrators, stenographers, etc.*
5. **Discipline Cases.** NYSDA will represent your members in disciplinary matters including Section 75 hearings and arbitrations. *The local association will be responsible for additional costs including but not limited to, fees and expenses for arbitrators, stenographers, etc.* In disciplinary cases involving termination, with the approval of the NYSDA Executive Board, an attorney selected by NYSDA will represent full service members in disciplinary hearings.

6. **Employer Meetings.** If necessary, we will have a representative participate in meetings with your employer to assist in developing and maintaining an effective Union-Employer relationship.

GENERAL CONDITIONS

Membership Fees. The annual fees are based on level of service chosen. The rates are:

Associate Membership: \$500 flat rate per year or portion thereof

Basic Membership: \$20 per member per year, with a maximum amount of \$2000.

Full Service Membership: \$110 per member per year.

If an association joins during a calendar year, the association is charged 1/12th of the annual fee for each month or portion thereof remaining in the year. (Does not apply to Associate Membership.)

Payment of Membership Fees. For those Associations selecting the Associate and Basic Membership, fees are due upon the return of the signed agreement. Associations selecting Full Service Membership may pay their fees quarterly. Membership is renewed annually on or about January 1. NYSDA will mail an invoice for membership fees.

Modification or Termination of Services. Associations may elect to change membership levels, though we ask that full service members remain at full service status for the term of any contract negotiated with NYSDA assistance. An association may also choose not to renew its membership, and NYSDA retains the right to refuse to renew membership. If an association chooses to increase its level of service during a calendar year, it will only be responsible for paying 1/12th of the difference between Basic and Full Service per month or portion thereof remaining in the calendar year. If an association chooses to decrease or terminate its membership during a calendar year, the NYSDA Executive Board will make a determination on the amount of reimbursement, if any, based upon the services received by the association during its period of membership at the Full Service level.

Non-payment of Fees. An association over 30 days in arrears on its fees may be denied membership services until such time as all overdue fees are paid. If the Association had chosen Full Service membership, non-payment or failure to renew shall be treated as a termination of services and shall be resolved in the manner described above.

Independence. NYSDA provides only support services. The local association retains complete independence and control of its affairs. NYSDA will offer counsel and advice, but the final decisions on matters involving the association (e.g. Whether to take a grievance to arbitration; acceptability of a settlement) are solely the decision of the local association.

Adjustment of Fees and Services. The Executive Board of NYSDA will periodically review the fees, expenses and range of services provided for all participating associations.

The Executive Board may adjust fees and services as needed. The annual fee structure may be adjusted based upon the experiences of all participating associations.

Expenses Covered. For Full Service members, NYSDA will pay all expenses for services provided by NYSDA representatives.

Expenses Not Covered. All other expenses incurred and/or authorized by the local association. This includes, but is not limited to: Arbitrators' fees and expenses; court stenographers' fees and expenses; fees for attorneys retained or contacted by the association; filing and administrative fees; copying costs and costs to reproduce the association's contract.

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