

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 24 day of September 2019, by and between **TOMPKINS COUNTY (COUNTY)** and **CIVIL SERVICE EMPLOYEES' ASSOCIATION, LOCAL, 1000 AFSCME, LOCAL 855 TOMPKINS COUNTY, UNIT 8900-01 TOMPKINS COUNTY WHITE COLLAR UNIT (CSEA)**.

WHEREAS, the COUNTY and the CSEA are parties to a collective bargaining agreement (AGREEMENT) covering the period of January 1, 2018 to December 31, 2020 governing terms and conditions of employment for certain employees; and

WHEREAS, the current agreement of Article 6 Workweek, Section 5, Subsection a and b provides language for Emergency Services Dispatchers shift, and vacation and holiday bidding procedure twice a year; and

NOW THEREFORE, the parties agree as follows:

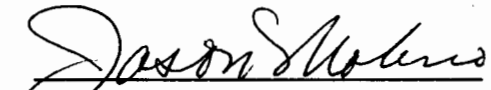
- Shift bidding shall take place three (3) times a year. Such bidding shall occur on or about March 10th to take effect May 1st of each year, on or about July 10th to take effect on September 1st, and on or about November 10th to take effect on January 1st of each year.
- Vacation and holiday bidding shall occur and be completed no later than twenty-one (21) days after the shift bids are completed. Management shall circulate a schedule for holiday and vacation times for the following four (4) month time periods: January 1st through April 30th, May 1st through August 31st and September 1st through December 31st.
- The parties agree this memorandum of agreement shall be part of the January 1, 2018 – December 31, 2020 collective bargaining agreement unless mutually agreed to revise prior to December 31, 2020.

[signature page to follow]

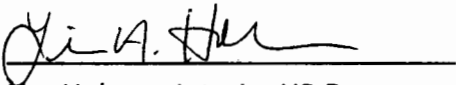

9/24/19

Date: 9/24/19

For the COUNTY:




Jason Molino, County Administrator




Lisa Holmes, Interim HR Department Head

For the CSEA:



Doug Perine, Unit President



Stephanie Engster, LRS