

# MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this <sup>21<sup>st</sup></sup> of <sup>April</sup> January 2022, by and between TOMPKINS COUNTY (COUNTY) and THE CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 855, AFSCME, AFL-CIO, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, TOMPKINS COUNTY BLUE COLLAR UNIT #8900-01 (CSEA).

WHEREAS, the COUNTY and CSEA are parties to a collective bargaining agreement (AGREEMENT) covering the period of January 1, 2018 to December 31, 2023 governing terms and conditions of employment for certain employees; and

WHEREAS, in 2022, the Tompkins County Facilities Department will be adjusting the cleaning schedule to ensure that all Cleaners will work staggered daytime shifts and no longer work third shift (night shift), and

WHEREAS, under Article 4 Section 4 of the current Agreement, The County will pay a (\$1.00) one dollar per hour shift premium. to all employees who are assigned to work and work a regularly scheduled full second or third shift; and

WHEREAS, the County does not want to penalize Cleaners who will be changing their work schedules and no longer working third shift; and

WHEREAS, the COUNTY and CSEA have met and discussed the terms and conditions of increasing the hourly rate for blue collar employees in the title of Cleaner by (\$1.00) one dollar per hour; and

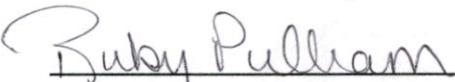
NOW THEREFORE, the parties agree as follows:

1. Effective January 1, 2022, the salary for blue collar employees in the title of Cleaner will increase by (\$1.00) one dollar per hour.
2. The (\$1.00) one dollar per hour increase will take place prior to the calculation of the scheduled 2% salary increase for all Blue Collar employees.
3. Cleaners will not be entitled to a further shift premium for working regularly scheduled staggered daytime shifts.
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
5. The parties hereby acknowledge that each has read this Memorandum of Agreement, that each party fully understands its contents, and that each party signed the same and made this Agreement voluntarily.
6. The parties agree that by mutual agreement this Memorandum of Agreement may be amended.
7. This agreement is non-precedent setting.

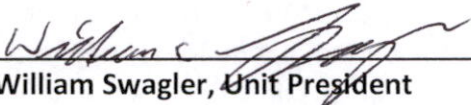
SIGNATURE PAGE

Date: 4/28/22  
For the COUNTY:

  
Lisa Holmes, County Administrator

  
Ruby Pulliam, Human Resources  
Commissioner

Date: 4-28-2022  
For the CSEA:

  
William Swagler, Unit President

  
Stephanie Engster, LRS