

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 30th day of January 2023, by and between TOMPKINS COUNTY (COUNTY) and THE CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 855, AFSCME LOCAL 1000, AFL-CIO, 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, language in Article 34, Appendix "C" of the Agreement defines specific blue collar unit employees who will receive clothing allowance;

WHEREAS, the COUNTY has a desire to address clothing allowance compensation for employees covered by the Agreement in the Recycling and Materials Management Department; and

WHEREAS, the COUNTY and CSEA have met and discussed the terms and conditions of aforementioned above; and

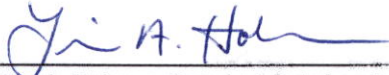
NOW THEREFORE, the parties agree as follows:

1. Effective January 1, 2023 the employees in the following titles shall be included and compensated in 2023 in Article 34, Appendix "C"
Recycling Driver
Waste Reduction & Recycling Coordinator
2. Such compensation shall be made within sixty (60) days of signing of the Agreement.
3. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
4. 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.
5. The parties agree that by mutual agreement this Memorandum of Agreement may be amended.
6. This agreement is non-precedent setting.

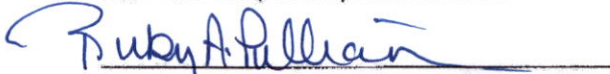
Dated: 11/30/2023

[signature page follows]

FOR THE COUNTY:

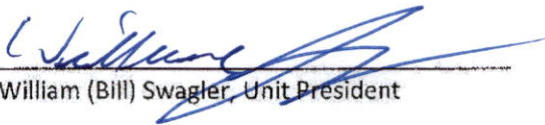


Lisa A. Holmes, County Administrator




Ruby A. Pulliam, Commissioner of Human Resources

FOR CSEA:



William (Bill) Swagler, Unit President



Stephanie Engster, CSEA LRS