

## MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 10<sup>th</sup> of February 2020, 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, under Exhibit B, Tompkins County CSEA BC 2020, 2021, 2022 and 2023 Salary Schedule effective 1/1/2020 of the current Agreement, the salary for the title of Seasonal Worker has not been changed since 2017; and

WHEREAS, Tompkins County does not offer health insurance for seasonal workers but desires to offer the current living wage for individuals in this title; and

WHEREAS, the COUNTY and CSEA have met and discussed the terms and conditions of increasing the salary for blue collar employees in the title of Seasonal Worker to the current living wage of \$15.37 per hour.

NOW THEREFORE, the parties agree as follows:

1. Effective February 10, 2020, the salary for blue collar employees in the title of Seasonal Worker will now be set at the current Living Wage of \$15.37 per hour.
2. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
3. 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.
4. The parties agree that by mutual agreement this Memorandum of Agreement may be amended.
5. This agreement is non-precedent setting.

[signature page follows]

⑤  
2/10/20

Date: 2/10/20  
For the COUNTY:

Jason Molino  
Jason Molino, County Administrator

Date: 2.10.2020  
For the CSEA:

Todd VanOrman  
Todd VanOrman, Unit President

Stephanie Engster 2/10/20  
Stephanie Engster, LRS