

10/07/19 FINAL
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the representatives of the County and Sheriff of Tompkins (hereinafter "Employer") and the Correction Officers Association/Teamster Local 1149, (hereinafter "Union"), referred to collectively as the parties.

WHEREAS, the Employer and the Union are parties to a Memorandum of Agreement (MOA) which has an expiration date of **December 31, 2017**; and

WHEREAS, the Employer and the Union have recognized the need to have one definition of seniority to guide scheduling and mandatory call-ins. *Reference;*

Article III Section 15: Call-in will be by seniority (most senior first). Seniority will be the last hire date in the title.

Article VIII Section 1: Seniority is defined as all time in title in service in the corrections division of Tompkins County.

Article VIII Section 4a: Corrections Officers and Sergeants will bid for shifts by seniority as defined as all time in title in the Corrections Division of the Tompkins County Sheriff's Office.

WHEREAS, the parties have now reached an agreement as of the date of execution of this MOA to establish one definition of seniority, and wish to memorialize their understanding, in writing; and

WHEREAS, upon execution of this MOA by both the Employer and Union representatives, the parties agree to comply with the following:

1. All terms and conditions of the MOA shall remain in full force and effect except as agreed to be modified herein.

2. The parties agree that the definition of seniority for Article III Section 15, Article VIII Section 1 and Article VIII Section 4a shall be as follows. Seniority is defined as all time in title in service in the corrections division of Tompkins County.

3. The parties agree that when recognition of prior service is granted, a rehired or reinstated employee's service date will be adjusted as follows.

Example: Marcus is hired on September 3, 2008, and voluntarily leaves service on March 12, 2016. Marcus is rehired on October 15, 2018. Marcus shall be credited with his previous seven years and six months of service. Marcus' adjusted hire date is May 15, 2011.

Example: George is hired on September 3, 1999, and retires from service on September 3, 2019. George is reinstated on September 5, 2019. George shall be credited with this previous twenty years of service. George's adjusted hire date is September 5, 1999.

4. The parties agree that this definition of seniority shall be used to direct both mandatory call-ins and scheduling for shift bids and holiday/vacation bids.

