

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 28th day of December, 2020, between the **COUNTY OF TOMPKINS**, hereinafter referred to as "County" and the **CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 1000, AFSCME, AFL-CIO, LOCAL 855 TOMPKINS COUNTY, TOMPKINS COUNTY WHITE COLLAR UNIT 8900** hereinafter referred to as "CSEA".

WITNESSETH:

WHEREAS, the County Administrator declared a State of Emergency in Tompkins County effective March 14, 2020 due to the COVID-19 global pandemic, and

WHEREAS, since this time, County employees have been actively involved in the response and recovery efforts related to COVID-19 to promote and protect the health and safety of our community, and

WHEREAS, due to the prolonged nature of the response and recovery efforts, many CSEA White Collar employees have not been able to schedule time off to utilize their floating holiday and personal time, and

WHEREAS, after December 31, 2020, CSEA White Collar employees will lose unused 2020 floating holiday time and any accrued personal time over 6 days, and

WHEREAS, the County wishes to compensate CSEA White Collar employees for this time, and

WHEREAS, the CSEA has agreed to said terms and conditions proposed by the County,

NOW, THEREFORE, it is agreed as follows:

1. CSEA White Collar employees will be paid out for any unused 2020 floating holiday time and personal time over 6 days.
2. The County will calculate unused floating holiday and personal time at the end of 2020 and employees shall receive a lump sum payment with their paychecks by February of 2021.
3. This Agreement does not set a past practice or precedent for the future.
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 sign the same and entered into this Agreement voluntarily.

[signature page follows]


12/28/2020

Date: 12/29/2020

For the COUNTY:

Jason Molino
Jason Molino, County Administrator

Date: 12/29/2020

For the CSEA:

Doug Perine
Doug Perine, Unit President

Stephanie Engster 12/28/2020
Stephanie Engster, Labor Relations Specialist