

**MEMORANDUM OF AGREEMENT**

**THIS AGREEMENT** made and entered into this 18<sup>th</sup> of March 2021, by and between **TOMPKINS COUNTY (COUNTY)** and **CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL, 1000 AFSCME, LOCAL 855 TOMPKINS COUNTY, TOMPKINS COUNTY WHITE COLLAR UNIT #8900 (CSEA).**

**WHEREAS,** the **COUNTY** and **CSEA** are parties to a collective bargaining agreement (**AGREEMENT**) covering the period of January 1, 2018 to December 31, 2020 governing terms and conditions of employment for certain employees; and

**WHEREAS,** the current agreement has established a Holiday Schedule for 2020 under Article 11 Holidays; and

**WHEREAS,** effective November 1, 2018 all County Airport personnel were moved from the Blue Collar contract to the White Collar Contract; and

**WHEREAS,** historically County Airport shift workers followed the Sheriff's Road Patrol contract regarding holiday schedules due to the nature of their 40-hour work week schedule; and

**WHEREAS,** an MOA dated 12/27/19 formalized that County Airport shift workers followed the Holiday Schedule of the Sheriff's Road Patrol during 2020;

**WHEREAS,** in 2021, the Sheriff's Road Patrol changed their holiday schedule to follow observed holidays rather than actual holidays; and

**WHEREAS,** County Airport shift workers desire to follow actual holidays rather than observed holidays in 2021 and on an ongoing basis thereafter; and

**WHEREAS,** the **COUNTY** and **CSEA** have discussed the terms and conditions of the Holiday Schedule for County Airport Employees; and

**NOW THEREFORE,** the parties agree as follows:

1. Effective January 1, 2021, All County Airport shift workers will adhere to actual holidays rather than observed holidays as delineated in the 2021 Airport Holiday Schedule.

**2021 Airport Holiday Schedule:**

<b>Holiday</b>	<b>2021</b>
New Year's Day	January 1, 2021
Martin Luther King Jr. Day	January 15, 2021
President's Day	February 15, 2021
Memorial Day	May 30, 2021
Independence Day	July 4, 2021
Labor Day	September 6, 2021
Indigenous People's Day	October 12, 2021
Veteran's Day	November 11, 2021
Thanksgiving Day	November 25, 2021
Day After Thanksgiving	November 26, 2021

*3/18/21*

Christmas Day	December 25, 2021
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2. "Airport Shift Workers" include the following titles:

- Airport Fire/Ops Tech Trainee
- Airport Fire/Ops Tech

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.

[signature page follows]



For the COUNTY:

Jason Molino

Jason Molino, County Administrator

Date: 3/25/21

For the CSEA:

Doug Perine

Doug Perine, Unit President

Date: 3/18/21

Stephanie Engster

Stephanie Engster, LRS

Date: 3/18/21