

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 24 day of May, 2021, 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 and CSEA have discussed certain language in the CSEA White Collar contract paid leave for the purposes of calculating overtime compensation for certain employees, and

WHEREAS, the County and CSEA have agreed to said terms and conditions,

NOW, THEREFORE, it is agreed as follows:

1. The MOA dated 12/23/20 shall be amended as follows:
 - a) The following section shall be deleted: "d) When Calculating overtime time worked over forty (40) hours in a given work week, no premium time (time already paid at 1.5 time) will be included in the computation of overtime."
 - b) Section d of the MOA shall be amended to state: d) No overtime will be earned in addition to premium time (time already paid at 1.5 time) within the same 24 hour period.
 - i. Example 1: Christmas Day falls on a Friday. An employee works 4 shifts of 10 hours, Tuesday through Friday equaling 40 hours. The employee receives premium pay (1.5 time) for the 10 hours worked on the Christmas Day Holiday.
 - ii. Example 2: Christmas Day falls on a Friday. An employee works a total of 48 hours that week, 4 shifts of 10 hours Monday through Thursday and 8 hours worked on Christmas Day. The employee receives premium pay (1.5 time) for the 8 hours worked on Christmas Day. The employee is not entitled to receive an additional overtime calculation (1.5 time) on those 8 hours.
 - iii. Example 3: Christmas Day falls on a Friday. An employee works 4 shifts of 10 hours, Tuesday through Friday equaling 40 hours. The employee receives premium pay (1.5 time) for the 10 hours worked on Christmas Day. The employee is unexpectedly called in to cover on Saturday, causing them to work an additional 8 hours. The employee earns overtime (1.5 time) for the 8 hours worked on Saturday.
 - iv. Example 4: Christmas Day falls on a Friday. An employee is scheduled to work 4 shifts of 10 hours, Tuesday through Friday equaling 40 hours. The employee receives premium pay (1.5 time) for the 10 hours worked on the Christmas Day Holiday. The employee is unexpectedly called in to cover on Sunday, causing them to work an additional 10 hours. The employee earns overtime (1.5 time) for the 10 hours worked outside their scheduled shift.
 - c) The County will designate a specific code in the timekeeping system to be used to indicate overtime earned during a week in which a holiday is worked.


5/25/21

- d) Article V Section 8d of the White Collar contract will remain intact.
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 entered into this Agreement voluntarily.

[signature page follows]

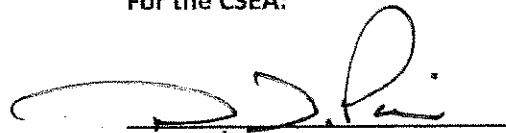
Date: 5/26/21

For the COUNTY:


Jason Molino, County Administrator

Date: 5/26/21

For the CSEA:


Doug Perine, Unit President


Stephanie Engster, Labor Relations Specialist