

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 14th day of December, 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 are parties to a collective bargaining agreement covering the period of January 1, 2018 to December 31, 2020, and subsequent MOA covering the period of January 1, 2021 to December 31, 2023, covering terms and conditions of employment for certain employees; and

WHEREAS, under Article 12, Section 1 of the agreement is language regarding vacation time balances front-loaded effective January 1, 2019; and

WHEREAS, the County and CSEA are parties to an MOA dated February 7th 2020 attempting to rectify the unintended consequences of the frontloading of vacation balances by allowing all employees to accrue an additional year of allotted (unearned) vacation time and allowing certain employees who exceeded the cap on vacation accruals an additional year to reduce their accrued vacation leave balances so as not to forfeit vacation balances; and

WHEREAS, since 2020, County employees have been actively involved in the response and recovery efforts related to the COVID-19 pandemic 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 vacation time; and

WHEREAS, after December 31, 2021, some CSEA White Collar employees would be subject to lose unused vacation time over the maximum accruals; and

WHEREAS, the County wishes to compensate CSEA White Collar employees for this vacation time and included funding in the 2022 budget to do so; 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 2021 vacation time over the maximum accrual limit.
2. The County will calculate unused vacation time over the maximum accrual limit at the end of 2021 and employees shall receive a lump sum payment with their paychecks in February of 2022.
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.

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12/14/21

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.

Date: 12/15/21

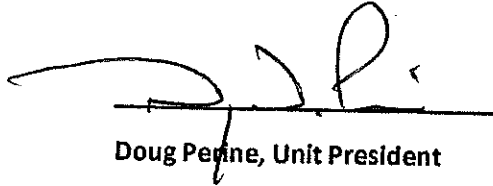
For the COUNTY:




Lisa Holmes, Interim County Administrator

Date: 12/15/21

For the CSEA:



Doug Perrine, Unit President

 12/14/21
Stephanie Engster, Labor Relations Specialist