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APR 26 2022

Tompkins County
Personnel Department

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 25th day of April, 2022, between the COUNTY OF TOMPKINS, hereinafter referred to as "County" and the CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 855, AFSCME, AFL-CIO, AMERICAN FEDERAL OF STATE, COUNTY & MUNICIPAL EMPLOYEES, TOMPKINS COUNTY BLUE COLLAR UNIT 8900-01, 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, 2023 governing terms and conditions of employment for certain employees; and

WHEREAS, the current agreement has an established Holiday Schedule under Article 10 Holidays; and

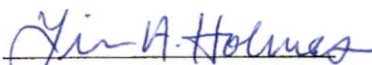
WHEREAS, on April 19, 2022, the Tompkins County Legislature authorized Juneteenth as an additional paid holiday for all employees in addition to the twelve (12) paid holidays included in the agreement; and

WHEREAS, the County and CSEA have discussed the addition of Juneteenth to be observed as a 13th paid Holiday per the same terms and conditions of existing authorized paid holidays, beginning in 2022;

NOW, THEREFORE, it is agreed as follows:

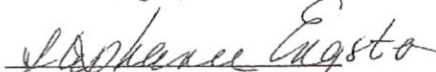
1. Monday, June 20, 2022 will be added to the 2022 Blue Collar Holiday Schedule in observance of the Juneteenth Holiday.
2. Monday, June 19, 2023 will be added to the 2023 Blue Collar Holiday Schedule in observance of the Juneteenth Holiday.
3. The Juneteenth Holiday will become an authorized addition to Holiday Schedules in accordance with future collective bargaining negotiations.
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 signed the same and made this Agreement voluntarily.

Date: 4/25/2022
For the COUNTY:


Lisa Holmes, County Administrator

Date: 4/25/2022
For the CSEA:


William Swagler, Unit President


Stephanie Engster, Labor Relations Specialist