

# MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this <sup>17<sup>th</sup></sup> day of July 2023, by and between TOMPKINS COUNTY (COUNTY) and THE CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 1000, AFSCME, AFL-CIO, 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, 2021 to December 31, 2023 governing terms and conditions of employment for certain employees; and

WHEREAS, language in Article 4, Item # 10. Clothing Allowance of the Agreement defines specific white collar unit employees who will receive clothing allowance;

WHEREAS, the COUNTY has a desire to address the provision of special clothing and/or uniforms to employees in departments that have mandated special clothing necessary in the performance of duties; and

WHEREAS, the COUNTY and CSEA have met and discussed the terms and conditions of aforementioned above; and

NOW THEREFORE, the parties agree as follows:

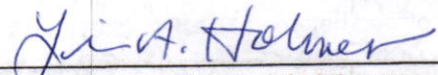
1. The following language shall be added in Article 4, Item #10:
  - b.) The County will provide any special clothing (including uniforms if mandated by the department).
  - c.) The County will provide any special clothing for incumbents in titles determined by their departments to require special personal protective clothing or durable clothing to perform field work subject to inclement weather and/or unsanitary/unhygienic environmental conditions.
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 made this Agreement voluntarily.
4. The parties agree that by mutual agreement this Memorandum of Agreement may be amended.
5. This agreement is non-precedent setting.

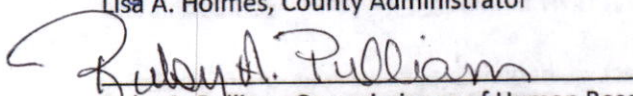
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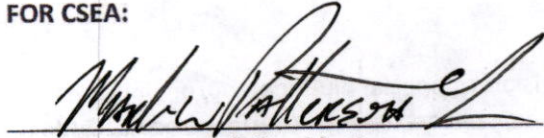
Dated: 7/18/23

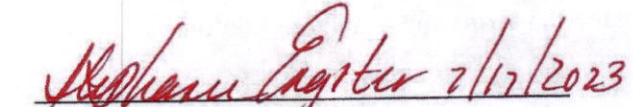
**FOR THE COUNTY:**

  
\_\_\_\_\_  
Lisa A. Holmes, County Administrator

  
\_\_\_\_\_  
Ruby A. Pulliam, Commissioner of Human Resources

**FOR CSEA:**

  
\_\_\_\_\_  
Mark Patterson, Unit President

  
\_\_\_\_\_  
Stephanie Engster, CSEA LRS