

**MEMORANDUM OF AGREEMENT BY AND BETWEEN TOMPKINS CORTLAND
COMMUNITY COLLEGE and TOMPKINS CORTLAND COMMUNITY COLLEGE
CIVIL SERVICE EMPLOYEES ASSOCIATION UNIT #8908**

WHEREAS, Tompkins Cortland Community College ("College") and the Civil Service Employees Association ("CSEA") are parties to a collective bargaining agreement ("CBA") covering the period from September 1, 2019 through August 31, 2020; and,

WHEREAS, the College has proposed to amend the language in Article 49 – Probationary Period; and,

WHEREAS, the College has proposed that the language change be retroactive to September 1, 2019; and

WHEREAS, the College and CSEA have reached agreement on the language change that modifies Article 49 in the CBA; therefore

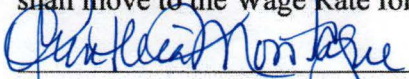
IT IS HEREBY AGREED AS FOLLOWS:

The language below will replace the existing language in Article 49 of the CBA:

All initial appointments shall require a probationary term as required by the Tompkins County Civil Service Rules.

All promotions (movement to a higher salary grade) and lateral transfers (title to title in same salary grade) shall require a probationary term of not less than eight (8) weeks nor more than twenty-six (26) weeks.

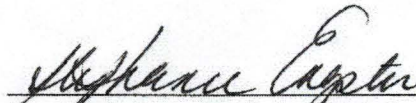
Employees who have successfully completed their probationary term following their promotion shall move to the Wage Rate for the appointed title.



Orinthia T. Montague, President
Tompkins Cortland Community College

12/10/19

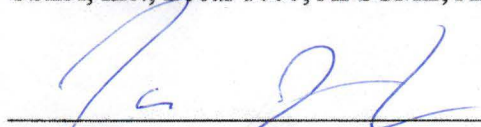
Date



Stephanie Engster, Labor Relations Specialist
CSEA, Inc., Local 1000, AFSCME, AFLCIO

12/11/19

Date



Jason Thayer, President
Tompkins Cortland Community College
Civil Service Employee's Association, Inc.

12/11/19

Date