

Memorandum of
Agreement By and
Between

The Civil Service Employees Association, Inc. Local 1000, AFSCME,
AFL/CIO TC3 Unit #8908 (CSEA)
And
Tompkins Cortland Community College (TC3)

WHEREAS, TC3 and CSEA are parties to a Collective Bargaining Agreement which expires on August 31, 2024 and;

WHEREAS, the Collective Bargaining Agreement is silent to work performed for the TC3 Foundation properties and;

WHEREAS, the TC3 Foundation properties include the TC3 Residence Halls and;

WHEREAS, TC3 and CSEA agree that CSEA employees work does not include work performed at the TC3 Foundation properties and;

WHEREAS, the parties are desirous of having an agreement in respect to certain CSEA represented titles to perform snow removal, asphalt/pothole repair, and parking lot striping at the TC3 Residence Halls.

NOW, THEREFORE, in consideration of the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

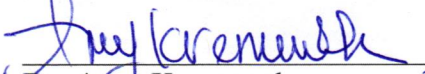
1. TC3 CSEA represented staff, working in the titles of "Senior Groundskeeper" and "Grounds Supervisor", will attend to matters of snow removal, asphalt/pothole repair, and parking lot striping at the respective TC3 Residence Hall properties.
2. Duties and obligations as defined in #1, shall be exclusive work of CSEA except snow removal on walkways effective from October 23, 2023 – April 30, 2024.
3. TC3 CSEA represented staff, working in the titles of "Senior Groundskeeper" and "Grounds Supervisor" shall receive a \$3.00 per hour premium for all hours worked during the life of this Agreement. Such premium shall be added to their base hourly rate and will occur regardless of whether work is performed for TC3 or the TC3 Foundation.
4. During the life of this Agreement, the Director of Facilities shall continually assess priorities between TC3 and the TC3 Residence Halls and deploy manpower accordingly.
5. Any alleged violation of this Agreement shall be grievable through the

grievance procedure contained in the parties' Collective Bargaining Agreement.


6. Signatures obtained electronically via facsimile or .pdf format shall be acceptable as originals.
7. CSEA reserves the right to reassess this agreement if there are staffing changes within buildings & grounds during the duration of this agreement.


IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day of October 23, 2023

For the College:


Dr. Amy Kremenek
TC3 President

For CSEA:


Jason Thayer
CSEA Unit President


Denise Campbell
CSEA LRS