

**MEMORANDUM OF AGREEMENT**

**by and between the**

**COUNTY of ONONDAGA**

**and the**

**CIVIL SERVICE EMPLOYEE'S ASSOCIATION, LOCAL 1000 AFSCME, AFL-CIO,  
ONONDAGA COUNTY LOCAL 834**

This **AGREEMENT** by and between the **COUNTY OF ONONDAGA** (hereinafter the "County") and the **CIVIL SERVICE EMPLOYEE'S ASSOCIATION, LOCAL 1000 AFSCME, AFL-CIO, ONONDAGA COUNTY LOCAL 834**, (hereinafter the "Union") in regards to the emergent status of our County, State and Country that has been brought about by the unprecedented nature of events related to the COVID-19 Pandemic, is entered into as a good faith effort to provide continuity of public services, and provide financial and health benefits to County employees represented by CSEA.

**WHEREAS**, COVID-19 (Coronavirus) is a global pandemic; and

**WHEREAS**, the COVID-19 is reported to be highly contagious and dangerous to immunocompromised persons, the elderly, and young children; and

**WHEREAS**, United States President Donald J. Trump declared on March 13, 2020 that the COVID-19 outbreak in the United States constitutes a national emergency, beginning March 1, 2020; and

**WHEREAS**, Andrew M. Cuomo, Governor of the State of New York declared on or about March 7, 2020 a State disaster emergency for the entire State of New York; and

**WHEREAS**, County Executive J. Ryan McMahan, II declared a State of Emergency in Onondaga County effective March 14, 2020 in response to the COVID-19 outbreak in New York State; and

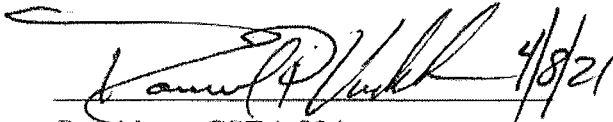
**WHEREAS**, Due to the unforeseen negative economic impacts of COVID-19, some employees were compulsory furloughed, resulting in their accrued time rolling into their sick bank.

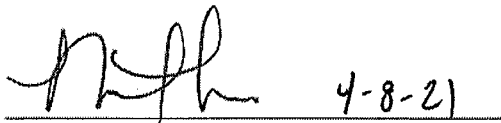
**BE IT NOW THEREFORE AGREED AS FOLLOWS:**

1. Employees who were compulsory furloughed from October, 2020 through March 31, 2021 and who would otherwise need to use their accrued Personal and Vacation Leave to avoid having it convert to Sick Leave per the terms of Article 28- Employee Leave Benefits- PERSONAL LEAVE and VACATION LEAVE of the collective bargaining agreement, will be granted an extension to use such accrued Personal and Vacation Leave by September 30, 2021 without permanent conversion to Sick Leave.

2. All Personal and Vacation Leave accruals subject to the above MUST be used by September 30, 2021. Any such Unused Personal and Vacation Leave accruals would at that time permanently convert to Sick Leave.
3. Personal and Vacation Leave accruals subject to this MOA shall not be included in the calculation of, nor paid out as Terminal Leave as normally provided for in Article 28 - Employee Leave Benefits- TERMINAL LEAVE.
4. This Agreement shall expire at midnight on October 1, 2021 unless extended by the parties and reduced to writing, and; further
5. This Agreement constitutes the entire understanding between the parties on the issue addressed herein and supersedes all prior agreements or understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement or statement of intention has been made by any party to this Agreement that is not embodied herein, and agree that no party shall be bound by, or liable for any alleged representation, promise, inducement or statement of intention not set forth in this Agreement;
6. This Agreement may not be used as precedent setting evidence against either party.

**FOR CSEA**

  
\_\_\_\_\_  
President, CSEA 834

  
\_\_\_\_\_  
4-8-21

**Labor Relations Specialist**

**FOR ONONDAGA COUNTY**

  
\_\_\_\_\_  
4-8-21  
**Commissioner of Personnel**

  
\_\_\_\_\_  
4/8/21  
**Deputy Commissioner**