

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 expired August 31, 2020 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 the Cortland Extension Center (CEC) and;

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

WHEREAS, the parties are desirous of having an agreement in respect to CSEA Cleaners, Laborers and Groundskeepers working at the Residence Halls and/or the Cortland Extension Center and they have agreed to the terms and conditions of a settlement;

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

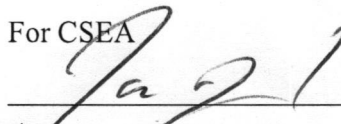
1. Cleaners/Laborers will perform cleaning duties in the Residence Halls.
2. Grounds Employees will perform lawns/landscaping duties around the Foundation properties specifically:
  - a. Grounds Employees will perform lawn/landscaping, snow removal, salting, and parking lot clean up around the Residence Halls and;
  - b. Grounds Employees will perform lawn/landscaping around the CEC.
3. The duties will end August 31, 2021. TC3 and CSEA may agree to extend this date by mutual agreement.
4. Any alleged violation of this Agreement shall be grievable through the grievance procedure contained in the parties' Collective Bargaining Agreement.
5. Signatures obtained electronically via facsimile or .pdf format shall be acceptable as originals.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the \_\_\_\_ day of June 2021.

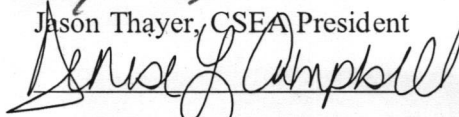


Dr. Orinithia Montague, President

For CSEA



Jason Thayer, CSEA President



Denise L Campbell, CSEA LRS