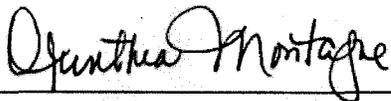


MEMORANDUM OF AGREEMENT
Between
CSEA Inc., Local 1000, AFSCME, AFL-CIO,
Tompkins Cortland Community College Unit 8908
and
Tompkins Cortland Community College

Whereas, the agreement between the College and the CSEA does not establish a process to address circumstances when a more senior member of a department would like to voluntarily accept a layoff allowing a more junior member of the same department to maintain their position.

The College and the CSEA agree to allow a more senior member of a department to voluntarily accept a layoff, invoking their rights per article 37.2.3, when the final re~~re~~renchment results in the same notice to the affected individual.

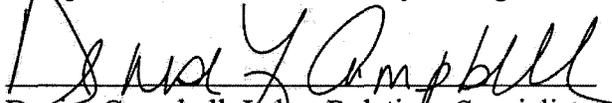
This agreement pertains to the 2020-2021 fiscal year and is not designed to set a precedent.



Orinthia T. Montague, President
Tompkins Cortland Community College

11/20/2020

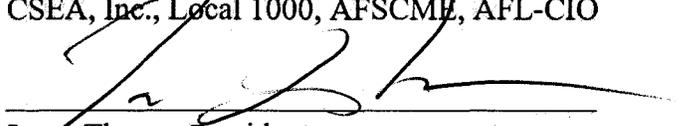
Date



Denise Campbell, Labor Relations Specialist
CSEA, Inc., Local 1000, AFSCME, AFL-CIO

Date

11/20/20



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

Date

11/23/2020