

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between the Town of Southampton, (the "Town"), and CSEA, Local 1000 AFSCME, AFL-CIO Southampton Town Unit, (the CSEA") dated this 23rd day of November, 2017.

WHEREAS, the Town and CSEA are parties to a collective bargaining agreement which expires December 31, 2017; and

WHEREAS, authorized representatives for the Town and CSEA met pursuant to the Taylor Law to negotiate a successor agreement; and

WHEREAS, the parties have reached a tentative agreement for the contract term January 1, 2018 through December 31, 2021, which is subject to ratification by the membership of the CSEA and the Town Board, it is stipulated and agreed as follows:

1. The terms of the contract which expires December 31, 2017, as amended by stipulations of settlement resolving certain PERB proceedings, which stipulations are attached hereto as Exhibit A and made a part hereof.

2. Delete from the first paragraph of the agreement the reference to Highway Superintendent and the phrase "as joint employers." References throughout the contract which state or suggest that there is a joint employer relationship shall also be deleted. Provisions of the contract which confirm the Highway Superintendent's status as an appointing authority over certain personnel assigned to the Highway Department shall remain in the agreement. The Town and CSEA will meet and confer to discuss which sections of the agreement relating to this issue shall be deleted or modified.

3. **Wages - Article 13**

- a) Effective January 1, 2018 increase the salary of all bargaining unit titles by 2.0%
- b) Effective January 1, 2019 increase the salary of all bargaining unit titles by 2.0%
- c) Effective January 1, 2020 increase the salary of all bargaining unit titles by 2.0%
- d) Effective January 1, 2021 increase the salary of all bargaining unit titles by 2.0%
- e) The Salary Schedules for the term January 1, 2018 through December 31, 2021 are attached hereto as Exhibit B.

4. **Personal Leave - Article 10**

Effective January 1, 2018, amend the first sentence to change three (3) personal leave days per year to four (4).

5. **Temporary Employees - Article 32**

Effective January 1, 2018, delete the word temporary from the caption and body of the Article. The Article shall be retitled "Part time Highway Employees." The Article shall read as follows:

The Highway Department shall be limited to no more than six (6) part time employees at any one time. Said clause shall apply only to non-competitive and labor class positions. Part time employees shall not be used to supplant full time employees.

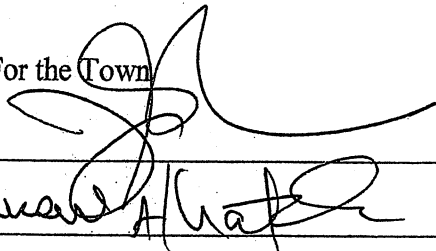
In recognition of the ability of the Highway Department to utilize additional temporary and part time employees, the Town will provide the employees listed on attached Exhibit C with certain one - time payments. In order to be eligible for those payments, the employees listed must be on the Town's payroll on January 1, 2018.

6. **Conflict with Applicable Provisions of Law**

Add a new Article 33 to provide as follows:

In the event of a conflict between any provision of this agreement and state or federal law, the provision of law shall prevail. In the event any provision of this agreement is determined by a court of competent jurisdiction to be illegal or unenforceable, the remainder of the contract shall remain in full force and effect and the parties will meet to attempt to negotiate a replacement provision which conforms to the law.

For the Town



For the CSEA

