

## MEMORANDUM OF AGREEMENT

**WHEREAS**, the County of Greene (the "Employer") and Unit 7002 of the CSEA Local 820 (the "Union") are parties to a Collective Bargaining Agreement (the "CBA") for the term January 1, 2024 through December 31, 2027.

**WHEREAS**, this Agreement ("Agreement") is made by and between the Employer, the Union and **the covered employees of the Emergency Services Department**, (Employees) as a result of a Labor/Management ("L/M") meeting held on August 22, 2024 and additional follow-up by the parties via email.

**WHEREAS**, during negotiations for the current CBA, the issue of "Verification of Sick Leave" as denoted in Article 11, Section 11.2.3 of the CBA, was referred to an L/M meeting for further discussion. As a result of the above referenced L/M meeting, the parties agree that Article 11, Section 11.2.3 of the current CBA shall be replaced as follows:

1. Any sick leave absence of 4 hours or more counts as one occasion. Prescheduled sick leave of 4 hours or more does not count as one occasion if the employee submits supporting documentation directly to the Human Resources Director or designee, i.e. appointment card, return to work note, receipt, etc.
2. Two sick leave absences of less than 4 hours each count as one occasion. Prescheduled sick leave of less than 4 hours will not count.
3. The only exception to paragraphs 1 and 2, above would be approved FMLA leave.
4. For every calendar month in which the employee has two or more occasions, the employee will move up one STATUS. For every calendar month in which the employee has less than two occasions, the employee will move down one STATUS. All employees will be notified as close to the 1<sup>st</sup> of the month as to their STATUS.
5. STATUS
  - a. **Clear** – No action taken
  - b. **Watch** – 1<sup>st</sup> written warning
  - c. **Warning** – 2<sup>nd</sup> written warning
  - d. **Restricted** – A counseling memo is issued, and the employee can no longer take prescheduled sick leave
  - e. **Refusal** – Disciplinary action will be taken, and ALL time off requests moving forward will be automatically refused until the employee moves back down to Restricted STATUS

**WHEREAS**, the agenda for the above referenced L/M meeting also included discussion of uniforms and proposed modifications to Article 7 at Section 7.7.1(a) and (b). As a result of the L/M meeting, the parties agree that Article 7, Sections 7.1.1(a) & (b) of the current CBA shall be replaced as follows:

1. Emergency Operation Dispatchers and Emergency Operations Dispatcher Trainees will not receive the uniform or the allowance as detailed below until they have completed the training phases required to work independently. Until such time as they are issued their uniforms, they must wear business casual dress attire during the entirety of their training phases.
2. Upon completion of the training phases, Dispatch employees shall receive five (5) shirts. The employee will choose from either a short sleeve or a long sleeve option, in either grey, navy blue, black or hunter green.
3. Upon completion of the training phases, Dispatch employees will receive four hundred dollars (\$400) to purchase black docker style pants and black boot or sneaker style closed toe shoes of the employee's choice. If the employee chooses to purchase a vest, work shirt or fleece to wear as part of their uniform, it must be either grey, navy blue, black or hunter green and must contain the same official embroidered insignia as the one contained on the shirts initially received by the department. Management reserves the right to issue the final determination as to whether the employee's choice of attire is appropriate and meets the uniform standards set forth in this section.
4. Subsequent to the initial issue of the five (5) shirts and the four hundred dollars (\$400) the employee shall receive a total of four hundred dollars (\$400) per year. Payment shall be issued in one installment in the first pay period of June.

5. Employees who have completed the training phases are required to wear the uniform as provided in this section for each of their assigned shifts as well as for all outreach events, training events, employment related events outside of the 911 Center, etc. The uniform is to be visible at all times, i.e. not covered by a non-uniform shirt, sweatshirt, jacket, etc.

This MOA shall not be precedent setting by and between these parties and shall not require the County to offer a similar MOA to any other department or any other employees of the County.

**This MOA shall be in effect through the term of the Agreement (December 31, 2027), at which time the terms will be reviewed and considered for addition to any subsequent CBA.**

Agreed to this 7<sup>th</sup> day of January 2025.

**COUNTY**

*[Signature]*  
County Administrator

*[Signature]*  
Director of Emergency Services

*[Signature]*  
Human Resources Director

**Greene County CSEA Unit 7002**

*[Signature]*  
President

*[Signature]*  
Area Representative