

## **SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

BY AND BETWEEN THE TOWN OF CLINTON, hereinafter referred to as “the Town” and THE CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000 AFSCME, AFL-CIO, TOWN OF CLINTON UNIT 6670, DUTCHESS COUNTY LOCAL 814, hereinafter referred to as “the CSEA,”

**WHEREAS**, the Town and the CSEA are parties to a collective bargaining agreement (“CBA”); and

**WHEREAS**, Article 5 (Compensation), Section 1 (Wage Rates), sub-section C (Longevity Payments) states; “Longevity Payments shall be awarded to all employees as reflected in Appendix A. Such increased hourly rate shall be paid starting January 1<sup>st</sup> of the year in which the employee will reach the respective years of service reflected in Appendix A. The hourly rate with longevity adjustments will be included for overtime calculation.”; and,

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

1. Article 5, Section 1C shall be amended to add the following:  
“Members may take up to a one (1) year leave of absence without having a break in service credit for longevity pay. Time spent on a leave of absence will not count towards the member’s years of service for longevity pay. Longevity payments shall be calculated based on a member’s continuous years of service with the Town.”
2. All other terms and conditions of the CBA shall remain in full force and effect under the law until such time as different terms and conditions of employment, if any, are negotiated to completion by and between the Town and CSEA, or negotiations are otherwise completed pursuant to the law.
3. This Agreement is subject to approval by the Town Board and shall be null and void absent such approval.

Dated: March \_\_\_\_, 2023

**Town of Clinton:**

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Michael Whitton, Town Supervisor

**The CSEA:**

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Jordan Rider, Labor Relations Specialist

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Chris Burns, Unit President