

MEMORANDUM OF AGREEMENT

THIS AGREEMENT, made this 9th day of June, 2020, by and between the New York State Nurses Association, hereinafter referred to as "NYSNA," and LIVINGSTON COUNTY, hereinafter referred to as "COUNTY,"

RECITALS:

- A. The parties' collective bargaining agreement expired on June 30, 2019.
- B. The parties' have been negotiating for a successor agreement, and these negotiations were pending to the date on which the Tentative Agreement was executed by the parties.
- C. While negotiations were in a pending status, the COVID 19 outbreak occurred making continued negotiations difficult.
- D. Consequently, the parties entered into a Tentative Agreement agreeing to end negotiations, and instead agreeing to continue the July 1, 2017 to June 30, 2019 collective bargaining agreement through December 31, 2020 with the addition of new rate schedules for the year of 2020 as set forth herein.
- E. This agreement has been ratified by the NYSNA membership and the COUNTY Board of Supervisors, and the signatories to this agreement have been granted authorization to enter into same.

NOW, THEREFORE, in consideration of the promises and agreements made herein and for other good and valuable consideration, the parties hereby agree as follows:

1. **Extension of Collective Bargaining Agreement Term.** The parties hereby agree to extend the term of the July 1, 2017 – June 30, 2019 collective bargaining agreement through December 31, 2020. The extended collective bargaining

By 6/19/2020

agreement may be terminated effective 12:00 a.m. on January 1, 2021, by written notice from either party, delivered to the other, not later than September 30, 2020, of intent to modify or terminate it, and may be terminated, effective 12:00 a.m. any subsequent January 1, by similar written notice delivered to the other party not later than the preceding June 1. Notice of intent to modify will be equivalent to notice of intent to terminate.

2. **Addition of 2020 Rate Schedules.** The parties hereby agree to add the following rate schedules to the extended collective bargaining agreement. These rate schedules represent an across the board increase of two percent (2.0%). These rates shall be effective January 1, 2020. All employees on the active payroll as of the date of execution of this agreement shall be provided with retroactive wage payments for any amounts not paid prior to the execution of this agreement in accordance with the 2020 schedules. Other employees shall not be entitled to retroactive wage payments.

SCHEDULE A
Base Compensation Rates

A-1.01

Effective January 1, 2020 a regular employee's base compensation rate (hourly) will be:

Effective January 1, 2020	Step 1	Step 2	Step 3	Step 4	Step 5
RN	\$25.73	\$25.88	\$26.60	\$27.24	\$27.92
RN with Bachelor's Degree	\$26.44	\$27.00	\$27.62	\$28.20	\$28.82
RN with Master's Degree	\$26.89	\$27.46	\$28.08	\$28.65	\$29.27
SPHN	\$27.44	\$28.34	\$29.30	\$30.29	\$31.26
SPHN with Master's Degree	\$27.85	\$28.78	\$29.75	\$30.72	\$31.70

of 6/10/2020

NP	\$37.86	\$38.70	\$39.54	\$40.39	\$41.22
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A-1.04

Per Diem Rates effective 1/1/20	Weekday	Weekend
RN	\$27.71	\$32.08
RN w/ Bachelor's Degree	\$29.75	\$32.58
NP	\$41.08	N/A

WITNESS, the following signatures:

NYSNA

By:

Colleen M. Schiedel

Colleen Schiedel

Its: Chairperson

Date: 6-16-2020 by TCFW
C. Schiedel

COUNTY

By:

Ian M. Coyle

Ian M. Coyle

Its: County Administrator

Date: 07-07-20

Dennis Zgoda

Dennis Zgoda

Its: ~~Program Representative~~ Area Director

Date: 6/10/2020