

MEMORANDUM OF AGREEMENT

By and between

THE TOWN OF NEW PALTZ

AND

PUBLIC WORKS

And

UNITED PUBLIC SERVICE EMPLOYEES UNION

WHEREAS, the Town of New Paltz further known as ("Town") and United Public Service Employees Union further known as ("UPSEU") are signatories to a Bargaining Collective Agreement further known as ("CBA") which expires on December 31, 2026; and

WHEREAS, on or about May 5, 2023, the UPSEU filed an Improper Practice charge U-38838 regarding the Town not allowing the employees of the Highway Department to donate time to other employees within the Highway Department; and

WHEREAS, the Town admits to no wrong doing in this matter has agreed to settle the matter without further litigation: and

WHEREAS, the parties have engaged in good faith negotiations to settle the matter of donating time; and

WHEREAS, the parties hereto agree that the current CBA and all terms and conditions of employment set forth therein shall remain in full force and effect except as herein modified; and

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree as follows:

1. The recitations of the facts and circumstances set forth in all of the preceding "**WHEREAS**" clauses are expressly incorporated herein and for a part of the terms of this Memorandum of Agreement.
2. The Town will allow employees of the Public Works Department, including buildings and grounds and recycling, to donate time to those employees of this Department that are incapacitated from an illness or injury.
3. Employees who have exhausted their sick, personal, and compensatory time due to an illness or injury must request time to be donated and will have to provide the Department Head with a doctor's note.

4. Employees may donate sick leave unless they have been terminated or unless they leave Town employment without giving the Town a minimum of two weeks prior notice of their resignation or retirement.
5. Donated time will be considered a day for a day no matter the employee's hourly rate.
6. Employees who are donating time must maintain a minimum of ten (10) days of accruals on the books to donate time.

This Memorandum of Agreement cannot be altered or modified unless agreed in writing by the parties.

FOR THE TOWN OF NEW PALTZ

**FOR UNITED PUBLIC SERVICE
EMPLOYEES UNION**

**Neil Bettez
Town Supervisor**



4/16/24

**Michael P. Kutski
Labor Relations Representative**

