

MEMORANDUM

To: Chris Kilmer; AFSCME Council 93 Local 3438 Negotiator
Date: January 9, 2018
Re: Memorandum of Agreement to Amend Ratified CBA

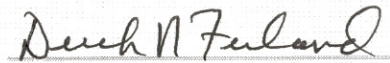
Dear Chris,


As we have previously discussed, this memorandum of agreement hereby amends the CBA that was ratified on August 22, 2017 pursuant to the vote taken by membership on December 26, 2017.

Accordingly, the following Articles of the CBA shall now read:

- 1) **Article VII, Section 2.** "Members whose base rate of pay is frozen will receive their scheduled increases described in paragraph 4 of this Article in a lump sum (**via separate check**) not to be applied to the base rate of pay." (Note: bold font is only to highlight the change.)
- 2) **Article IX, Section 3.** The CBA language is not changed; however, we will begin correctly implementing the compensation calculation for paid time off for non-nursing staff to reflect the 7.5 hour work day and 37.5 hour work week.
- 3) **Article XVI, Section 4.** "Effective July 1, 2017, the Employer shall contribute to the deductible of the Health Insurance Plan as follows: the Employer shall pay the employee's share of the deductible above \$500 for each individual, \$1,000 per two-person plan and \$1,500 per family."

Thanks again for your patience and flexibility to accomplish these changes in a timely manner. Please let me know if you have any questions.


Derek R. Ferland
County Manager, Sullivan County


Chris Kilmer
AFSCME Council 93 Local 3438 Negotiator