

**Memorandum of Agreement
Between
The State of New York
And
The Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO**

In light of staffing needs resulting from the State's response to the novel Coronavirus COVID-19, the State of New York and the Civil Service Employees Association agree to the following:

1. Employees engaged in the response efforts or unable to utilize vacation leave due to ongoing response efforts who would otherwise forfeit accrued vacation leave on April 1, 2020 pursuant to Article 10.5 of the 2016-2021 State/CSEA ASU Agreement, Article 10.5 of the 2016-2021 State/CSEA OSU Agreement, Article 10.6 of the 2016-2021 State/CSEA ISU Agreement and Article 10.3 of the 2016-2021 State/CSEA DMNA Agreement will be given until the close of business on December 31, 2020 to use such excess vacation credits. Any such unused excess vacation credits as of the close of business on December 31, 2020 will be forfeited by employees. Thereafter, forfeiture of vacation credits shall be governed by operative language from the applicable collective bargaining agreement between the State and PEF. Nothing herein shall affect vacation credits accrued by eligible employees after April 1, 2020.

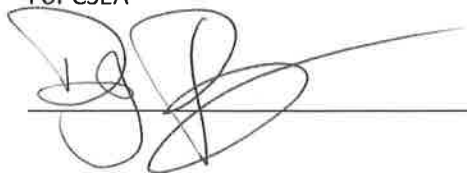
2. Should the parties mutually agree to further extend the deadline for forfeiture of excess vacation credits beyond December 31, 2020, nothing herein shall prohibit such agreement. Any such agreement must be made in writing and finalized prior to December 31, 2020.

For the State



3/11/2020

For CSEA



3/12/2020