

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF NEW YORK
AND
THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.**

In light of staffing needs resulting from the illegal correction officer strike, the State of New York and the Civil Service Employees Association Inc. agree to the following:

1. The provisions of this Memorandum of Agreement apply to the following employees who were impacted by the illegal strike of Correction Officers and Correction Sergeants of the Department of Corrections and Community Supervision (DOCCS):
 - a. All employees of DOCCS; and
 - b. Employees of the Office of Mental Health who were assigned to work in a DOCCS facility between February 17, 2025, and April 1, 2025.
2. All employees specified in Section 1 above who would otherwise forfeit accrued vacation leave on April 1, 2025, pursuant to Article 10 of the 2023-2026 State/CSEA Agreement, will be given until the close of business on April 1, 2026, to use such excess vacation credits. Any such unused excess vacation credits as of the close of business on April 1, 2026, will be forfeited by employees.
3. This agreement will not be applicable to any employee who is engaging, or who engaged in the aforementioned illegal strike.
4. This agreement will not be subject to the grievance procedure contained in Article 34 of the Agreement between New York State and CSEA
5. Should the parties mutually agree to further extend the deadline for forfeiture of excess vacation credits beyond April 1, 2026, nothing herein shall prohibit such agreement. Any such agreement must be made in writing and finalized prior to close of business on April 1, 2026.

 3/11/25

Michael N. Volforte, Director
NYS Office of Employee Relations



Daren J. Rylewicz, General Counsel
Civil Service Employees Assn. Inc.

3/11/25