

MEMORANDUM OF UNDERSTANDING

The Mohawk Valley Library System (MVLS) and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, MVLS Local 708 (Local 708), in full settlement of all issues between them, hereby agree to the Amendment of the 2010-2012 Collective Bargaining Agreement as set forth below, subject to ratification by the membership of Local 708 and approval by the MVLS Board of Directors.

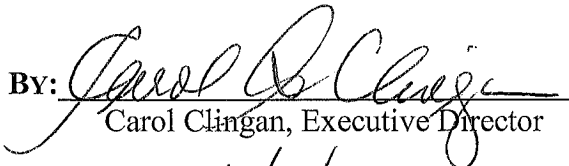
1. Section 5 of Article XVIII shall be amended to read as follows:

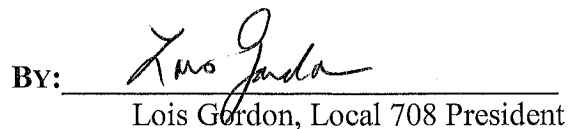
Section 5. There shall be no increase on the salary schedule during 2010, 2011 or 2012. Each employee on staff as of November 30, 2011 who continues to be employed in December 2011 will receive a payment of One Thousand Dollars (\$1,000) as a one-time bonus during the month of December 2011. This Section 5 will sunset on December 31, 2012 and will thereafter be of no effect.

2. The parties recognize that the sunset provision of Article XI Section 13 subdivision (iii) remains in full force and effect. However, the parties agree that sunsetting this provision does not mean that the parties cannot negotiate over this in the future.

MOHAWK VALLEY LIBRARY ASSOCIATION

CIVIL SERVICE EMPLOYEES ASSOCIATION

BY: 
Carol Clingan, Executive Director

BY: 
Lois Gordon, Local 708 President

Dated: 11/8/11

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