

MEMORANDUM OF AGREEMENT dated this 21st day of September 2022, by and between the negotiating representatives of the NASSAU COUNTY BOARD OF COOPERATIVE EDUCATIONAL SERVICES (hereinafter referred to as the "BOCES") and the negotiating representatives of LOCAL 342, UNITED MARINE DIVISION, ILA, AFL-CIO (hereinafter referred to as "LOCAL 342").

1. GENERAL

The labor agreement between the parties for the period of July 1, 2015–June 30, 2018 expired on June 30, 2018. The parties agree that said agreement shall be modified effective as July 1, 2022, unless otherwise set forth herein, as a result of their collective bargaining for a successor contract to the expired labor contract. Except for changes to the contract expressly set forth herein, changes in the language of the contract made necessary by the following Agreement, and changes to said contract requiring removal and/or modification of expired contract language, the provisions of said labor contract shall remain unchanged. Italicized text is set forth as precise contract language to be inserted as is set forth in this Memorandum of Agreement into the parties' formal labor contract. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement. This agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

2. CONTINGENCIES

This Memorandum of Agreement is subject to formal ratification by the BOCES Board and the membership of Local 342. Such ratification shall occur on or before sixty (60) days from the execution of this Memorandum of Agreement. If either party fails to ratify or fails to act on or before sixty (60) days from the execution of this Memorandum of Agreement, this Memorandum of Agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principles to ratify this Memorandum of Agreement.

3. INCORPORATION WITHIN COLLECTIVE BARGAINING AGREEMENT

This Memorandum of Agreement is subject to its incorporation into a more formal written agreement. After the execution and ratification of this Memorandum of Agreement, it is understood that it will be necessary for the parties to agree upon formal

contract language incorporating the specific understandings set forth herein, except where specific language has already been provided for herein.

4. TERMS

A. Duration

The parties' labor contract shall be modified to provide for a contract term effective July 1, 2022 through June 30, 2024. It shall be retroactive to July 1, 2022, unless otherwise set forth herein.

Modify Article I, Section (4) to read as follows:

This contract shall be in effect from July 1, 2022 through June 30, 2024.

B. Wages

1. Tiers

The Parties developed a new three-tier system based on years of unit service, to be implemented effective July 1, 2022. Regarding compensation levels, no unit member shall see a decrease in their rate of pay as a result of this agreement.

- Tier 1: 0-4.99 years
- Tier 2: 5.00-10.99 years
- Tier 3: 11.00 or more years

Article III, Section 1 will be modified to read as follows:

Section 1. Salary Tiers

Effective July 1, 2022, all unit members shall be placed in the correct service tier based on their employment with the Nassau BOCES in the Part-Time Adult Educators bargaining unit. Tier 1 is for 0-4.99 years of service, Tier 2 is for 5.00-10.99 years of service, and Tier 3 is for 11.00 or more years of service.

Unit members with hourly rates of pay in effect on June 30, 2022 that fall below the minimums shown in Appendix A shall be increased to the minimum for the appropriate tier effective July 1, 2022.

Unit members with hourly rates of pay in effect on June 30, 2022 that exceed the minimums shown in Appendix A shall continue with their current hourly rate.

The same process shall be used for 2023–2024 contract year, with all unit members receiving at least the minimum hourly rate shown in Appendix A based on their bargaining unit service time as of July 1, 2023.

2. Hourly Rates

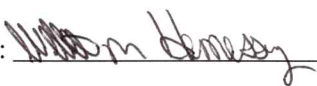
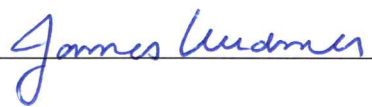
The minimum hourly pay rates for the term of the agreement are shown in the table below. The table below will modify the existing table in Appendix A.

Tier	2022/23 Minimum Hourly Rate	2023/24 Minimum Hourly Rate
1 (0-4.99 years)	\$ 34.61	\$ 36.00
2 (5.00-10.99 years)	\$ 37.44	\$ 39.00
3 (11+ years)	\$ 40.27	\$ 42.00

C. Other

Before the Table of Contents in the parties' formal labor contract, the following note will be included as its own page:

This Agreement is the first formal labor contract to be executed by the parties since April 26, 2018. The parties did not reach agreement for a successor contract following the expiration of the July 1, 2015 – June 30, 2018 Agreement.

<p>Dated:</p> <p>9-12-22</p>	<p>NEGOTIATING REPRESENTATIVES OF LOCAL 342, UNITED MARINE DIVISION, ILA, AFL-CIO</p> <p>By: <u></u></p> <p>_____</p> <p>_____</p>
<p>Dated:</p> <p>9-21-22</p>	<p>NEGOTIATING REPRESENTATIVES OF THE BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF NASSAU COUNTY</p> <p>By: <u></u></p> <p>_____</p> <p>_____</p> <p>_____</p>