

**Memorandum of Agreement**  
**Between the**  
**State of New York, the Office of Mental Health,**  
**the Civil Service Employees Association, the Public Employees Federation, Council 82 AFSCME AFL-**  
**CIO, and the New York State Correctional Officers and Police Benevolent Association**

The parties hereby agree as follows:

1. The terms of the memorandum of agreement (MOA) commence subsequent to the implementation and enforcement (compliance-related suspensions) associated with the Office of Mental Health's Emergency Regulation 14 NYCRR 557 titled "COVID-19 Vaccination Program. This agreement will take effect at 11:00pm on January 12, 2022 and end, unless extended by mutual agreement of the parties, through and including March 31, 2022. There will be no break between the conclusion of the prior 2.5 MOA which expired on 10:59pm on January 12, 2022 and this 2.5 MOA.
2. This Memorandum of Agreement (MOA) shall be limited to employees in eligible titles, as outlined in Item #3, in work settings included in the Office of Mental Health's Emergency Regulation 14 NYCRR 557 titled "COVID-19 Vaccination Program."
3. The only employees eligible to participate under the terms of this MOA are those serving in the following titles:
  - a. Mental Health Therapy Aide
  - b. Mental Hygiene Therapy Assistant 1
  - c. Mental Hygiene Therapy Assistant 2
  - d. Residential Program Assistant 1
  - e. Residential Program Assistant 2
  - f. Secure Care Treatment Aide 1
  - g. Secure Care Treatment Aide 2
  - h. Security Hospital Treatment Assistant
  - i. Security Hospital Senior Treatment Assistant
  - j. Licensed Practical Nurse
  - k. Senior Licensed Practical Nurse 1
  - l. Senior Licensed Practical Nurse 2
  - m. Nurse 1
  - n. Nurse 2
  - o. Nurse 2 (Psychiatric)
  - p. Nurse 3 (Psychiatric)
  - q. Community Mental Health Nurse
  - r. Infection Control Nurse
  - s. Nurse Administrator 1 (Psychiatric)
  - t. Nurse Administrator 2 (Psychiatric)
  - u. Food Service Worker 1
  - v. Food Service Worker 2
  - w. Food Service Worker 3
  - x. Cook
  - y. Head Cook
  - z. Cleaner
  - aa. Janitor
  - bb. Housekeeper
  - cc. Supervising Housekeeper
  - dd. Safety and Security Officer Trainee
  - ee. Safety and Security Officer 1
  - ff. Safety and Security Officer 2

**Memorandum of Agreement**  
**Between the**  
**State of New York, the Office of Mental Health,**  
**the Civil Service Employees Association, the Public Employees Federation, Council 82 AFSCME AFL-**  
**CIO, and the New York State Correctional Officers and Police Benevolent Association**

- gg. Head Housekeeper
- hh. Chief Safety and Security Officer
- ii. Security Hospital Supervising Treatment Assistant

The parties may discuss and agree to add additional titles where warranted.

4. Pursuant to this MOA, OMH establishes a temporary overtime (OT) rate for the duration of this MOA and applicable to the titles listed in Item #3 above, at a rate of 2.5 times their regular rate of pay. The OT rate shall apply to all individuals serving in titles listed in Item #3 above and shall not be reduced for the duration of this MOA. All other aspects of applicable collective bargaining agreements relating to overtime remain in effect. Nothing herein authorizes OMH to pay OT below the OT rate currently established in the applicable collective bargaining agreement.
5. The parties agree that OMH will track the following for the duration of the MOA:
  - a. Hours of applicable OT by title and rate during the period of the MOA
  - b. Incremental cost of increased OT wage rates during the period of the MOA; by title and cumulative
  - c. Number of positions vacated by applicable title during the period of the MOA
  - d. Incidences of Unscheduled Absence (e.g., call-outs) during the period of the MOA

All data should be available by pay period and, where relevant, OMH will produce comparable data from prior periods upon request.

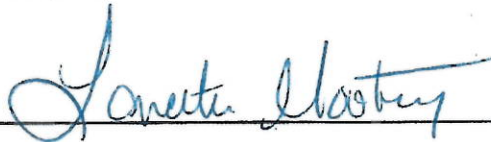
6. OMH facilities and the local unions shall convene in labor-management, as soon as practicable, to discuss implementation of the terms of this agreement and notice of rate to employees. In addition, they will continue to meet as needed to discuss issues associated with the terms of this agreement.
7. OMH administration and the unions shall convene in labor-management, at mutually agreeable times, to discuss issues associated with the MOA and/or to share regular updates of the information that is being collected pursuant to Item #5.
8. This MOA does not impact an employee's right to file a grievance pertaining to an alleged violation of a term of an applicable collective bargaining agreement. The MOA is not a waiver of any collective bargaining agreement or statutory rights regarding overtime.
9. This MOA shall apply to all OT earned and worked during shifts commencing on or after 11:00 PM on January 12, 2022 and before 10:59 PM on March 31, 2022. For any shift beginning at or after 11:00 PM on March 31, 2022 the OT rate will revert to the rate normally applicable to any such eligible title that is part of the MOA.) The parties are free to discuss an extension of the MOA but absent a written agreement to the contrary, the MOA will expire as outlined herein.
10. Nothing herein shall be deemed as the union('s) consent to the above-referenced vaccine mandate or a waiver to challenge the mandate.
11. Any disputes over the interpretation or application of this MOA that cannot be resolved between a union and OMH shall immediately be brought to the attention of the President of the union representing an eligible title to which the MOA is applicable and the Director of GOER (or their respective designees) who will agree upon a resolution of the issue and communicate that to OMH for resolution.

**Memorandum of Agreement**  
**Between the**  
**State of New York, the Office of Mental Health,**  
**the Civil Service Employees Association, the Public Employees Federation, Council 82 AFSCME AFL-**  
**CIO, and the New York State Correctional Officers and Police Benevolent Association**

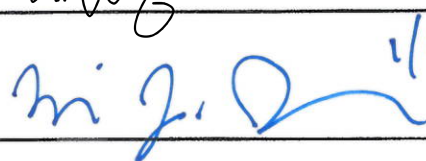
12. Nothing herein shall be deemed to diminish any provisions of the 2.5 MOA for the period covering November 3, 2021 through January 12, 2022.

**Memorandum of Agreement**  
**Between the**  
**State of New York, the Office of Mental Health,**  
**the Civil Service Employees Association,**  
**the Public Employees Federation,**  
**and the New York State Correctional Officers and Police Benevolent Association**

DATED: January 11, 2022

For CSEA: 

For GOER: M. Volz 1/12/22

For OMH:  1/15/22 Michael J. Lazzaro

DATED: January 11, 2022

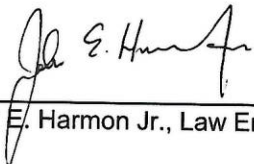
For PEF: Debra Greenberg


For GOER: M. Volz 1/12/22

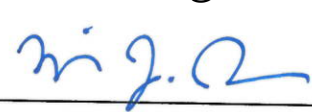
For OMH: M. J. [Signature] 1/18/22  
Michael S. [Signature]

Memorandum of Agreement  
Between the  
State of New York, the Office of Mental Health,  
the Civil Service Employees Association,  
the Public Employees Federation,  
and the New York State Correctional Officers and Police Benevolent Association

DATED: January 11, 2022

For NYSCOPBA:   
John E. Harmon Jr., Law Enforcement Vice President

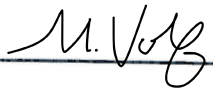
For GOER:  1/12/22

For OMH:  1/12/22 Michael S. Izzaro

**Memorandum of Agreement**  
**Between the**  
**State of New York, the Office of Mental Health,**  
**the Civil Service Employees Association, the Public Employees Federation, Council 82 AFSCME AFL-**  
**CIO, and the New York State Correctional Officers and Police Benevolent Association**

DATED: January 11, 2022

For Council 82: 

For GOER:  1/12/22

For OMH:  1/18/22 Michael J. Izzano