

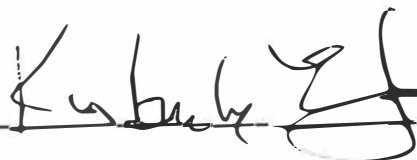

MEMORANDUM OF UNDERSTANDING

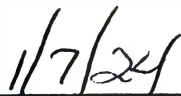
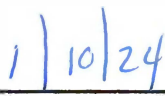
Between: SEIU 668 and CTC of Lackawanna County

Date: December 22, 2023

The above parties agree to modify the existing CBA dated July 1, 2021 as follows:

1. Third shift will be eliminated;
2. If needed for snow and/or ice removal, employees will work overtime, three hours max, from 4:00 am - 7:00 am. However, Richard Harvey will work 3:00 am - 6:00 am if he is assigned overtime for snow and/or ice removal due to his 6:00 am start time;
3. Overtime among maintenance employees shall be voluntary by seniority rotation. However, if there are no volunteers, two (2) employees in reverse order of seniority rotation shall be mandated to work overtime to perform necessary snow and/or ice removal;
4. The overtime mandate will be utilized for snow and/or ice removal only;
5. Management shall notify the union no later than 9:00 pm the night before any overtime for snow and ice removal request. The Union shall advise management who will be working the overtime shifts by 11:00 pm the night before the overtime shifts;
6. The provisions of this agreement shall be effective upon execution by an authorized representative of each party, and
7. The provision of this agreement may be revisited at the request of either party upon thirty (30) day written notice to the other party.

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SEIU 668, AFL-CIO-CTC CTCLC Management

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Date Date