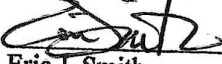


LABOR/MANAGEMENT AGREEMENT  
BETWEEN  
SUNY UPSTATE MEDICAL UNIVERSITY  
AND  
PUBLIC EMPLOYEES FEDERATION, DIVISION 320

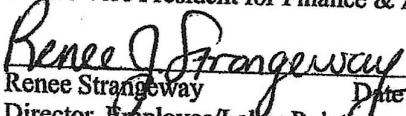
The undersigned agree to and understand the following:

1. Effective 10/5/2022, Upstate will waive the 1% increase in parking fees for all registered parkers through 10/5/2023.
2. This waiver is temporary and will be reviewed by Upstate at the end of a one-year period to determine whether it will be ended or extended for another year. Prior to 10/5/2023, SUNY Upstate will inform the PEF Division Council Leader and the PEF Field Representative with regard to whether this waiver will be extended another year (10/5/2024) or ended on 10/5/2023.
3. The agreement is without precedent.
4. This agreement is entered into in accordance with the provisions of Articles 24 of the PEF labor agreement, and is not subject to the contract grievance process.

FOR SUNY UPSTATE MEDICAL UNIVERSITY:

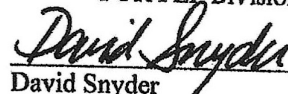
  
Eric J. Smith  
Senior Vice President for Finance & Administration

9/14/22  
Date

  
Renee J. Strangeway  
Director, Employee/Labor Relations

9/24/2022  
Date

FOR PEF Division 320:

  
David Snyder  
PEF Field Representative

9/14/22  
Date


LABOR/MANAGEMENT AGREEMENT  
BETWEEN  
SUNY UPSTATE MEDICAL UNIVERSITY  
AND  
PUBLIC EMPLOYEES FEDERATION, DIVISION 320

The parties acknowledge the current staffing challenges at SUNY Upstate and to assist in recruitment/retention efforts, SUNY Upstate is proceeding with temporarily waiving the monthly parking fees for all employees/registered parkers who are assigned to off campus lots and who pay the negotiated shuttle lot rate.

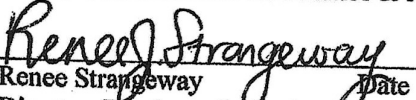
The undersigned agree to and understand the following:

1. Effective 10/5/2022, Upstate will waive the monthly parking fees for all employees/registered parkers who are assigned to off campus lots and who pay the negotiated shuttle lot rate through 10/5/2023.
2. This waiver is temporary and will be reviewed by Upstate at the end of a one-year period to determine whether it will be ended or extended for another year. Prior to 10/5/2023, SUNY Upstate will inform the PEF Division Council Leader and PEF Field Representative with regard to whether this waiver will be extended another year (10/5/2024) or ended on 10/5/2023.
3. At the conclusion of the one or two year period (referred to above in #2), the monthly parking fees for all employees/registered parkers who are assigned to off campus lots and who pay the negotiated shuttle lot rate, will return to the previous rate as well as negotiated yearly increases as outlined in the Memorandum of Understanding dated 9/4/2008 (attached), unless the parties mutually agree to extend this agreement.
4. The agreement is without precedent.
5. This agreement is entered into in accordance with the provisions of Articles 24 of the PEF labor agreement, and is not subject to the contract grievance process.

FOR SUNY UPSTATE MEDICAL UNIVERSITY:

  
Eric J. Smith  
Senior Vice President for Finance & Administration

9/14/22  
Date

  
Renee Strangeway  
Director, Employee/Labor Relations

9/14/2022  
Date

FOR PEF Division 320:

  
David Snyder  
PEF Field Representative

9/14/22  
Date