

Labor Management Agreement
The Public Employees Federation, AFL-CIO and SUNY Oswego
PEF Legal Holiday Agreement

Five observed NYS legal holidays described in the Article 12 (Attendance and Leave) of the 2023-2026 Public Employees Federation (PEF), AFL-CIO contract require staffing as SUNY Oswego Health Services remains open to students on those days.

For 2024, the dates are:

February 12, 2024	Lincoln's Birthday
February 19, 2024	Washington's Birthday
October 14, 2024	Columbus Day
November 5, 2024	Election Day
November 11, 2024	Veterans' Day

On these days, all PEF staff shall work their normal hours and receive their regular pay and either Holiday Compensatory Time or Holiday Pay based on the employee's election pursuant to Articles 7.14 of the 2023-2026 PEF/ State Agreement.

All other NYS legal holidays described in the Article 12.1 (Attendance and Leave) of the 2023-2026 PEF/ State Agreement will be observed and PEF represented staff will not be required to work and in accordance to Article 12.1 will have the day off with pay. With appropriate notification and supervisor approval, PEF staff may choose to work on these days and receive their regular pay and either Holiday Compensatory Time or Holiday Pay based on the employee's election pursuant to Articles 7.14 of the 2023-2026 PEF/ State Agreement.

For 2024, the dates are:

January 1, 2024	New Year's Day
January 15, 2024	Dr Martin Luther King Jr's Day
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth
July 4, 2024	Independence Day
September 2, 2024	Labor Day
November 28, 2024	Thanksgiving Day
December 25, 2024	Christmas Day

This agreement will sunset December 31, 2024, and will be reviewed at that time.

David Snyder 8-9-2024
PEF, AFL-CIO Date
*Field Representative
Syracuse PEF Office*

PEF, AFL-CIO Date

PEF, AFL-CIO Date

PEF, AFL-CIO Date

Victoria L. Furlong 5-2-2024
Management Date

Kathleen Sten 5-3-2024
Management Date

Amy Piller 5/3/24
Management Date

[Signature] 5/14/24
Management Date