

Memorandum of Understanding

Between Greene County Highway Department and AFSCME Local 968A
Subject: Milling Operations - Hauling Assignments

1. The parties acknowledge that Greene County Town & Village employees have historically hauled materials during milling operations.
2. County and/or Town & Village employees who are already performing hauling duties as part of their regular shift may continue those duties if the milling operation extends beyond their scheduled end time.
3. When milling operations are required on a regular scheduled day off, the County will first canvass County employees before requesting and/or accepting assistance from Town employees.
4. Overtime is currently equalized by garages ("barns") within the County Highway Department. When overtime is needed from an additional barn outside the typical work zone (Valley & Mountain), it will be management's option to canvass the barn with the least amount of overtime utilized prior to canvassing additional barns as long as it does not impede operational needs of the County.
5. When the County is performing milling operations, Town & Village employees—if needed or requested—will have the same start time as County employees.
6. The two (2) employees who filed grievances on 8/19/2025 related to this issue will each receive four (4) hours of pay at their overtime rate as a settlement.

This understanding resolves the pending grievances related to hauling assignments during milling operations. It is **non-precedential** and applies only to this issue.

For Greene County: _____

For AFSCME Local 968A: _____

AFSCME Council 66 Labor Relations Specialist

Michael Falke: _____

(In settlement of 8/19/2025 grievance)

Randy Sutton: _____

(In settlement of 8/19/2025 grievance)

Date: 12/1/2025