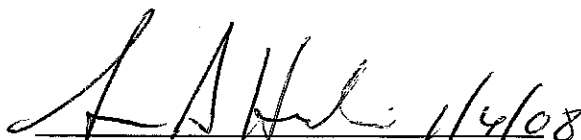


MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF NEW YORK
AND
THE NEW YORK STATE CORRECTIONAL OFFICERS AND POLICE
BENEVOLENT ASSOCIATION, INC. (NYSCOPBA)
WAIVER OF HOLIDAY WORK OPTION FOR MILITARY VETERANS

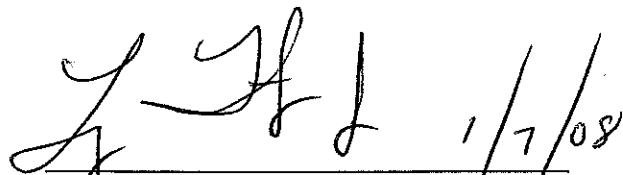
The parties agree to extend, through December 31, 2008, to allow qualified veterans within the Security Services Bargaining Unit to select a different holiday waiver for certain holidays only. Specifically, veterans covered by Public Officers Law 63 may opt to receive pay or time for Memorial Day and Veterans' Day regardless of their election for all other holidays. Additionally, employees who are covered by Section 249 of the Military Law may opt to receive pay or time for Independence Day only, regardless of their election for all other holidays.

A waiver form shall be developed by each agency, and must be filed by each affected employee consistent with Article 16.2 of the Agreement.

This MOU can only be extended by written mutual agreement and shall otherwise expire on December 31, 2008.



Seren A. Hrachian
Associate Director
For Governor's Office of
Employee Relations, State of New York
Date 1/4/08



Larry Flanagan, Jr.
President
For NYSCOPBA
Date 1/7/08