

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
 RECIPROCAL AGREEMENTS ON
 TRANSFER OF LEAVE AND SERVICE CREDITS
TABLE OF CONTENTS

Appendix G

Page 1 of 3

Title	Effective Date	Most Recent Revision Date
NYS Affordable Housing Corporation	1/12/12	---
Albany Pine Bush Preserve Commission	4/20/12	---
NYS Assembly	9/28/94	---
Battery Park City Authority	2/14/90	---
NYS Bridge Authority	8/7/75	7/21/87
NYS Canal Corporation	4/30/97	---
NYS Commission on Judicial Conduct	11/24/09	---
NY Convention Center Operating Corporation	1/14/91	---
NYS Deferred Compensation Board	7/31/01	---
Dormitory Authority of the State of New York	8/28/75	---
NYS Education Department (District Superintendents)	10/12/78	---
NYS Education Department—School for the Blind	8/16/05	---
Empire State Development Corp. (see NYS Urban Development Corp.)	---	---
NYS Energy Research and Development Authority	9/24/69	6/1/95
NYS Environmental Facilities Corporation	3/6/69	6/12/95
New York State Foundation for Science, Technology and Innovation	5/21/06	---
Greenway Conservancy for the Hudson River Valley Greenway, Inc.	6/17/04	---
NYS Housing Finance Agency	7/26/77	9/21/87
Housing Trust Fund Corporation	1/25/01	---
Hudson River Park Trust	3/30/00	---
Hudson River Valley Greenway Communities Council	6/1/00	---
NYS Insurance Department Liquidation Bureau	7/10/90	---
Law Revision Commission	8/29/91	---
Legislative Bill Drafting Commission	9/8/95	---
Office of Lieutenant Governor of New York State	2/15/79	1/6/88
Long Island Power Authority	10/22/87	---

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
 RECIPROCAL AGREEMENTS ON
 TRANSFER OF LEAVE AND SERVICE CREDITS
TABLE OF CONTENTS

Appendix G

Page 2 of 3

Title	Effective Date	Most Recent Revision Date
New York State Office of Mental Retardation and Developmental Disabilities—Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office	7/13/05	---
Metropolitan Transportation Authority	6/16/95	---
Division of Military and Naval Affairs	10/1/67	1/28/88
Nassau County Interim Finance Authority	1/17/02	---
Natural Heritage Trust	6/27/96	---
Niagara Frontier Transportation Authority	5/6/04	---
Ogdensburg Bridge and Port Authority	3/3/83	---
Palisades Interstate Park Commission	7/7/68	---
New York Power Authority	10/27/98	---
State Commission on Restoration of the Capitol	3/29/89	---
Roosevelt Island Operating Corporation	6/8/87	---
Roswell Park Cancer Institute Corporation	12/15/99	---
NYS Senate	10/12/94	---
State of New York Mortgage Agency (SONYMA)	1/12/12	---
Division of State Police	10/15/67	7/10/03
State University Construction Fund	10/8/67	6/2/96
NYS Teachers' Retirement System	4/28/69	11/23/95
NYS Thruway Authority	4/23/67	---
Temporary State Commission of Investigation	5/8/07	---
Temporary State Commission on Tug Hill	7/3/74	7/21/87
Unified Court System, State of New York (Office of Court Administration)	1/7/81	---
NYS Urban Development Corporation	5/16/88	---

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS
TABLE OF CONTENTS

Appendix G

Page 3 of 3

Expired Reciprocal Agreements

The agencies listed below had reciprocal agreements in effect during the periods given. These expired agreements are not reproduced in this appendix. Questions concerning expired reciprocal agreements may be directed to the Attendance and Leave Unit of this Department at (518) 457-2295.

Title	Effective Date
Adirondack Mountain Authority	1/30/68--9/26/68
Administrative Board of the Judicial Conference	2/11/70--1/6/81
East Hudson Parkway Authority	9/30/67--1/1/80
Facilities Development Corporation	4/10/77--9/1/95
NYS Higher Education Assistance Corporation	1/2/70--7/1/75
Industrial Exhibit Authority	6/2/76--8/15/88
NY Job Development Authority	6/3/68--6/30/95
Jones Beach State Parkway Authority	10/1/67--7/1/78
Legislative Commission on Expenditure Review	6/4/92--10/1/92
Metropolitan Airports Authority	2/24/83--4/1/83
New York State Temporary Commission on Lobbying	9/30/05--9/21/07
Temporary Commission on the State Court System	7/28/71--3/31/73
Temporary State Commission on State and Local Finances	4/24/74--3/31/75
Temporary State Commission to Study the Catskills	10/4/73--7/20/75
Tri-State Regional Planning Commission	4/16/82--5/1/82
Temporary State Commission on the Water Supply Needs of Southeastern New York	9/16/73--3/31/75

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
New York State Affordable Housing Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Time and Attendance Policies for Employees of the New York State Affordable Housing Corporation (“AHC”).

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of AHC and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Leave

Upon movement of an employee between a position subject to the Leave Policies for Employees of AHC and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, AHC or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also that the employee shall be compensated in cash for days in excess of 20 days in accordance with appropriate provisions of applicable rules covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from AHC or State department or agency.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 3

C. Vacation Accrual Rate and Vacation Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from AHC to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in AHC, service with AHC shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with AHC.

The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

D. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of AHC and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, such employee shall be credited with personal leave as provided in those rules and the effective date of such movement shall be the employee's personal leave anniversary date.

Personal leave shall not be transferred upon movement.

E. Crediting of Service

For purposes of applying the various provisions of the Time and Attendance Rules for Employees of AHC or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with AHC shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with AHC.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

EFFECTIVE
DATE AND
TERMINATION
OF
AGREEMENT:

This Agreement shall be effective at the beginning of business on the day after it has been signed by both the Chief Executive Officer/President of AHC and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. AHC and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/6/12

Date

/s/ Patricia A. Hite

President

New York State Civil Service Commission

1/11/12

Date

/s/ Darryl C. Towns

Chief Executive Officer/President

New York State Affordable Housing Corporation

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
Albany Pine Bush Preserve Commission

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for Employees of the Albany Pine Bush Preserve Commission.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below:

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the leave policies of the Albany Pine Bush Preserve Commission and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Albany Pine Bush Preserve Commission to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position with the Commission, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Commission.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees of the Commission or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF
AGREEMENT:

This Agreement shall be effective at the beginning of business on the day after it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

4/19/12 /s/ Patricia A. Hite
Date President/as Acting Commissioner
New York State Civil Service Commission

4/9/12 /s/ Christopher A. Hawver
Date Executive Director
Albany Pine Bush Preserve Commission

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
New York State Assembly

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and subject to the leave policies of the New York State Assembly.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and positions assigned to the annual full-time and annual legislative payrolls of the New York State Assembly who are subject to the leave policies thereof, including employees of entities governed by the leave policies of the Assembly.

A. Sick Leave

Upon movement of an employee between a position subject to the leave policies of the New York State Assembly and assigned to that body's annual full-time payroll or annual legislative payroll and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement was between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Crediting of Service

For purposes of applying the various provisions of the leave policies for employees in positions assigned to the annual full-time payroll or the annual legislative payroll of the New York State Assembly or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Assembly shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Assembly.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by the Director of Administration of the New York State Assembly and the President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

9/27/94

/s/ Virginia M. Apuzzo

Date

President
New York State Civil Service Commission

9/15/94

/s/ John P. Wellspeak

Date

Director of Administration
New York State Assembly

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

PARTIES: New York State Department of Civil Service
and
Battery Park City Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for employees of the Battery Park City Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, and Personal Leave

Upon movement of an employee between a position subject to the leave policies for employees of the Battery Park City Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited on his/her vacation anniversary date for an employee who moves from the Battery Park City Authority to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Battery Park City Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Authority. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees of the Battery Park City Authority or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the President of the Battery Park City Authority and the President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

2/13/90

/s/ Walter D. Broadnax

Date

President
New York State Civil Service Commission

2/13/90

/s/ Fabian G. Palomino

Date

President
Battery Park City Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Bridge Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the New York State Bridge Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the New York State Bridge Authority and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the New York State Bridge Authority to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions; (e.g. eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the New York State Bridge Authority or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Chairman of the New York State Bridge Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Authority and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/1/87

/s/ Walter D. Broadnax

Date

President
New York State Civil Service Commission

5/1/87

/s/ Robert L. Cahill

Date

Chairman
New York State Bridge Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Canal Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and subject to the leave policies of the New York State Canal Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules of the New York State Canal Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Canal Corporation or the State department or agency to which the employee moves shall credit him/her with the unused personal leave standing to his/her credit as of the date of such movement if he/she is transferred, promoted, reinstated, or otherwise employed within one year following the last date upon which personal leave was credited. If the employee is transferred, promoted, reinstated, or otherwise employed more than one year following the last date upon which personal leave was credited, such reinstatement or appointment shall be deemed to be a new entry into Canal Corporation or State service for purposes of crediting personal leave.

B. Personal Leave Anniversary Dates

Employees who move from State service to the Canal Corporation initially retain their State personal leave anniversary date. When that date first occurs following movement to the Canal Corporation, they are credited within a prorated amount of personal leave corresponding to the length of time between that date and the following January 1 and their personal leave anniversary date is changed to January 1. The employee is then granted personal leave each year on January 1 as provided by the Canal Corporation's attendance rules and negotiated agreements. Employees who move from the Corporation to State service shall be credited with personal leave in the same manner and subject to the same restrictions and limitations as would apply if

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Holiday Leave

Holiday leave credited for up to two holidays designated by the State or by the Canal Corporation as floating holidays shall be transferred subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions. Holiday leave credited for holidays other than those designated as floating holidays shall not be transferred.

D. Sick Leave and Vacation

Upon movement of an employee between a position subject to the Attendance Rules of the New York State Canal Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Canal Corporation or the State department or agency to which the employee moves shall credit the employee with all of his/her accumulated and unused sick leave and vacation as of the effective date of separation from the releasing agency; provided, however, that vacation and sick leave accruals which exceed the maximum accumulation permitted under the attendance rules of the receiving agency shall not be credited, and provided, further, that sick leave and vacation shall not be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State or Corporation service except where such employee is reinstated by the Civil Service Commission or from a preferred list or is reemployed while eligible for reinstatement from a preferred list. Sick leave shall not be credited to employees separated for disciplinary reasons.

E. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited each year in the payroll periods that include January 1 and July 1 for an employee who moves from State service to the Canal Corporation within one year following the date of separation from State service or while eligible for reinstatement from a preferred list, or who is reinstated by the

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Civil Service Commission, State service shall be credited as Corporation service in the same manner and subject to the same limitations as would apply if such service were rendered with the Corporation.

Upon similar movement of an employee from the Canal Corporation to State service, Corporation service shall be credited as State service in the same manner and subject to the same limitations as would apply if such service were rendered with the State and the employee will be assigned a vacation anniversary date consistent with this total service.

F. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules of the New York State Canal Corporation and the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Canal Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Canal Corporation.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G
EFFECTIVE
DATE AND
TERMINATION
OF

Page 4 of 4

AGREEMENT: This agreement shall be effective on the day after it has been signed by both the Chairman of the New York State Canal Corporation and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving a least 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter shall also furnish copies of all amendments and revisions made therein.

4/29/97

/s/ George C. Sinnott

Date

President
New York State Civil Service Commission

4/16/97

/s/ Howard Steinberg

Date

Chairman
New York State Canal Corporation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

- PARTIES:** New York State Department of Civil Service
and
New York State Commission on Judicial Conduct
- PURPOSE:** To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies of the New York State Commission on Judicial Conduct.
- TERMS:** It is hereby agreed that leave and service credits shall be transferred and accepted as provided below:
- A. Vacation
- Upon movement of an employee between a position subject to the leave policies of the New York State Commission on Judicial Conduct and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, vacation leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.
- B. Sick Leave
- Upon movement of an employee between a position subject to the leave policies of the New York State Commission on Judicial Conduct and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.
- C. Personal Leave
- Upon movement of an employee between a position subject to the leave policies of the New York State Commission on Judicial Conduct and a position subject to the Attendance Rules for Employees in New York

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

State Departments and Institutions, personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Holiday Leave and Floating Holiday Leave

Upon movement of an employee between a position subject to the leave policies of the New York State Commission on Judicial Conduct and a position subject to the Attendance Rules for Employees in New York State Department and Institutions, holiday leave and floating holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

E. Crediting of Service

For purposes of applying the various provisions of the leave policies for employees of the New York State Commission on Judicial Conduct or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service with the New York State Commission on Judicial Conduct shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the New York State Commission on Judicial Conduct.

EFFECTIVE
DATE AND
TERMINATION
OF AGREEMENT:

This agreement shall be effective on the day after it has been signed by both the Administrator and Counsel of the New York State Commission on Judicial Conduct and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

least thirty (30) days' notice of such intent. The New York State Commission on Judicial Conduct and the New York State Civil Service

Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

11/23/09 /s/ Nancy G. Groenwegen
Date Nancy G. Groenwegen
 President
 New York State Civil Service Commission

11/23/09 /s/ Robert H. Tembeckjian
Date Robert H. Tembeckjian
 Administrator and Counsel
 New York State Commission on Judicial Conduct

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York Convention Center Operating Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for employees of the New York Convention Center Operating Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and positions subject to the leave policies for New York Convention Center Operating Corporation staff in executive, administrative and clerical positions and does not apply to Corporation personnel whose employment is covered by any collective bargaining agreement now or in the future.

A. Sick Leave

Upon movement of an employee between a position subject to the leave policies for employees of the New York Convention Center Operating Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement was between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions; provided, however, that no employee who transfers from a position with the Corporation to a position subject to the Attendance Rules shall be permitted to transfer sick leave accruals in excess of the applicable maximum for the position to which the employee transfers.

B. Vacation and Personal Leave

Upon movement of an employee between a position subject to the leave policies for employees of the New York Convention Center Operating Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, vacation and personal leave accruals shall be transferred in the same manner and subject to the same

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited on his/her vacation anniversary date for an employee who moves from the New York Convention Center Operating Corporation to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the New York Convention Center Operating Corporation, service with the Corporation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Corporation. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Crediting of Service

For purposes of applying the various provisions of the leave policies for employees of the New York Convention Center Operating Corporation or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Corporation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after

it has been signed by both the Vice President for Law and General Counsel of the New York Convention Center Operating Corporation and the

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/13/91 /s/ Josephine L. Gambino

Date President
 New York State Civil Service Commission

1/13/91 /s/ Morris Dershowitz

Date Vice President for Law and General Counsel
 New York State Convention Center Operating Corporation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Deferred Compensation Board

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for Employees of the New York State Deferred Compensation Board.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the leave policies of the New York State Deferred Compensation Board and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the New York State Deferred Compensation Board to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position with the Board, service with the Board shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Board.

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees of the Board or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service with the Board shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Board.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

7/30/01 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

7/19/01 /s/ Julian Regan

Date Executive Director
New York State Deferred Compensation Board

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Dormitory Authority of the State of New York

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Dormitory Authority of the State of New York.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Dormitory Authority of the State of New York and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Dormitory Authority of the State of New York to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Dormitory Authority of the State of New York or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the Dormitory Authority of the State of New York and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Authority and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/1/87 /s/ Walter D. Broadnax

Date President
 New York State Civil Service Commission

5/6/87 /s/ Christopher H. Richmond

Date Executive Director
 Dormitory Authority of the State of New York

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Education Department

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and positions subject to the sick leave plan established by the Commissioner of Education for District Superintendents of Schools in the NYS Education Department.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position of District Superintendent of Schools and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from a position of District Superintendent of Schools to a position subject to Attendance Rules for Employees in New York State Departments and Institutions, service as a District Superintendent of Schools shall be credited as State service. The employee shall retain or be assigned the vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Sick Leave Plan for District Superintendents of Schools or

Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and that plan, previous service as a District Superintendent of Schools shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service as a District Superintendent of Schools.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Commissioner of Education and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. The Department and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/17/87 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

6/24/87 /s/ Gordon M. Ambach

Date Commissioner
New York State Education Department

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Education Department

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and positions in the unclassified service of the Intermediate Care Facility of the New York State School for the Blind in Batavia, New York subject to the leave policies of the Commissioner of Education.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave, and Holiday Leave

Upon movement between an unclassified service position of the Intermediate Care Facility of the New York State School for the Blind, and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from an unclassified service position of the Intermediate Care Facility of the New York State School for the Blind to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to an unclassified service position with the Intermediate Care Facility of the New York State School for the Blind in Batavia, New York, such service with the Intermediate Care Facility of the School for the Blind shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Intermediate Care Facility of the School for the Blind.

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees in unclassified service positions of the Intermediate Care Facility of the School for the Blind or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service in the unclassified service of the Intermediate Care Facility of the School for the Blind shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Intermediate Care Facility of the School for the Blind.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after

it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

8/16/05 /s/ Daniel E. Wall

Date President
New York State Civil Service Commission

8/9/05 /s/ Theresa E. Savo

Date Chief Operating Officer
New York State Education Department

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
NYS Energy Research and Development Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the NYS Energy Research and Development Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the NYS Energy Research and Development Authority and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the NYS Energy Research and Development Authority to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the NYS Energy Research and Development Authority or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the President of the NYS Energy Research and Development Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Authority and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

3/16/88 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

2/11/88 /s/ Irvin L. White

Date President
NYS Energy Research and Development Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
NYS Environmental Facilities Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the NYS Environmental Facilities Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the NYS Environmental Facilities Corporation and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the NYS Environmental Facilities Corporation to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Corporation, service with the Corporation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the NYS Environmental Facilities Corporation or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the NYS Environmental Facilities Corporation and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Corporation and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

5/23/95 /s/ George C. Sinnott

Date President
 New York State Civil Service Commission

5/10/95 /s/ Terry Agriss

Date President
 NYS Environmental Facilities Corporation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York State Foundation for Science, Technology and Innovation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for Employees of the New York State Foundation for Science, Technology and Innovation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below:

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the leave policies of the New York State Foundation for Science, Technology and Innovation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the New York State Foundation for Science, Technology and Innovation to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position with the Foundation, service with the Foundation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Foundation. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees of the Foundation or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service with the Board shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Foundation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twenty-first day of May 2006 after it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

9/15/06 /s/ Daniel E. Wall

Date President
New York State Civil Service Commission

9/01/06 /s/ Russell Bessette

Date Executive Director
New York State Foundation for Science, Technology and
Innovation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Greenway Conservancy for the Hudson River Valley Greenway, Inc.

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Greenway Conservancy for the Hudson River Valley Greenway, Inc.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Greenway Conservancy for the Hudson River Valley Greenway, Inc. and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on his/her vacation anniversary date for an employee who moves from the Greenway Conservancy for the Hudson River Valley Greenway, Inc. to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position with the Greenway Conservancy for the Hudson River Valley Greenway, Inc., service with the Conservancy shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Conservancy. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Greenway Conservancy for the Hudson River Valley Greenway, Inc. or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Conservancy shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Conservancy.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective on the day after it has been signed by both the Chairman of the Greenway Conservancy of the Hudson River Valley Greenway, Inc. and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. The Conservancy and the Commission shall provide the other with an official copy of its rules and regulations governing matters of attendance and leave within 30 days of this Agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

6/16/04 /s/ Daniel E. Wall

Date President
 New York State Civil Service Commission

6/11/04 /s/ Kevin Plunkett

Date Chairman
 Greenway Conservancy Hudson River Valley Greenway, Inc.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
NYS Housing Finance Agency

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the NYS Housing Finance Agency.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the NYS Housing Finance Agency and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the NYS Housing Finance Agency to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Agency, service with the Agency shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Agency. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the NYS Housing Finance Agency or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Agency shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Agency.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the NYS Housing Finance Agency and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Agency and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

9/1/87 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

8/21/87 /s/ Eileen S. Winterbole

Date Executive Director
NYS Housing Finance Agency

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
NYS Housing Trust Fund Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Time and Attendance Policies for Employees of the New York State Housing Trust Fund Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of the New York State Housing Trust Fund Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, personal leave, and holiday leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of the New York State Housing Trust Fund Corporation and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, the Corporation or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also that the employee shall be compensated in cash for days in excess of 20 days in accordance with appropriate provisions of applicable rules covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Corporation or the State department or agency.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the New York State Housing Trust Fund Corporation to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in the Corporation, service with the Corporation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation.

The employee shall retain or be assigned a vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

D. Crediting of Service

For purposes of applying the various provisions of the Time and Attendance Rules for Employees of the Corporation or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after

it has been signed by both the Chairman of the New York State Housing Trust Fund Corporation and the President of the New York State Civil Service

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Corporation and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/24/01 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

1/9/01 /s/ Joseph B. Lynch

Date Chairman

 /s/ Dennis Ryan

CEO
New York State Housing Trust Fund Corporation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Hudson River Park Trust

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies for employees of the Hudson River Park Trust.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee subject to the leave policies for employees of the Trust and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on his/her vacation anniversary date for an employee who moves from the Trust to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position with the Trust, service with the Trust shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Trust. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees of the Trust or the Attendance

Rules for Employees in New York State Departments and Institutions who move to and from positions subject to such rules or policies, previous service with the Trust shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Trust.

**EFFECTIVE
DATE AND
TERMINATION
OF**

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after

it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

3/29/00 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

3/22/00 /s/ Robert Balachandran

Date President
Hudson River Park Trust

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Hudson River Valley Greenway Communities Council

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Hudson River Valley Greenway Communities Council.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Hudson River Valley Greenway Communities Council and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on his/her vacation anniversary date for an employee who moves from the Hudson River Valley Greenway Communities Council to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in the Hudson River Valley Greenway Communities Council, service with the Council shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Council. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for employees of the Hudson River Valley Greenway Communities Council or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Council shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Council.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the first day of June two thousand after it

has been signed by both the Chairman of the Hudson River Valley Greenway Communities Council and the President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave within thirty days of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/18/00 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

6/26/00 /s/ Barnabus McHenry

Date Chairman
Hudson River Valley Greenway Communities Council

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
State of New York Insurance Department Liquidation Bureau

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave program of the State of New York Insurance Department Liquidation Bureau.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave and Vacation

Upon movement of an employee between a position subject to the leave program of the State of New York Insurance Department Liquidation Bureau and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave and vacation accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on his/her vacation anniversary date for an employee who moves from the Liquidation Bureau to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Liquidation Bureau, service with the Liquidation Bureau shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Liquidation Bureau. The employee shall retain or be assigned his/her vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 3

C. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the leave program of the State of New York Insurance Department Liquidation Bureau and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, personal leave shall not be transferred. Employees shall be credited with personal leave in accordance with the rules of the receiving agency as of the effective date of such movement.

D. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave program for employees of the State of New York Insurance Department Liquidation Bureau or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Liquidation Bureau shall be credited as state service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Liquidation Bureau.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Deputy Superintendent of Insurance and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

6/20/90 /s/ Josephine L. Gambino

----- -----

Date President
New York State Civil Service Commission

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

~~6/14/90~~ ~~/s/ Kevin Foley~~

Date Wendy E. Cooper
 Acting Superintendent of Insurance
 by Kevin Foley, Deputy Superintendent
 of Insurance as Agent for
 Wendy E. Cooper, Acting Superintendent
 of Insurance as Liquidator

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Law Revision Commission

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Time and Attendance Rules for employees of the Law Revision Commission.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, and Personal Leave

Upon movement of an employee between a position subject to the Time and Attendance Rules for employees of the Law Revision Commission and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited on his/her vacation anniversary date for an employee who moves from the Law Revision Commission to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Law Revision Commission, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Commission. The employee shall retain or be assigned his/her vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Time and Attendance Rules for employees of the Law Revision Commission or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the Executive Director of the Law Revision Commission and the President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

8/28/91 /s/ Josephine L. Gambino

Date President
 New York State Civil Service Commission

8/26/91 /s/ Kenneth F. Joyce

Date Executive Director
 Law Revision Commission

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Legislative Bill Drafting Commission

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and positions subject to the personnel policies of the Legislative Bill Drafting Commission.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the personnel policies of the Legislative Bill Drafting Commission and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the personnel policies of the Legislative Bill Drafting Commission or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the commission.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the day after it has been signed by both the Commissioners of the Legislative Bill Drafting Commission and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. The Department and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

9/7/95 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

9/6/95 /s/ David Keiper

Date Commissioner
Legislative Bill Drafting Commission

9/6/95 /s/ Salvatore J. Rico

Date Commissioner
Legislative Bill Drafting Commission

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Office of the Lieutenant Governor of New York State

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Office of the Lieutenant Governor of New York State.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Office of the Lieutenant Governor of New York State and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Office of the Lieutenant Governor of New York State to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Office of the Lieutenant Governor, service with the Office of the Lieutenant Governor shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Office of the Lieutenant Governor. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Office of the Lieutenant Governor of New York State or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Office of the Lieutenant Governor shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Office of the Lieutenant Governor.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Lieutenant Governor of New York State and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Office of the Lieutenant Governor and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

12/17/87 /s/ Walter D. Broadnax

Date President
 New York State Civil Service Commission

11/30/87 /s/ Stan Lundine

Date Lieutenant Governor
 Office of the Lieutenant Governor of New York State

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Long Island Power Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Long Island Power Authority. The provisions of this agreement shall not apply to any person serving in any position that may be hereafter transferred to the Authority because of the acquisition of the Long Island Lighting Company by the Authority or to any person employed in such a position following such acquisition.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Long Island Power Authority and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Long Island Power Authority to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Long Island Power Authority or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the Long Island Power Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Long Island Power Authority and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

10/2/87 /s/ Walter D. Broadnax

Date President
 New York State Civil Service Commission

9/14/87 /s/ Stanley Klimberg

Date Executive Director (Acting)
 Long Island Power Authority

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
New York State Office of Mental Retardation and Developmental Disabilities

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and unclassified service positions of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities subject to the leave policies of the Commissioner of the New York State Office of Mental Retardation and Developmental Disabilities.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between an unclassified service position of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from an unclassified service position of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

an unclassified service position of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities, service in an unclassified service position of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service for unclassified service positions of the Celeron Intermediate Care Facility of the New York State Office of Mental Retardation and Developmental Disabilities.

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies for employees in unclassified service positions of the Celeron Intermediate Care Facility of the New York State Office of Mental Retardation and Developmental Disabilities or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to such rules or policies, previous service in unclassified service positions of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Services Office of the New York State Office of Mental Retardation and Developmental Disabilities shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service for unclassified service positions of the Celeron Intermediate Care Facility of the Western New York Developmental Disabilities Office of the New York State Office of Mental Retardation and Developmental Disabilities.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G
EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the Thirteenth day of July 2005 after it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days' notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

11/17/05 /s/ Daniel E. Wall

Date President
New York State Civil Service Commission

11/16/05 /s/ Thomas A. Maul

Date Commissioner
New York State Office of Mental Retardation and
Developmental Disabilities

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
Metropolitan Transportation Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and positions subject to the Attendance and Leave Policies and Procedures of the Metropolitan Transportation Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Attendance and Leave Policies and Procedures of the Metropolitan Transportation Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Authority or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused sick leave as of the effective date of separation from the releasing agency; provided, however, that sick leave accruals which exceed the maximum accumulation permitted under the attendance and leave provisions of the receiving agency shall not be credited and provided further that sick leave shall not be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State or Authority service except where such employee is reinstated from a preferred list or reemployed while eligible for reinstatement from a preferred list.

B. Vacation

Upon movement of an employee between a position subject to the Attendance and Leave Policies and Procedures of the Metropolitan Transportation Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, vacation accruals shall be transferred in the same manner and subject to the same restrictions as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Authority to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position with the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial Branch shall be credited as service with the Authority. The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the Attendance and Leave Policies and Procedures of the Metropolitan Transportation Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, personal leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

E. Crediting of Service

For purposes of applying the various provisions of the Attendance and Leave Policies and Procedures of the Metropolitan Transportation Authority or the Attendance Rules for Employees in New York State Departments and Institutions Reciprocal Agreement on Transfer of Leave and Service Credits to employees who move to and from positions subject to those rules and those policies, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial Branch shall be credited as service with the Authority.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G
EFFECTIVE
DATE AND
TERMINATION
OF

Page 3 of 3

AGREEMENT: This agreement shall be effective on the beginning of business on the day after

it has been signed by both the First Vice Chairman of the Metropolitan Transportation Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. The Department and the Authority shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

6/15/95 /s/ George C. Sinnott

Date President
 New York State Civil Service Commission

6/9/95 /s/ Daniel T. Scannell

Date First Vice Chairman and Acting Chief Operating Head
 Metropolitan Transportation Authority

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
New York State Division of Military and Naval Affairs

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for State Employees of the New York State Division of Military and Naval Affairs.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to Attendance Rules for Employees in New York State Departments and Institutions and Attendance Rules for State Employees in the Division of Military and Naval Affairs.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for State Employees of the New York State Division of Military and Naval Affairs and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the New York State Division of Military and Naval Affairs to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a State position in the Division, service with the Division shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Division.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for State Employees of the New York State Division of Military and Naval Affairs or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous State service with the Division shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Division.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Chief of Staff to the Governor and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Division and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/8/88 /s/ Walter D. Broadnax

Date President
 New York State Civil Service Commission

12/30/87 /s/ Lawrence P. Flynn

Date Chief of Staff to the Governor
 Division of Military and Naval Affairs

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Nassau County Interim Finance Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Leave Policies for Employees of the Nassau County Interim Finance Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Leave Policies for Employees of the Nassau County Interim Finance Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, personal leave, and holiday leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation

Upon movement of an employee between a position subject to the Leave Policies for Employees of the Nassau County Interim Finance Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Authority or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also that the employee shall be compensated in cash for days in excess of 20 days in accordance with appropriate provisions of applicable rules covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Authority or the State department or agency.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or, bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Nassau County Interim Finance Authority to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority. The employee shall retain or be assigned a vacation and personal leave anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

D. Crediting of Service

For purposes of applying the various provisions of the Leave Policies for Employees of the Authority or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after

it has been signed by both the Executive Director of the Nassau County Interim Finance Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Authority and the Commission shall furnish each other with an official copy of its rules and regulations governing matters

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/16/02 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

1/4/02 /s/ Richard L. Luke

Date Executive Director
Nassau County Interim Finance Authority

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
Natural Heritage Trust

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Natural Heritage Trust.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Natural Heritage Trust and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, personal leave and holiday leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Natural Heritage Trust to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Trust, service with the Trust shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Trust. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions of the Attendance Rules for Employees of the Natural Heritage Trust or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Trust shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Trust.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the day after it has been signed by both the Executive Director of the Natural Heritage Trust and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Natural Heritage Trust and the New York State Civil Service Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

6/26/96 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

6/14/96 /s/ Lawrence Delarose

Date Executive Director
National Heritage Trust

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
Niagara Frontier Transportation Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the leave policies of the Niagara Frontier Transportation Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following agreement applies only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and positions subject to the leave policies of the Niagara Frontier Transportation Authority that are non-represented positions or positions represented by the International Longshoremen's Association, Local 1949. This agreement does not apply to positions of the Authority covered by any other collective bargaining agreement.

A. Sick Leave

Upon movement of an eligible employee between a position subject to the leave policies of the Niagara Frontier Transportation Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions. Sick leave shall not be credited to employees separated for disciplinary reasons.

B. Vacation

Upon movement of an eligible employee between a position subject to the leave policies of the Niagara Frontier Transportation Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, vacation shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Niagara Frontier Transportation Authority to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Niagara Frontier Transportation Authority, service in the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial Branches shall be credited as service with the Authority. The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the leave policies of the Niagara Frontier Transportation Authority or the Attendance Rules for Employees in New York State Departments and Institutions to eligible employees who move to and from positions subject to such rules or policies, previous service with Niagara Frontier Transportation Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Niagara Frontier Transportation Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after

it has been executed by authorized representatives of both parties. It may be terminated by either party upon giving at least thirty (30) days notice of such intent. Each party shall provide the other with an official copy of its policies governing matters of attendance and leave by no later than the effective date

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

of this Agreement and, thereafter, shall provide copies of any subsequent amendments or revisions to such policies.

6/26/96 /s/ Daniel E. Wall

Date President
New York State Civil Service Commission

6/14/96 /s/ Lawrence M. Meckler

Date Executive Director
Niagara Frontier Transportation Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Ogdensburg Bridge and Port Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Ogdensburg Bridge and Port Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Ogdensburg Bridge and Port Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Authority or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused sick leave as of the effective date of separation from the releasing agency; provided, however, that sick leave accruals which exceed the maximum accumulation permitted under the attendance and leave provisions of the receiving agency shall not be credited and provided further that sick leave shall not be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State or Authority service except where such employee is reinstated from a preferred list or reemployed while eligible for reinstatement from a preferred list. Sick leave shall not be credited to employees separated for disciplinary reasons.

B. Vacation

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Ogdensburg Bridge and Port Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Authority or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals which exceed the maximum accumulation permitted under the

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

attendance and leave provisions of the receiving agency shall not be so credited and provided also that

employees shall be entitled, subject to the provisions of the releasing agency, to cash compensation for vacation accruals not transferred under the terms of this agreement. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Authority or State department or agency or where the separation was for disciplinary reasons.

C. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Authority to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position with the Authority, service with the Authority shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Authority. The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Ogdensburg Bridge and Port Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, personal leave shall not be transferred. Employees shall be credited with personal leave in accordance with the rules of the receiving agency as of the effective date of such movement.

E. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Authority or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

rules, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive,

Legislative or Judicial branches shall be credited as service with the Authority.

**EFFECTIVE
DATE AND
TERMINATION
OF**

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the Chairman of the Ogdensburg Bridge and Port Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

3/2/83 /s/ Joseph A. F. Valenti

Date President
New York State Civil Service Commission

2/28/83 /s/ George B. Looney

Date Vice Chairman
Ogdensburg Bridge and Port Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Palisades Interstate Park Commission

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Palisades Interstate Park Commission.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Palisades Interstate Park Commission and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Palisades Interstate Park Commission to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Commission, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Palisades Interstate Park Commission or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the Palisades Interstate Park Commission and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Palisades Interstate Park Commission and the New York State Civil Service Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

11/13/87 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

10/29/87 /s/ Nash Castro

Date Executive Director
Palisades Interstate Park Commission

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
New York Power Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and subject to the leave policies of the New York Power Authority.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below:

A. Sick Leave

Upon movement of an employee between a position subject to the leave policies of the New York Power Authority and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Crediting of Service

For purposes of applying the various provisions of the leave policies for employees of the New York Power Authority and the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Authority shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Authority.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the President and Chief Operating Officer of the New York Power Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

10/26/98 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

10/7/98 /s/ Eugene W. Zeltman

Date President and Chief Operating Officer
New York Power Authority

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
State Commission on Restoration of the Capitol

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Managerial Employees of the State Commission on the Restoration of the Capitol.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Managerial Employees of the State Commission on the Restoration of the Capitol.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Attendance Rules for Managerial Employees of the State Commission on the Restoration of the Capitol and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation, personal leave and holiday leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the State Commission on the Restoration of the Capitol to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the State Commission on the Restoration of the Capitol, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission. The employee shall retain or be assigned vacation and personal

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Managerial Employees of the State Commission on the Restoration of the Capitol or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by the Chairman of the State Commission on the Restoration of the Capitol and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The State

Commission on the Restoration of the Capitol and the State shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

3/9/89 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

2/21/89 /s/ Matthew Bender

Date Chairperson of the State Commission on the Restoration
of the Capitol

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Roosevelt Island Operating Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Administrative/Managerial Employees of the Roosevelt Island Operating Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Administrative/Managerial Employees of the Roosevelt Island Operating Corporation.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Administrative/Managerial Employees of the Roosevelt Island Operating Corporation and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Roosevelt Island Operating Corporation to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Roosevelt Island Operating Corporation, service with the Corporation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation. The employee shall retain or be assigned vacation and personal

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 3

leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Administrative/Managerial Employees of the Roosevelt Island Operating Corporation or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by the Chairman of the Roosevelt Island Operating Corporation and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. Roosevelt Island Operating Corporation and the State shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

5/19/87 /s/ Josephine L. Gambino

Date Commissioner
New York State Civil Service Commission

5/19/87 /s/ James T. McFarland

Date Commissioner
New York State Civil Service Commission

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

5/1/87

/s/ W. B. Einicke

Date

Chairman and Chief Executive Officer
Roosevelt Island Operating Corporation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Roswell Park Cancer Institute Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Merit Board Rules for Employees at Roswell Park Cancer Institute Corporation (RPCIC).

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to Attendance Rules for Employees in New York State Departments and Institutions and Merit Board Rules for RPCIC.

A. Sick Leave, Vacation, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Merit Board Rules for Employees at RPCIC and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals and holiday leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from RPCIC to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in RPCIC, service with RPCIC shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial Branches shall be credited as service with RPCIC. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Merit Board Rules at RPCIC or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with RPCIC shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with RPCIC.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the President and CEO of RPCIC and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. RPCIC and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this Agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

12/14/99 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

12/1/99 /s/ David Hohn

Date President & CEO
Roswell Park Cancer Institute Corporation

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
New York State Senate

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and subject to the leave policies of the New York State Senate.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and institutions and positions assigned to the regular annual payroll and the special annual payroll of the New York State Senate who are subject to the leave policies thereof, including employees of entities governed by the leave policies of the Senate.

A. Sick Leave

Upon movement of an employee between a position subject to the leave policies of the New York State Senate and assigned to that body's regular annual payroll or special annual payroll and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement was between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Crediting of Service

For purposes of applying the various provisions of the leave policies for employees in positions assigned to the regular annual payroll or the special annual payroll of the New York State Senate or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with the Senate shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Senate.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective at the beginning of business on the day after it has been signed by both the Secretary of the Senate and the President of the New York State Civil Service Commission and supersedes any previous agreement between the two parties on the transfer of leave and service credits. It may be terminated by either party upon giving at least 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

10/11/94 /s/ Virginia M. Apuzzo

Date President
New York State Civil Service Commission

9/27/94 /s/ Stephen F. Sloan

Date Secretary
New York State Senate

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

- PARTIES:** New York State Department of Civil Service
and
State of New York Mortgage Agency
- PURPOSE:** To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Time and Attendance Policies for Employees of the State of New York Mortgage Agency (“SONYMA”).
- TERMS:** It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of SONYMA and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Leave

Upon movement of an employee between a position subject to the Leave Policies for Employees of SONYMA and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, SONYMA, or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also that the employee shall be compensated in cash for days in excess of 20 days in accordance with appropriate provisions of applicable rules covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from SONYMA or State department or agency.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 3

C. Vacation Accrual Rate and Vacation Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from SONYMA to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, or from a position in the classified service of the Executive Branch of State service to a position in SONYMA, service with SONYMA shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with SONYMA.

The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

D. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the Time and Attendance Policies for Employees of SONYMA and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, such employee shall be credited with personal leave as provided in those rules and the effective date of such movement shall be the employee's personal leave anniversary date.

Personal leave shall not be transferred upon movement.

E. Crediting of Service

For purposes of applying the various provisions of the Time and Attendance Rules for Employees of SONYMA or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules and those policies, previous service with SONYMA shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with SONYMA.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 3 of 3

EFFECTIVE
DATE AND
TERMINATION
OF
AGREEMENT:

This Agreement shall be effective at the beginning of business on the day after it has been signed by both the Chief Executive Officer/President of SONYMA and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. SONYMA and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

1/6/12
Date

/s/ Patricia A. Hite
President
New York State Civil Service Commission

1/11/12
Date

/s/ Darryl C. Towns
Chief Executive Officer/President
State of New York Mortgage Agency

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Division of State Police

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Civilian Employees of the Division of State Police or the Attendance Rules for Uniformed Members of the Division of State Police.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Civilian Employees of the Division of State Police or Attendance Rules for Uniformed Members of the Division of State Police and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited on the vacation anniversary date for an employee who moves from the Division of State Police to a position subject to the Attendance Rules for Employees in New York State Departments and institutions or from a position in the classified service of the Executive Branch of State service into a position in the Division of State Police, service with the Division of State Police shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Division of State Police.

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement was between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Civilian Employees of the Division of State Police or the Attendance Rules for Uniformed Members of the Division of State Police or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Division of State Police shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branches shall be credited as service with the Division of State Police.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective on the twentieth day after it has been signed by both the Superintendent of New York State Police and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/9/03 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

7/9/03 /s/ James W. McMahon

Date Superintendent
New York State Police

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
State University Construction Fund

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the State University Construction Fund.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the State University Construction Fund and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the State University Construction Fund to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Fund, service with the Fund shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Fund. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the State University Construction Fund or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Fund shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Fund.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the General Manager of the State University Construction Fund and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Fund and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

5/13/96 /s/ George C. Sinnott

Date President
New York State Civil Service Commission

4/22/96 /s/ Irving H. Freedman

Date General Manager
State University Construction Fund

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 2

PARTIES: New York State Department of Civil Service
and
NYS Teachers' Retirement System

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions, and the Attendance Rules for Employees of the NYS Teachers' Retirement System excluding employees appointed to positions designated as "management" by the NYS Teachers' Retirement System.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below. The following shall apply only to movement between positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the NYS Teachers' Retirement System excluding employees appointed to positions designated as "management" by the NYS Teachers Retirement System who are covered by the Manager/Executive Plan.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the NYS Teachers' Retirement System and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the NYS Teachers' Retirement System to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Retirement System, service with the Retirement System shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

branch shall be credited as service with the Retirement System. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the NYS Teachers' Retirement System or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Retirement System shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Retirement System.

EFFECTIVE
DATE AND
TERMINATION
OF
AGREEMENT:

This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the NYS Teachers' Retirement System and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Retirement System and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

11/3/95 /s/ George C. Sinnott
Date President
New York State Civil Service Commission

10/30/95 /s/ George M. Philip
Date Executive Director
NYS Teachers' Retirement System

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Temporary State Commission of Investigation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Leave Policies for the Employees of the Temporary State Commission of Investigation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below:

A. Sick Leave, Personal Leave and Holiday Leave

Upon movement of an employee between a position subject to the Leave Policies for Employees of the Temporary State Commission of Investigation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, sick leave, personal leave, and holiday leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation

Upon movement of an employee between a position subject to the Leave Policies for Employees of the Temporary State Commission of Investigation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Commission or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also that the employee shall be compensated in cash for days in excess of 20 days in accordance with appropriate provisions of applicable rules covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Commission or State department or agency.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

C. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Temporary State Commission of Investigation to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Commission, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission.

The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Crediting of Service

For purposes of applying the various provisions of the Leave Policies for Employees of the Temporary State Commission of Investigation or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This Agreement shall be effective at the beginning of business on the day after it has been signed by both the Deputy Commissioner and Chief Counsel of the Temporary State Commission of Investigation and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least thirty (30) days' notice of such intent. Each party shall

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

5/7/07 /s/ Nancy G. Groenwegen

Date President
New York State Civil Service Commission

4/12/07 /s/ Anthony Cartusciello

Date Deputy Commissioner and Chief Counsel
Temporary State Commission of Investigation

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

PARTIES: New York State Department of Civil Service
and
Temporary State Commission on Tug Hill

PURPOSE: To facilitate the movement of employees to and from positions subject to Attendance Rules for Employees in New York State Departments and Institutions and the Attendance Rules for Employees of the Temporary State Commission on Tug Hill.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave, Vacation and Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Employees of the Temporary State Commission on Tug Hill and a position subject to Attendance Rules for Employees in New York State Departments and Institutions, sick leave, vacation and personal leave accruals shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

B. Vacation Accrual Rate and Vacation and Personal Leave Anniversary Dates

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Temporary State Commission on Tug Hill to a position subject to Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position in the Commission, service with the Commission shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission. The employee shall retain or be assigned vacation and personal leave anniversary dates in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 2 of 2

C. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Employees of the Temporary State Commission on Tug Hill or Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Commission shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Commission.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Executive Director of the Temporary State Commission on Tug Hill and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Temporary State Commission on Tug Hill and the New York State Civil Service Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

7/1/87 /s/ Walter D. Broadnax

Date President
New York State Civil Service Commission

4/27/87 /s/ B. P. Coe

Date Executive Director
Temporary State Commission on Tug Hill

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 4

PARTIES: New York State Department of Civil Service
and
New York State Thruway Authority

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Thruway Authority Employees and the Attendance Rules for Employees in New York State Departments and Institutions.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Attendance Rules for Thruway Employees and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Thruway Authority or the State department or agency to which the employee moves shall credit him with all of his accumulated and unused sick leave as of the effective date of his separation from the releasing agency; provided, however, that sick leave accruals which exceed the maximum accumulation permitted under the attendance and leave rules of the receiving agency shall not be credited and provided, further, that sick leave shall not be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State or Thruway service except where he is reinstated from a preferred list or reemployed while eligible for reinstatement from a preferred list. Sick leave shall not be credited to employees separated for disciplinary reasons.

B. Vacation

Upon movement of a competitive class employee between a position subject to the Attendance Rules for Thruway Employees and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions by transfer in accordance with the provisions of Section 70 or Section 52(6) of the New York State Civil Service Law, Section 5.1 of the Civil Service Rules for the Classified Service, and Section 355 of the Public Authorities Law or by appointment from an interdepartmental promotion list, the Thruway Authority or the State department or agency to which the employee moves shall credit him with all of his accumulated and unused vacation as of the effective date of such transfer or promotion; provided,

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

however, that vacation accruals which exceed the maximum accumulation permitted under the attendance and leave rules of the receiving agency shall not be credited. Upon any movement of a noncompetitive, exempt or labor class employee between such positions or upon movement of a competitive class employee by other than transfer or promotion, such employee shall be compensated in cash for his unliquidated vacation credits in accordance with appropriate provisions of the attendance rules or regulations in the agency from which he was separated.

C. Personal Leave

Upon movement of an employee between a position subject to the Attendance Rules for Thruway Employees and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Thruway Authority or the State department or agency to which the employee moves shall credit him with the unused personal leave standing to his credit as of the date of such movement if he is transferred, promoted, reinstated, or otherwise employed within one year following the last date upon which personal leave was credited to him; provided, however, that an employee who moves to the Thruway Authority may be credited with additional personal leave upon such movement when the date of movement, the elapsed time since personal leave was last credited, and the unused personal leave standing to his credit warrants the granting of such additional personal leave. If he is transferred, promoted, reinstated, or otherwise employed more than one year following the last date upon which personal leave was credited to him, such reinstatement or appointment shall be deemed to be a new entry into Thruway or State service for purposes of crediting personal leave.

D. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or "bonus" vacation to be credited each year on January 1 for an employee who moves from State service to the Thruway Authority by transfer, interdepartmental promotion, appointment from a preferred list or by reinstatement or appointment within one year following the date of separation from State service, State service shall be credited as Authority service in the same manner and subject to the same limitations as would apply if such service were rendered with the Authority. On January 1 next following the date of movement to the Authority and on each January 1 thereafter, he shall be credited with

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

additional or "bonus" vacation in accordance with the Attendance Rules for Thruway Authority Employees; provided, however, that such additional vacation shall not be credited on the January 1 next following if the employee was last credited with additional vacation during the six-month period immediately preceding that date.

Upon similar movement of an employee from the Thruway Authority to State service, the employee shall retain his January 1 anniversary date and on the January 1 next following and on each January 1 thereafter shall be credited with additional or "bonus" vacation commensurate with such anniversary date and in accordance with the Attendance Rules for Employees in New York State Departments and Institutions.

E. Personal Leave Anniversary Date

Employees who move from State service to the Thruway Authority shall be credited with five days personal leave on January 1 following the date of movement to the Authority and on each January 1 thereafter. Employees who move from Authority to State service shall be credited with personal leave in the same manner and subject to the same restrictions and limitations as would apply if such movement were within State service.

F. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Attendance Rules for Thruway Employees and the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Thruway Authority shall be credited as State service and previous State service as Thruway Authority service.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Chairman of the New York State Thruway Authority and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent.

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 4 of 4

Each party shall furnish the other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter shall also furnish copies of all amendments and revisions made therein.

3/23/67

/s/ Ersal H. Poston

Date

President

New York State Civil Service Commission

4/3/67

/s/ R. Burdell Bixby

Date

Chairman

New York State Thruway Authority

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
State of New York - Unified Court System (Office of Court Administration)

PURPOSE: To facilitate the movement of employees to and from state-paid positions subject to collective agreements negotiated by the Unified Court System and employee organizations representing Unified Court System Employees in accordance with Article 14 of the New York State Civil Service Law or subject to time and leave rules of the Chief Judge of the Court of Appeals and positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and to govern the transfer of leave and service credits upon such movements.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a State-paid position subject to a collectively negotiated agreement covering employees in the Unified Court System or a position subject to time and leave rules of the Chief Judge of the Court of Appeals and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Unified Court System or the State department or agency in the Executive Branch to which the employee moves shall credit such employee with all of his/her accumulated and unused sick leave as of the effective date of separation from the releasing agency; provided, however, that sick leave accruals for which the employee has been or will be compensated or otherwise reimbursed in accordance with the terms of a collectively negotiated agreement shall not be credited and provided, further, that sick leave accruals which exceed the maximum accumulation applicable to the position to which the employee moves shall not be credited and provided, further, that no sick leave shall be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State service except where such employee is reinstated by action of the State Civil Service Commission or the Unified Court System or is reinstated or reemployed from a preferred list. Sick leave shall not be credited to employees separated for disciplinary reasons.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

B. Vacation - Annual Leave

Upon movement of an employee between a State-paid position subject to a collectively negotiated agreement covering employees in the Unified Court System or a position subject to time and leave rules of the Chief Judge of the Court of Appeals and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Unified Court System or the State department or agency in the Executive Branch to which the employee moves shall credit him/her with accumulated and unused vacation or annual leave as of the effective date of such employee's separation from the Unified Court System or State department or agency; provided, however, that vacation or annual leave in excess of ten days, and vacation or annual leave for which the employee has been or will be compensated pursuant to the terms of a collectively negotiated agreement, shall not be credited, and provided also that the employee shall be compensated in cash for vacation and annual leave accumulations in excess of ten days in accordance with appropriate provisions of applicable rules and/or collectively negotiated agreements covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Executive Branch or the Unified Court System or where the separation was for disciplinary reasons.

C. Personal Leave

Upon movement of an employee from the Unified Court System to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, such employee shall be credited with personal leave as provided in those rules and the effective date of such movement shall be the employee's personal leave anniversary date. Personal leave shall not be credited upon movement to the Unified Court System.

D. Crediting of Service

For purposes of applying the various provisions of the Attendance Rules for Employees in New York State Departments and Institutions and the time and leave rules of the Chief Judge of the Court of Appeals, and for purposes of applying various provisions of applicable collectively negotiated agreements concerning time and leave matters to employees who move to and from positions subject to those rules and agreements, service in the Judicial Branch

ATTENDANCE AND LEAVE MANUAL

**RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS**

of New York State government shall be credited as service in the Executive Branch and service in the Executive Branch as service in the Judicial Branch.

E. Certification of Leave Credits

Vacation, annual leave and sick leave shall not be credited by either party to this agreement except upon certification by appropriate administrative authority that such credits were earned and accumulated in accordance with appropriate rules or agreements as described herein.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Chief Administrator of the Courts and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving at least 30 days' notice of such intent. Each party shall furnish the other with (1) an official copy of its rules and regulations governing matters of attendance and leave and (2) all applicable collective bargaining agreements by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

12/18/80 /s/ Victor S. Bahou

Date President
New York State Civil Service Commission

12/12/80 /s/ Herbert B. Evans

Date Chief Administrator of the Courts

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

Appendix G

Page 1 of 3

PARTIES: New York State Department of Civil Service
and
New York State Urban Development Corporation

PURPOSE: To facilitate the movement of employees to and from positions subject to the Attendance Rules for Employees in New York State Departments and Institutions and the Personnel Policies and Procedures for Employees of the New York State Urban Development Corporation.

TERMS: It is hereby agreed that leave and service credits shall be transferred and accepted as provided below.

A. Sick Leave

Upon movement of an employee between a position subject to the Personnel Policies and Procedures for Employees of the New York State Urban Development Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Corporation or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused sick leave as of the effective date of separation from the releasing agency; provided, however, that sick leave accruals which exceed the maximum accumulation permitted under the attendance and leave provisions of the receiving agency shall not be credited and provided further that sick leave shall not be credited in any case where the employee is appointed or otherwise employed more than one year following separation from State or Corporation service except where such employee is reinstated from a preferred list or reemployed while eligible for reinstatement from a preferred list. Sick leave shall not be credited to employees separated for disciplinary reasons.

B. Vacation

Upon movement of an employee between a position subject to the Personnel Policies and Procedures for Employees of the New York State Urban Development Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, the Corporation or the State department or agency to which the employee moves shall credit such employee with all accumulated and unused vacation accruals as of the effective date of separation from the releasing agency; provided, however, that vacation accruals in excess of 20 days shall not be credited and provided also

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

that the employee shall be compensated in cash for vacation in excess of 20 days in accordance with appropriate provisions of applicable rules and/or collectively negotiated agreements covering the position from which the employee moves. No vacation or annual leave shall be so credited where the employee is appointed or otherwise employed more than one year following separation from the Corporation or State department or agency or where the separation was for disciplinary reasons.

C. Vacation Accrual Rate and Anniversary Date

For purposes of determining the rate at which vacation is earned and accumulated and for purposes of determining additional or bonus vacation to be credited on the vacation anniversary date for an employee who moves from the Corporation to a position subject to the Attendance Rules for Employees in New York State Departments and Institutions or from a position in the classified service of the Executive Branch of State service to a position with the Corporation, service with the Corporation shall be credited as State service and service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation. The employee shall retain or be assigned a vacation anniversary date in the same manner and subject to the same limitations as would apply if such movement were between two positions subject to the Attendance Rules for Employees in New York State Departments and Institutions.

D. Personal Leave and Personal Leave Anniversary Date

Upon movement of an employee between a position subject to the Personnel Policies and Procedures for Employees of the New York State Urban Development Corporation and a position subject to the Attendance Rules for Employees in New York State Departments and Institutions, personal leave shall be transferred in the same manner and subject to the same restrictions and limitations as would apply if such movement were between two positions subject to Attendance Rules for Employees in New York State Departments and Institutions.

ATTENDANCE AND LEAVE MANUAL

RECIPROCAL AGREEMENTS ON
TRANSFER OF LEAVE AND SERVICE CREDITS

E. Crediting of Service

For purposes of applying the various provisions (e.g., eligibility for sick leave at half-pay) of the Personnel Policies and Procedures for Employees of the Corporation or the Attendance Rules for Employees in New York State Departments and Institutions to employees who move to and from positions subject to those rules, previous service with the Corporation shall be credited as State service and previous service in the classified or unclassified service of the Executive, Legislative or Judicial branch shall be credited as service with the Corporation.

EFFECTIVE
DATE AND
TERMINATION
OF

AGREEMENT: This agreement shall be effective on the twentieth day after it has been signed by both the Coordinator of Economic Development Operations of the New York State Urban Development Corporation and the President of the New York State Civil Service Commission. It may be terminated by either party upon giving 30 days' notice of such intent. The Corporation and the Commission shall furnish each other with an official copy of its rules and regulations governing matters of attendance and leave by no later than the effective date of this agreement and, thereafter, shall also furnish copies of all amendments and revisions made therein.

4/26/88 /s/ Walter D. Broadnax

Date President
 New York State Civil Service Commission

4/7/88 /s/ Alan C. Sullivan

Date Coordinator of Economic Development Operations
 New York State Urban Development Corporation