

**MEMORANDUM OF AGREEMENT  
BETWEEN  
COUNTY OF MONROE  
AND THE  
CIVIL SERVICE EMPLOYEE'S ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-  
CIO, LOCAL #828, CSEA UNIT #7400  
AND THE  
CIVIL SERVICE EMPLOYEE'S ASSOCIATION INC., LOCAL 1000, AFSCME, AFL-  
CIO, MONROE COUNTY PART-TIME EMPLOYEE UNIT, LOCAL 828**

This Memorandum of Agreement (the "Agreement") is entered into by and between Monroe County (the "County"), the Civil Service Employee's Association, Inc., Local 1000, AFSCME, AFL-CIO, Local #828, CSEA Unit #7400 (the "Monroe County Full-Time Unit"), and the Civil Service Employee's Association Inc., Local 1000, AFSCME, AFL-CIO, Monroe County Part-Time Employee Unit, Local 828 (the "Monroe County Part-Time Unit", hereinafter collectively referred to as the "Parties").

**WHEREAS**, the County and the Monroe County Full-Time Unit are parties to a collective bargaining agreement ("CBA") that expires December 31, 2024; and

**WHEREAS**, the County and the Monroe County Part-Time Unit are parties to a CBA that expires on December 31, 2024; and

**WHEREAS**, the Parties commenced negotiations for a successor Monroe County Full-Time Unit CBA and a successor Monroe County Part-Time Unit CBA on or about June 25, 2024; and

**WHEREAS**, employees in the Monroe County Full-Time unit have engaged in discussions regarding merging, demonstrated no objection to having the Monroe County Part-Time Unit merged into their existing unit, and approved such merger by way of vote on or about September 27, 2024; and,

**WHEREAS**, employees in the Monroe County Part-Time Unit have engaged in discussions regarding merging, and demonstrated no objection to merging into the Monroe County Full-Time Unit, and approved such merger by way of vote on or about June 24, 2024; and,

**WHEREAS**, the actions taken by the Monroe County Full-Time Unit and Part-Time Unit in furtherance of the merger of the bargaining units into the Monroe County Full-Time Unit were done in complete satisfaction of any and all by-law or other union requirements; and

**WHEREAS**, as a result of the Monroe County Full-Time Unit and the Monroe County Part-Time Unit both voting to merge, the Parties mutually agree to enter this Agreement.

**NOW, THEREFORE**, in consideration of the mutual promises contained herein, the parties hereby agree as follows:

1. The above "Whereas" clauses are incorporated into this Agreement.
2. As of January 1, 2025, the County will recognize the Civil Service Employee's Association, Inc., Local 1000, AFSCME, AFL-CIO, Local #828, CSEA Unit #7400 (the "CSEA") as the exclusive bargaining representative of the employees collectively identified in Article 3 of the Monroe County Full-Time Unit CBA and in Article 2 of the Monroe County Part-Time Unit CBA.
3. All employees presently covered under the current Monroe County Full-Time Unit CBA and the Monroe County Part-Time Unit CBA, both of which are represented by the CSEA, will comprise a single bargaining unit (the "Merged CSEA Unit"), effective January 1, 2025.
4. Upon legislative approval a successor agreement for the current Monroe County Full-Time Unit CBA, which as a result of the merger shall incorporate the terms and conditions of the Monroe County Part-Time Unit CBA, a single CBA will apply to all employees in the Merged CSEA Unit.
5. All terms and conditions of employment applicable to employees currently in the Monroe County Part-Time Unit shall be contained in Article 58 of the Merged CSEA Unit CBA. No other Articles of the Merged CSEA Unit CBA, or sections contained therein, shall apply to part-time employees in any way, unless otherwise specified.
6. If this Agreement or any part thereof is found to be in violation of the law, the Parties agree to eliminate the offending language or provisions herein and to reconvene to discuss the resolution of any issues created thereby.
7. This Agreement shall be effective upon the execution of all parties.

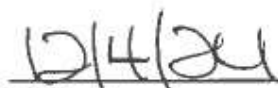
Monroe County:

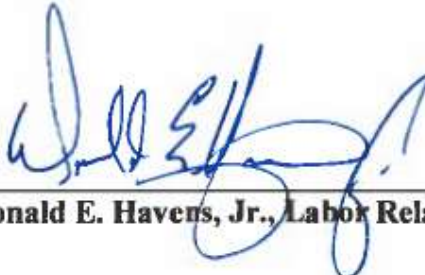
  
Andrea Guzzetta Zurly, Director, Human Resources

  
Date

Monroe County Full-Time Unit

  
Holly Roth, CSEA Unit #400 President

  
Date

  
\_\_\_\_\_  
**Donald E. Havens, Jr., Labor Relations Specialist**

11/26/2024  
**Date**

**Monroe County Part-Time Unit**

  
\_\_\_\_\_  
**Stephen T. Healy, Region 6 President**

11/26/2024  
**Date**