

**Memorandum of Agreement
Between
County of Monroe
And
Civil Service Employees Association
Monroe County Employee Unit, Local 828 Unit 7400**

WHEREAS, Monroe County (the "County") and Civil Service Employees Association Inc., AFSCME Local 1000, AFL-CIO, Local 828, Unit 7400 (the "Union") are parties to a Collective Bargaining Agreement ("CBA") effective January 1, 2014 through December 31, 2021; and

WHEREAS, the County operates a long-term care facility known as Monroe Community Hospital ("MCH") located at 435 East Henrietta Road, Rochester, New York; and

WHEREAS, MCH, a 24-hour facility, is experiencing critical staffing shortages on evening and night shifts during the ongoing COVID-19 pandemic; and

WHEREAS, MCH needs sufficient clinical staffing levels on evening and night shifts in order to safeguard that safety and wellbeing of residents and ensure that all their health needs are being met; and

WHEREAS, the County desires to temporarily increase shift pay for selected clinical staff to work on evening and night shifts, where the staffing shortages are most severe.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. Full-time employees in the job title of Certified Nurse Assistant ("CNA") who are assigned to MCH shall receive an addition to their hourly wage in the amount of \$2.50 per hour for any hours worked during the evening shift and \$2.00 for any hours worked during the night shift.
2. Full-time employees in the job titles of Licensed Practical Nurse ("LPN"), Registered Nurse ("RN") and Respiratory Care Practitioner ("RCP") who are assigned to MCH shall receive an addition to their hourly wage in the amount of \$4.00 per hour for any hours worked during the evening shift and \$2.50 per hour for any hours worked during the night shift.
3. This Agreement shall take effect as of the Payroll Period immediately following the execution of this Agreement by the union.
4. This Agreement shall remain in effect until December 31, 2021, unless earlier terminated by the County upon 30 days' notice to the Union.

5. Upon the expiration of this Agreement, affected employees will revert to the shift differential terms applicable to their respective titles, as set forth in the CBA.

6. All other terms and conditions of employment shall remain the same.


Nothing contained in this Agreement shall waive either party's rights to any and all sections of the CBA.

This Agreement neither constitutes a past practice nor will it be referenced in any manner in any other action or proceeding by the Union as evidence of a past practice.

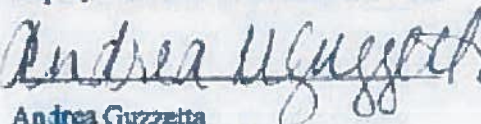
IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be signed by their duly authorized representatives as follows:

FOR COUNTY OF MONROE:


Date: 03/03/21


Joanne Giuffrida
Deputy Director of Human Resources

Date: 3/4/21

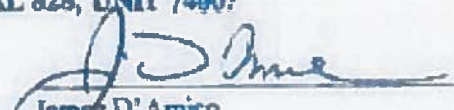

Andrea Guzzetta
Director of Human Resources

Date: 3/4/2021


Adam J. Bello
Monroe County Executive

FOR CSEA, INC., LOCAL 828, UNIT 7400:

Date: 3/2/21


James D'Amico
President

Date: 3-2-2021


Robert Ellis
Labor Relations Specialist