

AGREEMENT
Among
MONROE COUNTY
And
CSEA, MONROE COUNTY EMPLOYEE UNIT
Local 828 Unit 7400

This Agreement is made by and between Monroe County (hereafter referred to as "County") and the Civil Service Employees Association Inc., Local 1000, AFSCME, AFL-CIO, Monroe County Local 828, Monroe County Employees Full-Time Unit 7400 (hereafter referred to as "CSEA" or the "Bargaining Unit"), and collectively referred to as the "Parties."

Whereas, The County and CSEA are parties to a collective bargaining agreement under the terms of the Taylor Law, and;

Whereas, The County and the Union negotiated the current CBA and modified paragraph 3 of Article 42 Shift Premium.


Whereas, The County concedes that the remaining paragraph 3 language does not clearly represent the spirit of section 42 or the intention of the County, but does not agree with the Union's interpretation of this paragraph.

Whereas, The County and Union enter into this agreement to avoid pending grievance and arbitration on this issue.

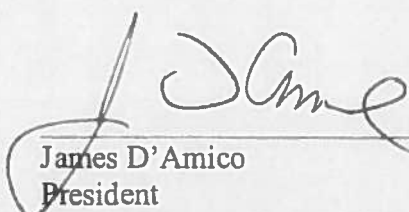
1. Moving forward all CSEA full time members working a non-shift eligible shift when working continuous overtime that continues beyond 7:00pm and before 6:00am will earn premium shift differential at the current rate in the CBA for every hour worked between the hours of 7:00pm and 6:00am.
2. This new shift premium will be take effect upon execution of this agreement.
3. The Union agrees not to file any grievances or improper practices for Article 42 paragraph 3 for any incidents that occurred prior to the execution of this agreement.
4. This agreement is not retroactive

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

DATED: March 23, 2023



Scott Walsh
Labor Relations Manager
Monroe County



James D'Amico
President
CSEA, Monroe County Unit



Jennifer Rhee
Labor Relations Specialist
CSEA