

**MEMORANDUM OF AGREEMENT
BETWEEN
MONROE COUNTY
AND
MONROE COUNTY FEDERATION OF SOCIAL WORKERS**

WHEREAS, Monroe County (the "County") and Monroe County Federation of Social Workers, IUE-CWA 81381 (the "Union"), are parties to a Collective Bargaining Agreement, effective January 1, 2017 to December 31, 2023 ("CBA") (County and Union are collectively referred to herein as the "Parties"); and

WHEREAS, Monroe County declared a State of Emergency on March 14, 2020, to respond to the spread of the novel coronavirus (COVID-19) in the County; and

WHEREAS, the County has identified specific job titles in which employees are at an increased risk of occupational exposure to COVID-19 because of the nature of the job; and

WHEREAS, the County desires to provide temporary hazard pay to employees in those specific job titles and the Union concurs.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. The temporary hazard pay shall be effective as of Pay Period 9 of 2020.
2. Employees in Pay Groups 57 and below, and in positions designated by the County as having an increased risk of occupational exposure to COVID-19, will receive a temporary hazard pay increase of twenty percent (20%) of their regular hourly rate.
3. Employees in Pay Groups 58 and above, and in positions designated by the County as having an increased risk of occupational exposure to COVID-19, will receive a temporary hazard pay increase of ten percent (10%) of their regular hourly rate.
4. The temporary hazard pay increase shall be included in the calculation of overtime.
5. Employees who do not have an increased risk of occupational exposure to COVID-19, as determined by the County, including those employees who are working from home or on leave, are not eligible for the temporary hazard pay increase.

This Memorandum of Agreement shall remain in effect until the end of the State of Emergency related to COVID-19. Should the Parties mutually agree to further extend the deadline for temporary hazard pay beyond the end of the State of Emergency, nothing herein shall prohibit such agreement.


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


This agreement is not binding unless and until the Monroe County Legislature approves the appropriation of hazard pay funds.

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 MONROE COUNTY:

Date: 4/28/2020 
ADAM J. BELLO
Monroe County Executive

Date: 4/28/20 
ANDREA M. GUZZETTA
Director of Human Resources

**FOR MONROE COUNTY FEDERATIONS OF SOCIAL WORKERS, LOCAL 81381,
I.U.E.-C.W.A.:**

Date: 4.27.2020 
EBONY BURGESS
President

Date: 4/28/2020 
I.U.E.-C.W.A. Representative