

**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 Parties wish to amend the CBA to temporarily remove the maximum allowable vacation accrual cap to prevent bargaining unit employees from forfeiting vacation credits earned during the response efforts.

**NOW, THEREFORE**, the Parties agree to this Memorandum of Agreement for the purpose of modifying the CBA as follows:

1. Article 29, Section 29.10, of the CBA is amended effective April 4, 2020, to allow the accumulation of vacation credits in excess of 40 days (no maximum) for the duration of the State of Emergency related to COVID-19. The excess vacation credits will be added to the employee’s vacation bank and shall be utilized in accordance with Article 29, Section 29.10. The excess vacation credits cannot be cashed out upon resignation or retirement.
2. All other provisions of the CBA not specifically addressed herein continue to apply.

This amendment 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 the accumulation of vacation credits beyond the end of the State of Emergency, nothing herein shall prohibit such agreement.

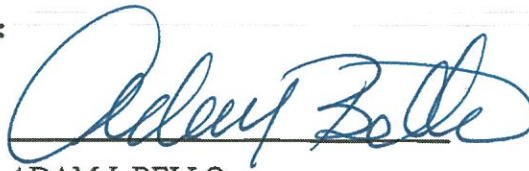
This Agreement neither constitutes a past practice nor will it be referenced in any manner in any other action or proceeding as evidence of a past practice by the Union.

*[signature page follows]*

**FOR MONROE COUNTY:**

Date:

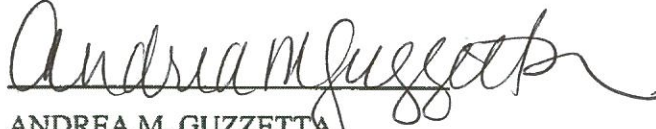
4/7/2020



ADAM J. BELLO  
Monroe Count Executive

Date:

4/7/2020

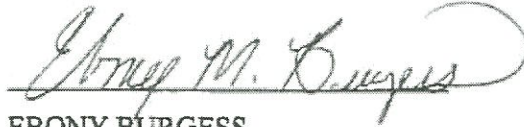


ANDREA M. GUZZETTA  
Director of Human Resources

**FOR FEDERATIONS OF SOCIAL WORKERS, LOCAL 381, I.U.E.-C.W.A:**

Date:

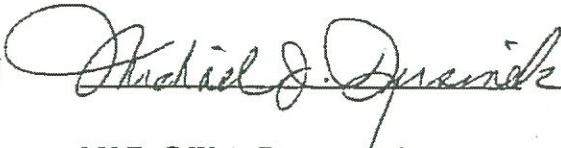
4/7/2020



EBONY BURGESS  
President

Date:

4/7/2020



I.U.E.-C.W.A. Representative