

## Memorandum of Understanding

This Memorandum of Understanding ("Agreement") is made and entered into by and between the University of Maine System and all of its campuses, locations, sites, centers, and affiliated entities (collectively the "University"); and the Fraternal Order of Police Lodge #100 (hereinafter the "Union"), collectively ("the Parties").

The Parties agree to the following:

1. Unit members will be subject to required employee COVID-19 testing.
2. The test shall not result in an expense to the unit member.
3. If the need to take a COVID-19 test is due to personal travel out-of-state or the unit member has been exposed to COVID-19 in some way outside of the work environment then personal leave use may be required. Remote work is always preferred in this scenario if possible.
4. If the University requires that unit members quarantine due to workplace-identified exposures and/or building closures and said unit members are unable to work remotely then the employee would be eligible to utilize FFCRA leave, through the earlier of March 31, 2021, or such time when another federal program becomes available. If their FFCRA leave is exhausted, administrative leave may be granted. If an employee becomes ill within 14 days of identified exposure at work, the employee would first rely on FFCRA leave, then administrative leave shall be granted for the duration of their illness.
5. If a unit member is exposed to COVID-19 outside the work environment and hence is required to quarantine and/or becomes ill, and is unable to work remotely, with appropriate documentation the unit member shall be granted the balance of their 80 hours of FFCRA leave, and the unit member may supplement any additional time with disability time (pandemic leave) or any accrued leave time as needed following existing UMS guidance and policy.
6. In the event of a positive test result, the employee would be eligible to utilize their pandemic leave while they are unable to work. If their pandemic leave is exhausted, administrative leave shall be granted. Administrative leave will not extend beyond two weeks. After two weeks, the employee may use their accrued leave until the employee is safely returned to work following CDC and other relevant guidelines.
7. This agreement shall expire on June 30, 2021 and shall remain in full force and effect until that time unless mutually amended by the parties. Either party may request to meet to discuss any of these items and re-negotiate at any time in order to stay nimble and responsive as circumstances with the pandemic have proven to change and evolve quickly. The parties further agree that the facts and circumstances related herein and the conclusions and determinations made by the Agreement shall not establish a precedent or practice for any purpose.



Fraternal Order of Police Lodge #100



Date



University of Maine System

1/31/21

Date