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 Teamsters Union Local #340, Service & Maintenance Unit ("Union"), collectively ("the Parties").

The Parties agree to the following amendments to the Memorandum of Understanding executed on October 6, 2020, regarding testing of unit members for COVID:

1. Unit members who are working on campus will be subject to required employee COVID testing.

2. Whenever the University shall direct work to be performed in a specific known COVID-exposed space, the University shall alert the employee(s) being directed to do the work in that space. If the exposed space has already been sanitized or it has been more than 48 hours after the exposure no alert is required.

3. All other terms of the Memorandum of Understanding executed by the Parties on October 6, 2020, and these amendments 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.

[Signature]
Teamsters Local #340

[Signature]
University of Maine System

Date: 2/1/21

2/1/2021