

MEMORANDUM OF AGREEMENT

**Between the
COMMONWEALTH OF MASSACHUSETTS
and**

**NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES
UNITS 1, 3, and 6**

SERVICE RENDERED DURING THE COVID-19 EMERGENCY

WHEREAS, the Commonwealth of Massachusetts (“Commonwealth”), through the Office of Employee Relations, and the National Association of Government Employees, Units 1, 3 and 6, are parties to Collective Bargaining Agreements;

WHEREAS, the COVID-19 emergency has significantly impacted employees directed to report in person in the performance of their duties and responsibilities, excluding employees who were able to perform their work exclusively from their homes;

WHEREAS, the parties recognize the importance of, and the commitment to, the continuity of care and services that were and continue to be delivered to the most vulnerable populations of the Commonwealth, the public, and our constituents;

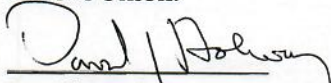
NOW THEREFORE, in order to address these unique circumstances, the parties agree to the following recognition payment guidelines, which will only apply to bargaining unit employees as described in Sections 1 and 2 below, working in an Executive Branch agency, who are on the regular payroll as of the date of full execution of this Agreement:

1. Full-time employees directed to report to work in person during the period November 2, 2020 through May 29, 2021, who were not afforded the option of working remotely either fully or in a hybrid schedule, shall receive a one-time COVID-19 Hazardous Duty Payment of \$2,000.00.
2. Employees directed to report to work in person during the period November 2, 2020 through May 29, 2021, to provide direct care, public facing, public safety, cleaning and/or maintenance services on a part-time or hybrid work schedule, shall receive a one-time COVID-19 Hazardous Duty Payment of \$1,000.00.
3. Agencies will determine which individual employees are eligible for the COVID-19 Hazardous Duty Payment of \$2,000 or \$1,000 as described in Sections 1 and 2 above, and this decision is final and cannot be grieved.

4. This Agreement shall not serve as precedent for any other matter and shall not be used in any proceeding or forum except to enforce its own terms and conditions.
5. This Agreement is the final resolution regarding Hazardous Duty Pay during the COVID-19 Emergency. The parties agree that this Agreement fully satisfies the Union's request to bargain over this issue.

Agreed to on this ___ day of July as indicated below by:


For the Union:



David J. Holway, National President

7/20/2021
Date

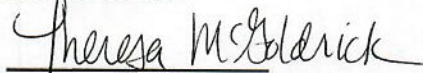
For the Commonwealth:



Marianne Dill, Assistant Director
HRD/Office of Employee Relations

7/20/21
Date

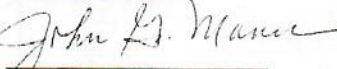
For the Union:



Theresa McGoldrick, President
Local 207

7/20/2021
Date

For the Union:



John Mann, President
Local 292

7/20/2021
Date

For the Union:

Chris L. Cook

Christopher Cook, President
Local 282

7/20/2021

Date

For the Union:

Leo W. Munroe

Leo W. Munroe, President
Local 219

7/20/2021

Date