

**Memorandum of Understanding
between the
Commonwealth of Massachusetts
and the
National Association of Government Employees ("Union")
Units 1, 3, and 6**

Vacation and Personal Time "Use or Lose" Extension

Whereas the Commonwealth of Massachusetts ("Commonwealth") and Union acknowledge the impact that the ongoing pandemic has had on the utilization of vacation and personal time, and

Whereas the Commonwealth and Union desire to extend the period of time to "Use or Lose" vacation and personal time,

Therefore, the Commonwealth and Union agree as follows:

1. The current "Use or Lose" expiration date of April 24, 2021 for Calendar Year (CY) 2020 shall be extended to January 1, 2022.
2. Thereafter, the "Use or Lose" expiration dates for the following years shall be:
CY 2021 shall expire on September 24, 2022; and
CY 2022 shall expire on April 22, 2023,
Before returning to the contractual "Use or Lose" date on January 13, 2024.
3. All other terms of the respective collective bargaining agreement shall remain in effect.

Agreed to and accepted as of March 9, 2021 by

National Association of Government Employees



**Office of Employee Relations, Human Resources Division
Commonwealth of Massachusetts**


