

## MEMORANDUM OF AGREEMENT

**Whereas**, after considerable discussion, the parties agree that all employees should be encouraged to get vaccinated against the COVID 19 virus, and

**Whereas**, it would be nearly impossible to establish on-site vaccination locations throughout the State so all employees would be able to be vaccinated at work, and

**Whereas**, it is in the best interests of the employees, the employer, and the State's population at large for the maximum number of employees to be vaccinated against the COVID 19 virus,

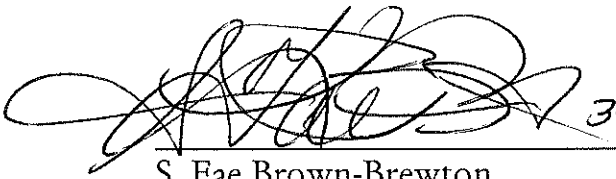
**Now Therefore**, the parties agree as follows:

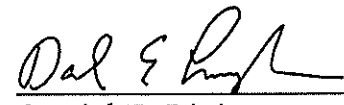
1. All bargaining unit state employees are covered by this agreement except that higher education employers have chosen to exempt their unclassified bargaining units.
2. Covered state employees who arrange to be vaccinated on their own time will be eligible to be credited with one hour of non-compensable compensatory time upon submission of proof of vaccination to the employer. Otherwise unpaid time for which such state employee uses contractual sick leave pay shall not affect eligibility for comp time under this agreement.
3. The vaccinations requiring the dual dose will result in a maximum of two hours credit of non-compensable compensatory time.
4. Said compensatory time must be used within twelve months from the date it is credited.
5. The vaccination compensatory time shall not be the basis for compensation upon employment separation.
6. Employees who have the equivalent option to be vaccinated for COVID 19 on state time, including an onsite employer-sponsored vaccination program, shall not be eligible for the compensatory time described herein.

7. The crediting of vaccination compensatory time, pursuant to this Agreement, shall cease on December 31, 2021.

FOR THE STATE:

FOR SEBAC:

  
3-4-2021  
S. Fae Brown-Brewton

  
03.03.2021  
Daniel E. Livingston