

**MEMORANDUM OF AGREEMENT
MSEA AND STATE OF MAINE
DAFS HAZARD PAY
MAY 2020**

In light of the declared civil emergency as a result of the COVID-19 emergency, the Maine Service Employees Association, SEIU Local 1989 (“MSEA”) and the Executive Branch of the State of Maine (“State”) hereby agree as follows:

1. The parties understand that due to the extraordinary circumstances caused by COVID-19 and the potential impact of this emergency upon certain state employees working during this health emergency, additional compensation is in order for time certain employees actually work.
2. The parties agree that as a result of this emergency, the employees listed below shall continue to receive the hazard pay stipend as described below for each hour of actual work during this emergency.
3. The parties agree that the hazard pay stipend provided by this agreement will not be paid for any leave time, holiday pay, or any other time the covered employees are not actively engaged at work.
4. These hazard pay stipends will be paid until the Governor declares the end to the civil emergency caused by COVID-19, at which time the hazard pay stipends will cease.
5. The following DAFS employees will receive a five dollar (\$5.00) per hour hazard pay stipend for all hours of actual work during this health emergency:

Office of Central Services:

State Postal Service: All employees
Surplus property: All employees

Custodial Services classifications:

Institutional Custodial Worker
Building Custodian
Housekeeper II
Executive Housekeeper

6. This hazard pay will be retroactive to March 29, 2020, based upon TAMS records.

Seen and agreed:

Breana D. Bissell 5/19/2020

Breana Bissell, Director date
Bureau of Human Resources

/s/Tom Feeley _____

Tom Feeley date
General Counsel, MSEA, SEIU Local 1989