

MSEA HAZARD PAY MEMORANDUM OF AGREEMENT
DEPARTMENTS OF AGRICULTURE, CONSERVATION, & FORESTRY, AND MARINE RESOURCES
June 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 upon certain Department of Agriculture, Conservation, and Forestry (“ACF”) and Department of Marine Resources (“DMR”) employees during this health emergency, additional compensation is in order for time these employees are engaged in certain activities.
2. The parties agree that as a result of this emergency, the below-listed ACF and DMR employees shall receive the hazard pay stipend as described below for each hour of actual working in the field at the premises to be inspected. This shall not include any travel time, leave time, holiday pay benefit, or any other time the employees are not actively engaged in work in the field at the premises to be inspected.
3. From the signing of this agreement until the end of this agreement, the hazard pay will be paid based upon the time spent in eligible activities as recorded on the covered employees’ TAMS.
4. For the period of March 30, 2020, to the signing of this agreement, the determination of the hours eligible for the retroactive payment will be calculated by each employee’s supervisor or manager based upon agency records. Each covered employee will have the opportunity to review the calculation and provide the supervisor or manager with any additional information prior to the calculation being submitted to payroll.
5. This hazard pay shall continue until the end of the civil emergency as declared by the Governor, or until 7/31/2020, whichever comes first, at which time the hazard pay stipends will cease unless the parties agree otherwise.
6. The below-listed employees will receive a five dollar (\$5.00) per hour hazard pay stipend while they are actual working in the field at the premises to be inspected:

Consumer Protection Inspectors (ACF)
Seafood Technologists (DMR)
Senior Seafood Inspector (DMR)
Seafood Technology Supervisor (DMR)

Seen and agreed:

Breana D. Bissell 7/2/2020

Breana Bissell, Director date
Bureau of Human Resources

/s/ Tom Feeley

Tom Feeley date
General Counsel, MSEA, SEIU Local 1989