

**MSEA HAZARD PAY MEMORANDUM OF AGREEMENT  
DEPARTMENT OF CORRECTIONS, 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 of this emergency upon state employees working at the Maine Correctional Center (“MCC”) who have been reassigned to work temporarily within the secure perimeter, or Department of Corrections central office employees reassigned to work temporarily at MCC within the secure perimeter during this health emergency, additional compensation is in order for time these employees actually work within the secure perimeter at MCC.
2. The parties agree that as a result of this emergency, the below-listed employees shall receive a five dollar (\$5.00) per hour hazard pay stipend for each hour of actual work within the secure perimeter at MCC performed during the declared civil emergency.
3. The parties agree that the hazard pay stipend provided by this agreement will not be paid for any paid leave time, the holiday benefit pay, travel time, or any other time the covered employees are not actively engaged at work within the perimeter at MCC.
4. For the period of May 24 – June 6, employees covered by this agreement will be compensated for time actually worked at MCC within the secure perimeter. The amount of time eligible will be based upon documentation in TAMS or AOD, as applicable.
5. If during the term of this agreement these covered employees are again assigned to work at MCC within the security perimeter, they will be compensated for hazard pay in accordance with the terms of this agreement, based upon documentation in TAMS or AOD, as applicable.
6. This agreement shall continue until the end of the civil emergency as declared by the Governor, or until 7/31/2020, whichever comes first, unless the parties agree otherwise.
7. The following employees will receive a five dollar (\$5.00) per hour hazard pay stipend for all hours of actual within the secure perimeter at MCC:

Management Analyst II (S. Parker)  
Secretary Specialist (T. Sebranek, G. Staples)  
Staff Development Specialist IV (W. Belanger)  
Restorative Justice Coordinator (M. Dvilinsky)  
Corr Compliance Monitor (L. Barry-Potter)

Office Associate II (J. Doiron, S. Weber, J. Rush)  
Office Specialist I (N. Noterman, E. Grover)  
Corr Compliance Prg Spec

Seen and agreed:

Breana D. Bissell 7/7/2020

Breana Bissell, Director                      date  
Bureau of Human Resources

/s/Tom Feeley

Tom Feeley    date  
General Counsel, MSEA, SEIU Local 1989