

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF HIGHER EDUCATION
AND THE
MASSACHUSETTS STATE COLLEGE ASSOCIATION/MTA/NEA

This MEMORANDUM OF AGREEMENT is entered into by and between the Board of Higher Education (the "Board") and the Massachusetts State College Association/MTA/NEA (the "Association") (collectively, the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement;

WHEREAS, Article IV, Section A (9)(c) includes language that provides for the forfeiture of vacation leave credits in excess of three hundred and seventy-five (375) hours after June 30, 2021;

WHEREAS, on December 11, 2020, a Memorandum of Agreement was entered into by the Parties allowing librarians until June 30, 2021 to use vacation leave credits greater than three hundred seventy-five (375) hours; and

WHEREAS, the COVID pandemic may have presented challenges for librarians to use vacation leave credits on or before June 30, 2021;

NOW, THEREFORE, the Parties agree as follows:

1. Librarians employed on the date of execution of the 2017-2020 collective bargaining agreement with accrued vacation credits greater than three hundred seventy-five (375) hours shall have until June 30, 2022, to reduce their accrued vacation leave credits to three hundred and seventy-five (375) hours or fewer. In the last payroll period in June of 2022 the employer shall convert accrued vacation credits in excess of three hundred and seventy-five (375) hours to sick leave. After June 30, 2022, any vacation leave accrual in excess of three hundred and seventy-five (375) hours shall be forfeited.
2. Librarians whose employment is terminated for any reason prior to June 30, 2022 shall not be paid for vacation leave accruals in excess of three hundred and seventy five (375) hours.

WHEREFORE the Parties hereto set their signs and seals as follows:

COUNCIL OF PRESIDENTS

MASSACHUSETTS STATE
COLLEGE ASSOCIATION

May 11, 2021

May 9, 2021