**MEMORANDUM OF AGREEMENT**

This memorandum of agreement is entered into by the University of Massachusetts Amherst (University) and  the United Auto Workers Local 2322/Graduate Employee Organization (GEO), known collectively as the  parties.

**WHEREAS**, The University and Unions are faced with an unprecedented public health, safety and  financial emergency; and

**WHEREAS**, The parties are desirous of reaching an agreement that will establish safe and livable working  conditions for all UMass graduate employees during the spring of 2021.

**NOW THEREFORE**, In consideration of the mutual promises and agreement herein, the Parties agree as  follows:

1. **Emergency Technology and Childcare Funds:** the University agrees to establish a one-time $30,000 emergency technology assistance fund and a $30,000 emergency childcare assistance fund. These funds will be available to make direct awards to bargaining unit members to offset emergency technology expenses incurred as a result of the shift to remote work and to offset emergency childcare expenses incurred due to closures of schools and childcare facilities.  Awards will be in the form of a one-time payment that will be subject to all required withholding.  The process and criteria for distributing technology assistance funds will be developed by the Administration, in consultation with GEO, within 30 days from the date this agreement has been fully executed by all parties.
2. **Personal Protective Equipment (PPE) and face-coverings:** The University will provide appropriate PPE, face-coverings, and safety equipment as necessary for onsite bargaining unit members and shall train employees in the use of such equipment as well as safety and health protocols. The University shall provide sufficient spare masks for Residential Life employees and in-person TAs, TOs, and Lab assistants to give to residents and students who lose or forget their masks.
3. **Expanded Family and Medical Leave:**
   1. Article 45, Section I.B. shall be temporarily suspended for the Spring 2021 semester; bargaining unit members shall be eligible for leave without having to be employed for at least four (4) consecutive months prior to the start of the leave.
   2. Article 45, Section I.C., reasons for leave, shall be temporarily expanded for the Spring 2021 semester to include:
      1. Employees who take care of an individual, as defined in Article 45.I.C.3, who tests positive for COVID-19 and cannot be assigned remote work or other accommodations.
      2. Employees who test positive for COVID-19, regardless of whether they exhibit symptoms, who cannot be assigned remote work or other accommodations.
   3. In addition, Article 45, Section I.C., reasons for leave, shall be temporarily expanded for the Spring 2021 semester to include up to two weeks (up to 80 hours, prorated on the basis of the percentage of appointment) of paid sick leave at the employee’s regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and /or experiencing COVID-19 symptoms and seeking a medical diagnosis and is unable to work remotely.
   4. Any paid leave granted under B or C above, shall be drawn from the existing leave outlined in Article 45.I.E.
   5. For leave granted under this agreement, where appropriate, medical certification may be requested by the university as outlined in Article 45.I.J.
   6. Leave shall not be available for quarantine or isolation as a result of personal travel to or  from an area that is not designated low-risk for COVID-19 as determined by the Department of Public Health of the Commonwealth of Massachusetts unless the personal  travel and extended absence is approved in advance by the employee’s immediate supervisor.
4. **COVID-19 ResLife Duty Change Notices:** All Residential Life graduate employees whose duties will be significantly changed as a result of campus reopening for the Spring 2021 semester will be informed of the change in duties no later than the start date of their Spring 2021 contract. The University reserves the right to make changes to duties during the semester in the event of changed circumstances.

GEO also withdraws the following proposals: **COVID-19 ResLife Employee Door Access, Hazard Pay (previously withdrawn)**