

MEMORANDUM OF AGREEMENT
By and Between the BHE and MCCC Day Unit
On Juneteenth State Holiday

WHEREAS, the Commonwealth of Massachusetts and its Legislature, by statute, have designated June 19 of each year, also referred to as Juneteenth Independence Day, the traditional celebration of the end of slavery in the United States, as a holiday; and

WHEREAS, the parties had not contemplated such action when they executed their most recent collective bargaining agreement, and therefore, Article 9.01 G and other relevant provision in such collective bargaining agreement do not refer to such Juneteenth holiday; and

WHEREAS, the parties desire the that their most recent collective bargaining agreement conform to the Commonwealth's statute creating Juneteenth as an official state holiday that is observed by unit employees;

NOW THEREFORE, for the mutual considerations and promises contained herein, the parties agree as follows:

1. The parties agree to amend the parties' present collective bargaining agreement's Article 9.01 G 1 as set forth below (amendments are underlined):

G. Holiday Pay

All unit members during the term of this Agreement shall be entitled to the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Presidents' Day	Veteran's' Day
Patriots Day	Thanksgiving Day
Memorial Day	Christmas
<u>Juneteenth</u>	
Independence Day	

2. All other provisions of the parties' collective bargaining agreement and any and all practices regarding holidays remain in full force and effect and all such contractual provisions and practices shall apply to the Juneteenth holiday provided that the statutory provisions regarding the Juneteenth holiday remain in effect.
3. The parties agree to include the language contained in numbered Paragraph 1 above in any successor collective bargaining agreement provided that the statutory provisions regarding the Juneteenth holiday remain in effect.

BHE

MCCC Day Unit

By: /s/ Michael J. Murray

Michael J. Murray
Director of Employee and Labor Relations
Massachusetts Department of Higher
Education

Dated: 4/5/21

By: Margaret Wong

Margaret Wong
President, Massachusetts Community
College Council

Dated: April 1, 2021