

MEMORANDUM OF AGREEMENT
By and Between the BHE and MCCC Day Unit
On Extension of New Vacation Cap

In light of the current COVID-19 pandemic and the resulting operational needs of the state universities and community colleges as well as the needs of unit members, the BHE/Community Colleges and the Massachusetts Community College Council (MCCC) hereby agree as follows:

1. The parties agree to amend the parties' present collective bargaining agreement's Article IX F 3 as set forth below (amendments are in red on electronic document):

3. Scheduling of Vacation Leave

- Vacation leave shall normally be scheduled and taken during the vacation year in which it becomes available provided however that professional staff members, in their discretion may carry over a certain number of hours of vacation leave per year in accordance with the terms of this section. Effective July 1, 2019, an employee may carry over 375 hours (50 days) of vacation leave from year to year; provided further that in no event shall vacation leave amounts in excess of fifty (50) days be carried over for more than one (1) year. Notwithstanding the above, current employees with vacation leave amounts in excess of the fifty (50) days shall have until the last payroll period of June, 2022 to lower their accrued vacation leave amounts to or below the fifty (50) day limit.

- The process by which this change in vacation leave maximum balances and accrual is effectuated shall be as follows:

- At the end of the last payroll period of June 2022, any employee who is carrying vacation leave credits of more than 375 hours (50 days) shall have any such accrued vacation leave credits converted to sick leave. After the last payroll period of June 2022 accrued vacation leave in excess of 375 hours (50 day) shall not be converted to sick leave and any accrued vacation credits above 375 hours (50 days) shall be forfeited at the end of the last payroll period in December of each year

2. All other provisions of the parties' collective bargaining agreement remain in full force and effect.
3. The parties agree to incorporate the amended language of Article IX F 3 set forth above in Paragraph 1 of this Agreement into their successor collective bargaining agreement commencing on September 1, 2020.

BHE

MCCC Day Unit

By: /s/ *Michael J. Murray*

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

Dated: 4/28/21

By: *Margaret Wong*

Margaret Wong
President, Massachusetts Community
College Council

Dated: April 28, 2021