

**MEMORANDUM OF AGREEMENT**  
**Between the UNIVERSITY OF MASSACHUSETTS**  
**and**  
**FACULTY STAFF UNION/MTA/NEA - BOSTON**  
**SERVICE RENDERED DURING THE COVID-19 EMERGENCY**

**WHEREAS**, the University of Massachusetts Boston ("Employer"), and Faculty Staff Union ("Union/FSU"), are parties to a Collective Bargaining Agreement;

**WHEREAS**, the COVID-19 emergency has significantly impacted employees directed to report in person in the performance of their duties and responsibilities, excluding employees who were able to perform their work exclusively from their home;

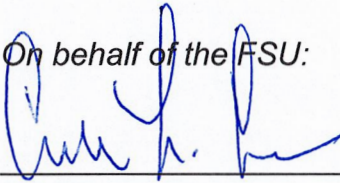
**WHEREAS**, the parties recognize the importance of, and the commitment to, the continuity of services that were and continue to be delivered to the campus community;

**NOW THEREFORE**, in order to address these unique circumstances, the parties agree to the following recognition payment guidelines, which will only apply to bargaining unit employees as described below, working at the University of Massachusetts Boston campus, who are on the regular payroll as of the date of full execution of this Agreement:

1. Full-time employees directed to report to work in person during the period November 2, 2020 through May 29, 2021, who were not afforded the option of working remotely either fully or in a hybrid schedule, shall receive a one-time COVID-19 Hazardous Duty Payment of \$2,000.00.
2. Employees directed to report to work in person during the period November 2, 2020 through May 29, 2021, to provide direct services, public facing, public safety, cleaning and/or maintenance services on a part-time or hybrid work schedule, shall receive a one-time COVID-19 Hazardous Duty Payment of \$1,000.00.
3. The Employer will determine which individual employees are eligible for the COVID-19 Hazardous Duty Payment and whether they are entitled to \$2,000 or \$1,000 as described in Sections 1 and 2 above. The determination of eligibility and the level of eligibility (\$1,000 or \$2,000) by the Employer is final and cannot be grieved.
4. Employees who are not on payroll at the time payment is issued are not eligible for the payment.
5. This Agreement shall not serve as precedent for any other matter and shall not be

used in any proceeding or forum except to enforce its own terms and conditions.

6. This Agreement is the final resolution regarding Hazardous Duty Pay during the COVID-19 Emergency. The parties agree that this Agreement fully satisfies all bargaining obligations related to this issue.

On behalf of the FSU:  
 10/03/22

Caroline L. Coscia                      Date  
FSU President

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Mickey Gallagher                      Date  
Senior Director of Labor Relations