

**MEMORANDUM OF AGREEMENT**  
**MSEA and State of Maine, DHHS**  
**COVID-19 Extra Pay OADS Crisis Team at LCYDC**  
**April 2020**

In light of the declared civil emergency as a result of the COVID-19 emergency, the Maine Service Employees Association, SEIU Local 1989 ("MSEA") and the Executive Branch of the State of Maine ("State") hereby agree as follows:

1. The parties understand that due to the extraordinary circumstances caused by COVID-19 and the potential impact of this emergency upon state employees assigned to OADS crisis teams or to Long Creek Youth Development Center (LCYDC), and who are required to continue to work at these locations during this health emergency, additional compensation is in order for time these employees actually work at these locations.
2. The parties agree that effective the pay week starting March 29, 2020, as a result of this emergency, employees in the following classifications assigned to an OADS crisis team shall receive a five-dollar (\$5.00) per hour hazard pay stipend for each hour of actual work performed at the crisis house or in the field during this emergency:
  - Human Services Caseworker
  - Human Services Casework Supervisor
  - Regional Supervisor
  - MH & DD Caseworker
3. The parties agree that effective the pay week starting March 29, 2020, as a result of this emergency the two Clinical Social Workers assigned to LCYDC shall receive a five-dollar (\$5.00) per hour hazard pay stipend for each hour of actual work performed at LCYDC during this emergency.
4. Retroactive pay due pursuant to paragraphs 2 and 3 is contingent upon the production of records identifying work that was performed at LCYDC, in the crisis house, or in the field, verified by management, and will then be calculated and paid as soon as is practicable given the time constraints of Human Resources.
5. The parties agree that the hazard pay stipend provided by this agreement will not be paid for any paid leave time, holiday pay, or for time actually worked at any location other than at LCYDC, a crisis house, or in the field. The parties agree that the stipend applies only when employees are actively engaged at work at LCYDC, at a crisis house, or in the field.
6. These hazard pay stipends will be paid until the Governor declares the end to the civil emergency caused by COVID-19, at which time the hazard pay stipends will cease.

Seen and agreed:

Breena D. Bissell 4/29/2020  
Breena Bissell, Director                      date  
Bureau of Human Resources

/s/Tom Feeley  
Tom Feeley, General Counsel                      date  
MSEA, SEIU Local 1989