

1 **Memorandum of Understanding: Expanded Benefits During the COVID-19 Pandemic**

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4 **Section 1. Replenishment of COVID Leave.** Effective September 16<sup>th</sup>, 2020, all bargaining unit  
5 members will have their "COVID-19 Leave" (first created in Winter Term 2020) replenished to  
6 the original eighty hours. This leave is to be used prior to any other accrued leave. The leave  
7 will remain available until at least Spring Term 2021.

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9 **Section 2. Expanded Coverage of Medical Costs.** For bargaining unit members who perform in-  
10 person work during the pandemic, the Employer will reimburse any and all medical expenses  
11 associated with diagnoses and treatment; secondary medical complications; iatrogenic medical  
12 complications; and recuperation, rehabilitation, and recovery from COVID-19, which are not  
13 otherwise covered by the bargaining unit member's health insurance or other state benefits.

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15 For bargaining unit members who perform in-person work during the pandemic and are not  
16 eligible for employer health insurance, the Employer agrees to reimburse any and all medical  
17 expenses associated with diagnoses and treatment; secondary medical complications;  
18 iatrogenic medical complications; and recuperation, rehabilitation, and recovery from COVID-  
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21 To the full extent permissible under law, the Employer will continue benefit eligibility and  
22 premium payment for any bargaining unit member who contracts COVID-19 until the  
23 bargaining unit member is able to return to work, even if the bargaining unit member has  
24 exhausted all paid and protected unpaid leave.

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26 The Employer agrees not to contest any Worker's Compensation claims for bargaining unit  
27 members working in person who contract COVID-19.

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29 **Section 3. Vacation Accrual.** Bargaining unit members who are eligible to earn vacation will be  
30 allowed to accrue beyond the regular 260 hour limit for vacation time earned but not taken in  
31 academic years 2019-2020 and 2020-2021.

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35 For United Academics:

For the Employer:

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