



Massachusetts Correction Officers Federated Union

159 South Main Street • Suite A
Milford, MA 01757-3255

Phone # 1-774-396-6477
FAX # 1-774-396-6488

President - Derek P. O'Connor
Vice President - Ted Slattery
Treasurer - William E. Gleason
Executive Secretary - Corey J. Scafidi
Business Agent - Philip C. Matthews
Grievance Coordinator - James R. Wilder
Legislative Representative - Kevin M. Flanagan

March 12, 2021

Dear MCOFU Membership,

The MCOFU Executive Board hopes this message finds you and your families happy and healthy. Attached with this memo you will find an important Memorandum of Agreement between MCOFU and the Commonwealth regarding Use / Lose Vacation and Personal Time.

Amongst the overwhelming challenges each of you have had to face throughout the pandemic, how / when / if you could use your vacation and personal time before it expires has been high on the list. To that end, while the MCOFU Executive Board was able to secure an agreement to extend last year's earned time, we realize there was more work to be done.

We are pleased to report that the Commonwealth of Massachusetts agrees, and has entered into agreement with MCOFU to extend your hard earned personal and vacation time during Fiscal Year 2021, FY 2022 and FY 2023 as well.

Please familiarize yourself with this MOA, and do not hesitate to contact your local stewards or the Executive Board should you have any questions.

In Solidarity,

Your MCOFU Executive Board

MEMORANDUM OF AGREEMENT
Between the
COMMONWEALTH OF MASSACHUSETTS,
and
THE MASSACHUSETTS CORRECTION OFFICERS FEDERATED UNION

Vacation and Personal Time "Use or Lose" Extension

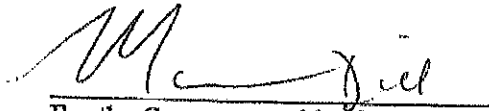
Whereas the Commonwealth of Massachusetts ("Commonwealth") and Union acknowledge the impact that the ongoing pandemic has had on the utilization of vacation and personal time, and

Whereas the Commonwealth and Union desire to extend the period of time to "Use or Lose" vacation and personal time,

Therefore, the Commonwealth and Union agree as follows:

1. The current "Use or Lose" expiration date for **Personal Time** of April 24, 2021 for Calendar Year (CY) 2020 shall be extended to January 1, 2022.
2. Thereafter, the "Use or Lose" expiration dates for **Personal Time** the following years shall be:
 - CY 2021 shall expire on September 24, 2022; and
 - CY 2022 shall expire on April 22, 2023,
 - Before returning to the contractual "Use or Lose" date for **Personal Time** on January 13, 2024.
3. The current "Use or Lose" expiration for **Vacation Time**, previously extended to October 24, 2020 for fiscal year Fiscal Year (FY) 2020 shall be extended to June 30, 2021. The employees included in the attachment will be made whole for vacation time lost in October 2020 and will have until June 30, 2021 to use that time or it will be forfeited.
4. Thereafter, the "Use or Lose" expiration dates for **Vacation Time** the following years shall be:
 - FY 2021 shall expire on March 26, 2022 (9 additional months)
 - FY 2022 shall expire on October 22, 2022 (4 additional months)
 - FY 2023 shall expire on June 30 2023 returning to the contractual "Use or Lose" dates for **Vacation time**.
5. All other terms of the respective collective bargaining agreement shall remain in effect.

Agreed to and accepted as of March 8, 2021 as indicated below by:


For the Commonwealth of Massachusetts


For the Massachusetts Corrections Officers Federated Union (MCOFU) by:


Derek O'Connor, President

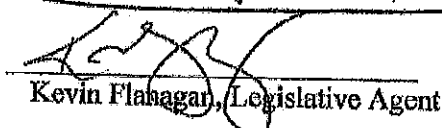

Ted Slattery, Vice President


Corey Scardi, Secretary


Bill Gleason, Treasurer


James Wilder, Grievance Chair


Blair Matthews, Business Agent


Kevin Flanagan, Legislative Agent