

**MEMORANDUM OF AGREEMENT
BETWEEN THE
DEPARTMENT OF CONSERVATION AND RECREATION
AND
AFSCME COUNCIL 93
LOCAL 2948 AND LOCAL 3485**

Whereas the Commonwealth of Massachusetts Department of Conservation and Recreation (“Department” or “DCR”), through the EEA Office of Labor Relations, and American Federation of State County and Municipal Employees (“AFSCME” or “Union”) Council 93 are parties to a Collective Bargaining Agreement and,

Whereas, on March 10, 2020, the Governor of the Commonwealth of Massachusetts declared a State of Emergency pursuant to Chapter 639 of the Acts of 1950 and Section 2A of Chapter 17 of the General Laws relating to the spread of COVID-19 (“the state of emergency”);

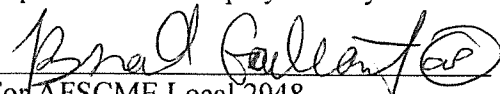
Whereas DCR and AFSCME Council 93, Locals 2948 and 3485, seek to clarify existing practice and to develop procedures and guidelines to ensure consistency and efficiency regarding the employment of long term seasonal employees (LTS) during this state of emergency;

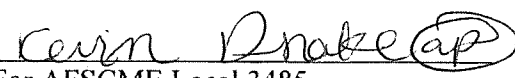
NOW THEREFORE, and notwithstanding any contrary provision of the terms and conditions of the collective bargaining agreement between DCR and AFSCME (the “CBA”) to the contrary, the parties hereby agree:

For 2020 Summer LTS:

1. An employee will continue to qualify as a LTS if the position they recalled into was a LTS position prior to the state of emergency.
2. Seniority for purposes of recall will be based off of an employee’s original offered start date for employees whose seasons were delayed, regardless of the actual start date or duration of work for the season; this shall only apply to employees who actually worked during the 2020 season.
3. The Parties agree to continue dialogue, regarding LTS, during the State of Emergency.

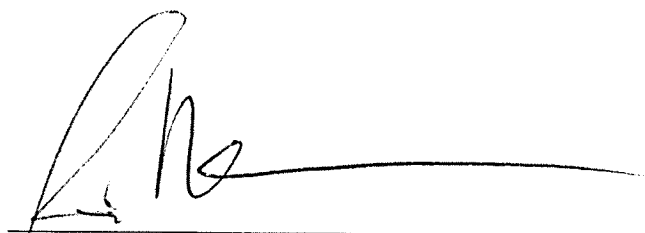
Once the State of Emergency is declared over, the parties agree to discuss and bargain any impacts that the employees may have faced as a result of the State of Emergency.


For AFSCME Local 2948


For AFSCME Local 3485

Dated: 8/18/2020

Dated: 8/18/2020



Jim Montgomery, Commissioner

For DCR

Dated: 8/18/2020