Memorandum of Agreement Canton School Committee

and

AFSCME, Council 93, Local 362, Canton Chapter (Custodial Unit, Food Service Unit, and Administrative Assistants Unit)

The Parties recognize that quarantine may become necessary during the 2020-2021 school year due to the COVID-19 Pandemic. In the event of a required quarantine, the following will apply:

- 1. Absent illness that precludes performance of work at home, the Employer will assign remote work to the extent available (likely only for administrative assistants), with the understanding that such work may differ from the employee's regular onsite assignment, and the employee will receive his/her regular pay for the day.
- 2. If working from home is not a reasonable option, the employees were able to access ten days of paid leave under the Families First Coronavirus Response Act (FFCRA), until its expiration on December 31, 2020. These 10 days were not deducted from sick leave.
- 3. Given the expiration FFCRA, the Committee has agreed to allow use of the ten days otherwise provided by FFCRA through June 30, 2021. If an employee used his/her own paid sick leave for a required quarantine between January 1, 2021 and the date this agreement is executed, upon presenting certification of the required quarantine, up to ten days of the employee's paid sick time will be reinstated and the time instead charged to FFCRA.
- 4. In the event the COVID-19 exposure requiring quarantine can reasonably be traced to onsite work within the District, upon exhaustion of the 10 FFCRA days, the Employer will continue the employee's pay without deduction from sick leave, until and unless the employee qualifies for worker's compensation.
- 5. In all other cases of illness or quarantine, the employee may draw on any paid sick leave available to him/her under the Contract.

CANTON SCHOOL COMMITTEE

AFSCME

COUNCIL 93, LOCAL 362,

CANTON CHAPTER

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Signature /

Date