

PPNNE Counter Proposal 02/10/22

**Memorandum of Agreement**

Planned Parenthood of Northern New England (“PPNNE”) and the PPNNE AFT and MSEA agree to the following terms relating to sick bank utilization. The following agreement will be extended to all bargaining unit employees:

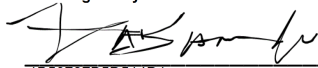
1. For the purposes of this MOU, both parties agree that Sick Bank hours can be used to cover:
  - a. An employee’s own illness, the illness of a family member, and during FMLA leave
  - b. Health conditions and leave time requests directly associated with COVID-19 of an employee or a dependent.
  
2. Sick Bank hours shall be available for use after an employee has used 2 CTO days for a qualifying event and/or for an employee who has previously used 4 non-consecutive CTO days for the same qualifying event. Employees who do not have sufficient CTO to cover the 2 or 4 day period may use unpaid time. Per the CBA, Article 305 – Combined Time Off (CTO), “Newly hired staff may use up to one week of CTO prior to accruing the time within their first year of tenure.”
  
3. FMLA application paperwork is required to determine FMLA eligibility and approval of leave. FMLA application paperwork is not required to access Sick Bank, however, other documentation may be required for absences beyond 5 workdays.
  
4. Sick Bank hours may be available for the use of a COVID-19 related absence (quarantine/isolation, closure, illness). Some examples include a required quarantine of a dependent due to school closure, close contact status of a dependent not fully vaccinated, or in the period in which symptoms have developed but test results are pending. A COVID-19 related absence will be treated as a single qualifying event.
  
5. In the case of COVID-related absences, employees who have started their employment with PPNNE as of January 1, 2022, are eligible to request up to one week of budgeted hours from the Sick Bank pool. These Sick Bank hours may be used following the use of 2 consecutive or 4 non-consecutive CTO days for COVID-19 related absences. No reasonable requests shall be denied.

Effective: This MOU is effective as of January 1, 2022.

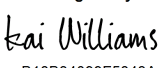
Expiration:

Sections 1a, 2 and 3 of this MOU shall expire on September 1, 2024

Sections 1b 4 & 5 of this MOU expires on December 31, 2022.

DocuSigned by: 	2/15/22
For PPNNE AFT	Date

DocuSigned by: 	2/15/2022
For PPNNE MSEA	Date

DocuSigned by: 	2/15/2022
For PPNNE	Date