

Memorandum of Understanding

This memorandum of understanding is entered into between the Town of Winslow(Town) and the American Federation of State, County and Municipal Employees (AFSCME), dated 9/8/21

Whereas, the State of Maine has amended Immunization requirements for Healthcare Workers 10-144 Code of Maine Rules Chapter 264.

Whereas this amendment now includes EMS organization, which impacts the Town's full time Fire department employees represented by AFSCME.

Whereas this amendment now includes a COVID -19 vaccine requirement

Whereas, the parties have participated in impact bargaining over the change in working conditions.

Now Therefore the parties agree as follows:

The Town agreed to allow an employee to receive the COVID- 19 during working hours.

The Town agreed to pay a stipend of \$1,000 per employee vaccinated prior to July 31, \$750 per employee vaccinated between August 1st and September 17th , and \$500 for every employee vaccinated September 17th to October 29th. Stipend to be paid upon first dose of Johnson & Johnson vaccine, or upon second dose of Pfizer or Moderna vaccine. Employee must present vaccination card to receive stipend.

The Town agreed if an employee should have symptoms which prevent them from performing their duties as a result of the COVID 19 vaccination, the employee will lose no accrued paid time and shall maintain full pay.

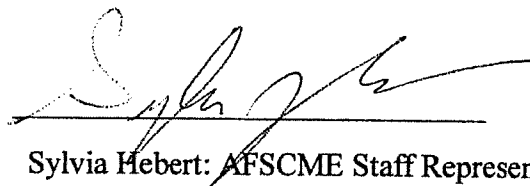
The Town agreed if an employee should become symptomatic because of their exposure to COVID-19 as a result of performing his or her duties and be unable to work as a result, they will lose no accrued paid time and maintain full pay and benefits.



Erica LaCroix: Town Manager



Lt. Adam Burgess: Fire Unit Chair



Sylvia Hebert: AFSCME Staff Representative