

Energy Crisis/Remote Work Memorandum of Understanding

Time Frame: Effective December 1, 2022 (with Board approval on December 8, 2023) through June 30, 2023. Per 2023-2025 union negotiations, this MOU will be extended through June 30, 2025, except for the "gas supplement wording in the premise, 1e, and all of 2.

Premise: Due to new challenges with recruitment and retention within the operations department, as well as the increase in gas prices, the MECDDHH/GBSD leadership team has developed this memorandum of understanding to assist staff that need to travel to work every day by providing a "gas supplement", or for those eligible, the opportunity for routine remote work. We are able to provide the supplemental pay because we have residual funds from the health insurance premium savings.

1. Eligible employees will be offered two days of remote work to offset their commuting costs until June 30, 2023. Employees will be on-site three workdays per week, regardless of holidays, snow days, paid time off, or medical accommodation.

- a. Eligible employees include the operations department, excluding maintenance.
- b. We will offer two days per week, which **includes** emergency time worked under the current Remote Work MOU (<https://bit.ly/3UJqqWq>), signed on or about 10/08/21, and medical accommodations.
- c. Eligible employees will work with, and get approval from, their direct supervisor to ensure all direct department needs are met. Remote work schedules can be changed based on scheduling. Employees are expected to be responsive and available to their supervisor and colleagues.
- d. **An employee can be called in if needed.** The supervisor will make efforts to grant another day/hours within the same pay-period.
- e. Eligible employees who prefer to work on island in their MECDDHH/GBSD office location every day can choose the \$25 per week supplemental pay.
- f. All expectations for employees working remotely are detailed in the Remote Work MOU, signed on or about 10/08/21, and apply to this MOU.

2. For non-eligible employees we will provide supplemental pay of \$25 per week (\$50 per pay-period) to assist with commuting costs until the end of the school year or until June 30, 2023, depending on the position.

- a. Requests for remote work will follow the current Remote Work MOU signed on or about 10/08/2021. Employees with approved remote work will still qualify for the stipend outlined in this agreement.
- b. The \$25 per week is a standard payment (considering each person's commuting miles per day or miles per gallon per car is not feasible)

All expectations and rights for employees working remotely are detailed in the current Remote Work MOU signed on or about 10/08/2021. This MOU does not reduce, replace, or negate the language outlined in the existing Remote Work MOU. All provisions of the current Remote Work MOU, signed on or about 10/08/2021, remain in effect.

MECDHH/GBSD Executive Director Date

MECDHH/GBSD School Board Chair Date

MECDHH/GBSD MSEA Steward Date