

**Memorandum of Understanding
between
Bates Faculty Union, Local 4184, AFT-Washington
and the
Board of Trustees of Bates Technical College**

Adjunct Faculty Sick Leave

The College and the Local 4184 Union agree that new language will replace current language in the Collective Bargaining Agreement, Section 7.14.2, (8) Sick Leave. The change is implemented to ensure compliance with Initiative 1433, which as of January 1, 2018, provides paid sick leave to most state employees and requires employers to allow employees to carry over up to forty (40) hours of sick leave to the following year.

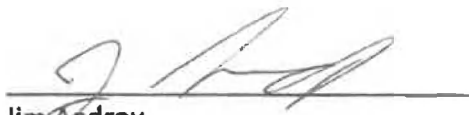
Current language:

- Hourly employees will earn the prorated portion of eight (8) hours of sick leave per month in each month in which compensation was received. Sick leave earned will not accumulate year to year.

New language:

- Hourly employees will earn the prorated portion of eight (8) hours of sick leave per month in each month in which compensation was received. Sick leave earned will accumulate to a maximum of forty (40) hours to the following calendar year.

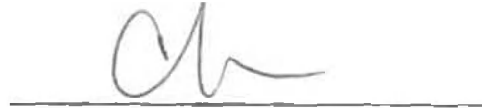
For Local 4184:



Jim Androy
Faculty Union Representative

23 MAY 2019
Date

For Bates Technical College:



Christina Nelson
Director of Human Resources

5/23/19
Date