

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into the University of New Mexico (UNM) and United Academics of the University of New Mexico (UA-UNM) temporarily amending Article 9, Section B of the Unit 1 Collective Bargaining Agreement.

The health and well-being of our community remains our number one priority. To support the University of New Mexico's faculty, UNM is expanding the provisions of sick leave for eligible faculty. This additional COVID-19 leave provides up to two weeks (10 working days or 80 hours), pro-rated based on appointment percentage, impacted by COVID-19.

Guidelines for this paid leave are as follows:

1. Eligibility
 - a. Faculty and postdoctoral fellows (hereafter referred to as employee/s) who are eligible for sick leave. Please refer to the applicable UNM Policy (Faculty Handbook Policy C210: Sick Leave) or Article 9.C: Leaves of the collective bargaining agreement to determine eligibility for sick leave.
2. Leave Allowance
 - a. Employees will be eligible to use up to two weeks (10 working days or 80 hours) of additional paid leave, independent of any previously taken COVID-related leave (e.g., FFRCA E-PSL or E-FML).
3. Criteria for use:
 - a. Have been advised by the UNM COVID Call Center to quarantine/isolate/test due to COVID-19
 - b. Caring for a family member who has tested positive for COVID-19 or required to self-isolate by their health care provider
 - c. Requires time away from work to comply with COVID mandates and safe practices for one's self or one's household
 - d. Caring for a dependent whose school or place of care is temporarily closed due to COVID-19
4. Department Timekeepers should use Earn Code 381 – Emergency Paid Sick Leave when entering bi-weekly time for non-exempt employees and for monthly leave reporting for exempt employees when utilizing this leave type.
5. To request paid leave, faculty member should submit via Additional COVID Paid Leave Form (<https://app.smartsheet.com/b/form/5ff2c35f4a074a2baec75ddcc7159281>)
6. If faculty require more than two weeks of leave, they are encouraged to utilize sick or accrued annual leave.
7. Effective dates of paid leave are September 15, 2021 through May 31, 2022, subject to change.



James Paul Holloway
Provost/Executive Vice President
University of New Mexico
Date: 9/28/2021



Ernesto Longa
President
United Academics of the University of New Mexico
Date: 09/28/2021