

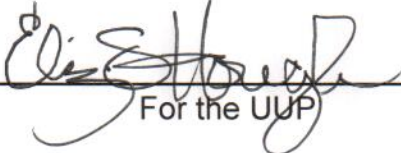
**Memorandum of Agreement**  
**between**  
**The State of New York**  
**and**  
**United University Professions**

In light of staffing needs resulting from the State's response to the novel Coronavirus COVID-19, the State of New York and United University Professions agree to the following:

1. Employees engaged in the response efforts or unable to utilize vacation leave due to ongoing response efforts who would otherwise forfeit accrued vacation leave on December 31, 2020, pursuant to Article 23.2(d) of the 2016-2022 State/UUP Agreement, will be given until the close of business on December 31, 2021 to use such excess vacation credits. Any such unused excess vacation credits as of the close of business on December 31, 2021 will be forfeited by employees. Thereafter, forfeiture of vacation credits shall be governed by operative language from the applicable collective bargaining agreement between the State and UUP. Nothing herein shall affect vacation credits accrued by eligible employees after December 31, 2021.
  
2. Should the parties mutually agree to further extend the deadline for forfeiture of excess vacation credits beyond December 31, 2021, nothing herein shall prohibit such agreement. Any such agreement must be made in writing and finalized prior to December 31, 2021.

  
\_\_\_\_\_  
For the State

12/1/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the UUP

11/30/20  
\_\_\_\_\_  
Date