

Memorandum of Agreement
Regarding the Impacts of Chelan-Douglas Public Health's Mandatory Vaccine Policy

Whereas, Chelan-Douglas Public Health ("CDHD") has informed PROTEC17 (the "Union") that it intends to implement a Mandatory Vaccine Policy that covers all of its employees and mandates that its employees become fully vaccinated against COVID-19; and

Whereas, the Union demanded bargaining over the impacts of the CDHD Mandatory Vaccine Policy on wages, hours, and terms and conditions of employment; and

Whereas, the parties met and bargained in good faith regarding those impacts;

Therefore, the following agreement was reached:

1. Employees will be provided with up to one hour to receive mandated COVID-19 vaccinations during work hours.
2. CDHD will extend the deadline for filing the medical and/or religious exemptions forms until October 4, 2021. After the deadline HR will continue to process all requests received thereafter. If the medical and/or religious exemption request is not received by October 4, 2021, and CDHD is still reviewing the request on October 18, 2021, the employee will be placed on administrative leave until such time as the exemption is processed. The employee may utilize any accrued but unused vacation leave or compensatory time during that period of administrative leave.
3. Consistent with current practice, all information disclosed to the Employer during the exemption and accommodation process will be kept as either a confidential medical record or personnel record, subject only to third party disclosure when legally required. This information will only be accessed by the Employer on a need-to-know basis pursuant with the CDHD Vaccine Policy requirements.
4. If an employee has initiated their exemption request by October 4, 2021, and actively engages in the accommodations process, and the request is still being reviewed by CDHD on October 18, 2021, the employee will suffer no loss in pay until the exemption and/or accommodation decision is provided.
5. Unvaccinated employees covered by the Governor's mandate who do not have a medical or religious accommodation granted by the Health District by October 18, 2021, will be placed on leave until fully vaccinated or the expiration of 45 days, whichever is shorter. Employees may use compensatory time or general leave or go into a leave-without-pay status. Use of extended leave is not allowed in this instance. Failure to provide proof of full vaccination within 45 days will result in termination.

6. That anyone who separates from CDHD employment for non-compliance with the vaccine mandate for any reason shall be afforded Recall rights through October 18, 2022, in accordance with Articles 19.4 and 19.5 of the Collective Bargaining Agreement, with the additional condition that the employee must provide satisfactory proof of full vaccination (inclusive of the 14-day post vaccination period) to become eligible for recall until such time as the CDHD Mandatory Vaccine Policy is no longer in effect.

7. The Memorandum of Agreement constitutes the complete agreement of the parties with respect to the subject matter hereof and shall be in full force and effect upon the execution thereof.

Agreement Date: October 5, 2021.

For CDHD

For PROTEC17