

MEMORANDUM OF UNDERSTANDING BETWEEN

PROTEC17

AND

THE STATE OF WASHINGTON

COVID-19 Vaccination

It is the duty of every employer to protect the health and safety of employees by establishing and maintaining a healthy and safe work environment and by requiring all employees to comply with health and safety measures. All employees are required to complete their primary series of COVID-19 vaccines (e.g. be fully vaccinated) according to the schedule recommended by the U.S. Centers for Disease Control and Prevention, or be approved by the Employer for medical or religious exemption and accommodation, as a condition of employment. Employees who fail to maintain this condition of employment for their position will be subject to non-disciplinary separation.

Employees who provide proof of up-to-date vaccination, to include boosters, may receive a one-time lump sum payment pursuant to Article 42.25.

One Time Lump Sum Payment for Providing Proof of COVID-19 Booster

Employees who choose to be boosted, at a location of their choosing, and voluntarily provide their employer with proof of up-to-date COVID-19 vaccination, which must include any boosters recommended by the U.S. Centers for Disease Control (CDC) at the time proof is provided to the Employer, between January 1, 2023 and December 31, 2023, shall receive a one thousand dollar (\$1,000) one-time lump sum payment. Payments will begin July 1, 2023.

The lump sum payment will be reflected in the employee's paycheck, subject to all required state and federal withholdings and be provided as soon as practicable based on their agency's Human Resources and/or payroll processes.

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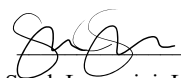
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- A. Bargaining unit employees will only receive one lump sum payment regardless of if they occupy more than one position within State government. Eligibility for the lump sum payment will be:
- a. Based upon the position in which work was performed on the date the up-to-date status is verified; or
- b. If no work was performed on the date the up-to-date status is verified, then based on the position from which the employee receives the majority of compensation.
- B. Employees will receive the lump sum payment only once during their employment with the State, regardless of whether they hold multiple positions or are employed by multiple agencies between January 1, 2023 and December 2023.

Date: 09/20/22


Tanya Aho, Lead Negotiator
Office of Financial Management


Sarah Lorenzini, Lead Negotiator
Protec17

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