

## MOU: COVID-19 Vaccination Mandate Policy

As a result of WA Proclamation 21-14 issued on August 9, 2021, which mandates healthcare workers in the State of Washington to be fully vaccinated against COVID-19 by October 18, 2021 as a condition of employment, Public Hospital District No. 1 Pend Oreille County (Employer) and SEIU Healthcare 1199NW (Union) have entered into the following non-precedent setting agreements.

1. All SEIU Healthcare 1199NW represented employees will comply with the requirement to receive a COVID-19 vaccine and be fully vaccinated by October 18, 2021. Employees will follow the medical or sincerely held religious belief, practice, or observance exemption process to be exempted from the vaccination requirement.
  - a. In the event a medical or sincerely held religious belief, practice, or observance exemption is not approved, employees will have seven (7) days to file an appeal for their exemption to be reviewed. Employees will be entitled to a delegate or union representative at any appeal meeting.
  - b. Employees who are not approved for exemption or for which a reasonable accommodation is not available without causing an undue hardship on the Employer or who are not fully vaccinated by October 18, 2021 will be laid off subject to recall based on the CBA section 5.3.3 and based on open and available positions.
2. The Employer will provide a COVID-19 vaccine on site for all Employees.
3. The Employer will schedule COVID-19 vaccinations during work time and not the day before an employee's regularly scheduled days off.
4. Effective on the date of execution of this MOU, members will be paid for (2) two days by the employer for work missed related to COVID-19 vaccination side effects. Represented employees will not be required to provide verification of side effects until an employee has called in for more than 3 days. The Employer understands that side effects differ in severity and specificity.-Employees who miss more than two (2) days of work due to COVID-19 vaccine side-effects may use leave time pursuant to the CBA.
5. PPE and N95 masks will be provided as needed per CDC guidelines.
6. The Employer is committed to proactively communicating COVID-19 related information to promote evidence-based COVID-19 vaccine competency.
  - a. The Employer will agree to send a communication to all bargaining unit members detailing the COVID-19 vaccine policy, the process for sincerely held religious belief, practice, or observance, and the appeals process for a denied exemption request by September 13<sup>th</sup>, 2021.

- b. Management will provide all communications in employees' preferred languages, and comply with any additional translation requests.
- 7. At no time will the Employer directly or indirectly tolerate any form of discrimination of any kind as a result of a member exercising their rights to request an exemption from the COVID-19 vaccination.

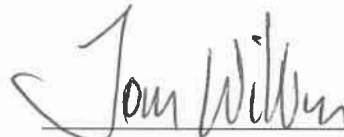
No agreements made within this Memorandum of Understanding are meant to alter any other term or condition included in the Collective Bargaining Agreement(s) beyond any specific agreement entered into here. This is a non-precedent setting agreement. Nothing in this agreement prevents the parties from entering into negotiations about additional and unforeseen impacts of the COVID-19 pandemic.

This provision is effective as of September 9, 2021.

Dated Sept. 9, 2021



~~Blain Anderson~~ Jane Hopkins  
For the Union



Tom Wilbur  
For the Employer