

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, Swedish Medical Center & Swedish Edmonds (Employer) and SEIU Healthcare 1199NW (Union) have entered into the following non-precedent setting agreements.

1. All SEIU Healthcare 1199NW represented Caregivers will comply with the requirement to receive a COVID-19 vaccine and be fully vaccinated by October 18, 2021. Caregivers will follow the medical and religious exemption process in accordance with WA Proclamation 21-14.
 - a. Caregivers who do not have an approved exemption form or who are not fully vaccinated by October 18, 2021, will be removed from the schedule. Caregivers will be considered to be fully vaccinated two weeks following the final dose of an approved vaccine.
 - b. Caregivers will use the exemption form via the Validate and Verify (VAV) tool as applicable for either a medical exemption or a religious exemption.
 - c. Caregivers will receive confirmation of the approval of their request. Caregivers would continue working unless they are otherwise notified that their exemption is not approved. Swedish will follow the same process that they use for all other medical or religious accommodation requests and caregivers will receive information about that if there are questions about their request. If a request for exemption is denied, Swedish will reach out to Caregivers to discuss their options including a review of the denial. If a Caregiver's exemption is denied, Caregivers will be entitled to a delegate or union representative at any appeal meeting. Written authorization by the Caregiver will be required if the employer is providing PHI to a delegate or union representative.
 - d. Caregivers who do not comply with WA Proclamation 21-14 by October 18, 2021, will be ineligible to work and will be removed from the schedule:
 - Caregivers removed from the schedule will be provided with educational materials relating to the vaccine upon their removal from the schedule;
 - Caregivers who have failed or refused to fully vaccinate and/or do not have an approved exemption on/or before November 18, 2021, will have demonstrated that they no longer want to remain employed by Swedish, and Swedish will process the caregivers' voluntary terminations.
 - Should a Caregiver take action to become fully vaccinated (2nd Shot plus 14 days) before the November 18, 2021, deadline, the Caregiver's employment will be extended for an additional 45 days from the date the Caregiver receives their first vaccination, and the Caregiver will be returned to the schedule upon demonstrating they are fully vaccinated. Employees are able to use accrued annual leave during this period.
 - e. At such time as the mandate imposed by WA Proclamation 21-14 is lifted, Caregivers whose employment ends as pursuant to Paragraph 1.d, may apply for any open positions posted by the Employer and will be considered for re-employment. To the extent the

Caregiver makes such an application within 30 days of the mandate being lifted, the Caregiver shall have their bargaining unit seniority restored to the level in place at the time their employment was terminated.

f. Workers who are voluntarily terminated shall be eligible for rehire upon becoming fully vaccinated.

2. Prior to October 18, 2021, Swedish will provide one hour of pay at caregivers' base rate of pay for time spent receiving the vaccine during non-scheduled work hours.
3. Prior to October 18, 2021, if a Caregiver experiences severe side effects (e.g., fever, chills, extreme malaise) within 48 hours of receiving either dose of the vaccine, they are eligible for up to two days total of paid pandemic administrative leave if they miss scheduled shifts due to their vaccination. This time will be paid at the Caregiver's base wage rate. On a case-by-case basis, additional days of paid pandemic administrative leave may be paid if the severe side effects persist. In these cases, additional verification of side effects may be required.
4. Management is committed to proactively communicating COVID-19 related information to promote evidence-based COVID-19 vaccine competency.
 - a. Management will continue to provide communication to all bargaining unit members detailing the COVID-19 vaccine policy, and the exemption form process with the goal of all Caregivers getting vaccinated or completing their declination form as soon as possible in compliance with WA Proclamation 21-14.
 - b. Management will provide all communications in employees' preferred languages and comply with any additional translation requests.
5. The parties will work jointly in the Benefits and Well-being labor management committee to develop a communication plan to encourage all bargaining unit members to receive the COVID-19 Vaccine, and to develop a process to facilitate caregivers' access to the VAV tool to complete the exemption application process.
6. The Employer will provide N-95 masks to all Caregivers in accordance with applicable infection control policies at each shift, and N-95 masks will be replaced following CDC guidelines for conventional PPE usage.
7. All Caregivers regardless of vaccination or exemption status will follow current infection control standards and PPE guidelines.
8. At no time will the Employer directly or indirectly tolerate any form of discrimination of any kind as a result of a Caregiver exercising their rights to choose to vaccinate or file for an exemption.
9. This Memorandum of Agreement is subject to the grievance/arbitration provisions of the parties' respective collective agreements.

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 in 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.



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