

**Memorandum of Understanding
Between
The Evergreen State College (Evergreen)
And
The Washington Federation of State Employees (Union)
Student Support Services Staff Unit**

COVID-19 Vaccination Leave

The following Memorandum of Understanding is entered into by and between The Evergreen State College (Evergreen) and the Washington Federation of State Employees (WFSE).

Agreement

Both Evergreen and WFSE recognize the emergency conditions that exist as a result of the COVID-19 pandemic. As identified by the WA State Department of Health, COVID-19 vaccination is one of the most important tools to end the COVID-19 pandemic.

Evergreen is not requiring the vaccine for college employees; rather, it is voluntary. However, Evergreen has an interest in reducing the spread of COVID-19 in the workplace; Evergreen's primary goal is to protect our employees, our students and the public while continuing the work of the college and minimize the spread of COVID-19. Therefore, the following agreement is provided to support employees obtaining the COVID-19 vaccination.

The Parties agree to the following:

- COVID-19 Vaccination Leave is available for the purpose of employees obtaining the COVID-19 vaccination. COVID-19 Vaccination Leave is not available when employees are taking a family member(s) or acquaintance(s) to receive the COVID-19 vaccination.
- Employees obtaining COVID-19 vaccination are eligible to use up to two (2) hours of paid COVID-19 Vaccination Leave to travel and receive each dose of the vaccine.
- COVID-19 Vaccination Leave will be requested in advance unless there is mutual agreement between the employee and their supervisor to do otherwise.
- COVID-19 Vaccination Leave will be provided to employees only during the employee's scheduled work time.
- Employees using COVID-19 Vaccination Leave will not be reimbursed for mileage or other expenses.
- Evergreen may require that the request for COVID-19 Vaccination Leave be supported by documentation from the employee, which may include proof of the vaccination.

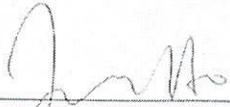
- COVID-19 Vaccination Leave will be available to eligible employees retroactive to January 1, 2021 through the expiration date of this agreement.
- The provisions of this memorandum of understanding will not be duplicative of benefits available under state or federal law. If state or federal law otherwise provides paid leave specifically to receive the COVID-19 vaccination, this memorandum of understanding will expire on the date the state or federal paid leave goes into effect.

Both parties agree this is not precedent setting.

This Memorandum of Understanding shall become effective upon signature of both parties and shall remain in effect until the expiration of Proclamation 20-05, issued February 29, 2020 by Governor Inslee, or until September 30, 2021, whichever occurs first.


For the WFSE:

For The Evergreen State College:



Jenny Ho
WFSE Director of Advocacy

3/23/21
Date



Laurel R. Uznanski
AVP for Human Resource Services

3/23/2021
Date