LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, WESTERN WASHINGTON UNIVERSITY CHAPTER #829 AND WESTERN WASHINGTON UNIVERSITY. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE 48 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

Both parties acknowledge that both vaccinated and unvaccinated employees are working on campus and support continued adherence to state guidance, state and local health department guidance and federal safety guidance. All employees, regardless of vaccination status, are covered under Article 6.1, Respect and Professionalism, and should work in an environment that fosters mutual respect and professionalism. All employees are expected to treat others with courtesy and respect. Employees are encouraged to support one another in honoring safety protocols.

PSE and Western agree to the following:

1. Beginning September 1, 2021, Western and PSE will follow POL-U1300.02 Requiring Proof of COVID Vaccination Status, which requires documentation of COVID-19 vaccination status or an exemption based on medical, religious or personal reasons. Employees who have not submitted documentation or an exemption will be contacted by Human Resources (HR).

2. Employees who receive a COVID-19 vaccine shot and are scheduled to work onsite may request to work remotely on the two days following each shot. Requests to work remotely are subject to supervisory approval.

3. COVID-19 Vaccination and exemption records will be maintained by HR and treated as confidential. Supervisors will be informed of employees with an exemption to ensure those employees are supported in complying with Western’s safety requirements.

4. Employees with an exemption must comply with all of the following safety requirements:
   4.1. Complete Western’s COVID-19 vaccination education online course
   4.2. Submit to a weekly COVID-19 test
       4.2.1. Testing costs will be covered by Western.
       4.2.2. Time spent testing and travelling to and from the testing site will be considered work time.
   4.3. Wear a mask as required by Western
   4.4. Physically distance from others in accordance with local health department and university guidelines

Employees failing to comply with the above safety requirements may be subject to progressive discipline.

LOA Vaccinations
PSE - Western Washington University Chapter #829 and Western Washington University

August 4, 2021
Due to the changing nature of the COVID-19 pandemic, either party may reopen this agreement under any of the following circumstances:

- A change to the emergency-use authorization status of COVID-19 vaccinations,
- Medical approval of antibody (serology) testing that confirms immunity or protection from COVID-19 similar to that obtained through a vaccination, or
- A material change to safety guidance from local, state, or federal agencies.

PUBLIC SCHOOL EMPLOYEES OF WESTERN WASHINGTON UNIVERSITY CHAPTER #829

BY: Cheryl Mathison
Chapter Vice President

DATE: 8-5-21

WESTERN WASHINGTON UNIVERSITY

BY: Chyerl Wolfe-Lee
Assistant Vice President for Human Resources

DATE: 8/4/2021