Memorandum of Agreement

The following Memorandum of Agreement (MOA) is entered into by and between Western Washington University (Western) and the Washington Federation of State Employees (WFSE).

WFSE and Western agree to the following:

1. Beginning September 1, 2021, Western and WFSE 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.

2. Employees who receive a COVID-19 vaccination, are scheduled to work onsite, experience adverse side effects impacting their ability to work onsite, and are able to work remotely, will work with their supervisor on a remote work plan for the hours needed, not to exceed eight (8) hours in total. This provision is applicable when the employee receives an initial COVID-19 vaccination shot or shot series only.

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.

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 COVID-19 antibody (serology) testing that confirms immunity or protection from COVID-19 similar to that obtained through a vaccination, or
- A material change to COVID-19 safety guidance from local, state, or federal agencies.

For the Union:

_______________________________  _________________  8/6/2021
Linda Emin, Labor Advocate                     Date
Washington Federation of State Employees

For the Employer:

_______________________________  __8/6/21_________
Chyerl Wolfe-Lee, Assistant Vice President for HR  Date
Western Washington University