

Memorandum of Understanding

Between

SEIU 775 (the Union) and Concerned Citizens (the Employer)

Agency COVID- 19 Vaccination

On August 9, 2021, Governor Jay Inslee issued a Proclamation mandating that certain Healthcare Providers working in Healthcare Settings, become fully vaccinated by October 18, 2021.

While this mandate does not apply to health care providers, as defined in RCW 74.39A.240, and to health care providers who provide only personal care services, except DDA clients, as defined in RCW 74.39A.009(24), in people's homes, Concerned Citizens ("Employer") has decided to require all their Employees become fully vaccinated. To ensure that the Employees are given every opportunity to obtain the vaccine in a timely manner, the parties enter into the following agreement in response to the Employer's Vaccine Policy.

1. Vaccine Provision.

- a.** The Employer will communicate and distribute the Vaccine Policy to all impacted employees.
- b.** Where feasible, the Employer shall seek to provide on-site COVID-19 vaccination for staff. The Employer shall provide the employees and the Union with notice as to when such on-site vaccination shall occur.
- c.** If onsite vaccination is not feasible, the Employer will provide employees with information about where they can obtain a COVID-19 vaccine that is near the worksite. If vaccination is available only through registration via a website, the Employer agrees to provide employees with access to a computer to register.
- d.** The Employer will repay any expenses an employee incurs due to the administration (i.e. the injection) of a COVID-19 vaccination(s), and to pay any costs (administration or cost of the vaccine itself) incurred for any booster shots that may be required.

2. Leave for Vaccination.

a. The Employer shall provide employees with up to two hours of paid time off to receive a COVID-19 vaccination(s) and/or booster shot. Employees agree to provide at least eight hours of notice. This time off shall be in addition to any PAR time available.

b. The Employer shall grant a vaccinated employee one additional sick day for each COVID-19 vaccination and/or booster. This sick leave shall be in addition to any accrued sick leave the employees already receive. If an employee experiences side effects from the COVID-19 vaccine or booster shot more than one day after receiving the shot, the employee will be given the option of using their paid leave or taking unpaid leave without any adverse employment consequences for a maximum of 3 days after vaccine received.

4. Authorized Vaccine Products. The Employer will accept any COVID-19 vaccination or booster that has been approved by the Food and Drug Administration on either an Emergency Use Authorization or a Biologics License Application.

5. Proof of Vaccination.

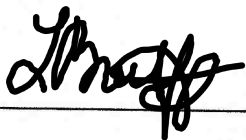
a. Proof of vaccination shall include a copy (either photograph, pdf, or photocopy) of an individual's CDC "Covid-19 Vaccination Record Card," documentation of vaccination from a health care provider or electronic health record; or a State immunization information system record showing that an individual has received the vaccine and/or booster.

b. Co-workers and clients have the right to know if the person they are working with or is working in their home is vaccinated. Vaccination records will be kept in the employees file along with BGC, T-B test and any other sensitive information in a locked cabinet, and only accessed by HR, directors, and supervisors of the program.

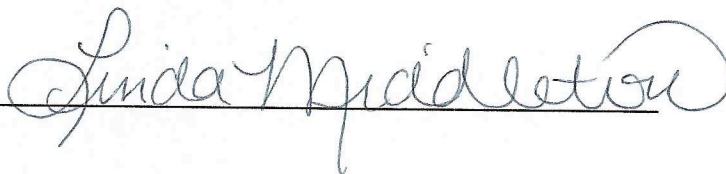
6. Employees exempted from vaccination. Certain employees may not be able to receive the COVID-19 vaccine or subsequent boosters, due to a religious belief or because of a protected health condition. All such individuals shall go through the Employer's usual accommodation process, pursuant to Title VII of the Civil Rights Act or the Americans with

Disability Act and the Rehabilitation Act and the Washington Law Against Discrimination. A reasonable accommodation includes, but is not limited to, remote work or telework (where possible), transfer of positions, shift changes or physical modifications to the employee's work area. Mandated masking, frequent COVID testing, enhanced handwashing, and sanitation. The agency will follow the mandates issued by the State and Federal Government, if frequent testing becomes a mandated requirement that will be included as a requirement for unvaccinated staff.

For the Union



For the Employer



Date

11/15/2021

Date

11-13-2021