MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
SOUTH PUGET SOUND COMMUNITY COLLEGE
AND
THE SOUTH PUGET SOUND FEDERATION OF TEACHERS, A.F.T. LOCAL 4603—AFL-CIO

COVID-19 Vaccination Mandate Termination Proposal

1. **Notification by October 4th 2021** of no vaccine or exemption verification
   b. Right to return during the leave period if vaccination requirements change or verification is submitted. Return will be at the beginning of the next quarter.
   c. Return with tenure at same seniority.
   d. Must notify college of intent to return for AY 2022-2023 with verification submitted by May 1, 2022, or be terminated from the college.

2. **No notification by October 4th 2021** of vaccine or exemption verification
   b. Right to return during the leave period if vaccination requirements change or verification is submitted. Return will be at the beginning of the next quarter.
   c. Return with tenure at same seniority.
   d. Must have verification submitted on or before March 1, 2022, or be terminated from the college.

**Coverage for Abandoned Courses**

1. Faculty covering abandoned courses will receive the following:
   a. Full adjunct contract for the credit value of the course.
   b. $2000 development stipend

If state vaccination mandate should change prior to any of the included deadlines, faculty in the leave of absence period will be reinstated at the next academic quarter, not to include summer quarter.

**Agreement Reached**

For AFT  
C.J. Bosch  
Faculty Union President  
9/30/2021

For the Employer  
Samantha Dotson  
Executive Human Resource Officer  
9/30/2021