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
 - a. Leave of Absence until May 1, 2022; leave without pay beginning October 19, 2021, and benefits suspended during leave beginning November 1, 2021.
 - 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
 - a. Leave of Absence until March 1, 2022: leave without pay beginning October 19, 2021, and benefits suspended beginning November 1, 2021.
 - 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.
 - p. \$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

For the Employer

Faculty Union President

Samantha Dotson

Date

Executive Human Resource Officer