

MOU between

Central Washington University and United Faculty of Central

Regarding Impact of COVID-19, High Risk Employees, Governor's Mandatory Vaccination Proclamation and CWU University Policy on Mandatory Masks for Fall Quarter 2021

September 23, 2021

Agreement

In light of the continuing and unprecedented situation caused by COVID-19; and Governor Inslee's recent emergency orders on mandatory vaccines for state employees and indoor masking for state employees and students; and recent CWU University policy on mandatory vaccines for employees and students; and the CWU/UFC Collective Bargaining Agreement, especially Article 32—Ergonomics and Workplace Safety, which mandates compliance with state and federal statutes and that faculty not be required to perform tasks which endanger safety and health; the parties agree to the following:

1. Governor Inslee has issued a deadline of October 18, 2021, for all employees in an educational setting to provide proof that they are fully vaccinated or to have obtained an exemption from the vaccine mandate due to a medical disability or a sincerely held religious belief. In order for the University to fulfill the expectations of this MOU, the parties agree that 100% of faculty members must have verified to HR that they are fully vaccinated (two weeks have passed since the final dose of the vaccine regimen they received) or established their entitlement to an exemption by October 18, 2021. Students must upload their vaccination verification or request a disability or religious accommodation by October 18, 2021.
2. CWU will provide faculty with a summary to provide to students informing them of the Governor's Proclamation and University policy, including effective dates of the mandatory vaccination, verification and mask orders, and the policies and procedures in place for COVID safety in Fall 2021. The summary will explain the timeline for completing vaccination in order to comply with the vaccine mandate and identify the place to direct student questions, including questions regarding compliance and non-compliance with the vaccine mandate. The summary will be sent to faculty via email before September 24, 2021.
3. Faculty who seek a medical or religious exemption and reasonable accommodation from the mandatory vaccination requirement should contact CWU HR.
4. Faculty who seek a medical accommodation for other situations/conditions introduced by the University's COVID-19 protocols (e.g., COVID-19 risks not mitigated by the vaccine/mask mandates, hearing/speaking difficulties exacerbated by masks, risks posed to co-habitants of the faculty member, etc.) should contact CWU HR to request an accommodation.
5. Masks must be worn by faculty and students in all face-to-face classes and indoor instructional locations, and faculty will be permitted to maintain social distancing of three feet between themselves and students.
6. CWU will provide faculty and the UFC President with aggregated vaccination rate information for the students and University employees when sufficient data is available, which the University

anticipates to occur before September 21, 2021. Information will be updated at least weekly as additional vaccination verifications are received.

7. Faculty who show symptoms of or test positive for COVID-19, or who have been exposed to COVID-19, will follow CDC recommendations regarding quarantine, isolation, and testing: <https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>. This may include remote instruction for a CDC-recommended period. Those who are unable to teach due to illness will follow the Sick Leave provisions in the CBA.
8. Free COVID testing will be available to faculty.
9. CWU will provide (and restock as needed) supplies and equipment, including disposable masks, disinfectant, and disinfectant wipes, in departmental spaces.
10. Faculty may elect to hold remote office hours, provided they continue to provide the usual number of synchronous hours.
11. Faculty will continue to meet their service requirements, such as department meetings and personnel committee meetings, but may elect to fulfill those requirements remotely, unless doing so is not possible, such as for peer observations of in-person teaching.
12. Violations of masking requirements by students will be addressed in accordance with University policy (CWUP 2-40-145).
13. With approval of the chair and dean, a faculty member may modify the method of course delivery if it becomes impractical to continue in person instruction because a significant portion of the class is absent due to COVID-related circumstances.
14. CWU will return to remote learning if health conditions related to COVID-19 incidence are determined to be unsafe by the State or County Health Department.
15. All other Articles of the CBA are in effect.
16. This MOU is in effect upon ratification by the parties and covers only Fall 2021.

Signed and Dated this 23rd day of September, 2021.

Central Washington University

United Faculty of Central



By: Michelle DenBeste

By: Gary Bartlett

Title: Provost/Vice President for Academic and Student Life

Title: President, United Faculty of Central