

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 Winter Quarter 2022

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; while also recognizing the extraordinary efforts of the entire CWU campus to ensure compliance, and having reached a verified 93.5 percent vaccination rate among faculty and staff and a 91.5 percent vaccination rate among students, and also recognizing that COVID transmission rates on campus have been extremely low; the parties agree to the following:

1. CWU will continue to require vaccinations for students and employees to comply with Governor Inslee's orders and CWU policy.
 - a. Continuing students who have not provided proof of full vaccination or received an approved medical or religious exemption will continue to have a hold on their Winter 2022 enrollment.
 - b. New students who, by January 31, 2022, have not provided proof of full vaccination or received an approved medical or religious exemption will have a hold placed on their Spring 2022 enrollment.
2. 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.
3. CWU will provide (via a website) aggregated vaccination rate information for the students and University employees. The dashboard will be updated regularly.
4. CWU will provide faculty with template language to include in syllabi, informing students about the policies and procedures in place for COVID-19 safety in Winter 2022. This language will be sent to faculty via email one week prior to the start of the quarter.
5. 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.
6. Faculty who require a medical accommodation for situations/conditions introduced by the University's COVID-19 protocols should contact CWU HR to request an accommodation.
7. CWU will provide (and restock as needed) supplies and equipment, including disposable masks, disinfectant, and disinfectant wipes, in departmental spaces.
8. Faculty may elect to hold remote office hours, provided they continue to provide the usual number of synchronous hours, and include the information on their syllabus.

9. 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.
10. Violations of masking requirements by students will be addressed in accordance with University policy (CWUP 2-40-145).
11. 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.
12. 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.
13. All other Articles of the CBA are in effect.
14. This MOU is in effect upon ratification by the parties and covers only Winter 2022.


Signed and dated this 17th day of December, 2021.

Central Washington University



By _____
Title: Provost, CWU

United Faculty of Central



By _____
Title: President, UFC