

MEMORANDUM OF UNDERSTANDING
Vaccine and Testing Mandate

This Memorandum of Understanding (“MOU”) is entered into by and between the Allan Hancock Joint Community College District (the “District”) and the California Federation of Teachers Local 6185/Part-time Faculty Association (“CFT/PFA”).

On August 31, 2021, the Board of Trustees adopted a resolution for a vaccine requirement for all district employees and students to protect the health and safety of the College community. It was further resolved that those with vaccine exemptions be subject to COVID-19 testing.

The District and CFT/PFA have met and conferred concerning the subject matter of this MOU.

1. Beginning October 4, 2021, all part-time faculty members must either have provided evidence of being fully vaccinated or provide evidence of a negative COVID-19 test within three days of entering campus.
2. In order to be exempt from testing requirements, part-time faculty members must provide proof of being fully vaccinated. Part-time faculty members who do not intend to submit proof of vaccination must submit a vaccine exemption form attesting to a sincerely held religious or personal belief or medical exemption.
 - a. Part-time faculty desiring to do so may submit an exemption form to the Human Resources department.
 - i. Exemption forms located at <https://www.hancockcollege.edu/hr/covid.php>. Upon completion of the form, it will need to be sent (email or hand-delivered) to the Human Resources department.
 - ii. Medical exemptions require certification from a licensed medical professional.
 - iii. Sincerely held personal belief exemptions are processed in Human Resources and do not require additional verifications.
 - b. Part-time Faculty may provide proof of being fully vaccinated by presenting their COVID-19 vaccination card to Human Resources or through the Qualtrics vaccination survey that is delivered via district email.
 - i. “Fully vaccinated” is defined as two weeks after receiving the second dose of either the Moderna or Pfizer vaccine, or two weeks after a single dose of the Johnson and Johnson vaccine.
 - ii. Once part-time faculty provide proof of being fully vaccinated, they will no longer be required to provide evidence of a negative test within three days of entering campus.
 - iii. All part-time faculty with assignments who provide proof of vaccination will receive \$250 (grossed up to \$275 to offset statutory benefits). This amount is payable on the payroll at the end of the month following board ratification for members who have already provided proof documents by November 5, 2021. Thereafter, it will be paid on subsequent pay dates as faculty submit proof of vaccination.
3. Until a part-time faculty member provides proof of being fully vaccinated, they must comply with the testing requirements for entering campus.

4. Part-time faculty are not required to complete the daily symptom check and can opt out of automated daily symptom check communications. They must not come to campus if they are exhibiting any symptoms consistent with COVID-19.

COVID-19 Testing

5. The District is providing testing services on campus at no-cost to employees. Additionally, employees may utilize their own healthcare provider, private or county resources for testing services. The district cannot guarantee off campus resources will be offered at no cost. The hours of operation and available test-types may vary, it is the responsibility of the part-time faculty member to ensure they are tested in-time to meet their required testing obligations.
 - a. Tests must be completed no more than three days prior to arrival on campus unless the frequency of required testing is reduced by the board of trustees.
 - b. The results must be uploaded to the Qualtrics survey that is delivered via district email.

Confidentiality of employee health information

6. All vaccination-related employee health information will be maintained within the Human Resources department in accordance with the Confidentiality of Medical Information Act.

Consequences for non-compliance

7. Bargaining unit members who fail to comply with the requirement to submit either proof of being fully vaccinated or an exemption, and/or the requirement to provide a negative COVID-19 test within three days of entering campus, will not be permitted on campus. If the part-time faculty member has not been approved for remote instruction under the “MOU COVID-19 Adjustments to Campus Instruction and Service”, they must take an unpaid leave of absence.

Duration of Agreement: This agreement shall remain in effect through May 27, 2022, or when the vaccine mandate is lifted.

This agreement establishes no precedent.

For the PFA/CFT

Mark James Miller

Mark James Miller (Oct 18, 2021 13:25 PDT)

Mark Miller
President

_____ Date

For the District

Kevin G. Walthers

Kevin G. Walthers (Oct 19, 2021 13:34 PDT)

Kevin G. Walthers
Superintendent/President

_____ Date