

## MOU on COVID-19 Vaccination and Testing

WHEREAS the Board of Trustees has mandated that all District students and staff must either provide proof of being fully vaccinated or receive a negative COVID-19 test within three days of entering the campus; and

WHEREAS the Faculty Association and the District have a mutual interest in negotiating the working conditions impacted by the Board's decision,

THEREFORE, BE IT RESOLVED, that the District and the Faculty Association agree to the following:

### Vaccination or exemption requirements:

1. Beginning October 4, 2021, all faculty members must either have provided evidence of being fully vaccinated or provide evidence of a negative COVID-19 test within three days (test day plus three days) of working on campus. The District will hold harmless any full-time faculty member who is unable to comply with the requirements of this agreement before Friday, October 8.
2. In order to be exempt from testing requirements, faculty members must provide proof of being fully vaccinated. 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. Faculty desiring to do so may submit an exemption form to the Human Resources department.
    - i. Faculty desiring to submit an exemption form will find them 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 accepted in Human Resources and do not require additional verifications.
  - b. Faculty may provide proof of being fully vaccinated by presenting their COVID-19 vaccination card to Human Resources or through the Qualtrics vaccination application.
    - 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 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 full-time faculty providing proof of vaccination will receive \$250. Faculty who have provided proof of vaccination by October 8 will receive this payment with their regular pay on October 29. Thereafter, it will be paid on subsequent pay dates as faculty submit their proof of vaccination.
3. Faculty are not required to complete the daily symptom check and can opt out of any automated daily symptom check communications.

### COVID-19 Testing

The District will provide COVID-19 testing for bargaining unit members Monday-Friday at both the Santa Maria and Lompoc campuses, and on weekends at the Santa Maria campus.

- a. The District will guarantee no-cost testing services for faculty with exemptions.
- b. Faculty without exemptions will be offered the opportunity for free campus testing.
- c. Campus testing will consist of the nasal PCR at both campuses.
- d. The saliva PCR/NAAT test currently is available only on the Santa Maria campus.
- e. While employees may be asked to provide insurance information, full-time faculty are under no obligation to provide it.
- f. If a faculty member elects testing procedures not identified in this document, the District cannot guarantee there will be no related cost incurred.
- g. Faculty who need assistance in setting up the appropriate testing schedule should contact [ahchr@hancockcollege.edu](mailto:ahchr@hancockcollege.edu).

**Confidentiality of employee health information**

1. While vaccine status is not protected health information, 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**

1. 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 (test day plus three days), will not be allowed to work on campus. If their discipline or assignment does not allow for remote instruction or service, they will have to go on unpaid leave of absence.
2. The District cannot hold faculty members responsible for non-compliance when the District fails to meet the requirements of this agreement.

**Instruction and Quarantines**

1. In situations of faculty or student quarantines, faculty may temporarily shift their modality for the duration of a quarantine period to a remote modality if the faculty member determines this is the best way to maintain student contact for all students.

**Duration of the Mandate**

1. Both parties agree to develop an MOU regarding the duration of the mandate requiring vaccines, masks, testing, and self-assessment before December 9.

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

This agreement establishes no precedent.

**For the Faculty Association**

*Roger Hall*  
Roger Hall (Oct 1, 2021 13:12 PDT)

Roger Hall  
 President

Oct 1, 2021

Date

**For the District**

*Kevin G. Walthers*  
Kevin G. Walthers (Oct 1, 2021 14:24 PDT)

Kevin G. Walthers  
 Superintendent/President

Oct 1, 2021

Date






# MOU FA - Vaccine Mandate

Final Audit Report

2021-10-01

Created:	2021-10-01
By:	Lisa Gutierrez (lisa.gutierrez@hancockcollege.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA9ZlyC0ZvJJuWNQRtJKTdLAmFUHOI1ctJ

## "MOU FA - Vaccine Mandate" History

-  Document created by Lisa Gutierrez (lisa.gutierrez@hancockcollege.edu)  
2021-10-01 - 7:26:42 PM GMT- IP address: 209.129.94.61
-  Document emailed to Roger Hall (rhall@hancockcollege.edu) for signature  
2021-10-01 - 7:27:04 PM GMT
-  Email viewed by Roger Hall (rhall@hancockcollege.edu)  
2021-10-01 - 8:12:42 PM GMT- IP address: 24.6.163.54
-  Document e-signed by Roger Hall (rhall@hancockcollege.edu)  
Signature Date: 2021-10-01 - 8:12:57 PM GMT - Time Source: server- IP address: 24.6.163.54
-  Agreement completed.  
2021-10-01 - 8:12:57 PM GMT