

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION
HIGHER EDUCATION COMMUNITY COLLEGES COALITION (WPEA – HE)

It is the duty of the Employer to protect the health and safety of employees by establishing and maintaining a healthy and safe work environment and by requiring all employees to comply with health and safety measures.

Employees who choose to voluntarily provide their employer with proof of up-to-date COVID-19 vaccination, to include any boosters recommended by the U.S. Centers for Disease Control and Prevention (CDC) at the time proof is provided, will receive a one-time lump sum payment pursuant to Article 42.27-Compensation. For example, if at the time of writing, providing proof, an employee had the number of bivalent COVID-19 vaccine doses recommended for their demographic, they would be considered up-to-date for the purposes of the booster incentive. All information disclosed to the Employer during the vaccination verification process will be stored in the employee's confidential medical file.

TENTATIVE AGREEMENT REACHED

For the Employer:

For the Union:

Janetta Sheehan May 31, 2023

Janetta Sheehan, OFM Date
OFM/SHR
Senior Labor Negotiator

Amanda Hacker

May 31, 2023

Amanda Hacker Date
Contract Administration
Director,
WPEA Higher Education

