

Memorandum of Agreement

This agreement (“Agreement”) between UConn Health (“UCH”) and the University Health Professionals (“UHP”) (collectively the “Parties”) regarding mandatory vaccination for employees of the bargaining unit.

WHEREAS, the Parties are committed to protecting our patients, staff, learners and the community from COVID-19. It is recognized that many of our patients and some of our staff are immunocompromised due to medical conditions including cancer, infectious disease or other conditions which make them ineligible for the vaccine and that we serve populations, like children who are also not yet eligible for the vaccine.

Therefore, UCH and UHP agree as follows:

1. COVID vaccinations will be mandatory for all employees, whether working on-site in person or remotely, unless the employee qualifies for an exemption as provided herein.
2. Exemptions for medical conditions or strongly held religious or spiritual belief will be recognized in accordance with the EEOC guidance. Exemptions will need to be applied for and approved for the employee to be exempt from the requirement to be vaccinated. The deadline to apply for an exemption shall be August 30, 2021 for all current employees. Employees who have applied for an exemption must provide appropriate medical/religious documentation within thirty (30) days of the date of application. Employees who have been denied an exemption shall have ten (10) days from the date of the notice of the denial to receive the vaccine (either a single dose vaccine or first dose of the 2 dose vaccine) or must receive the vaccine in accordance with paragraph 3, whichever is later.
3. Employees who have not both applied for and been approved for an exemption shall be required to receive their first dose of the vaccine not later than September 10, 2021 and the second dose not later than October 15, 2021. An extension will be considered granted from these dates if the denial of an exemption occurs less than 10 days from September 10, 2021.
4. Employees may apply for a deferral of the requirement to obtain a COVID vaccination for the following reasons:
 - a. Pregnancy at the request of the employee (physician note not required, proof of pregnancy required).
 - b. Breastfeeding for a period of twelve (12) months from the birth of the child;
 - c. Active treatment for a medical condition – medication induced immunocompromised condition that is temporary in nature and which the vaccine will not be considered effective.
 - d. A COVID positive test within 30 days prior to a request for deferral or 90 days if treated with Monoclonal Antibody Infusion. If COVID positive after the first vaccine, must consult with Occupational Medicine.
 - e. Individuals out on a block FMLA leave including supplemental leave.

An employee will have 8 weeks from the end of pregnancy or breastfeeding or return from leave as noted in a, b & e above to be fully vaccinated. Individuals will have a deferral pursuant to c & d shall work with occupational medicine for a date of eligibility for the vaccine, in such case the employee shall have 8 weeks to be fully vaccinated. Fully vaccinated means all doses of the vaccine and the 2-week post vaccine period.

5. Decisions on exemptions and deferrals based on medical conditions will be reviewed by a medical review committee established for that purpose. Exemptions based upon religious and closely held spiritual beliefs will be reviewed by a committee established for that purpose.
6. Employees who have been granted an exemption, are awaiting approval for an exemption or have a deferral will be required to be tested on a weekly basis, except those on an approved block leave. If circumstances change, and either Party believes changes to the testing requirements are necessary, the parties will meet and negotiate such testing. Such testing will be free to employees and shall occur during paid time. Enhanced PPE, as determined by UCH in consultation with the union shall be required for individuals who are unvaccinated in accordance with an approved exemptions and during a period of non-compliance while disciplinary action is pending.
7. Testing and vaccinations will be provided on-site and part of normal working hours and in accordance with operational needs. Off-site employees will also be scheduled in accordance with operational needs.
8. Discipline for non-compliance shall be administered in accordance with existing progressive disciplinary processes.
9. The COVID vaccination policy will be posted on-line, including a list of recognized medical conditions that may qualify for an exemption and those that may not qualify for an exemption.
10. Disciplines for noncompliance are subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. Article 3.4 does not prohibit the Union from challenging disciplines. The Parties agree to discuss an expedited process for processing disputes arising from mandatory COVID vaccinations.



UConn Health

08/17/2021

Date



University Health Professionals

8/16/21

Date