

**SUPPLEMENTAL MOU REGARDING
2021 VACCINE MANDATE EFFECTS
BETWEEN
DESERT COMMUNITY COLLEGE DISTRICT (DISTRICT) AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER 407 (CSEA)
October 22, 2021**

The Desert Community College District ("District") and the California School Employees Association and its Chapter 407 ("CSEA") (collectively "Parties") recognize the importance of maintaining safe facilities and operations for the benefit of the students and communities served by the District and for the safety of District employees.

This Memorandum of Understanding will remain in force and effect unless modified or terminated by mutual agreement. This MOU shall also be subject to modification and revision by mutual agreement should the District adopt a policy and procedure regarding its vaccination mandate. We further recognize that slowing or arresting the spread of the novel coronavirus and the disease the virus can create, COVID-19 (collectively, "COVID-19"), is of the utmost importance.

CSEA and the District agree to cooperate, now and into the future, on steps to be taken to prevent the spread of COVID-19. We further acknowledge that the District will maintain the essential functions of the District's operations during the period of the COVID-19-related emergency and that the below provisions will be made for District employees impacted by the COVID-19 pandemic and employees' safe return to campus.

Pursuant to negotiations between the Parties, the following Memorandum of Understanding (MOU) is in regard to the effects related to the District's response to the COVID-19 pandemic and related federal, state, county, regional, and District declarations and orders, and the District Vaccine Mandate. To this end, The District and CSEA agree to the following:

Definitions: For vaccine related definitions, the District shall follow the directives set by Riverside County Department of Public Health.

1. Any medical related documentation desired by the District will be sent to Human Resources and Employee Relations.
2. Any classified employee who submits proof of full vaccination on or before January 14, 2022, shall be paid a one-time incentive of \$500 to be disbursed by the February 28, 2022 paycheck.

3. Proof of vaccination:

A. In compliance with the CDPH Guidance for Vaccine Records Guidelines & Standards, the following modes may be used as proof of vaccination:

- Original Department of Health and Human Services (DHHS) Centers for Disease Control & Prevention (CDC) COVID-19 Vaccination Record Card (which includes name of person vaccinated, date of birth, type of vaccine provided, lot number, date last dose administered and site where administered),
- A photo or paper copy of DHHS CDC COVID-19 Vaccination Record Card,
- A photo of the Holder's DHHS CDC COVID-19 Vaccination Record Card stored on a phone or other electronic device, or
- Paper or digital documentation of vaccination from a healthcare provider or other issuer.

B. The District shall have a plan in place for tracking verified worker vaccination status. Records of vaccination verification must be made available, upon request, to the local health jurisdiction for purposes of case investigation.

C. Classified staff who are not fully vaccinated, or for whom vaccine status is unknown or documentation is not provided, must be considered unvaccinated.

4. Testing requirements:

A. Asymptomatic unvaccinated or incompletely vaccinated workers are required to undergo diagnostic screening testing.

B. Workers may be tested with molecular tests to satisfy this requirement, but unvaccinated or incompletely vaccinated workers must be tested at least once weekly with an approved PCR test.

C. Unvaccinated or incompletely vaccinated workers must also observe all other infection control requirements, and are not exempted from the testing requirement even if they have a medical contraindication to vaccination, since they are still potentially able to spread the illness. Previous history of COVID-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for COVID-19, **do not** waive this requirement for testing.

D. The District shall have a plan in place for tracking test results and conducting workplace contact tracing by January 31st, 2022 and must report results to local public health departments.

5. If a dispute arises regarding implementation of this MOU, the dispute shall be governed by Article IV (Grievance Procedure) of the Collective Bargaining Agreement (“CBA”) between the District and CSEA, except that, for purposes of this MOU only, a unit


member shall not be a Grievant. CSEA may assert a grievance as set forth in Article 4.3(B) of the CBA.

6. This Agreement cannot be changed or supplemented orally and may be modified or superseded only by a written instrument executed by both Parties.


This Memorandum of Understanding (MOU) is subject to approval per CSEA's policy 610.

Agreed to this 22nd day of October 2021 at Palm Desert, California.

For CSEA

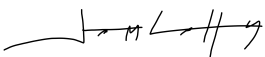

Keith Prouty II (Oct 25, 2021 09:06 PDT)

Keith Prouty, II
407 Chapter President


Michael Harlow, Negotiator


Ana Y. Quintana, Negotiator


Michael Gayle, Negotiator


Jim Lilly, Negotiator

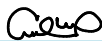

E. Caskie (Oct 25, 2021 08:47 PDT)
Beth Caskie, LRR, CSEA

For the District


Mark J. Zacovic (Oct 25, 2021 08:58 PDT)

Mark Zacovic, Interim VP/Negotiator
College of the Desert


Terri Wilson, Negotiator


Carlos Maldonado (Oct 25, 2021 07:14 HST)
Carlos A. Maldonado, Negotiator

Oct 25, 2021
Date











CSEA 407 Covid MOU Vaccine Mandate Effects TA


Final Audit Report


2021-10-25


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 Agreement completed.

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